

Department of  
**Primary Industries  
and Fisheries**

**Annual Report 2007–08**



## Our vision

Profitable primary industries for Queensland

## Our mission

Maximise the economic potential of Queensland's primary industries on a sustainable basis

## Our values

- We are committed to profitable primary industries for Queensland
- We work together as one DPI&F
- We deliver what we promise
- We demonstrate leadership and innovation
- We build effective relationships with our stakeholders and others

The Department of Primary Industries and Fisheries (DPI&F) seeks to maximise the economic potential of Queensland's primary industries on a sustainable basis.

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# Past...



**1963—Department of Agriculture  
and Stock was renamed Department  
of Primary Industries (DPI)**



# Present...



**2008—Department of Primary  
Industries and Fisheries (DPI&F)  
adopts a ‘fresh approach’  
for service delivery**



# Future...



**The future of DPI&F's 'fresh approach'  
is new world-class science and technology  
research and development facilities to serve  
our primary industries and fisheries stakeholders**



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## Letter of transmittal

30 June 2008

The Honourable Tim Mulherin MP  
Minister for Primary Industries and Fisheries  
80 Ann Street  
Brisbane Qld 4000

Dear Minister

I am pleased to present the 2007–08 annual report for the Department of Primary Industries and Fisheries.

I would like to draw your attention to the key highlights of this year, being our response to the equine influenza outbreak leading to eradication of the disease in Queensland, and new strategies to lead biosecurity and fisheries into the future. We will also fundamentally change and enhance our service delivery through the department's 'fresh approach' initiative. The future direction is clear—DPI&F's focus will remain on investment in world-class facilities, the skills of our people and improved service delivery to our clients.

I certify that this annual report meets the prescribed requirements of the *Financial Administration and Audit Act 1977* (FAA Act) and the *Financial Management Standard 1997* (FMS), particularly with regard to reporting this agency's governance arrangements, objectives, functions and performance, as well as the agency's additional reporting and tabling obligations for this report.

A checklist outlining the governance, performance, reporting and procedure obligations contained in the legislation can be accessed at [www.dpi.qld.gov.au](http://www.dpi.qld.gov.au)

Yours sincerely

**Robert Setter**  
Director-General



# Overview

## About this report

*This annual report highlights Department of Primary Industries and Fisheries (DPI&F's) performance throughout 2007–08 and details progress against the department's 2007–12 Strategic Plan. The report provides:*

- *an overview of how the department is achieving its mission of maximising the economic potential of Queensland's primary industries on a sustainable basis*
- *2007–08 highlights and challenges at a glance*
- *outlook for 2008–09*
- *performance scorecards detailing how we've delivered on our five key outcomes:*
  - *improved productivity*
  - *trade development*
  - *and efficiency*
  - *industry adaptability*
  - *market access*
  - *sustainable resource use.*
- *accurate corporate governance and financial information.*

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## About this report

Copies of this annual report are available online at [www.dpi.qld.gov.au](http://www.dpi.qld.gov.au). Limited copies can be obtained by calling 13 25 23.

## Have your say

DPI&F welcomes your comments and suggestions on this annual report. To provide feedback, please use our online feedback form or call 13 25 23 (within Queensland) or 07 3404 6999 (from interstate).

## Other publications

DPI&F produces a comprehensive range of industry and consumer publications. For a full list of available titles, visit [www.publications.qld.gov.au](http://www.publications.qld.gov.au) or call 13 25 23 (within Queensland) or 07 3404 6999 (from interstate).

## Director-General's review

### 2007–08: a year of change and high achievement

2007–08 was a watershed year for DPI&F. Our clients faced the critical challenges of a changing climate experiencing both drought and flood, competition from other domestic industry sectors and other exporting nations, rising input costs, and the need to boost productivity.

Through our major work programs in industry development, biosecurity and fisheries, DPI&F continues to make a valuable contribution to achieving Queensland Government's priorities of building on economic success, adapting to climate change and protecting the environment.

#### Rising to biosecurity challenges

The standout achievement for the year was the successful eradication of equine influenza (EI), the single largest animal disease emergency in Australia's history and a serious threat to our nation's \$6.2 billion horse industry. The dedication of our staff and close collaboration with government and industry partners over an intensive seven-month campaign resulted in Australia being one of the few countries in the world to be officially declared free of the disease. Our measures have helped position Queensland's horse industry for an even more productive future—with an increased awareness of the importance of biosecurity.

During 2007–08, DPI&F began consultation on Queensland's first totally integrated biosecurity strategy to build our emergency response capacity and protect our reputation for safe, ethical and sustainable production.

**Through our major work programs in industry development, biosecurity and fisheries, DPI&F continues to make a valuable contribution to achieving the Queensland Government's priorities of building on economic success, adapting to climate change and protecting the environment.**

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**DPI&F has once again made a valuable contribution to achieving the Queensland Government's priorities of building on economic success, adapting to climate change and protecting the environment.**

### **Helping industry development services prosper**

**004** In 2007–08, the department worked with industry and the research community across Australia to identify where the government's investment in research and development will have the most impact on productivity in the medium term. We took on a leadership role for research and development planning for the beef and sugar industries under the national framework, and began development of industry-specific plans for these major industries. We also translated our research and development investment into practical on-farm solutions delivered through extension.

For example, more than 500 Queensland beef producers were equipped with the skills, knowledge and techniques to optimise land and stock management via a series of regional workshops. The future possibilities for technology advances to be realised through our research and development partnerships, and the world-leading facilities in which we have a stake, are truly exciting prospects.

The department assisted industry to manage the impacts of drought and flood and to look for long-term ways to adapt to climate change. We pursued new markets and trade opportunities, and developed new management arrangements for profitable and sustainable fisheries.

## The future: a 'fresh approach' to getting things done

In 2007–08, we asked our clients what they expect from us in terms of service delivery—and embarked on a 'fresh approach' to revolutionise the way we do business. DPI&F's 'fresh approach' to service delivery is about better meeting our clients' needs through enhanced use of technology, modernised services and new partnerships. It will equip us to realise the ambitious vision of positioning primary industries to earn \$34 billion for Queensland by 2020.

The 'fresh approach' is based around three key pillars:

- building skills for the future
- delivering innovative research partnerships to grow investment
- networking and modernising services.

Our intention is that, through these three pillars, we will pursue new strategic directions for industry development, biosecurity and fisheries management to enable the accelerated growth of Queensland's primary industries. During 2007–08, we began to lay the foundations for implementing the 'fresh approach' by launching our first mobile service centre and forging partnerships with key agricultural education and research providers.

I congratulate and thank our staff, stakeholders and clients for a year of high achievement and exciting transition. I would also like to acknowledge the commitment and leadership of Jim Varghese who served as our Director-General from February 2004 until March 2008 in progressing the aims of the department.

I am confident that by working together and striving for excellence, we will make 2008–09 a year to remember in accelerating the growth of Queensland's primary industries sector. I invite you to read on about our department's other achievements in 2007–08 and future challenges and opportunities.

**Robert Setter**  
Director-General



## 2007–08: highlights and challenges

### Case study: equine influenza successfully eradicated in Australia

In August 2007, a national horse standstill was declared as a result of an equine influenza (EI) outbreak, representing the single largest animal disease emergency in Australia's history and impacting hugely on our \$6.2 billion horse industry. In Queensland, DPI&F's newly formed Biosecurity Queensland led the government response.

Thanks to the combined efforts of federal and state emergency response teams, the outbreak was able to be contained to Queensland and New South Wales, and on 30 June 2008, Australia was officially declared free of EI.

The success of this response is unprecedented on a world scale, with most observers being sceptical that Australia would ever achieve freedom from EI. EI is present in most countries and has only been eradicated twice, including once in South Africa where it was subsequently reintroduced. A world expert on EI from the United Kingdom wrote:

*“The eradication of EI virus should be heralded as a highly significant achievement in global infectious animal disease control terms.”*

Not eradicating the disease in Australia would mean regularly vaccinating horses and treating sick horses unable to work or compete, as well as limiting trade with New Zealand and the United Arab Emirates.

#### Equine influenza: the facts

During the intensive seven-month emergency response to contain and eradicate EI in Queensland (August 2007 to February 2008):

- 6,116 samples were tested in DPI&F's laboratory over a 10 week period.
- Over 4,000 properties in Queensland were infected with EI.
- Over 68,000 horses were vaccinated in Queensland.
- Over 27,500 travel permits were issued in Queensland.
- DPI&F sourced more than 1,183 people to assist with the EI response.
- DPI&F's website received 600,000 hits and DPI&F's call centre received nearly 80,000 calls.
- More than 2,400 customers visited seven DPI&F community resource centres set up to help owners with infected properties access industry assistance packages (October 2007 to January 2008).
- The cost of the Queensland response was \$33 million of which \$30 million was reimbursed to Queensland under the national cost sharing agreement.
- An additional \$20 million assistance package was provided to the horse industry by the Queensland Government.

## A response that captivated the nation

Biosecurity Queensland, in consultation with industry, was responsible for the progressive relaxation of movement restrictions and the distribution and use of vaccine to over 68,000 horses, involving difficult policy decisions and equity considerations. Leadership, good governance and risk management were critical factors in managing a crisis of this scale. The EI outbreak generated huge public interest, with an outstanding 26,925 television and radio broadcasts in Queensland and New South Wales. To meet demand for information about the outbreak, information was circulated through blogs, industry websites, campaigns, SMS messaging, direct mail and local meetings.

*Figure 1: 2007 equine influenza outbreak—timeline of key events*

Date	Event
25 August 2007	Decision to implement national horse movement standstill Suspect case at Morgan Park, Warwick, investigated
26 August 2007	Queensland's first case of EI confirmed at Morgan Park, Warwick
5 September 2007	Selected horse events allowed in Queensland under strict conditions
13 September 2007	A public notification divides Queensland into two zones—the 'Red Zone' and the rest of Queensland
28 September 2007	Vaccination of horses begins
4 December 2007	'Red Zone' significantly eased
25 December 2007	Last known case of EI in Queensland
16 January 2008	Equestrian events resume in Queensland's south-east
10 February 2008	Queensland reports no EI infected properties
31 March 2008	'Red Zone' turns green
30 June 2008	Australia is officially declared free of EI

### Ensuring industry interests were represented

Cultivating productive working relationships with Queensland's exceptionally diverse horse industry was a key focus during the response. There are three main segments of the horse industry: racing, thoroughbred breeding, and performance and pleasure—together with a significant export industry. All were stopped when Queensland declared a standstill of horse movements.

Industry were invited to be involved in EI decision making by participating in:

- DPI&F's EI Control Group
- the broader State Disaster Management system
- the whole-of-government Chief Executive Officers EI Control Group
- a temporary Crisis Committee to represent the diverse membership and needs of the performance and pleasure horse industry (this included representatives from the Queensland Horse Council, Queensland Pony Club and the Equestrian Federation Australia).

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During the response, DPI&F needed to manage the conflicting needs of different parts of the industry, while balancing disease control imperatives against the need to minimise impacts.

### *Having the right people in place*

During the seven-month response, DPI&F sourced more than 1,183 people (including DPI&F staff, staff seconded from other government departments, private veterinarians, the horse industry and other agencies within Queensland, interstate and internationally) to support Queensland's EI disaster management system.

In order to 'keep up' with the constant demand generated by the rapid spread of the disease, staff worked in state and local disease control centres and community resource centres. DPI&F employed 10 industry liaison officers who were well known and respected members of the horse community to act as a two-way communication channel between industry and government. Guidance on emergency risk management was provided by incident and emergency management mentors with support and resources from Emergency Management Queensland. Despite the huge task, only two health issues were reported during the response, demonstrating excellent DPI&F workplace health and wellbeing strategies.

### *Critical success factors*

Critical success factors contributing to the eradication of EI in Queensland included:

- our ability to demonstrate good governance arrangements
- working with our government partners to manage economic, health and wellbeing risks
- engaging industry and stakeholders to manage risks together
- using innovative science such as new diagnostic tests and genetically modified vaccines
- communicating effectively with stakeholders and the community.

## **DPI&F continues to work with industry to ensure better preparedness for future emergencies.**

### *Safeguarding the future*

DPI&F continues to work with industry to ensure better preparedness for future emergencies. Stakeholders have been involved in a post-response review and will continue to be consulted to ensure lessons learnt are incorporated into the department's emergency management system for future response situations. DPI&F is also assisting the Queensland Horse Council to develop a governance model that ensures systems are in place for industry to work together and with government in the future.

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## A 'fresh approach' to how we do business

Queensland's primary industries sector is changing, with the national skills shortage, rising food and fuel prices, climate change and increasing biosecurity threats now at the forefront. To capitalise on these challenges and opportunities, a 'fresh approach' to growing Queensland's primary industries was announced by the Minister in June 2008. This new approach will refocus the way DPI&F works over the next three to five years, with the ultimate goal of making Queensland primary industries a \$34 billion industry by the year 2020 (nearly three times today's value).

The 'fresh approach' is based around three pillars:

- building skills for the future
- delivering innovative research partnerships to grow investment
- networking and modernising services.

These three pillars will be supported by new strategic directions for biosecurity and fisheries.

DPI&F is consulting closely with staff, local government, industry, universities, the Australian Agricultural College Corporation (AACC) and other stakeholders such as exporters and large industry development corporations. Stakeholder consultation has already delivered some clear messages on the range of services government should offer and how those services are best delivered.

### *Pillar 1: build skills for the future*

A significant shortage of qualified, technology-savvy skilled workers is having a considerable impact on the productivity of Queensland's primary industries sector. Initiatives are underway to accelerate industry growth by giving people access to the knowledge and practical skills needed by employers. DPI&F will also seek innovative partnerships with secondary schools, the AACC and the tertiary sector to create and strengthen career paths for the next generation of industry development professionals.

A significant step forward in addressing the critical skills and labour shortage is the formal transfer of the AACC from the Department of Education, Training and Arts to DPI&F on 1 July 2008. After the transfer, a review of the AACC business model will take place to ensure an integrated suite of training, extension, education and science services are offered to meet the skills and development needs of industry now and into the future.

To create an attractive career pathway from school to vocational and academic studies, a Gateway Schools of Agribusiness pilot project will be undertaken to develop engagement between schools and Queensland's primary producers. Dalby was chosen as the site for the pilot project as the local agricultural college, schools and TAFE are supportive, and a Western Downs Skills Formation Strategy has already brought local industry groups together. To ensure the pilot meets industry needs, representatives such as Agforce, AACC, the Queensland Farmer's Federation, Rabobank and Canegrowers will be involved. Once the pilot is successfully established around the Dalby hub, the initiative will be rolled out to other regions across Queensland.



### ***Pillar 2: deliver innovative research partnerships to grow investment***

The second pillar relates to realising Queensland's potential in research and development through world class 'centres of excellence'. DPI&F's current regional infrastructure has increasingly limited capacity to foster research and development innovation. Proposals are underway to upgrade or replace ageing facilities in many parts of Queensland.

An exciting development is a new Australian Institute for Tropical Agricultural Sciences, the result of an innovative research partnership between DPI&F and James Cook University. A Statement of Intent was signed on 24 June 2008 to form the Institute, which will focus on tropical agriculture, aquaculture and biosecurity. Key aims are to attract and retain outstanding scientific staff to North Queensland and maximise the integration of research disciplines to support industry growth.

### ***Pillar 3: network and modernise services***

To support industry to drive sustainable growth, DPI&F's products and services need to be modern and relevant. The third pillar relates to planning for new and flexible services, including agribusiness services centres and mobile offices.

The mobile offices of DPI&F have been trialed for the past 12 months. These vehicles are visually high profile with large signage and have the latest technology to provide our clients with modern, innovative products and services.

The department has also invested in a Mobile Office Unit, which was unveiled on 24 June 2008 in Townsville. The intent of the Mobile Office Unit is to actively engage in rural communities, delivering high quality products and services. The Mobile Office Unit will aim to provide specific educational and training tools for primary producers, which will be an integral part of our 'fresh approach' to enhance service delivery.

All business groups across the department will have access to the Mobile Office Unit to engage the wider community on a face-to-face basis. It will provide excellent opportunities for various DPI&F groups to hold workshops and training sessions, inform various audiences of new science and technology, and engage the community in specific environmental issues (e.g. biosecurity). The Mobile Office Unit will also offer support during emergency responses such as EI. The itinerary of the Mobile Office Unit will be strategically coordinated, determined by the client base within each specific region of Queensland. The Mobile Office Unit will attend various field days, salesyards, forums and other major events (e.g. Beefex 2008).

Future initiatives include assisting producers and other sectors in the supply chain to conduct their business online to boost productivity and efficiency.

### ***Our mobile office coming to a town near you***

In June 2008, DPI&F introduced a mobile office in the form of a bus that travels around Queensland, visiting regional and remote communities. The mobile office gives primary producers immediate access to DPI&F services without the need to travel long distances and provides the opportunity to talk face-to-face with staff about issues that affect them. It's all part of our 'fresh approach' to delivering the best possible advice and services to Queensland's rural primary producers.

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Figure 2: Facilities co-funded by DPI&F

Facility	Location	Status
Queensland Crop Development Facility	Redlands, Brisbane	Completed 2007
Centre for Advanced Animal Science	Gatton	First stage opened 2007, second stage due for completion 2008
Bribie Island Research Centre upgrade	Bribie Island	Due for completion 2009
Health and Food Sciences Precinct	Coopers Plains, Brisbane	Due for completion 2010
Ecosciences Precinct	Boggo Road Urban Village, Dutton Park, Brisbane	Due for completion 2011

### Investment in world-class facilities to support Queensland science

Queensland is set to become a leader in science and technology research and development, through DPI&F's co-investment with other agencies in a range of new facilities. These cutting-edge facilities are the first stage of DPI&F's 'fresh approach' to networking and modernising research and development services across Queensland.

#### Queensland crops to benefit from futuristic glasshouse research

DPI&F plant scientists and other research organisations now have access to a secure, world-class glasshouse facility in which to 'grow' their experiments, courtesy of the \$8.6 million Queensland Crop Development Facility (QCDF) completed in late 2007. The facility is located at DPI&F's Centre for Lifestyle Horticulture in Redlands (outer Brisbane) and is a collaboration between DPI&F, The University of Queensland and the Queensland University of Technology.

With CSIRO signing a long term lease to use the complex, QCDF will house the glasshouse research projects of DPI&F and CSIRO scientists who will work in the Ecosciences Precinct (when completed in 2011). The new facility has been designed to meet the needs of scientists working in new plant bio-industries encompassing aspects such as molecular farming and DNA-based plant breeding.

Built to world-best standards, QCDF has 1,350 square metres of glasshouse growing space as well as additional areas for plant preparation and processing, sterilisation, offices and amenities. The facility is the only one of its kind in Australia able to accommodate such a broad range of research projects, and meets strict Australian Quarantine and Inspection Service standards.

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**DPI&F plant scientists and other research organisations now have access to a secure, world-class glasshouse facility in which to 'grow' their experiments.**



### ***New animal science research facilities at Gatton***

The new state-of-the-art Centre for Advanced Animal Science (CAAS), located at The University of Queensland's Gatton campus about one hour's drive west of Brisbane, is the outstanding result of a collaborative project between DPI&F and The University of Queensland. The first stage, opened in November 2007, incorporates grouped and individual animal pens for nutrition trials, a feed-processing shed, cattle-handling yards and a large hay shed. Due for completion in late 2008, CAAS will boast world-class animal research facilities in the fields of animal growth, adaptation, welfare, health and vaccines. The centre has been planned to complement the existing animal infrastructure at the Gatton campus, which includes a modern dairy, piggery, poultry unit, equine centre and wildlife enclosure.

CAAS will encourage increased national and international collaboration between scientists, and strengthen interaction between researchers and industry with a focus on 'real-world' outcomes. Together with a planned relocation of the university's School of Veterinary Science to the Gatton campus, the Centre will also enable advanced education for future generations of researchers and practitioners in the animal industries. Significant investment has been made in this project, with the Queensland Government contributing \$22 million and The University of Queensland providing \$11 million.

### ***Upgrade of Bribie Island facility to boost fisheries and aquaculture research***

Due for completion in early 2009, a Bribie Island Research Centre combining both fisheries and aquaculture research will be the result of a \$5 million redevelopment of the existing Bribie Island Aquaculture Research Centre (BIARC). BIARC was one of the first dedicated multi-functional aquaculture research facilities to be built in Australia, and boasts commercial scale production facilities including specialist laboratories, seawater supply/filtration/aeration systems, a commercial size nursery, growout ponds, water tanks and other scientific equipment. The redevelopment will result in more efficient and integrated infrastructure such as upgraded sea and freshwater tank systems. DPI&F scientists based at the new Ecosciences Precinct will use these facilities and CSIRO is looking to co-locate its marine facilities with DPI&F at Bribie Island as part of its move to the Ecosciences Precinct.

### ***Two cutting-edge science precincts coming to Brisbane***

Two new science precincts—the first of their kind in Australia—will be purpose-built in Brisbane in partnership with the CSIRO which, together with the Queensland Government, will invest over \$375 million to see the vision become reality. DPI&F has the largest stake in the project, taking responsibility for about 45% of infrastructure costs and set to occupy about 70% of available laboratory space.



The two precincts are the Health and Food Sciences Precinct and the Ecosciences Precinct.

- *Health and Food Sciences Precinct:* Existing Queensland Health laboratories at Coopers Plains in southern Brisbane are being expanded to form the Health and Food Sciences Precinct. The precinct will house around 700 scientists whose research will focus on ways to help people live longer, healthier and more fulfilling lives through advances in healthcare, medicine, food and nutrition. The precinct will be the first in Australia to link health for both humans and animals in one physical location. The Health and Food Sciences Precinct is due for completion in early 2010.

- *Ecosciences Precinct:* Over 1,000 Queensland researchers will join together in one location to create Australia's first Ecosciences Precinct. The precinct will be located in the Boggo Road Urban Village on a 9.5 hectare site south of the city at Dutton Park along with residential and commercial areas and transport hubs. The precinct's facilities will support the development of Queensland industry and allow better management of natural resources. The Ecosciences Precinct is due for completion in early 2011.



**Queensland is set to become a leader in science and technology research and development, through DPI&F's co-investment with other agencies in a range of new facilities.**

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## 2007–08 at a glance

### *Improving the way we do business: a 'fresh approach'*

- Launched a 'fresh approach' to service delivery directed at building a skilled workforce, capitalising on research and development potential to foster world-class innovation, and networking and modernising services (Page 9).
- Launched DPI&F's first mobile office to improve access of rural and remote communities to resources and services (Page 10).
- Launched a fleet of Biosecurity Queensland emergency response vehicles to allow quicker response to crisis situations (Page 61).
- Invested \$18 million in world-class research facilities to deliver scientific outcomes for primary industries and fisheries (Page 11).

### *Industry development*

- Developed future directions plans for DPI&F's research and development programs, which support Queensland's major industries (Pages 59, 66, 72, 78, 88, 130).
- Facilitated first direct export of mangoes into China's \$300 million market under new quarantine protocols as part of DPI&F's Asian Markets for Horticulture Initiative (Pages 68–69).

### *Biosecurity*

- Coordinated emergency response to a major outbreak of equine influenza in Queensland at an estimated cost of almost \$33 million across government, with Queensland officially declared free of the disease in June 2008 and Australia now one of the very few countries in the world to achieve eradication (Page 6).
- Prepared a Queensland Biosecurity Discussion Paper for public consultation to inform the development of Queensland's first Biosecurity Strategy in 2008–09 (Page 66).

### *Fisheries*

- Implemented new management arrangements for profitable and sustainable fisheries (Page 88).
- Developed key techniques to allow production of high-value marine finfish and seafood products, including grouper and coral trout (Page 64).

### Challenges facing the primary industry sector

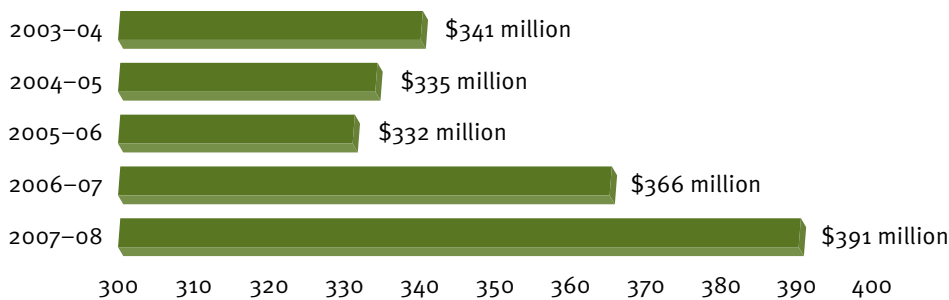
- climate change and variability, including the need for effective drought policies
- changing terms of trade, and competition from low cost producers for global market share
- secure access to, and efficient use of, water
- consumer demand for safe, healthy and ethically produced food
- skills and labour shortages from competition and an ageing workforce
- competition for crops between food, fodder and biofuel industries
- access to new and existing markets and trade development
- increasing biosecurity risks
- national and state priorities for research and development, biosecurity, fisheries management and developing economic opportunities for indigenous communities

### Our financial performance

DPI&F recorded a break-even budget position—an excellent result given the complexity of financial challenges faced (including the successful emergency response to equine influenza) (Page 133).

- total operating revenues of \$390.6 million
- total operating expenses of \$392.1 million (including \$30 million for managing EI)
- total assets of \$515.7 million
- total liabilities of \$60.7 million
- net worth (equity) of \$455 million.

Figure 3: Five-year revenue trends





## 2007–08 performance scorecard

Outcome	What we planned to do	Performance
<b>Improved productivity and efficiency</b>	Provide management training under the Farmbis training program for 3,000 eligible participants	Over the last three years, the FarmBis rural training support program has subsidised over 36,000 Queensland producers to undertake accredited business training (Page 49)
	Engage beef producers in northern and central Queensland in the use of business analysis systems	DPI&F is accelerating new technologies and best practice management through its FutureBeef initiative which aims to support producers to better manage risks by addressing the whole supply chain—from property to market (Page 47)
	Release 10 improved elite <i>Corymbia</i> -based hybrids with proven wood quality characteristics for commercial deployment	In north Queensland, the plantation industry is expanding at a rapid rate, using red mahogany ( <i>Eucalyptus pellita</i> ) seed from DPI&F/CSIRO second generation seed with the first generation of improved <i>Corymbia</i> hardwood clones planted in 2006 (Page 48)
	Develop two new forage oats cultivars with 10% yield increase (over standard check varieties) and multi-gene resistance to rust released by March 2008	A new forage oat variety called Genie was 'let out of the bottle' in October 2007, offering livestock producers significant economic benefits (Page 56)
<b>Market access</b>	Contribute to national emergency preparedness and response plans for high priority animal biosecurity threats within national guidelines and timeframes	DPI&F's work with leading exporters and Queensland's non-racing sector to eradicate equine influenza over a seven month period has resulted in the United Arab Emirates reopening their markets to Australian horses in March 2008 with minimal changes to quarantine requirements (Page 62)
	Develop breeding technologies and understanding of animal biology for tropical marine finfish by June 2008	Groundbreaking research on how to reliably farm commercial quantities of tropical reef fish species is providing the state's aquaculture farmers with opportunities to boost profits (Page 65)

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What we plan to do 3–5 year outlook	Impact on industry			Performance against MPS target			Status
	Industry	2006–07 GVP \$M	2007–08 GVP \$M	MPS measure*	Target	Actual	
While the Australian Government FarmBis program ended 30 June 2008, DPI&F will continue to provide formalised training and skills development for Queensland's primary industries	All	12,531	12,375	Group E: AAA Farmbis subsidised training occasions	3,000	5,722	✓
Increase profitability of beef enterprises, increase industry capacity to manage for change and climate variability, and accelerate genetic improvement of the beef industry using leading edge technology	Beef	3,802	3,440	Group E: Business capacity building activities: participants engaged in business development activities	6,721	12,626	↑
Further develop six elite <i>Corymbia</i> -based hybrids with proven wood quality characteristic for commercial deployment by June 2011	Forestry	493	504	Group D: Improved varieties, cultivars and commercialised parent lines	26	68	✓
Release two new forage oat cultivars with 10% increase in forage yield over existing commercial varieties and multi-gene resistance to leaf rust by June 2011 and June 2013	Other cereal grains	15	20	Group D: Improved varieties, cultivars and commercialised parent lines	26	68	✓
Continue to build Queensland's capacity to respond effectively to recovery from emergency pest and diseases	Horse Industry	No GVP figures available for this industry		Group H: State and National arrangements managed for responses to specific large-scale exotic and endemic pests and diseases	6	6	✓
Produce a set of industry notes to facilitate technology transfer of Tropical Marine Finfish production methods to industry by June 2009	Fishing	345	345	Group D: Systems standards tools for improved production efficiency	74	66	→

\*MPS = Ministerial Portfolio Statement. MPS targets represent a whole-of-department result.

- ✓ achieved
- ↑ significant progress
- some progress

017



Outcome	What we planned to do	Performance
<b>Market access</b> (continued)	Implement area freedom surveillance systems according to national guidelines and state activity plan, including inspections for high priority pests including citrus canker	After the successful response to the citrus canker outbreak, 180,000 trees were replanted after passing stringent inspections by DPI&F Inspectors at source nurseries outside the Pest Quarantine Area. (Page 61)
	Identify one mango bioactive fraction using cell-based assays by June 2008	To ensure the highest value consumer foods, DPI&F food scientists examine the chemical, biological and physical properties of food from the farm gate to the plate (Page 65)
<b>Trade development</b>	Increase access to national and international markets	Queensland citrus has a 'foot in the door' to significant export markets in China. Exports of Queensland-grown citrus to China during 2007 have tripled, since the first containers of Honey Murcott mandarins were shipped out in 2006 (Page 69)
	Develop one new bioactive extract from sugar by December 2007	DPI&F scientists are working on a range of natural sugar by-products to appeal to health conscious consumers. DPI&F is involved in designing a process which removes woody sugarcane rind and leaves behind only high-quality cane pith containing antioxidants and fibre which are usually lost during the white sugar manufacturing process (Page 71)
<b>Industry adaptability</b>	Coordinate response to unforeseen events impacting on a particular location or sector within one month of event	To help primary producers manage flood impacts, DPI&F ensured farm financial counsellors were on hand to help primary producers access recovery programs such as financial assistance, established a database to record stock losses, coordinated fodder drops and provided pest and disease advice (Page 74)
	Finalise 95% of Drought Relief Assistance Scheme (DRAS) applications within four weeks of receipt, and finalise payment of estimated 4,500 freight subsidy applications	54.3% of Queensland was still officially drought declared as at 30 June 2008. DPI&F assisted primary producers experiencing drought through the Drought Relief Assistance Scheme and freight assistance subsidies (Page 75)

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What we plan to do 3–5 year outlook	Impact on industry			Performance against MPS target			Status
	Industry	2006–07 GVP \$M	2007–08 GVP \$M	MPS measure*	Target	Actual	
Surveillance systems are developed and implemented in accordance with relevant standards and national contract or agreement requirements and/or state project plans	Mandarin	90	85	<i>Group H: State and national arrangements managed for responses to specific large-scale exotic and endemic pests and diseases</i>	6	6	✓
Develop one new cell based assay for mango bioactivity by June 2009	Mango	80	45	<i>Group D: Innovative technologies (including molecular tools) developed through revolutionary R&amp;D effort</i>	12	10	→
Continue to work with food and agribusiness companies along the supply chain to facilitate increased trade and exports	Mandarin	90	85	<i>Group C: major trade development activities: trade missions</i>	40	52	✓
Publish the identification of three bioactive polyphenolic compounds in sugar extracts by June 2009	Sugar	1,075	750	<i>Group D: Innovative technologies (including molecular tools) developed through revolutionary R&amp;D effort.</i>	12	10	→
Coordinate response to unforeseen events impacting on a particular location or sector within one month of event	All	12,531	12,375	<i>Group C: Business assistance: farm enterprises assisted through business analysis/financial counselling services</i>	900	783	→
Finalise 95% of DRAS applications within four weeks of receipt, and finalise payment of estimated 4,500 freight subsidy applications	All	12,531	12,375	<i>Group C: Business assistance producers assisted to access Government financial assistance</i>	300	527	✓

\*MPS = Ministerial Portfolio Statement. MPS targets represent a whole-of-department result.

- ✓ achieved
- ↑ significant progress
- some progress

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Outcome	What we planned to do	Performance	
<b>Industry adaptability</b> (continued)	Develop integrated farming systems, including two polyculture trials (fish, crab, prawn, worm, seaweed tropical abalone) by 2010	DPI&F scientists currently developing new ecologically-efficient models for aquaculture farms where complementary species are grown together (Page 78)	
<b>Sustainable resource use</b>	Provide strategic direction for weed and pest animal management activities of internal and external stakeholders through Queensland Biosecurity Strategy	The Pest Offensive aims to control woody weeds, prevent weed seed from spreading, identify and prevent new weed threats, improve pest management in Aboriginal and Torres Strait Islander communities and better manage wild dogs and feral pigs (Page 82)	
	Issue 37,500 stocked impoundment permits per year	Stocked Impoundment Permit Scheme (SIPS) funding has resulted in the release of over 9.5 million native fish into 30 participating Queensland dams, and has raised over \$4 million dollars to improve the quality of freshwater recreational fishing (Page 86)	
	Conduct 10 workshops and/or adult learning opportunities on integrated pest management by June 2008	DPI&F staff conducted a range of integrated pest management training for growers, consultants and agronomists (Page 80)	
	Maintain the safety of swimmers from shark attack on 85 Queensland beaches	DPI&F ensured the safety of swimmers by maintaining and monitoring shark nets and drumlines for 85 Queensland beaches (Page 84)	



What we plan to do 3–5 year outlook	Impact on industry			Performance against MPS target			Status
	Industry	2006–07 GVP \$M	2007–08 GVP \$M	MPS measure*	Target	Actual	
Develop production systems for polychaete and seaweed co-culture integrated on-farm to enhance productivity and sustainability of prawn farming by June 2010	Aquaculture	75	80	<i>Group D: Systems, standards and tools for improved production efficiency</i>	74	66	→
Provide strategic direction for weed and pest animal management activities of internal and external stakeholders through Queensland Biosecurity Strategy	All	12,531	12,375	<i>Group G: Number of declared, new and regional priority pest species subject to research to improve control measures</i>	22	22	✓
Issue 37,500 stocked impoundment permits per year	Fishing	345	345	<i>Group L: Stocked impoundment permits issued</i>	37,500	39,500	✓
Deliver 10 training workshops to more than 500 farmers and agronomists in the grains and cotton industry by June 2009	Cereal grains and cotton	551	1,080	<i>Group E: Activities designed to achieve adoption of technologies delivered by DPI&amp;F</i>	227	275	✓
Maintain the safety of swimmers from shark attack on 85 Queensland beaches	Tourism	No GVP figures available for this industry		<i>Group N: Shark control beaches covered by the Shark Control program</i>	84	85	✓

\*MPS = Ministerial Portfolio Statement. MPS targets represent a whole-of-department result.

- ✓ achieved
- ↑ significant progress
- some progress



Corporate governance strategy	What we planned to do	Performance
<b>Improving the way we do business</b>	Deliver service improvements to ITS customers through new technologies and information delivery methods	DPI&F's Business Information Centre received 173,527 calls with over half of these relating to equine influenza (51.75%) (Page 41)
	Design and deliver Dialogue for Action Forums for external stakeholders	DPI&F conducted 13 'Dialogue for Action' forums with its external stakeholders to proactively seek valuable independent observations and perspectives on emerging critical and sensitive issues (Page 40)
	Prepare implementation plan for addressing DPI&F research infrastructure needs by January 2008 (and update quarterly)	Through DPI&F's co-investment with other agencies in a range of new facilities, Queensland is set to become a leader in science and technology research and development (Page 11)

What we plan to do 3–5 year outlook	Impact on industry			Performance against MPS target			Status
	Industry	2006–07 GVP \$M	2007–08 GVP \$M	MPS measure*	Target	Actual	
Provide ICT support for emergency responses and preparedness	All	12,531	12,375	<i>Group E: Information products and services, business information centre enquiries</i>	100,000	175,399	✓
Design and deliver Dialogue for Action Forums for external stakeholders	All	12,531	12,375	There is no specific MPS measure aligned to this work; however, this work is critical for the department to deliver its products and services			
Prepare implementation plan for rationalisation of research facilities and their integration with agricultural colleges by February 2009	All	12,531	12,375	There is no specific MPS measure aligned to this work; however, this work is critical for the department to deliver its products and services			

\*MPS = Ministerial Portfolio Statement. MPS targets represent a whole-of-department result.

- ✓ achieved
- ↑ significant progress
- some progress



## Outlook for 2008–09

2008–09 will be another year of **challenge and opportunity** for Queensland's primary industries sector. Significant challenges and opportunities include:

- *climate change*—affects availability of water and production levels, and alters biosecurity risks over time
- *increasing global demand for food and fibre*—this opportunity is coupled with increased competition from all other exporting nations and with other domestic industry sectors and means that even greater emphasis must be placed on maintaining Queensland's disease-free status
- *skills and labour shortage*—productivity growth is limited by the availability of skilled staff, also in high demand in competing industries such as mining
- *biosecurity capacity*—building a shared responsibility through a new biosecurity strategy and improvements to biosecurity emergency response systems.

In 2008–09, DPI&F will deliver its 'fresh approach' to supporting industry in meeting challenges and realising opportunities. Our enhanced service delivery plan will:

- address the skills shortage by developing an integrated model for industry training services with Australian Agricultural College Corporation
- build Queensland's science capacity through collaborative partnerships with research and development providers, such as the university sector
- establish agribusiness service centres in key agri-economic zones to better meet industry's needs.

Our 2008–09 investment will target key departmental outcomes:

- *improved productivity and efficiency*—boosting productivity in key growth industries by investing in research and development which capitalises on Queensland's strengths in tropical science and biosecurity
- *market access*—developing Queensland's first biosecurity strategy, maintaining Queensland's freedom from new pests and diseases and conducting research to enable us to meet the quarantine requirements of key growth markets
- *industry adaptability*—improving primary producer preparedness and capacity to respond to climate change and variability by participating in the whole-of-government review of integrated drought assistance programs
- *sustainable resource use*—improving profitability and sustainability of fisheries through a new fisheries strategy
- *trade development*—working collaboratively with industry and businesses to increase exports into markets such as for Queensland mangoes into China.



# Our business

## Who we are

*Queensland's primary industries provide \$12.3 billion in farm gate value and first-stage processing to the Australian economy annually, encompassing production activities in the food, fibre, lifestyle, forestry and fisheries sectors. Profitable primary industries create jobs, expand Queensland's export markets, support economic growth and enhance our wellbeing.*

*DPI&F has a vision of profitable primary industries for Queensland, and supports strategic industry development at all stages of the industry value chain from production to consumption.*

*The department's mission is to maximise the economic potential for Queensland's primary industries on a sustainable basis. This mission is delivered through a range of industry development, biosecurity and fisheries services.*

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## What we do

DPI&F is responsible for managing Queensland's primary industries, which include:

- *horticulture*, which refers to a range of fruit, nut and vegetable industries
- *lifestyle horticulture*, which refers to non-food horticulture products such as nursery and landscape products, turf, foliage and cut flowers
- *livestock*, which refers to a range of animal industries including beef, sheep, goats, pigs and poultry
- *livestock products*, which refers to animal products such as wool, milk, eggs, skins and manufactured meat products
- *sugar*, which refers to the growing and harvesting of sugarcane
- *fisheries and aquaculture*, which refers to seafood in the form of wild-caught and farmed aquatic species for commercial and recreational use
- *field crops*, which refers to grains and cotton.

DPI&F is an economic development agency with the strategic objective of accelerating the growth of Queensland's primary industries on a sustainable basis. To achieve this objective, the work of DPI&F focuses on three major outputs:

- industry development (our largest output)
- biosecurity
- fisheries.

DPI&F strategically invests in research and development, trade and export, business development, extension, biosecurity and fisheries management services. These investments are targeted at economically important industries across Queensland including beef, field crops, fruit and vegetables, lifestyle horticulture, sugarcane, forestry and seafood. The department works with industry at all stages of the value chain and strives to deliver from the Queensland Government outcomes of:

- a strong diversified economy
- a community of well-skilled and knowledgeable people
- a clean, liveable and healthy environment
- maintenance of the natural resource base.

### *Industry development*

Queensland's primary industries sector contributes nearly one-quarter of our state's total exports. DPI&F works to improve Queensland's primary industries by increasing competitiveness, productivity, innovation and access to markets both here and overseas. DPI&F supports the profitability of Queensland's primary industries through activities such as:

- research and development
- trade and export
- animal and plant industry development
- rural skilling, training and labour initiatives.



### **Biosecurity**

This output, delivered through Biosecurity Queensland, coordinates efforts to prevent, respond to, and recover from pests and diseases that threaten Queensland's economy, environment and our way of life. Biosecurity Queensland works to:

- ensure continued market access for primary industry products
- protect communities, industries and the environment from the potentially significant impacts of diseases and pests
- protect public health and safety by reducing the risk of inappropriate chemical use by food, agricultural and veterinary industries
- maintain high standards of animal welfare and ethics.

### **Fisheries**

DPI&F manages commercial and recreational fisheries and fish habitats, with the aim of:

- protecting and conserving fisheries resources
- enabling profitable commercial wild caught and aquaculture industries
- facilitating enjoyable recreational fishing opportunities.

This involves overseeing policy and legislation, issuing licences and permits, research and development, and community education programs.

Within this output, Queensland Boating and Fisheries Patrol enforces fisheries and boating safety laws, and shark control programs are delivered on behalf of Maritime Safety Queensland.

**DPI&F is an economic development agency with the strategic objective of accelerating the growth of Queensland's primary industries on a sustainable basis.**

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## Where we've come from: historic milestones

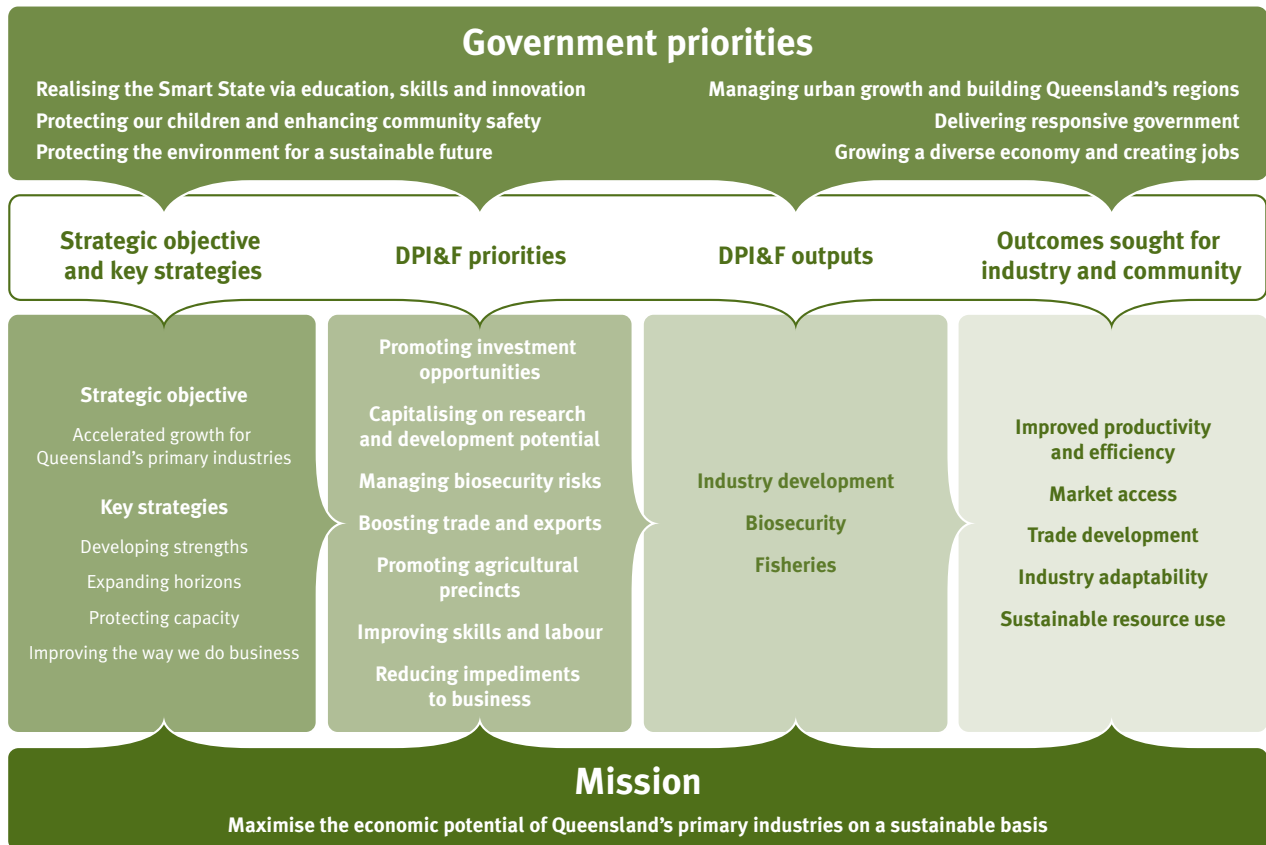
<b>1855</b>	Following requests from wool growers, the first agricultural officer (a sheep scab inspector) was appointed to the Moreton Bay district	<b>1955</b>	Queensland's first artificial insemination facility for cattle established at Rocklea to assist in controlled breeding programs
<b>1887</b>	Department of Agriculture gazetted on 18 June 1887 as a sub-department under the Minister for Public Lands to encourage and guide land settlement	<b>1962</b>	<ul style="list-style-type: none"> <li>• Queensland Wheat Research Institute established and funded by Toowoomba growers</li> <li>• Tick fever research laboratory opened at Wacol to research and produce vaccine</li> </ul>
<b>1896</b>	Department of Agriculture became a separate entity with its own Minister	<b>1963</b>	Department of Agriculture and Stock renamed Department of Primary Industries (DPI)
<b>1897</b>	<ul style="list-style-type: none"> <li>• Stock Branch transferred to Department of Agriculture merging responsibilities for pastoral industries</li> <li>• Agricultural research and education expanded by establishing the Queensland Agricultural College at Gatton and Queensland Agricultural Journal</li> <li>• First state farms set up at Westbrook (near Toowoomba) and Hermitage (near Warwick) to identify crops and farming systems suited to Queensland</li> </ul>	<b>1968</b>	Long-term Hermitage land management research trial established to investigate management of soil carbon levels, erosion and greenhouse gas production
<b>1900</b>	Bureau of Sugar Experiment Stations (now BSES Limited) established to boost sugarcane production and milling	<b>1972</b>	Regional Extension Services Board created in response to industry demand for an integrated service
<b>1904</b>	Department of Agriculture renamed Department of Agriculture and Stock	<b>1980</b>	Queensland Fisheries Service transferred to DPI
<b>1909</b>	First stock experiment station established at Yeerongpilly (Brisbane) to undertake disease research	<b>1983</b>	Queensland's first agricultural policy released
<b>1920</b>	World's first cooperative agricultural marketing scheme introduced under the 1920 Wheat Pool Act	<b>1989</b>	Queensland Forest Service and Water Resource Commission transferred to DPI
<b>1923</b>	First Council of Agriculture formed to give small farmers a voice	<b>1997</b>	Water and land use responsibilities transferred to Department of Natural Resources
<b>1934</b>	Bureau of Tropical Agriculture established at South Johnstone to research potential crops	<b>2004</b>	<ul style="list-style-type: none"> <li>• DPI renamed Department of Primary Industries and Fisheries (DPI&amp;F)</li> <li>• Aligning for Success review implemented heralding a new way of conducting business</li> <li>• DPI&amp;F becomes an economic development agency</li> </ul>
<b>1946</b>	Network of regional experimental stations established to boost post-war rural production	<b>2006</b>	DPI Forestry becomes Forestry Plantations Queensland (a sole corporation) on 1 May
		<b>2007</b>	Biosecurity Queensland created within DPI&F with expanded environmental biosecurity responsibilities (transferred from Department of Natural Resources and Water)
		<b>2008</b>	DPI&F adopts a 'fresh approach' for service delivery

Reference: *Guiding Queensland Agriculture: 1887–1987*, Skerman, P J, Fisher A E & Lloyd, P L. 1988. Queensland Department of Primary Industries.



# Our map to profitable primary industries

The following diagram shows how DPI&F’s strategic objective and key strategies and outputs achieve government priorities and outcomes for Queensland.





## The value of primary industries to Queensland

Queensland's primary industries sector makes an important contribution to the state's economy. In 2007–08, the value of Queensland's primary industries was estimated at \$12.3 billion. This comprises \$9.5 billion in gross value of production (GVP) and \$2.8 billion in first-round processing.

Production output resulting from primary industry activity, and the total value of the industry, is largely influenced and determined by factors such as market demand, international trade agreements, monetary exchange rates, climatic conditions and water availability. In 2007–08, Queensland had not fully emerged from the drought conditions that took hold in 2002–03. The effects of the drought are reflected in the volume of production of many commodities including livestock, cereal grains and cotton. 2007–08 also presented other challenges to producers, including a historically high Australian dollar, making Australian and Queensland exports less competitive in international markets.

### 2007–08 GVP: at a glance

- In 2007–08, 80% of the farm gate value of Queensland's primary industry commodities came from the following six industries:
  - beef production and live cattle exports: \$3.4 billion
  - lifestyle horticulture production and services: \$1.3 billion
  - fruit and nut production: \$1.1 billion
  - grains production including wheat, barley, grain sorghum and maize: \$970 million
  - vegetable production: \$780 million
  - sugarcane production: \$750 million
- Cattle and calf slaughterings had been increasing year-on-year from 2002–03, reaching a high in 2006–07 but falling in 2007–08 as producers held on to stock to rebuild herds. The cattle and calf industry remains Queensland's largest primary industry with an estimated GVP of \$3.4 billion in 2007–08.

Figure 4: Queensland's top six primary industries, 2005–06 to 2007–08

Commodity	2005–06 \$ million	2006–07 \$ million	2007–08 \$ million
Cattle and calves	3,607	3,802	3,440
Lifestyle horticulture production and services	1,480	1,220	1,305
Fruit and nuts	911	1,046	1,075
Cereal grains	454	429	970
Vegetables	945	803	780
Sugarcane	963	1,075	750
<b>Gross value of production at the farm gate</b>	<b>9,716</b>	<b>9,644</b>	<b>9,531</b>
<b>Total primary industries including first-round processing</b>	<b>12,482</b>	<b>12,531</b>	<b>12,375</b>

Note: Lifestyle horticulture value includes gross value of the service side of the industry.

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- Low world production and high demand for cereal grains led to very high prices being paid for grains in 2007–08. While domestic cereal grain production improved on the previous year, it was still historically low. The net result was a record-high GVP for cereal grains in 2007–08.
- In 2007–08, Queensland cotton production was at its lowest level in many years and even lower than 2002–03, which was a particularly poor year for production. This coincided with the lowest cotton harvest on record in the United States and falling world stocks. Cotton prices were high but only benefited the few growers who had sufficient water to produce cotton.
- Queensland's forest industry, including the value of log production and first-round processing, was estimated at \$504 million.
- The GVP of Queensland's fisheries industry was estimated at \$345 million.

For more detailed information on the value of Queensland's primary industries, see DPI&F's annual publication *Prospects for Queensland's primary industries* and the quarterly editions of *Prospects update*.





## Where we operate

As Queensland is geographically widespread and diverse, DPI&F has five regional offices (in Nambour, Toowoomba, Longreach, Rockhampton and Townsville) as well as a mobile office that travels to rural and remote areas around Queensland.

Region	Area (km <sup>2</sup> )	Regional office	Main primary industries
North*	459,006	Townsville	Horticulture (tropical fruit) Sugar Livestock (beef) and livestock products Fisheries and aquaculture
South	167,061	Toowoomba	Livestock (range of intensive animal industries) and livestock products Grains Cotton Horticulture (stone fruit and table grapes)
South East	70,797	Nambour	Horticulture (citrus) and lifestyle horticulture Livestock (poultry and beef) and livestock products Fishing
Central	207,581	Rockhampton	Livestock (beef) and livestock products Grains Sugar Horticulture (citrus)
West	825,125	Longreach	Livestock (sheep and beef) and livestock products (wool) Macropod and wild game harvesting

Notes:

\* Includes Torres Strait and Mornington Island



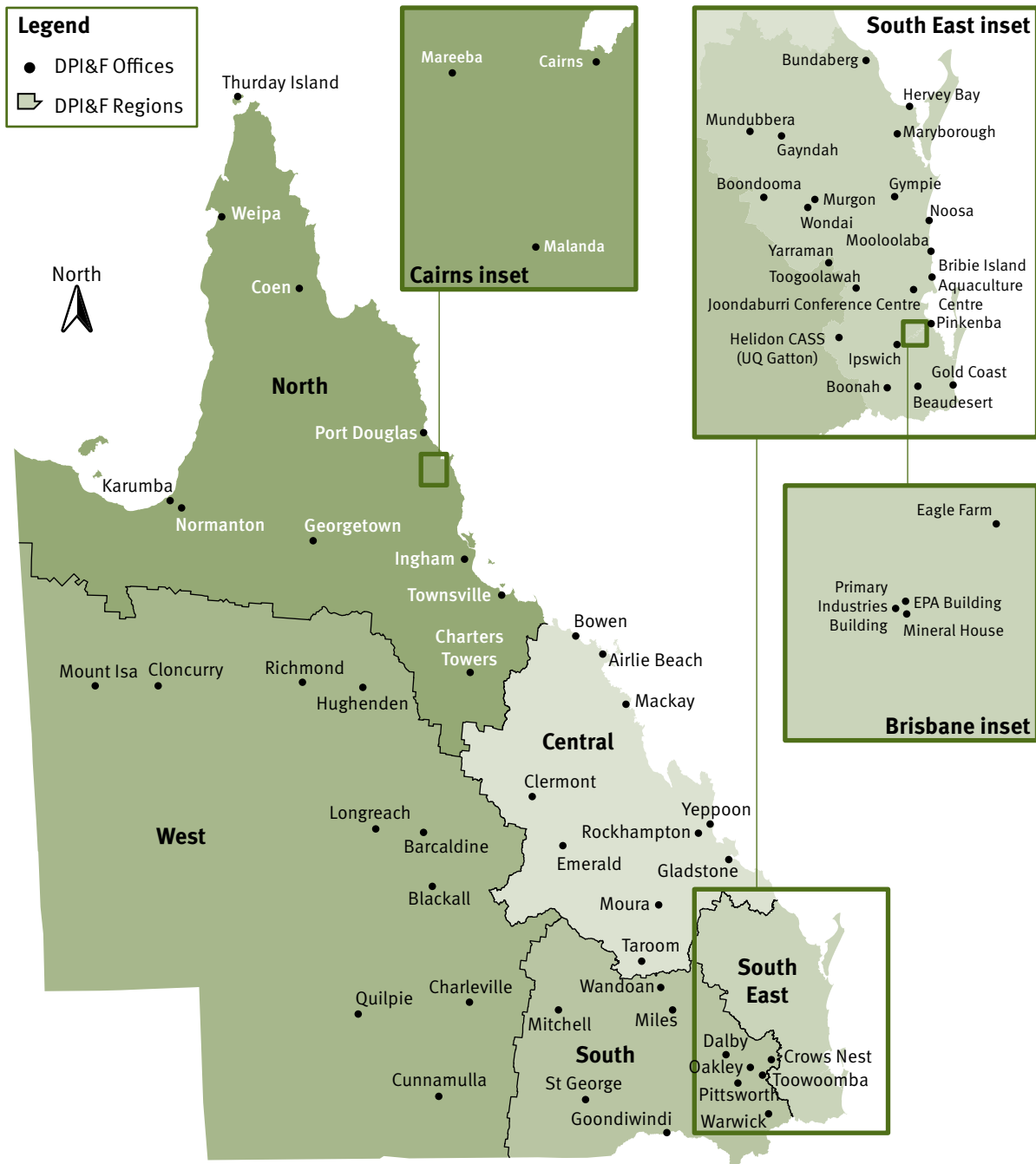


Figure 5: Map of Queensland showing DPI&F regions



## Exporting Queensland primary industries to the world

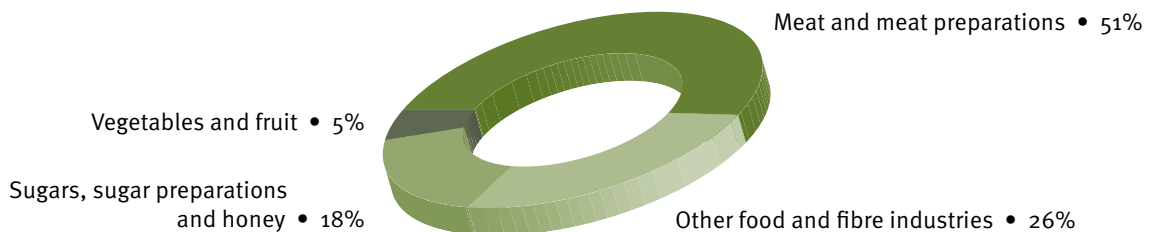
Queensland's primary industries sector was the state's second most important export earner in 2007–08, contributing more than a quarter of total exports.

### Major export industries

In 2007–08, meat and meat preparations (\$3.1 billion) and sugar and sugar products (\$1.1 billion) accounted for around 69% of Queensland's total overseas food and fibre exports. Vegetables and fruit (\$0.3 billion) represented the state's third largest food and fibre export, accounting for around 5% of total food and fibre exports.

Figure 6: Major food and fibre export industries for Queensland, 2007–08

	2007–08	% Queensland food and fibre exports
Meat and meat preparations	\$3.1 billion	51
Sugars, sugar preparations and honey	\$1.1 billion	18
Vegetables and fruit	\$0.3 billion	5
Other food and fibre industries	\$1.6 billion	26
<b>Total food and fibre exports</b>	<b>\$6.1 billion</b>	<b>100</b>



Comparing 2003–04 to 2007–08 exports, vegetable and fruit exports grew by 35%, meat and meat preparations exports grew by 12% and sugar exports grew by 8%. This growth was significantly higher than the 9% growth in total food and fibre exports.

Figure 7: Queensland's food and fibre exports, trend from 2003–04 to 2007–08

	2003–04	2007–08	Trend (%)
Meat and meat preparations	\$2.7 billion	\$3.1 billion	↑ 12
Sugars, sugar preparations and honey	\$1.0 billion	\$1.1 billion	↑ 8
Vegetables and fruit	\$0.2 billion	\$0.3 billion	↑ 35
<b>Total food and fibre exports</b>	<b>\$4.7 billion</b>	<b>\$6.1 billion</b>	<b>↑ 9</b>

From 2006–07 to 2007–08, the value of exports fell 10% as a result of the combined factors of a strong Australian dollar compared to US dollar, high costs of production and high fuel prices.

*Figure 8: Value of total Queensland food and fibre exports, five-year trend from 2003–04 to 2007–08*

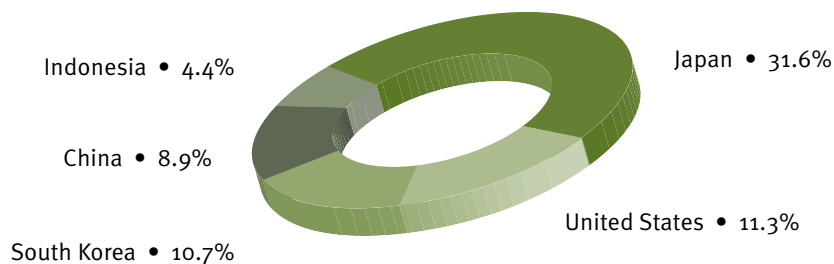
Year	Value of total Queensland food and fibre exports	% change from year prior
2003–04	\$5.7 billion	
2004–05	\$6.5 billion	14.8
2005–06	\$7.0 billion	7.9
2006–07	\$6.8 billion	-2.9
2007–08	\$6.1 billion	-10.1

## Major trading partners

Figure 9 shows the top five export markets for Queensland’s primary industries in 2007–08. Japan remains our largest export market, receiving a 31.6% share of Queensland’s total exports.

*Figure 9: Top five export markets for Queensland’s primary industries, 2007–08*

	\$ million*	% total food and fibre exports
Japan	1,660.5	31.6
United States	593.2	11.3
South Korea	560.7	10.7
China	467.8	8.9
Indonesia	229.8	4.4



Source: The Office of Economic and Statistical Research

\*This does not include 2007–08 confidential raw cane sugar exports

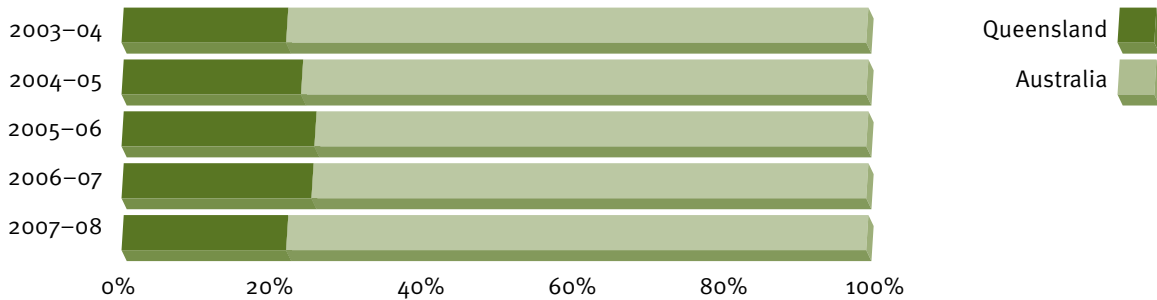


## How Queensland compares nationally

Queensland's share of national export market of primary industries products dropped from 25.9% in 2005–06 to 25.5% in 2006–07. This trend continued in 2007–08 when Queensland's share of national export fell to 22.1% (same level as 2005–06 exports).

Figure 10: Value and national share of Queensland primary industry exports, five-year trend from 2003–04 to 2007–08

Financial year	Queensland	Australia	Queensland % Australia
2003–04	\$5.66b	\$25.64b	22.1
2004–05	\$6.49b	\$26.92b	24.1
2005–06	\$7.01b	\$27.03b	25.9
2006–07	\$6.81b	\$26.68b	25.5
2007–08	\$6.12b	\$27.65b	22.1



# Our stakeholders

*Everything we do revolves around maximising the economic potential and sustainability of Queensland's primary industries for the benefit of the industry, consumers and the community. We engage, identify and address issues and opportunities with:*

- *primary producers*
- *small, medium and large food and industry development services*
- *peak bodies including industry associations and industry development groups*
- *research and development organisations*
- *local, state, territory and Australian governments*
- *statutory authorities*
- *natural resource management groups*
- *rural, urban and indigenous communities*
- *community groups, organisations and schools*
- *exporters*
- *unions*
- *our staff.*



Figure 11: Key DPI&F stakeholders

Sector	Key stakeholders
Animal welfare	Animal Health Australia, Animal Welfare League, RSPCA Queensland, LiveCorp, Animals Australia, Animal Liberation Queensland Australasian Regional Association of Zoological Parks and Aquaria Queensland, Animal Health Alliance
Farm safety	ChemCert, Agsafe
Field crops	AgForce Queensland, Cotton Australia, Plant Health Australia, Australian Mungbean Association, Cotton Research and Development Corporation, Grains Research and Development Corporation, Pulse Australia, Croplife Australia Ltd
Fisheries	Independent Trawl Association, Queensland Aquaculture Industries Federation, Queensland Seafood Industry Association, Sunfish Queensland Inc, Sunwater, Fisheries Research and Development Corporation, Moreton Bay Seafood Industry Association, World Wildlife Fund, Queensland Conservation Group, Australian Marine Conservation Society
Government	Australian Quarantine and Inspection Service, Australian Institute of Marine Science, Australian Pesticides and Veterinary Medicines Authority, Bureau of Rural Sciences, Biosecurity Australia, Forest Plantations Queensland, Land and Water Australia, Queensland Rural Adjustment Authority, Safe Food Queensland, Rural Industries Research and Development Corporation, Australian Centre for International Agricultural Research, State and Commonwealth agencies
Horticulture	Australian Centre for Lifestyle Horticulture, Flower Association of Queensland, Growcom, Nursery and Garden Industry Queensland, Plant Health Australia, Queensland Landscape Industry, Horticulture Australia Ltd., Australian Fruit and Vegetable Coalition, Australian Banana Growers Council Inc, Queensland Citrus Growers, Apple and Pear Australia, Avocados Australia, Australian Mango Industry Association, Australian Lychee Growers Association, Australian Macadamia Society, AUSVEG
International	French Agricultural Research Centre for International Development (CIRAD), Indian Department of Biotechnology, Bi-national Agricultural Research and Development (Israel)
Livestock	AgForce Queensland, Australian Pork Limited, Meat and Livestock Australia, Queensland Dairyfarmers Organisation Ltd, SafeMeat, Queensland Livestock Exporter's Association, Livestock Transporters Association Queensland, Queensland Aquaculture Industries Federation Inc, Australian Prawn Farmers' Association, Australian Barramundi Farmers Association
Poultry	Australian Egg Corporation Limited, Queensland Egg Farmers Association, Chicken Meat Industry Committee
Professional organisations	Conservation Farmers Inc, Queensland Conservation Council, Queensland Farmers Federation, Organic Federation of Australia, Biological Farmers Association, Organic Food Chain, Queensland Food, Fibre and Agribusiness Council, Queensland Horse Council
Research	CSIRO, Council of the Rural R&D Corporations Chairs, The University of Queensland, James Cook University, Griffith University, Queensland University of Technology, Central Queensland University, University of the Sunshine Coast, University of Southern Queensland, Food Science Australia, Cooperative Research Centres
Sugar	Australian Sugar Milling Council, BSES Limited, Canegrowers Queensland, Sugar Research and Development Corporation
Timber	Timber Queensland, Forest and Wood Products Australia, Australian Plantation Products and Paper
Wool	Australian Wool Innovation

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## Engaging our stakeholders and the community

Collaboration and partnership with our stakeholders is vital to achieve maximum benefit for everyone involved in the primary industries sector. This section provides practical examples of how DPI&F has engaged with its stakeholders and the community during 2007–08.

### Improving service delivery by hearing our stakeholders

In line with the Queensland Government's desire to provide client-focused services, DPI&F conducted a service delivery review in 2007. This review asked our clients and staff about the department's current approach and how it could be improved to better meet client needs. On DPI&F's behalf, Jan Taylor and Associates Australia (JTAA) spoke to over 400 people statewide ranging from small to large agribusinesses, financial institutions and agribanks, peak bodies and staff. Service expectations among our diverse client base varied considerably, and the following key themes were identified:

- Small agribusinesses predominantly want support at a direct production level.
- Medium to large agribusinesses want leadership on industry-level issues and greater cross-government coordination and efficiencies.
- Agribanks want high biosecurity standards to reduce potential risks to market access (and profitability).
- Peak bodies want strong science research, complemented by modern extension services.
- Staff want more innovative and modern modes of service delivery, but feel restricted due to current policies and technology blockages.

While clients were generally positive about their experiences with individual DPI&F officers, they expressed the view that DPI&F is no longer as close to its traditional client base due to factors such as confusion over the department's role, client expectations being shaped by past experiences, and competing resource requirements such as during natural disasters.

Participants were asked to discuss what they thought DPI&F's role was. Six distinctive roles were identified:

- *biosecurity*—seen as a pivotal and non-negotiable role
- *strategic analysis*—contributing to knowledge, best practice and innovation involving commodity analysis
- *strategic research and development*—active investment in science in a strategic and visionary way, supported by extension services for greater adoption of research and development and management practices
- *strategic interventions*—leading cross-government responses to sector crises and reducing 'red tape' and inconsistencies between jurisdictions
- *market development and resource management*—scanning markets and the environment to assess strategic opportunities
- *primary industries champion*—leadership across government.



Participants said their preferred methods of contact with DPI&F were:

- on-farm field days, meetings and demonstrations
- regional service hubs, including mobile offices
- the DPI&F Business Information Centre
- the DPI&F website, including blogs and groups on social networking sites
- face-to-face
- mobile phone technology, such as SMS and crossover web technology that translates to 'next generation' mobiles (particularly in emergencies)
- DVD and CD media, in lieu of, or along with, live demonstrations.

As shown by the service delivery review, the way forward involves a fundamental change in the way DPI&F does business. DPI&F has listened and heard its stakeholders and, as a result, has developed a 'fresh approach' to service delivery focusing on three key pillars:

- building skills for the future
- delivering innovative research partnerships to grow investment
- networking and modernising services.

For more information about DPI&F's 'fresh approach' to service delivery, see page 9.

## Stakeholder forums address critical issues

During 2007–08, DPI&F conducted 13 'Dialogue for Action' forums with its external stakeholders to proactively seek valuable independent observations and perspectives on emerging critical and sensitive issues. These forums are used to engage with industry groups, producers, government representatives, academia and the community to identify and address key issues impacting on performance, profitability and sustainability of primary industries in Queensland.

Issues discussed during 2007–08 included:

- responses to the equine influenza crisis and Central Queensland flood
- the Australian Government's Emissions Trading Scheme
- the development of the organic agriculture industry
- drought relief
- rural skills, training and labour shortages
- supply chain analysis for the seafood industry.

At each forum, action plans are developed and form the basis for driving future performance. In 2008–09, follow-up forums will be held as required to discuss progress against action plans, with the Minister and Director-General personally participating in as many forums as possible.

Major stakeholders have expressed great satisfaction with the processes used and the opportunity to participate in the 'Dialogue for Action' forums.

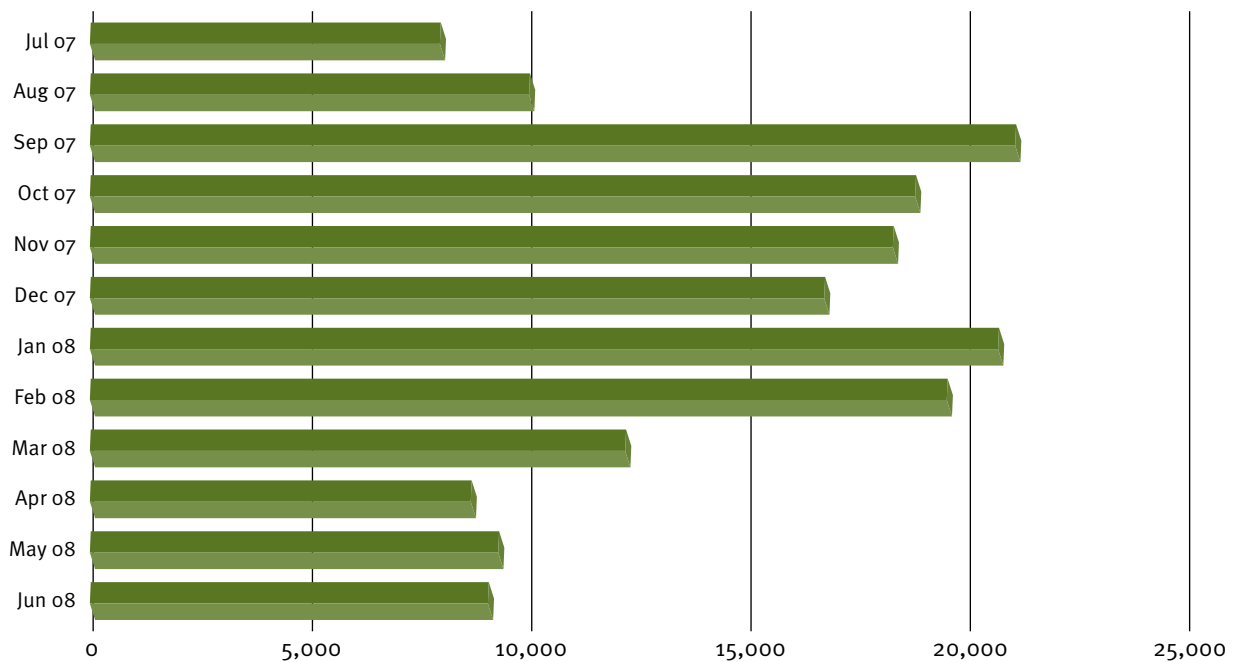


## Communicating with our clients

### 2007–08 fast facts

- DPI&F’s Business Information Centre received 173,527 calls with around half of these relating to equine influenza (51.75%). Animal biosecurity (11.38%) and fire ants (8.63%) were also popular topics among callers. Of those who contacted DPI&F’s Business Information Centre, the majority were householders (25.38%) and primary producers (24.82%), followed by business (18.4%) and hobby farmers (15.37%).
- DPI&F’s website received over 8 million hits, with almost half of these being due to equine influenza.
- Over 75% of communication is by telephone or email. Up to 20% of staff communication with clients is face-to-face.
- Most DPI&F clients own and use a mobile, have internet connection and email.

Figure 12: Total enquiries received by DPI&F Business Information Centre, 2007–08



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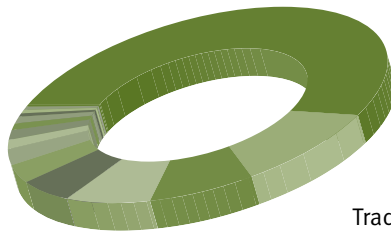
## Engaging our stakeholders and the community

Figure 13: Top customer enquiries received by DPI&F Business Information Centre, 2007–08

Subject of enquiry	Number	%	Subject of enquiry	Number	%
Animal biosecurity	17,988	11.38	Plant biosecurity	6,132	3.88
Equine influenza	81,777	51.75	Drought	1,540	0.97
Brands	9,240	5.85	Plant science	909	0.58
Fire ants	13,640	8.63	Industry development and adjustment	483	0.31
Horticulture	2,862	1.81	Trade markets and investment	407	0.26
Animal science	2,577	1.63	Regional delivery	1,612	1.02
Fisheries	12,618	7.99	Corporate capability	4,986	3.16
Forestry	1,242	0.79			
			<b>Total</b>	<b>158,013</b>	

\*Does not include DPI&F or other department calls

- Equine influenza • 51.75%
- Animal biosecurity • 11.38%
- Fire ants • 8.63%
- Fisheries • 7.99%
- Brands • 5.85%
- Plant biosecurity • 3.88%
- Corporate capability • 3.16%
- Horticulture • 1.81%

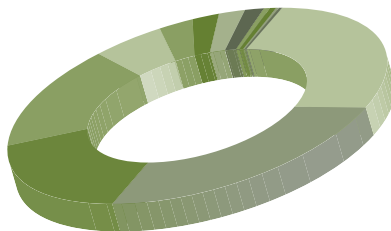


- Animal science • 1.63%
- Regional delivery • 1.02%
- Drought • 0.97%
- Forestry • 0.79%
- Plant science • 0.58%
- Industry development and adjustment • 0.31%
- Trade markets and investment • 0.26%

Figure 14: DPI&F Business Information Centre caller profile, 2007–08

Profile	Number	%	Profile	Number	%
Business	31,952	18.40	Media	400	0.23
Developer	146	0.08	Other	4,557	2.62
DPI staff	3,885	2.24	Other government department	2,701	1.56
Hobby farmer	26,696	15.37	Primary producer	43,104	24.82
Householder	44,067	25.38	Recreational fishers	3,963	2.28
Landholder	9,874	5.69	Student	641	0.37
Local Government	1,255	0.72	Teacher	409	0.24
			<b>Total</b>	<b>173,650</b>	

- Householder • 25.38%
- Primary producer • 24.82%
- Business • 18.40%
- Hobby farmer • 15.37%
- Landholder • 5.69%
- Other • 2.62%
- Recreational fishers • 2.28%



- DPI&F staff • 2.24%
- Other government department • 1.56%
- Local government • 0.72%
- Student • 0.37%
- Teacher • 0.24%
- Media • 0.23%
- Developer • 0.08%

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## Consulting Queenslanders on unwanted cats and dogs

In July 2007, more than 5,300 Queenslanders responded to a discussion paper on options for managing the problem of thousands of unwanted cats and dogs being euthanised each year. DPI&F played a major role in developing and promoting the discussion paper, as well as collating, analysing and reporting the large number of community responses. Consultation indicated overwhelming support from Queenslanders to improve the state's system of pet ownership and implement ways to effectively reduce euthanasia rates. DPI&F also provided support to independent consultants and the Queensland Companion Animal Management Group.

As a result, the Queensland Government announced a \$500,000 response package in June 2008 incorporating:

- \$380,000 for a two-year pilot program by three local councils to trial innovative ways to increase desexing of cats and dogs and encourage responsible pet ownership (this could involve piloting registration software, working with local vets to provide discounted or free desexing, offering heavy registration discounts or introducing by-laws that make desexing compulsory). The government has since increased the number of councils in the study to four.
- \$75,000 to fund community education campaign encouraging responsible pet ownership and voluntary desexing of cats and dogs, to be delivered in close consultation with the RSPCA and other animal welfare groups

- \$45,000 to develop a Code of Practice for pet shops, setting standards for the care and management of animals at the point of sale
- the development of new laws making local registration and microchipping at the point of sale of cats and dogs compulsory throughout Queensland, and enabling other measures to increase cat and dog desexing percentages, to be introduced by the end of 2008.

DPI&F will partner the Department of Local Government, Sport and Recreation and external stakeholders to implement these initiatives.

## East Coast Inshore Fin Fish Fishery rules under review

Queensland's East Coast Inshore Fin Fish Fishery stretches from Cape York to the Queensland-New South Wales border. Being the largest fishery in the state means it is one of our most valuable assets used by more than 750,000 recreational fishers and around 500 commercial operators. An extensive review of rules for the fishery is underway, with the goal of developing fair and equitable rules for fishers and ensuring the fishery is protected for future generations to enjoy.

Extensive preliminary consultation was conducted throughout Queensland in late 2006 and 2007 to develop proposals for public consultation. In early 2008, hundreds of stakeholders attended public meetings and more than 1,700 response forms were submitted to provide feedback on the proposals. Feedback on the Regulatory Impact Statement closed in March 2008, and is now being considered to help further refine the rules before they come into force. This process is expected to be completed by the end of 2008.

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### Plant science school competition a winner

After 12 years and over 15,000 entrants, DPI&F's annual school plant science competition is a proven way to give primary and secondary school students an opportunity to participate in agricultural science experiences beyond the classroom. Topics for the competition are decided in conjunction with Education Queensland to allow students to explore science and its application to primary industries in a 'hands on' way.

2008's topic was 'sums on seeding a super crop'. Both primary and secondary students were asked to do two practical experiments involving testing the germination rate and viability of sorghum seeds and observing the differences in plant growth between high and low density crops of sorghum. Students could also undertake the fun task of germinating the oldest seeds they could find. Primary school students could enter a drawing competition by creating a 'cartoon character seed'. Previous competition topics include water use efficiency, managing insect pests in an environmentally friendly way, and plant breeding to improve crop yield and quality for food and fibre products. A range of prizes are awarded to students in each year category at an annual presentation day held at Hermitage Research Station.

044 “Once the pots were in place we layered the bottom of them with newspaper. Then it was time to barrow the soil from its delivery point to the pots. Boy was that tough!!!! Some of the people in our group had never shovelled soil. When the pots were full of soil we sprinkled them with a calculated amount of fertilizer which was watered in. For some of us our view of farming changed as we did not realise how much maths farmers had to do to plant crops.”

(Dalby South State School students, Years 2–7)

“Once again, it has been a pleasure to be a part of this competition. It has provided a real-life opportunity for children to acquire science knowledge and skills, improve their literacy and computer skills, increase mathematical knowledge and enhance cooperation and teamwork.”

(Class teacher, Cawarral State School)

### Healthy soil = healthy crops

'Keeping your soil healthy' was the focus on 48 workshops conducted by DPI&F with over 650 farmers, advisors and research, development and extension staff. Participants learnt about managing their soil's ability to supply nutrients in a prolonged drought, and how soils store moisture. In-field days were also held to look at soil characteristics and changes that can occur with long-term cropping, reinforcing the benefits of rotating crops and using long term pasture phases to ensure sustainability.

As a result of this training, over 270 farmers and agronomists have assessed soil health on their farms, and found that, on average, 32% of their land has significant soil health problems. Around half of participants said they intended to change their soil management practice after attending the workshops, which will benefit both their long-term productivity and the environment.

# Our performance

*This section provides a range of practical examples which demonstrate how DPI&F has delivered on the following five key outcomes it seeks for industry and community during 2007–08:*

- *improved productivity and efficiency*
- *market access*
- *trade development*
- *industry adaptability*
- *sustainable resource use.*

*A 2007–08 performance scorecard providing an overview of our achievements for each outcome area is on pages 16–21 of this report.*



## Improved productivity and efficiency

Delivering on our key outcome of improved productivity and efficiency for primary industries means:

- reduced production costs
- maximised production and quality of output from available resources
- maximised production of high-value products
- elimination of production and distribution inefficiencies
- reduced red tape in the regulatory environment.

### Productivity and efficiency scorecard 2007–08

Industry	All	Beef	Forestry
<b>What we planned to do in 2007–08</b>	Provide management training under FarmBis for 3,000 eligible participants	Engage beef producers in northern and central Queensland in the use of business analysis systems	10 improved elite <i>Corymbia</i> -based hybrids with proven wood quality characteristics released for commercial deployment
<b>What we achieved</b>	Over 36,000 producers have undertaken accredited training during the last three years	DPI&F has accelerated new technologies and best practice management through its FutureBeef initiative	In northern Queensland the plantation industry is expanding, using red mahogany seed from DPI&F/CSIRO
<b>Progress against MPS targets*</b>	Target: 3,000 Actual: 5,722 Measure: AAA Farmbis subsidised training occasions	Target: 398 Actual: 739 Measure: Business capacity building activities	Target: 26 Actual: 68 Measure: Improved varieties, cultivars and commercialised parent lines
<b>What we plan to do in 2008–09</b>	While this project ended in June 2008, formalised training and skills development will continue	Increase profitability of beef enterprises through the FutureBeef initiative	Further develop six elite <i>Corymbia</i> -based hybrids with proven wood quality characteristics for commercial deployment by June 2011

\* For more information on MPS targets, refer to overall performance scorecard on pages 16–21.

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## Future of multi-billion dollar beef industry looks bright

With the beef industry one of Queensland's biggest earners and employers, DPI&F is accelerating the adoption of new technologies and best practice management through its FutureBeef initiative. FutureBeef represents the department's commitment to the beef industry and aims to support producers to better manage risks by addressing the whole supply chain—from property to market.

### Queensland's beef industry: a snapshot

Valued at \$3.4 billion, the beef industry provides over a third of Queensland's gross value of production (at first point of sale).

- Beef cattle production is the major agricultural activity across Queensland (the state has 11.3 million cattle).
- There is strong market demand for quality beef from both domestic and export markets.
- The beef industry directly employs 23,000 workers, and a further 10,000 workers in meat processing.

FutureBeef will aim to improve business productivity, sustainability and profitability by:

- taking a whole-of-business approach to integrating and adopting new and existing technologies
- supporting beef supply chains and the market orientation of beef business
- maintaining industry adaptability with a focus on climate change, drought preparedness, biosecurity and animal welfare, and high environmental risk management.

FutureBeef activities will target responsive, medium to large commercial beef production enterprises in the major cattle producing regions of Queensland. 'Young' beef producers won't miss out, with programs based on e-learning techniques aimed at helping prepare them to be the state's next generation of top producers and industry leaders.

DPI&F recognises the vital importance of a strong and globally competitive meat processing sector, and will also target that part of the supply chain. Efforts will be coordinated across regional Queensland in partnership with industry bodies, such as Meat and Livestock Australia, to ensure maximum uptake of new technology on-property by producers.

As testament to the importance placed on FutureBeef, DPI&F have appointed a manager and five additional extension staff, providing a team of 41 extension officers aligned to the FutureBeef initiative throughout regional Queensland.

Beef cattle production is a major agricultural activity throughout Queensland, and a strategic effort across the state will maximise industry potential and efficiencies. FutureBeef maps out a 'fresh approach' to meeting the current and future extension needs of the beef industry and is another way DPI&F is enhancing its service delivery.



### Grain farmers reap benefits from ley pasture training

To date, more than 230 grain farmers, natural resource management officers and agronomists in Queensland have participated in DPI&F's LeyGrain workshops, developed initially with funding from the Grains Research and Development Corporation in 2004 and delivered through Grain and Graze projects in the Maranoa/Balonne and Border Rivers catchments from 2006 to 2008.

The LeyGrain workshops are delivered in four sections: benefits and profitability, planning the pasture phase, managing pasture and animal production, and planning the return to crop—followed by on-farm demonstration and observation activities. A key focus of the 2007–08 workshops was to increase producer knowledge about selecting the right pasture species for their soil types and region to improve their ability to successfully establish pastures. As a result of the workshops, an 80% increase in pasture sowings over the next five years is expected, benefiting economic resilience, livestock and crop production, soil qualities and the environment. This initiative also promises an estimated annual \$12 million increase in the profitability of mixed farming enterprises in southern Queensland.

LeyGrain workshops will continue in existing catchments during 2009, and are also likely to extend into the Condamine catchment. Due to their success in Queensland, the LeyGrain workshops have also been modified for projects in grain-producing regions in New South Wales, Victoria and South Australia.

### Out of the woods: research supports native timber industry

With logging from native forests on state lands being phased out, Queensland's subtropical and tropical hardwood plantation timber industry is poised for major expansion. DPI&F has supported this expansion through its hardwoods research program. This involves advanced bio-science research looking at disease susceptibility, wood quality traits, genetic breeding selection, plant growth models and assessing environmental impacts on different genotypes.

In northern Queensland, the plantation industry is expanding at a rapid rate, using red mahogany (*Eucalyptus pellita*) seed from DPI&F/CSIRO second generation seed. The first generation of improved *Corymbia* hardwood clones were planted in 2006, with trees showing excellent growth across a wide range of sites and demonstrating significant tolerance to frost, pests and disease. DPI&F is currently working with the University of the Sunshine Coast to support propagation and floral biology sciences, and pest and disease research. A study into wood quality markers is underway with Southern Cross University.

A major challenge for the timber industry is the extreme shortage of planting material. Additional research is urgently needed to further improve propagation technologies so that the new hybrids can be available for planting. If industry can access increased quantities of improved planting stock, major economic benefits are predicted for the Burnett and Wide Bay, Gladstone and Miriam Vale, Mackay and Innisfail. Up to 130 new jobs could be created on the new and expanded plantations in these regions, which could boost those regional economies by \$14 million a year.





## FarmBis rural training support program delivers results

Since its inception three years ago, the FarmBis rural training support program has subsidised over 36,000 Queensland producers to undertake accredited business training. Through FarmBis, the Queensland and Australian Governments have helped to build capacity across rural communities by offering subsidies of 65% for training in strategic planning, business and financial risk management, change management, skills analysis, insurance and funding, quality assurance, hazard analysis and total quality management and production management.

As part of FarmBis, nine specialised training projects were funded that targeted a range of sectors including lifestyle horticulture, grain, livestock and cotton. Training focused on skills such as risk management, natural resource management, computer literacy and business management. All projects were aligned to the needs of the industries concerned and benefited from the mix of traditional face-to-face delivery and online methods to overcome distance and cost challenges for producers. The nine FarmBis training programs were delivered by the Australian Centre for Lifestyle Horticulture, AgForce, Conservation Farmers, Cotton Research and Development Corporation, Greening Australia, Growcom, North East Downs Landcare, Innovative Agribusiness Solutions, and the Australian Poultry Cooperative Research Centre. While FarmBis invested \$1.5 million in the targeted industry training, industry's involvement and financial and in-kind support was vital.

Australian Government support for FarmBis ended in June 2008, with one of the most significant outcomes from these projects being a commitment from industry to continue its investment in training Queensland's primary producers.

## Helping Indigenous Queenslanders develop new primary industries

DPI&F is committed to helping Indigenous people develop new primary industries by supporting them to manage and protect their land and sea resources for future generations. A project is underway to help Indigenous people identify and develop existing or possible primary industry opportunities based on their access and ownership of traditional land. The project will tap into DPI&F's expertise in economic analysis, trade and market access, smart science, targeted research and development and capacity building. DPI&F recognises that Indigenous business development is a long-term investment, and is based on strong relationships and outcomes achieved in partnership with Indigenous people, other agencies and service providers. 2007-08 initiatives have included:

- assisting the Kooma Traditional Owners Association to develop a sustainable beef enterprise on Murra Murra and Bendee Downs
- progressing business planning and feasibility assessments for commercial crabbing enterprises at Hope Vale and Aurukun in Cape York
- forming an Indigenous Pastoral Alliance to establish strong networks and progress innovation, training and development after consultation with Indigenous pastoral enterprises across Queensland
- providing ongoing business and mentoring support to the emerging Puchiwu fishing company in Lockhart River
- delivering ongoing business planning, mentoring and technical support to Korrawinga Aboriginal Corp to develop their contract nursery facility, essential oils and floriculture ventures based at the Scrub Hill Farm
- exposing young Aboriginal students from primary schools in the Toowoomba area to science careers and projects through hands-on activities and staff presentations (in partnership with the local DETA Indigenous Education Unit).

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## Beefing it up

Beef has been Australia's biggest primary export earner since 2003, when it replaced wheat at the top of the list. In 2007–08, total cattle and beef product exports earned Australia \$5.4 billion of which \$3.1 billion came from Queensland. The Queensland beef industry's reputation for producing and exporting high quality, safe and traceable beef is a major advantage. Working smarter means industry recognises that increasing the dollar value of Australian beef does not necessarily rest only with producing *more* beef, but examining how meat can be produced, processed and supplied in the most cost-efficient way with the least impact on the environment.

Through its research, development and extension work, DPI&F actively supports Queensland's beef industry and its exports. DPI&F is currently leading the development of a national strategy for beef research, development and extension, together with major partners such as Meat and Livestock Australia, interstate governments, CSIRO and industry participants. An investment in new facilities, including the Centre for Advanced Animal Science at The University of Queensland's Gatton campus and the Health and Food Sciences Precinct at Coopers Plains (due to open in 2010), will provide additional and specialised capacity for research into animal health, production, welfare and biosecurity sciences.

A range of other collaborative research partnership projects to capitalise on Queensland's comparative international advantages are also underway, with some involving genetic research through the Beef Cooperative Research Centre.

## Helping industry develop best practice property management systems

DPI&F's Property Management Systems Initiative (PMSI) is accelerating the development and adoption of property and farm management systems and related on-farm initiatives to foster improved profitability and sustainability.

A key project under the Queensland Government's Blueprint for the Bush, PMSI contributes to meeting the department's commitments under the Farm Management System Memorandum of Understanding with the Queensland Farmers' Federation.

After assessing project proposals from industry organisations and regional natural resource management bodies in 2007, DPI&F approved nine PMSI projects representing a good mix across the extensive and intensive primary industry sectors and regional natural resource management groups. As part of the project, 10 PMSI officers have been appointed by DPI&F to work closely with industry and regional natural resource management bodies across Queensland to promote the use of property management systems building on industry best practice. Where possible, PMSI officers work in industry offices on a daily basis.

**In 2007–08, total cattle and beef product exports earned Australia \$5.4 billion of which \$3.1 billion came from Queensland.**



### Three new wheat varieties join the field

Queensland now has three new commercial wheat varieties designed to meet the demand of niche markets and boost yield at harvest time, as a result of extensive collaborative research by DPI&F's plant breeding team and industry partners. The three new wheat varieties are called EGA Kidman, EGA Bounty and EGA Stampede.

- EGA Kidman was developed to provide premium quality wheat to the Asian sponge and dough market, with the value of exports into this market alone estimated to be worth \$0.5 billion.
- EGA Bounty is a high-yielding milling wheat targeted at the Australian bulk wheat export market, valued at \$8 billion each year. The variety is a hard wheat suitable for early to mid sowing with intermediate maturity, offers up to a 9% yield increase over the most popular variety and is resistant to stem, stripe and leaf rusts.

- EGA Stampede is the first wheat specifically developed for the livestock feed market following industry and grower demand for a quick maturing wheat variety, and offers up to 12% more yield than other varieties.

EGA Kidman and EGA Bounty were bred by Enterprise Grains Australia, as a joint venture between DPI&F, NSW Department of Primary Industries and the Grains Research and Development Corporation (GRDC). EGA Stampede was funded jointly by DPI&F, GRDC and The University of Queensland. All three varieties were developed through EGA and commercialised by Crop Care Seed Technologies and Austgrains Pty Ltd.



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Improved productivity and efficiency

Figure 15: Property Management Systems Initiative funded projects

Organisation	Project	Highlights to date
Queensland Dairyfarmers Organisation	Dairying Better N Better for Tomorrow	70% of dairy farmers near Rockhampton involved in program, 25 dairy farmers have completed on-farm self assessments to benchmark current practices
Nursery and Garden Industry Queensland	Implementing production nursery farm management systems in North Queensland	Analysis of water use efficiency conducted, with one business showing a 300% improvement, three production nurseries proceeding to high level certifications
Mackay Whitsunday Natural Resource Management Group	Implementing property management systems in the O'Connell River and Bakers Creek Catchments of the Mackay Whitsunday region	Grower and industry networks developed, and training needs of sugarcane growers identified
Canegrowers Isis Limited	Enhancement of on-farm profitability and sustainability through area-wide engagement	Worked with canegrowers to benchmark 'change on farm', and conducted farm safety workshops with 54 canegrowers along with farm walks to demonstrate latest practices first-hand
Burdekin Productivity Services Limited	Farm management systems for irrigated agriculture in the Lower Burdekin	Improved efficiency from chemicals and liquid fertilisers, due to spray application workshops conducted in May/June 2008, engaged a 'grower champion' who has attracted nine more growers to learn about integrated pest management
AgForce Grains	Grains best management practice	Secured \$160,000 in National Landcare Program funding to pilot pesticide application module with the Fitzroy Basin Association, assessed pesticide application best management practices across approximately 70,000 hectares, with 72% already at minimum or above standard
Mary River Catchment Coordination Association	Growing sustainable agricultural precincts in the Middle Mary and Kin Kin	Continued work with Gympie intensive farming community to develop landholder networks and benchmark practices, completed preliminary biophysical analysis on soils, landscapes, waterways and wetlands in the subcatchments and planned two on-farm trials to reduce erosion in pineapple crops and fertiliser use in winter pastures for dairying
Lockyer Valley PMSI project	Profitable and sustainable vegetable production systems in the Lockyer Valley	Continued work with intensive farming industries to benchmark current management practices and social networks, identified three potential trial sites and drafted Lockyer Catchment biophysical characterisation report and Bremer Catchment report
Flower Association of Queensland Incorporated and Turf Producers Association of Queensland	Development of a comprehensive property management system for the turf and cut flower sectors	Project commenced 30 June 2008

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### Cyclone comes in handy for forestry scientists

Queensland scientists have made the most of the debris left in the wake of tropical Cyclone Larry, almost two years after it wreaked havoc across North Queensland, using felled forests to help bolster the future of the hardwood timber industry. DPI&F was able to recover, for scientific research, more than 70 hardwood trees with little or no visible damage from rare mature experimental plots flattened by Cyclone Larry. The two main species were 19 year-old Gympie messmate (*Eucalyptus cloeziana*) and 15 year-old red mahogany (*E. pellita*), both of interest to the tropical plantation timber industry.

As the hardwood industry has historically relied on timber from native forests and most hardwood plantations in Queensland are younger than 10 years old, there are a lot of unknowns when sourcing timber resources from new plantations. As part of a project jointly funded by the Queensland Government and Forest and Wood Products Australia, DPI&F scientists evaluated the salvaged timber's processing characteristics and properties such as strength, durability and density, which all impact on the value of the final product.

Results showed Gympie messmate trees had similar density, hardness, strength and stiffness to mature natural-grown timber, while plantation-grown red mahogany exhibited poorer wood quality and took considerably longer to mature. While both species could produce plywood for commercial structural products, Gympie messmate showed greater potential for high-strength plywood. This study will guide future forestry research and help investors make more informed decisions about the potential product value of timber species.

### Cattle tick vaccine research to benefit beef

Queensland beef is big business, exporting more than \$3.1 billion in high-quality beef products every year. However, cattle ticks represent a real risk to the state's exporting reputation, causing losses of approximately \$175 million annually in northern Australia alone. To protect Queensland's valuable beef industry and livestock, DPI&F scientists are working towards the development of a new cattle tick vaccine. Access to a cattle tick vaccine would minimise the use of synthetic pesticides to treat ticks, which also has the benefit of reducing chemical residues in milk, meat and the environment.

To date, vaccine research has included the use of modern biotechnology tools to identify candidates associated with cattle tick attachment and survival during their lifecycle, as well as studying host cattle to more fully understand the mechanisms of susceptibility and resistance to ticks. At this stage, vaccine pre-trials are planned for late 2009, with likely vaccine candidates available for commercialisation in 2011.



### Reducing greenhouse gas by making livestock feed easier to digest

While kikuyu grass is a highly productive and important food source for Queensland's dairy, beef and sheep meat industries, current varieties are harder for livestock to digest than temperate pasture grasses. As a result of indigestibility caused by the high lignin content found in kikuyu, cattle and sheep that eat this species of grass (and other tropical grasses) produce a greater volume of methane gas. However, tropical pasture grasses are generally more productive and have higher water use efficiency than temperate grasses.

With funding support from Dairy Australia, DPI&F researchers are seeking to develop kikuyu pastures with better digestibility by targeting the genes that control lignin production in the grass. Natural mutations in the lignin genes of crops such as maize, sorghum and pearl millet have already improved digestibility by up to 20%. A similar improvement in the digestibility of kikuyu would have enormous benefits for the productivity and profitability of grazing and dairy industries, as well as bringing environmental benefits from reduced methane emissions. A successful outcome could lead to the creation of a new Queensland-based domestic and export seed production business likely to earn good returns in America, Africa and South East Asia. Knowledge gained from this project could also be transferred to research on other grasses, such as the Australian turf grass industry valued at more than \$500 million per year.

### Sandalwood: a growth industry for Weipa

World demand for the lucrative timber species of sandalwood far exceeds supply, with its oil and wood products particularly prized in India and China. Sandalwood oil can wholesale for up to \$500 a litre, and is used in perfume, toiletries, confectionery and pharmaceuticals.

Sandalwood can take up to 30 years to reach maturity, and needs host plants to survive. DPI&F research indicates that mine regeneration sites generally have a high proportion of suitable host plants, and that 'Indian Sandalwood' (a species native to India, Indonesia and Australia) can be used to enrich and provide commercial value to old mine sites. The species is best suited to growing in the Weipa region. DPI&F staff are working with Indigenous communities in Cape York to explore opportunities to develop commercial sandalwood plantations on previously mined land, particularly around Weipa. This could create a new, profitable and sustainable industry and opportunities for local processing, meaning more jobs and economic development for remote Indigenous communities. DPI&F will continue to work with the local community, mining companies and traditional owners to establish initial plantations.

### South-west Queensland traditional owners benefit from training

A recent partnership between DPI&F and a south-west Queensland grazing company has strengthened the department’s capacity to better meet the needs of Indigenous land management. In April 2008, DPI&F staff met with 10 members of the Kooma Traditional Owners Assoc Inc (KTOAI) to conduct specialised training at Murra Murra, one of the company’s two grazing properties south-east of Cunnamulla. KTOAI manages a total area of 87,000 ha on Murra Murra and Bendee Downs, using this land for grazing under sub-lease agreements along with cultural and conservation uses. The training aimed to provide the Kooma’s current elders and future leaders with the skills to maintain sustainable grazing levels for their properties. Fire management strategies, weed control and macropod and feral animal influences on grazing systems were also part of the workshop. Further training on changing grazing conditions may be held in early 2009 closer to sub-lease negotiations.

### Rural skilling the future workforce

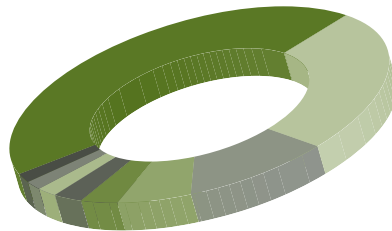
With Queensland’s primary industry commodities valued at more than \$12 billion and around 61,550 Queenslanders employed in the agriculture, forestry and fishing sectors (3.4% of total employment in Queensland), a skilled workforce is a vital part of securing economic growth for the sector.

Figure 16: Employment in Queensland primary industries

According to the 2006 ABS census, 61,557 Queenslanders (3.4% of the total 1.8 million workers in Queensland) are employed in primary industries. Of these:

- 87.3% are employed in agriculture:
  - 47.7% in grain, sheep and beef cattle farming
  - 27.3% in horticulture and fruit growing
  - 12.4% in growing other crops
  - 1.9% in farming other livestock
  - 2.1% in poultry farming
- 3.8% in dairy cattle farming
- 7.0% in services to agriculture, including hunting and trapping
- 3.2% in commercial fishing
- 2.5% in forestry and logging

- Grain, sheep and beef cattle farming • 47.7%
- Horticulture and fruit growing • 27.3%
- Growing other crops • 12.4%
- Services to agriculture, including hunting and trapping • 7.0%



- Dairy cattle farming • 3.8%
- Commercial fishing • 3.2%
- Forestry and logging • 2.5%
- Poultry farming • 2.1%
- Farming other livestock • 1.9%

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To safeguard the sustainability of Queensland's primary industries in the future, DPI&F is working with government, industry, training bodies and employers to address skills shortages and match skill needs with targeted training. DPI&F is investing in the future of careers in primary industries through its Rural Skills, Training and Labour Initiative. The initiative aims to address future skill gaps and support vocational education for the next generation of workers, and provide industry with practical help to attract, recruit, develop and retain a skilled workforce. Initiatives include:

- school-to-industry partnerships to attract young people into agribusiness careers (in partnership with AgForce and the Department of Education Training and the Arts)
- Agribusiness Gateway Schools Project to attract and retain young people to primary industry careers by providing pathways through six to eight schools into industry and tertiary education (in partnership with schools and the Department of Education, Training and the Arts)
- working with industry to develop solutions for skills and labour shortages impacting on regional agriculture industries including a skills strategy for Bundaberg and Inland Burnett, a skills strategy for the Atherton Tableland (in partnership with the Department of Education Training and the Arts) and the targeted industry initiative (funded by FarmBis)
- identifying gaps in training, including whether new tertiary courses are needed
- the transfer of agricultural colleges to DPI&F on 1 July 2008 to improve accessibility to training and linkages between education providers and industry.

### **Genie: granting the wishes of our livestock industry**

A new forage oat variety called Genie was 'let out of the bottle' in October 2007, offering livestock producers significant economic benefits due to its high yield and increased resistance to leaf rust—the main disease affecting forage oats. Around 450,000 hectares of forage oats are planted each year as they are the main source of feed for many farming operations over winter.

Leaf rust is the most serious disease affecting forage oats, reducing yield and quality, with crop losses estimated in excess of \$35 million annually when the disease is present. Genie has partial resistance to leaf rust and significantly restricts the spread of disease within the crop. Genie also has exceptionally high yield, consistently producing 10-15% more forage than most other commercial varieties. This improves the productivity of cattle and sheep dryland grazing systems, with the benefit to industry estimated at \$120 million annually.

Genie was bred by the plant breeding team at the Leslie Research Centre with funding support from the Meat and Livestock Corporation, and is available to farmers through DPI&F's commercial research and development partner, Heritage Seeds.

**DPI&F is investing in the future of careers in primary industries through its Rural Skills, Training and Labour Initiative.**





### **Workforce plan to address Bundaberg horticulture skill shortages**

A poor image of farming as a career path, low wages, poor workforce management practices and low staff retention rates were just some of the issues contributing to a major skill and labour shortage in the Bundaberg region's growing production horticulture sector.

To help local businesses attract, develop and retain a highly skilled workforce, DPI&F worked with representatives from the fruit, vegetable, nut and herb industries in the Bundaberg, Isis, Kolan and Burnett shires to identify possible solutions. This has led to the formation of the Bundaberg Horticulture Workforce Development Plan in partnership with the Department of Education, Training and the Arts and industry. The plan outlines clear actions industry will take to address skill and labour shortages with support from the Queensland Government and local service providers.

Key strategies to build a skilled rural workforce in the Bundaberg production horticulture industry include:

- enhancing employer knowledge of workforce recruitment, management and development, as well as the availability of services that can help improve return on labour investment
- enhancing the business management, leadership and supervisory capacity of industry
- enhancing the technical and operational skills of people working or intending to work in the industry
- promoting career opportunities and liveability offered by the Bundaberg region
- developing collaborative processes and networks for employment, training and workplace policy, and service delivery
- ensuring training providers have capacity to develop relevant programs which meet current and emerging industry needs.

While the plan focuses on long-term solutions over the next five years, implementation began in 2008 with strong cadetship and schools-to-industry programs already underway.



### Reversing the drought of young science talent

In an effort to entice more talented young people into agricultural science careers, DPI&F launched the 'Revolutionary Science' forum attended by 600 local high school students as part of Queensland's Primary Industries Week in May 2008.

An alarming decline in the number of agricultural and food science graduates means there is currently more jobs than talented young people to fill them. A national study by the Australian Council of Deans of Agriculture says universities are producing less than half the number of graduates needed, with annual demand being around 2,000 graduates compared to the actual 750 graduates.

The 'Revolutionary Science' forum encouraged students to explore career opportunities through DPI&F's graduate recruitment program and annual science scholarship scheme, as well as traineeships, industry placement, work experience, short-term project work and volunteer work. There were also presentations and displays from young and talented DPI&F scientists demonstrating how agriscience can make a real difference to what we eat, grow in our backyards and sell worldwide.

With the world in the middle of a food crisis that could last for a decade, along with ongoing challenges such as drought, floods and overseas competition, the demand for skilled agricultural and natural resource management workers is expected to rise by 36% over the next six years.

### Toowoomba students explore the wonder of science

Flying spore trapping, air quality testing and sniffing out chemical residues were all on show at the agricultural science feature of the Toowoomba Siemens Science Experience, held in January 2008. A total of 25 students from Queensland and New South Wales visited DPI&F's Toowoomba regional office and Leslie Research Centre where staff demonstrated the wonders of scientific research and development.

Aimed at students entering Year 10 in 2008, the program encouraged students to explore aspects of science, engineering and technology and consider study in these areas in upper secondary school and university. Each program was designed to provide students with an interest in science with the opportunity to engage in a wide range of science activities under the guidance of scientists who love their work.

The Toowoomba Siemens Science Experience was coordinated by the University of Southern Queensland (USQ) with support from DPI&F, Education Queensland and Rotary and Young Scientists of Australia. The National Coordinator for Siemens Science Experience was impressed to see the involvement of an organisation external to the university and believes it is the first time this has happened in the national program. Involvement by DPI&F in this type of event continues to strengthen linkages and relationships with USQ and inspires young people to choose a career in science.



## Future directions

### Extension for the next generation

Turning research into practical outcomes for primary producers plays a critical role in achieving DPI&F's business outcomes. A new direction for DPI&F's extension services was announced in May 2008 to drive change over the short and long-term, to deliver profitable primary industries on a sustainable basis.

Called 'Next Generation Extension', the new market-driven framework will provide modern, targeted, flexible and adaptive services at critical steps along supply chains, to maximise profitability and sustainability for enterprises and landholders. The supply chain will be evaluated when determining where DPI&F will invest its resources to ensure best impact on producers. The innovative framework will:

- enable enterprises to innovate by using Queensland's smart science to create new high-value products that meet changing consumer demands
- help enterprises change their on-farm and supply chain practices to meet constantly changing environmental and consumer expectations using new technologies
- help enterprises to network along the supply chain to vertically and horizontally integrate services and production, allowing entrance to larger and international markets
- use the latest information technology to keep enterprises abreast of changes in markets and competition, technology and the environment
- focus on services that enable enterprises to adapt their products and capitalise on new opportunities
- provide biosecurity services to ensure market access for Queensland products, help landholders with pest and weed management, and increase the broader community's awareness and acceptance of biosecurity issues.

To cater for the diverse needs and locations of Queensland's landholders, the department's products and services will be delivered through multiple channels, including face-to-face on-farm and workshop discussions, group interaction, overseas trade missions and access to information online, in print and on CD/DVD.



## Market access

Delivering on our key outcome of market access for primary industries means:

- maintaining access to current markets and gaining access to new markets
- maintaining confidence in the safety and quality of Queensland products
- facilitating reinstatement of market access after market closure
- creating a regulatory environment that strikes a balance between maximising industry benefits and minimising costs for business.

### Market access scorecard 2007–08

Industry	Horses	Fishing	Citrus	Fruit
<b>What we planned to do in 2007–08</b>	Contribute to national emergency preparedness and response plans for high-priority animal biosecurity threats	Develop breeding technologies and animal biology for tropical marine finfish by June 2008	Implement area freedom surveillance systems and inspect for high-priority pests including citrus canker	Identify one mango bioactive fraction using cell-based assays by June 2008
<b>What we achieved</b>	Equine influenza eradicated over a seven-month period	Conducted groundbreaking research on farming commercial quantities of tropical reef fish species	180,000 citrus trees replanted after successful response to citrus canker outbreak and stringent inspections of source nurseries	Ensured the highest value consumer foods by examining chemical, biological and physical food properties from farm gate to plate
<b>Progress against MPS targets*</b>	Target: 6 Actual: 6 Measure: State and national arrangements managed for responses to large scale exotic and endemic pests and diseases	Target: 74 Actual: 66 Measure: Systems standards tools for improved production efficiency	Target: 6 Actual: 6 Measure: State and national arrangements managed for responses to large scale exotic and endemic pests and diseases	Target: 12 Actual: 10 Measure: Innovative technologies developed
<b>What we plan to do in 2008–09</b>	Build Queensland's capacity to respond to emergency pests and diseases	Facilitate technology transfer of tropical marine finfish production methods to industry by June 2009	Develop surveillance systems in accordance with relevant standards and plans	Develop one new cell-based assay for mango bioactivity by June 2009

\* For more information on MPS targets, refer to overall performance scorecard on pages 16–21.



### Mobile response fleet another weapon in fight against pest and diseases

Queensland's battle against plant and animal pests and diseases has been boosted by a fleet of Biosecurity Queensland response vehicles designed to equip DPI&F staff to better respond to outbreaks—both at the incursion site and at checkpoints during a stock standstill or quarantine situation.

With time being the enemy in an outbreak, a quick response can be vital to containing pest or disease incursions and can save millions of dollars during an eradication campaign. The vehicles help to speed up response times, and mean staff can get on with the job equipped with all the necessary resource support.

The vehicles, which have a range of modern equipment, the latest wireless technology and digital cameras for quick transfer of images back to laboratory experts, can be used in conjunction with specially equipped emergency response trailers located at various centres throughout Queensland. The trailers have a comprehensive range of supplies including animal and plant sampling equipment, a generator and pressure washers for decontamination.

### Citrus replanting ready to roll in Emerald

1 July 2007 marked a much-anticipated milestone for the National Citrus Canker Eradication Program, with commercial citrus trees allowed back into the Emerald district for the first time in three years. While this is a big step forward, much hard work remains before citrus canker is confirmed as eradicated from Australia.

DPI&F and its national funding partners have invested millions of dollars and thousands of hours to ensure a sustainable, productive and profitable citrus industry can continue in Emerald. As a result, growers were allowed to bring approved planting material into the Emerald Pest Quarantine Area and start replanting commercial citrus orchards.

Around 180,000 trees have been planted so far, after first passing stringent inspections by DPI&F inspectors at source nurseries outside the Emerald Pest Quarantine Area to confirm they were disease-free. All replanted orchards in the Emerald Pest Quarantine Area are being monitored for signs of citrus canker, with inspections of the replanted trees being conducted every 90 days until the end of 2008. As extra protection, backyard planting of citrus trees will only be allowed once eradication is officially declared in early 2009.



### Arabian stud horse exports continue despite equine influenza

Trade in Arabian endurance horses to the United Arab Emirates is big business for Queensland. Arabian stud horse exports are worth tens of millions of dollars to the state's economy each year, and the industry employs around 100 people, including training staff, vets and farriers. During the 2006–2007 racing season, Australian horses won 13 of the 17 races held in the United Arab Emirates, with 12 of the 13 winning horses being from Queensland—furthering demand internationally.

Understandably, the outbreak of equine influenza in August 2007 represented a major challenge for Arabian stud horse exports. DPI&F's work with leading exporters and Queensland's non-racing sector to eradicate equine influenza over a seven month period resulted in the United Arab Emirates reopening their markets to Australian horses in March 2008 with minimal changes to quarantine requirements.

### Keeping Australia free of mad cow disease

'Mad cow disease', or bovine spongiform encephalopathy (BSE), was first detected in the United Kingdom in 1986, causing major disruption to cattle trade and a huge decline in consumer meat consumption. BSE is a chronic degenerative disorder affecting the central nervous system of cattle. As the disease progresses, the brain starts to look like a sponge, hence the term 'spongiform'.

BSE belongs to a group of diseases known as transmissible spongiform encephalopathies (TSEs). The group includes scrapie, which affects sheep and goats and has symptoms similar to BSE. Currently, there is no cure for BSE or scrapie. The spread of BSE and scrapie to other countries is attributed to exports of meat and bone meal or live animals.

The presence of these diseases in Australia would seriously affect export and domestic markets for beef and sheep products. Australia has a national TSE surveillance program jointly funded by industry and government to ensure Australia remains free of BSE and scrapie. DPI&F is responsible for ensuring adequate surveillance measures are taken in Queensland to safeguard our vital beef and sheep industries and maintain our ability to trade internationally. Biosecurity Queensland veterinarians and inspectors are involved in sampling animals with possible symptoms of BSE or scrapie to rule out the disease and overseeing the implementation of the national ruminant feed ban and imported animal quarantine and surveillance schemes.

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**DPI&F is responsible for ensuring adequate surveillance measures are taken in Queensland to safeguard our vital beef and sheep industries and maintain our ability to trade internationally.**

### Bee-eating birds help with Asian honey bee surveillance

Asian honey bees (*Apis cerana*) have the potential to introduce a devastating threat to Australia's honeybee industry, by playing host to a serious bee mite (*Varroa destructor*). Australia is one of the few countries free of the bee mites, which are common in countries to our north including Papua New Guinea and South East Asia.

As part of ongoing surveillance activities during 2007–08, Biosecurity Queensland staff worked with Australian Quarantine and Inspection Service to use an innovative yet proven technique to look for evidence of Asian honey bees, which takes advantage of the habits of a native rainbow bee-eating bird. DPI&F staff identify bird roosting areas and collect pellets of bee remains regurgitated by the birds. The pellets are then examined by DPI&F laboratory staff for the unique wing remnants of Asian honey bees. The location of bird roosting areas and their flying direction assists in tracing any remaining hives.

In May 2007, after Asian honey bees were found in the Cairns area, Biosecurity Queensland managed to destroy all identified nests within a three-week period. Through its ongoing surveillance program, DPI&F hopes to quickly identify and treat any further infestations of the Asian honey bee, and work towards giving industry and trading partners confidence about freedom from this pest.



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## **Aquaculture technology boosts reef fish export industry**

With increasing scrutiny and tightening regulation surrounding commercial fishing of Queensland's prized tropical reef fish, groundbreaking research by a team of DPI&F scientists on how to reliably farm commercial quantities of these species is providing the state's aquaculture farmers with opportunities to boost profits and reduce risk.

Queensland's iconic tropical reef fish are highly valued because of their rarity and beauty and are treasured both as a tourist attraction and delicious commercial seafood for locals and importers. Increasingly strong international demand for most of our tropical reef fish species ensures a healthy live-fish export market, with 60% of international trade being exported to Hong Kong worth in excess of US\$350 million. Current research has focused on groupers, including coral trout, flowery and gold-spot grouper, with many breakthroughs being achieved.

### ***Coral trout***

Australia's first-ever juvenile coral trout, a vibrant red and blue fish, was bred and grown by DPI&F scientists using aquaculture farming. Coral trout can command up to \$80 per kilo within Australia and up to \$130 per kilo during peak times on the live export market, representing exciting opportunities for farmers.

### ***Flowery grouper***

For the first time in Australia, DPI&F has successfully reared flowery grouper fingerlings and is performing growout trials to better understanding optimum growing conditions, feed types and quantities, and harvest size and times to maximise productivity and profitability.

Flowery grouper can command up to \$20 per kilo and, in a Queensland first, aquaculture product was commercially sold to the Sydney live-fish markets. Flowery grouper fingerlings are currently being produced to supply to farms for industry production.

### ***Other groupers***

Together with industry partners, DPI&F is growing tens of thousands of gold-spot and flowery grouper. DPI&F is also working with local fishing associations and port authorities to collect broodstock of giant grouper, known locally as Queensland groper (a rare and protected species), and will then attempt to rear larvae and explore commercial production.

By farming commercial quantities of Queensland's tropical reef fish, DPI&F is developing an environmentally and biologically sustainable local aquaculture industry and export market for the future.



## Asian green mussels under control in Cairns **Mango science**

Most of the 200 or more marine pests reported in Australian waters have been introduced accidentally by shipping and aquaculture activities. In December 2007, Biosecurity Queensland identified marine pests—Asian green mussels and Asian bag mussels—from a vessel's hull in Cairns. Both Asian mussel species pose a threat to native biodiversity, commercial fisheries and aquaculture industries, greatly increase maintenance requirements for vessels, and may also interfere with port activities. Since the detection, Biosecurity Queensland worked with stakeholders to initiate a response plan, surveying, slipping and inspecting vessels to determine the likely source and extent. Efforts to determine and contain the source of the incursion were balanced against the need for the port to continue operations.

A further Asian green mussel was detected in January 2008 with its age indicating a spawning event late in 2007. To limit possible spread of these invasive species from Trinity Inlet, an Asian mussel quarantine area was declared under the *Fisheries Act 1994* to allow Biosecurity Queensland to continue inspecting and treating high-risk vessels. The Asian mussel quarantine for Trinity Inlet was lifted on 30 May 2008.

Since mid-January 2008, no additional Asian mussels have been found within the quarantine area; however, ongoing monitoring in Trinity Inlet will continue, with the public urged to contact DPI&F to report any suspect sightings.

To DPI&F food scientists, a mango is never just a mango. To ensure the highest value consumer foods, food science examines the chemical, biological and physical properties of food from the moment it is picked to the moment it is eaten—or from 'the farm gate to plate'. In the case of mangoes, research is investigating which compounds are important to flavour, where they come from, what flavours they generate and how this affects consumer appreciation. Understanding the differences between people in their flavour preferences helps target products to the right markets and indicates gaps where breeders can enhance a particular flavour to help differentiate new products. Health benefits are also under the microscope, with foods such as mango being assessed for nutritional and physiological benefits. This is just one way that DPI&F is adding value to Queensland's agricultural products and ensuring consumers are provided with better tasting, healthier and higher quality foods.

## **Protecting our plants and borders**

During 2007–08, DPI&F's plant biosecurity staff worked with industry and other state and territory governments to maintain access to domestic markets and minimise the impacts of revised domestic quarantine entry requirements for Queensland produce. The eggplant and table grape industries were impacted by new Victorian entry conditions for fruit fly, and the nursery and garden industry were impacted by revised entry conditions for nursery stock into Western Australia. As a result of DPI&F's work, new or revised quarantine measures were enacted to protect Queensland's plant industries from significant pests and diseases, including sugarcane smut, mango leafhopper, mango leaf gall midge, Asian sugarcane planthopper, branched broomrape and potato cyst nematode.

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## Future directions

### Biosecurity: a blueprint for the future

Those who think biosecurity isn't important may not have encountered the devastation caused by fire ants, red-eared slider turtles, citrus canker, sugarcane smut, tilapia, locusts, wild dogs, equine influenza and a long list of other pests and diseases. With many other potential threats on the horizon, and major biosecurity incidents becoming more frequent around the world, Queensland cannot afford to be complacent.

Biosecurity involves not only protecting our agriculture, but also managing negative impacts on other industries, our natural and built environments, our biological diversity, human health and our cultural heritage. This is a Queensland Government priority. As such, DPI&F is developing Queensland's first biosecurity strategy to protect our economy and unique environment from the negative impact of pests, diseases and contaminants. To guide the direction of the five-year strategy, DPI&F has already released a discussion paper outlining the challenges affecting the future of biosecurity in Queensland and a vision for the future, with a report on feedback to be released in late 2008. The strategy will:

- articulate a vision and outcomes for a modern, integrated biosecurity system, taking into account obligations to national biosecurity priorities
- set broad policy principles, and identify areas for immediate and longer-term action
- describe the roles and responsibilities of key stakeholder groups including government, non-government, industry and community
- define how success will be evaluated and reported.

Fortunately, Queensland is well positioned to build a world-class biosecurity system, having already received recognition for many of its biosecurity achievements, including DPI&F's recent equine influenza outbreak response. While we cannot mitigate against all biosecurity threats, we can reduce the likelihood of many biosecurity incidents occurring and we can reduce the negative impacts should they eventuate. Queensland's biosecurity strategy will help us continually build on our experiences to enable a confident response to the biosecurity challenges of the future.

## Trade development

Delivering on our key outcome of trade development for primary industries means:

- creating new trade opportunities
- gaining, maintaining or increasing market share in existing, new or diversified markets
- creating new or tailored products for existing or new markets
- facilitating diversified sources of income for enterprises.

### Trade development scorecard 2007–08

Industry	Mandarin	Sugar
<b>What we planned to do in 2007–08</b>	Increase access to national and international markets	Develop one new bioactive extract from sugar by December 2007
<b>What we achieved</b>	Exports to Queensland citrus to China have tripled since the first containers of Honey Murcott mandarins were shipped in 2006	DPI&F is involved in designing a process which removes woody sugarcane rind and leaves behind high quality pith containing antioxidants and fibre
<b>Progress against MPS targets*</b>	Target: 40 Actual: 52 Measure: Major trade development activities	Target: 12 Actual: 10 Measure: Innovative technologies developed
<b>What we plan to do in 2008–09</b>	Continue to work with food and agribusiness companies along the supply chain to facilitate increased trade and exports	Publish the identification of three bioactive polyphenolic compounds in sugar extracts by June 2009

\* For more information on MPS targets, refer to overall performance scorecard on pages 16–21.

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### Australian mangoes a top gift, says China

Australia's top quality mangoes are finding their niche in China's competitive gift market, with a new quarantine arrangement resulting in the first consignment of mangoes being exported direct to Shanghai in December 2007 in time for Christmas and Chinese New Year. This breakthrough export of Australian mangoes to China will open up more doors for Queensland mango businesses keen to tap into this lucrative trade opportunity, with the retail value of exports estimated to be more than \$300 million.

Until now, Australia has been unable to export mangoes directly to China because of their strict quarantine requirements for mango seed weevil and fruit fly. To meet China's quarantine standards, mangoes were subjected to vapour heat treatment and inspectors painstakingly cut and checked about 5,000 fruit from each orchard submitted for registration for export to China. DPI&F is continuing its mango seed weevil research to improve control of the insect, and has already mapped infestation hotspots and performed field trials of soil-applied chemicals.

DPI&F has conducted research to capitalise on this significant new trade opportunity, meeting with Chinese consumers, importers, wholesalers, distributors and retailers to better understand their awareness, perception and potential acceptance of Australian mangoes. While our mango varieties were not well known, the Chinese liked the size of the R2E2, colour of the Calypso™ and flavour of Kensington Pride. The seasonal advantage and yellow and red colours typical of our mangoes make them a real winner for the Chinese gift market.

The success of these initial consignments will lead the way for export of more mangoes in the future, and lessons learnt will be transferable to other export products into China and other important markets such as Korea, Japan, Malaysia, Singapore and Thailand. The export program is the result of six months of negotiations and planning with a range of mango businesses, industry organisations and Commonwealth funding bodies.

This project was a DPI&F Asian Markets for Horticulture Initiative under the Queensland Government's Blueprint for the Bush. Funding contributors included Horticulture Australia Limited, the Australian Mango Industry Association, the Air Freight Council of Queensland Ltd, and the Australian Centre for International Agricultural Research. Business collaborators included Manbulloo Mangoes, One Harvest, Global Rewards, Carter and Spencer Group, AgriExchange, Diamond Star and Delis Nominees.



### **Citrus a significant export market for Queensland**

Queensland citrus has a 'foot in the door' to significant export markets in China, where rapid economic growth has led to an increased demand for quality imported fruit. Exports of Queensland-grown citrus to China during 2007 have tripled since the first containers of Honey Murcott mandarins were shipped out in 2006. Australia has a strong advantage over other exporters, being able to supply mandarins at a time when there is limited supply from domestic producers in China and other overseas countries.

Further market growth is expected as a result of DPI&F's research into citrus black spot, new fruit fly treatments and mango seed weevil, which could open up profitable export markets in the United States, New Zealand and additional Asian locations. Citrus black spot infection has been reduced to less than 1% of fruit, thanks to an effective field control system developed by DPI&F. Research is continuing to totally eradicate the disease through in-field management and post-harvest treatment so strict pest and disease management requirements for exporting can be met. Continuing to establish Queensland as a competitive supplier of high quality citrus exports is a high priority of DPI&F's successful \$1.5 million Asian Markets for Horticulture Initiative.

### **Queensland flowers on track to bloom in Japan**

The profitability of Queensland flower and foliage exports to Japan is growing, with DPI&F supporting a Queensland industry delegation visit during 2007.

Currently, most Queensland flower and foliage companies sell their product to Japan on open auction to the highest bidder, which does not offer the best returns. The visit aimed to secure potentially better prices for Queensland product by exploring opportunities for direct pre-selling, and promote the diversity and quality of our home-grown flowers and foliage.

While in Japan, the delegation attended the 2007 International Flower Expo in Tokyo, and visited key importers and distributors in the Japanese flower supply chain. Positive discussions were undertaken with an auction house on opportunities for direct selling and specific promotions. As a result, auction house representatives have visited Queensland to continue discussions. Companies who participated in this mission have already received a number of trade enquiries and are using their market findings to improve their market entry strategies.



### The world comes to Queensland's doorstep

In 2007–08, DPI&F facilitated 52 official trade missions, of which 43 were inbound missions from countries including Japan, Korea, Indonesia, Taiwan, Thailand, China, Malaysia, United Kingdom, United Arab Emirates, Brunei, Vanuatu and New Caledonia. These missions built valuable networks, increasing potential for future trade and investment opportunities for horticultural products (e.g. mangoes and lychees), retail food and food ingredients, organic and value-added macadamia nuts, sheep and goat meat, forestry, and production technologies, as well as training and consultancy in lifestyle horticulture services and livestock genetics.

### Virtual exports for natural products

Trade development has gone high tech, with a virtual trade conference held in September 2007 that focused on Queensland's natural products industry, providing an extremely cost-effective way to connect overseas buyers from Hong Kong with 12 prospective local exporters.

The natural products industry (comprising organic, functional and nutraceutical sectors) is still emerging worldwide, with natural products in Queensland still developing and small in scale. Biological Farmers Australia's *Australian organic market report 2007* estimates the retail value of the organic industry (incorporating imports and adjusting for exports) to be more than \$0.5 billion. There have been reports of between 10% and 30% growth per year for some sectors since 2004, with about 66% of organic farmers being involved in horticulture.

During the year, DPI&F partnered with 14 companies to promote a range of natural products at the Queensland Export Showcase 2007, including healthy snacks, natural/organic products, health drinks and the new Calypso mangoes. The contacts made by the companies with the Queensland Overseas Trade Commissioners will be valuable for future business matching.



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## Life is sweet: developing healthy and viable sugar by-products

Together with Australian and international collaborators, DPI&F scientists are working on a range of natural sugar by-products to appeal to health-conscious consumers.

Using sugarcane separating technology developed by Resis Australia, DPI&F is involved in designing a process that removes woody sugarcane rind and leaves behind only high-quality cane pith containing antioxidants and fibre usually lost during the white sugar manufacturing process. DPI&F has worked with Horizon Science to develop ways to preserve some of these health-promoting compounds, and large-scale trials are being conducted by several international sugar mills interested in developing new, healthy sugar products.

A study of the physical and biological properties of sugarcane fibre with Japanese–Australian company KFSU Pty Ltd is also underway to examine how health benefits can be incorporated into consumer foods. DPI&F scientists are now planning research to test the human health benefits of these types of sugar products. Once fully developed, the healthy and viable sugar by-products will:

- have an economic value many times that of refined cane sugar, resulting in increased returns to growers
- encourage new, local small-scale manufacturing operations
- provide consumers with a healthy and natural alternative to synthetic sugar substitutes.

## Antioxidant plums a real gem

An exciting new plum variety developed by DPI&F boasts around five times the antioxidants currently found in other varieties. ‘Queen Garnet’, a superior clone from a Japanese plum-breeding program at our Applethorpe Research Station, was named in 2006, commercialised in 2007 and now has provisional plant breeder’s rights protection in Australia. The plums were first marketed fresh in Australia in February 2008, but are suitable for both fresh market and processing industries.

Scientists have found that one glass of ‘Queen Garnet’ plum juice has the same antioxidant value as 13 glasses of orange juice or six cups of tea. Studies also suggest the antioxidant found in dark fruit (anthocyanin) can help prevent many human diseases, including some cancers. A single fruit weighing 100 grams contains the equivalent of the daily average intake of anthocyanin.

‘Queen Garnet’ plums are currently in store from early February each year for around four weeks. Future initiatives may include marketing a ‘Queen Garnet’ health juice and investigating further processing opportunities to make the fruit available year round.

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## Future directions

### Future trade

In 2008–09, DPI&F will build on its trade development success by:

- embarking on the 'Global Markets' initiative to improve market access and help exporters pursue opportunities in target markets, including Europe and Asia, working in partnership with Queensland's food industry
- working with Austrade and Trade Queensland to link local services and suppliers with visiting buyers from across the globe at the Handshakes business matching program as part of 2009 Beef Australia in Rockhampton
- further pursuing opportunities in the Middle East and Korea to capitalise on previous successes for food and ingredient exporters.



**DPI&F will build on its trade development success working with Austrade and Trade Queensland as part of 2009 Beef Australia.**

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# Industry adaptability

Improving industry adaptability means assisting primary producers to make decisions that minimise risk from changed market conditions, climate change and adverse seasonal conditions.

## Industry adaptability scorecard 2007–08

Industry	All	Cereal grain, cotton, beef, vegetable, sheep and aquaculture	Aquaculture
<b>What we planned to do in 2007–08</b>	Finalise freight subsidy payments and 95% of Drought Relief Assistance Scheme (DRAS) applications within four weeks	Develop a coordinated response to unforeseen events impacting on particular locations or sectors within one month	Develop integrated farming systems including two polyculture trials (fish, crab, prawn, worm, seaweed tropical abalone) by 2010
<b>What we achieved</b>	Assisted primary producers through DRAS and freight assistance subsidies	Provided farm financial counsellors to help primary producers manage the impacts of flood	Developed new ecologically efficient models for aquaculture farms where complementary species are grown together
<b>Progress against MPS targets*</b>	Target: 300 Actual: 527 Measure: Producers assisted to access government financial assistance	Target: 900 Actual: 783 Measure: Farm enterprises assistend through business analysis/financial counselling services	Target 74 Actual 66 Measure: Systems, standards and tools for improved production efficiency
<b>What we plan to do in 2008–09</b>	Finalise freight subsidy payments and 95% of DRAS applications within four weeks	Develop a coordinated response to unforeseen events impacting on particular locations or sectors within one month	Develop production systems for enhanced prawn farming by June 2010

\* For more information on MPS targets, refer to overall performance scorecard on pages 16–21.

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### DPI&F assists flood recovery

Rain is a major issue for Queensland's primary producers, and while a certain amount is good, flooding can cause damaged infrastructure, lost stock and crops, and pest problems.

February 2008 brought heavy rainfall to North and Central Queensland, causing flooding in many creeks and rivers and impacting significantly on local communities and businesses. Emerald and Charleville were the most severely affected, with Mackay and the Bowen-Burdekin regions also experiencing flooding.

Total losses in the gross value of agricultural production due to floods in 2007-08 is estimated at:

- \$39 million in Emerald and Charleville, particularly cereal grain, cotton, beef, vegetable and sheep (plus infrastructure damage for up to 40% of farms)
- \$7.3 million in Bowen-Burdekin, particularly sugar and beef (plus infrastructure damage over \$13 million)
- \$0.5 million in Mackay, particularly aquaculture (plus infrastructure damage over \$6.2 million).

To help primary producers manage the impacts of the flood, DPI&F worked closely with organisations such as AgForce to:

- ensure DPI&F farm financial counsellors were on-hand to help primary producers access recovery programs, such as financial assistance
- establish a database to record stock losses
- coordinate fodder drops
- provide pest and disease advice.

While flooding did cause devastation, the rain was not all bad news. Rainfalls over the spring/summer period benefited many shires, resulting in the revocation of their drought status. It also helped to accelerate pasture growth, provided good conditions for late summer crops, and replenished many dams, greatly benefiting irrigated cropping in the affected region, particularly cotton, maize and horticulture production.

## More efficient water use helps beat the drought

Rain or the lack of it is a major concern, with droughts and strong non-agricultural demands on water forcing primary producers to seek more efficient ways to use increasingly scarce irrigation resources. While rainfalls over the spring–summer period benefited many shires and resulted in the revocation of their drought status, 54.3% of Queensland was still officially drought declared as at 30 June 2008. DPI&F assisted primary producers experiencing drought through the Drought Relief Assistance Scheme (DRAS) and freight assistance subsidies.

Figure 17: Drought Relief Assistance Scheme (DRAS) claims and freight assistance subsidies, 2007–08

	Region					Total	
	Central	North	South	South-East	West	2007–08	2006–07
DRAS claims	453	63	2,531	1,453	553	5,053	6,854
Freight assistance subsidies	\$1.4 million	\$258,000	\$5 million	\$2.4 million	\$1.5 million	\$10.6 million	\$12.5 million

To help increase rural water use efficiency in the short and long-term, DPI&F staff are involved in:

- a \$1 million initiative to improve efficient use of irrigation water to enhance regional productivity looking at drip irrigation technologies, how to optimise use of water allocations, alternative water sources and developing plant-based indicators of vegetable crop stress (2007–10)
- a \$2 million multi-state project with Horticulture Australia to drive better vegetable irrigation through profitable practice change (2008–10)
- developing a web-based irrigation management tool for improving water use efficiency of Queensland broadacre and horticultural crops.

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**DPI&F assisted primary producers experiencing drought through the Drought Relief Assistance Scheme (DRAS) and freight assistance subsidies.**



### Research and economic tools help growers recover from sugarcane smut

First detected in Queensland in June 2006, sugarcane smut—a widespread fungal disease that devastates sugar crops—is the focus of a \$6 million investment by DPI&F over three years to help sugar farmers recover economically from the impacts of the disease. Sugar crops struck by smut can be completely destroyed, or suffer severe stunting that reduces production by up to 30%. Most of the commercial sugarcane varieties grown in Queensland are susceptible to the disease.

From 2007 to 2010, \$3 million will be spent on industry research and plant breeding activities, while the remaining \$3 million will be used to provide on-farm agronomic and economic advice to help growers manage sugarcane smut in a sustainable way. After this time, it is expected that industry will have turned the corner with its management of sugarcane smut and will be able to focus on its normal commercial operations.

To date, research and development outcomes include the screening of more than 2,000 clones for smut resistance and the release of three smut-resistant varieties in 2007–08, with more new varieties to be released in the future. The investment in economic decision-making tools and on-farm agronomic practices is helping growers plan strategies for variety changeover and maximise profitability while dealing with sugarcane smut.

A specially designed farm economic analysis tool (FEAT) allows farmers to determine the best way to progressively replace smut-susceptible cane varieties while improving soil health. The sugar industry recognises the FEAT software as providing a solid basis for industry development services including banks, accountants and agricultural services to work with farmers to improve profitability.

### New soybean mill at Childers

A new processing facility at Childers is a major leap forward for soybean production in the Wide Bay region and will help boost declining profitability for sugarcane farmers. Growing soybeans will help increase cane yields, break soil pest and disease cycles and return nitrogen to the soil. The new soybean handling, drying and storage facility opened in November 2007 and is the culmination of ongoing cooperation between the Isis Central Mill, Canegrowers Isis, commercial partners, DPI&F, local communities and other agencies.

DPI&F and the Isis Central Sugar Mill conducted an economic and marketing feasibility study into the need for additional infrastructure to help growers maximise the returns from high quality, high volume soybean crops. A Sugar Industry Innovation Fund grant of \$224,000 helped establish the new soybean facility to take advantage of rotational cropping and to develop an automated receivables station based on grain industry technology and near infra-red technology for grading.

### Water saving technology helps future-proof nurseries

Australia's production nursery owners have turned adversity into innovation by using a mix of irrigation and water recycling methods to combat drought conditions, severe water restrictions and reduced demand for nursery products. To encourage water conservation in commercial nurseries, DPI&F was involved with a project jointly funded by the Nursery and Garden Industry Association Queensland (NGIQ) and the Department of Agriculture, Fisheries and Forestry National Landcare Program.

Completed in December 2007, the project involved retrofitting several nurseries to ensure they had a properly designed and managed irrigation system appropriate to their individual conditions and requirements. As a result of the retrofits, the participating production nurseries achieved water savings of between 25% to 45%, which could represent an annual saving of around \$20,000 for a nursery reliant on town water (calculation based on water costs of \$1.60 per kilolitre). Using less water, but watering more often, yielded additional benefits and cost savings including:

- less water and fertiliser used due to reduced leaching from plant containers
- more consistent plant quality and fewer plant throw-outs
- fewer water-borne diseases due to minimisation of wet areas around the nursery.

One participating nursery observed a visual difference in the quality of its crop and a noticeable decrease in pests and diseases, meaning the use of chemical sprays, such as herbicide and fungicide, could be reduced.

The project found that water usage and operating costs can be decreased on a grand scale by retrofitting an entire nursery, or on a smaller scale by evaluating production areas and upgrading the irrigation system to suit the crop and conditions of that area.

NGIQ officers throughout Australia will use the results from this project to promote water efficiency to production nurseries, and show owners they can survive and profit even in drought conditions.



**DPI&F was involved with a project to encourage water conservation in commercial nurseries.**

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### The more in the pond, the merrier

New ecologically efficient models for aquaculture farms, where complementary species are grown together, are currently being developed by DPI&F scientists in an effort to minimise environmental impacts and maximise long-term industry profits for fisheries.

The integrated polyculture models involve capturing and recycling the waste nutrients of one species and using it as feed for complementary species, improving both profitability and water quality. Fish and prawns excrete around 75% of feed nutrients and this waste material can be a valuable resource in the right environment. For example, farmers who grow sand whiting can capture waste feed nutrients using enhanced bacterial processes and re-use them as feed for a banana prawn crop. This allows them to maximise the value of the feed and reduce their environmental footprint by lowering the amount of nutrient discharge.

Use of this model by DPI&F scientists recently resulted in the production of commercial quantities of sand whiting (over 12 tonnes per hectare) with zero wastewater discharge throughout the crop cycle. Research has also shown that marine worms can be produced in sand filtration beds that remove large amounts of organic matter from prawn farm waste streams, while creating ideal conditions for seaweed culture. This adds value to the pond aquaculture as worms can be sold for fishing bait or used as high grade feeds, and the seaweeds also offer many on-farm and off-farm uses.

While the use of integrated polyculture models with Australian species is still in its infancy, producing complementary native species through nutrient recycling provides new options for marine aquaculture farmers seeking diversification and better water management strategies.

Over the next two years, co-funding from the Australian Government will see sand worm filters applied at a semi-commercial scale at three prawn farms. Information generated by this trial and other ecosystem-based research will provide farmers with tools they need to apply more nutrient-efficient and profitable practices in the future.

### Future directions

#### Horticulture: the right climate for change

Climate change due to natural and human causes is a current and future challenge high on the agenda of the primary industries sector around the world. DPI&F horticulturists realised years ago that if Queensland's horticulture industry was to continue operating profitably in the future, climate forecasts would need to be incorporated into management systems and planning.

DPI&F has secured funding to lead a climate change research project to consider the specific challenges facing the horticulture industry from the Queensland Government, Horticulture Australia Limited, Land and Water Australia, CSIRO and the horticulture industry. This research will fill critical information gaps about the impacts of climate change on horticultural regions and their production systems, including an assessment of how vulnerable major regions are to the effects of climate change, right down to the farm level. The total cost of the project is \$184,000, with \$80,000 coming from Horticulture Australia Limited and Land and Water Australia. A final report will be available in early 2009.

## Sustainable resource use

Delivering on our key outcome of sustainable resource use for primary industries means:

- minimising or eliminating adverse environmental impacts of production and processing systems
- minimising or eliminating adverse impacts of invasive species on the economy, environment and social wellbeing
- ensuring the natural resource base supports production systems in the long-term
- facilitating a regulatory and non-regulatory environment that protects sustainability while minimising costs for business.

### Sustainable resource use scorecard 2007–08

Industry	All	Fishing	Cereal grains and cotton
<b>What we planned to do in 2007–08</b>	Provide strategic direction for weed and pest animal management in 2007–08 through Queensland Biosecurity Strategy	Issue 37,500 stocked impoundment permits	Conduct training on integrated pest management by June 2008
<b>What we achieved</b>	DPI&F's Pest Offensive aimed to control weeds, identify and prevent new weed threats, improve pest management in Aboriginal and Torres Strait Islander communities and better manage wild dogs and feral pigs	SIPS funding has resulted in the release of more than 9.5 million native fish into 30 Queensland dams and has raised over \$4 million to improve the quality of freshwater recreational fishing	Conducted a range of integrated pest management training for growers, consultants and agronomists
<b>Progress against MPS targets*</b>	Target: 22 Actual: 22 Measure: Number of declared, new and regional priority pest species subject to research to improve control measures	Target: 37,500 Actual: 39,500 Measure: Stocked impoundment permits issued	Target: 227 Actual: 275 Measure: Activities designed to achieve adoption of technologies delivered by DPI&F
<b>What we plan to do in 2008–09</b>	Provide strategic direction for weed and pest animal management in 2008–09 through Queensland Biosecurity Strategy	Issue 37,500 stocked impoundment permits	Deliver 10 training workshops to more than 500 farmers and agronomists by June 2009

\* For more information on MPS targets, refer to overall performance scorecard on pages 16–21.

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## Better pest management protects crops and the environment

Insects are now less of a pest for Queensland farmers who have attended DPI&F training on integrated pest management (IPM) practices. IPM's responsible crop protection principles increase yield, maintain product quality and lower production costs. IPM also benefits the environment by significantly reducing the use of insecticide and associated drift, contamination and chemical odour issues.

During 2007–08, DPI&F staff conducted a range of IPM training for growers, consultants and agronomists, including:

- courses on managing chickpea, mungbean and soybean crops, with the Mackay course attended by over 50 people in anticipation of major expansion in soybean production as a pulse break crop along the coastal sugarcane belt
- field days covering IPM in pulses, sorghum, cotton, sunflower and winter cereals and offering workshops on in-field sampling, insecticide management guidelines, minimisation of pest damage and financial loss
- an Insecticide Resistance Roadshow during May 2008 at Emerald, St George, Dalby and Goondiwindi that presented the latest resistance monitoring results for conventional insecticides for cotton bollworm, silverleaf whitefly, cotton aphid and Bt toxins.

To facilitate industry's ability to manage pests in an environmentally sustainable way, DPI&F has supported these activities with media releases and The Beat Sheet blog site (<http://thebeatsheet-ipmnews.blogspot.com>) which provides timely advice to growers and consultants during high insect pest activity. Blog postings cover a range of pest and crop combinations, from armyworms and aphids in winter cereals to corn earworm in sorghum and silverleaf whitefly in cotton.

Indications are that industry information and training is achieving its goals. Despite high numbers of corn earworm on grain sorghum crops during late last spring and early summer, these infestations were well managed by applications of environmentally friendly biopesticide. Advances in integrated pest management contribute to ensuring profitable and sustainable production practices and minimising losses due to insecticide resistance.

**Insects are now less of a pest for Queensland farmers who have attended DPI&F training on integrated pest management (IPM) practices. IPM's responsible crop protection principles increase yield, maintain product quality and lower production costs.**





## Battle against yellow crazy ants continues

DPI&F continues its yellow crazy ant eradication program in a bid to rid Queensland of the environmental pest regarded as one of the world's 100 worst invasive species. Yellow crazy ant infestations are usually treated by spraying or baiting, and infestations continue to be monitored throughout the state.

During 2007–08, Biosecurity Queensland conducted many rounds of treatment and surveillance at a 77 hectare site infected by yellow crazy ants in the Hervey Bay area, which has hugely reduced numbers of the pest. A unique difficulty of this site was a huge shell midden that was heavily infested and impossible to treat as it was. DPI&F worked with the Hervey Bay City Council and industry to dig out shells and crush them to use as a roadbase. An intensive monitoring program throughout local bushland areas will continue.

DPI&F also recently commenced a yellow crazy ant eradication campaign in Townsville, after a local discovered suspicious looking ants by the side of road in May 2008. Biosecurity Queensland was able to confirm the yellow crazy ant infestation, which covers about 25 hectares of the Ingham Road and Mount Saint John area. The area will be treated with regular chemical baiting, and ongoing monitoring and risk assessment will take place to determine if there are any other infected sites nearby.

## Red ants under fire

Australia is the first country to be close to eradicating fire ants, with Biosecurity Queensland working hard to fight the battle using innovative techniques such as fire ant genetic analysis. Since imported red fire ants were first detected in South-East Queensland in 2001, there has been tremendous community support for DPI&F's eradication program, with more than 40,000 ant samples being provided by the public and over 630 of these being positively identified as imported red fire ants.

Offering a \$500 reward to people who found a new fire ant nest clearly paid off for Biosecurity Queensland and the National Fire Ant Eradication Program. The one-off reward scheme, which ran in May and June 2008, was an innovative way of fast-tracking the pest equivalent of finding a needle in a haystack. The scheme saw 29 vigilant South-East Queensland residents pocketing the \$500 reward and nearly a ten-fold increase in the number of calls received about fire ants. This allowed the 29 previously unknown infested parcels in the greater Brisbane area to be treated and monitored by fire ant experts. Ultimate eradication will only be achieved through the cooperation and involvement of the community.

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**Australia is the first country to be close to eradicating fire ants, with Biosecurity Queensland working hard to fight the battle using innovative techniques such as fire ant genetic analysis.**



## Pest Offensive targets weeds and wild animals

Weeds are considered the greatest threat to remnant vegetation protected in Queensland, with most farmers ranking them as their worst land management problem. Pest animals also cause vast environmental damage across much of regional Queensland by ravaging crops and livestock. As part of Blueprint for the Bush, \$11 million has been allocated to improve the management of high priority weeds and pest animals until 2009–10.

As part of this initiative, called the Pest Offensive, more than \$4.5 million has already been provided to a range of partners, including regional natural resource management bodies and state and local government (including Aboriginal local governments). The main aims of the Pest Offensive are to control woody weeds, prevent weed seed from spreading, identify and prevent new weed threats, improve pest management in Aboriginal and Torres Strait Islander communities and better manage wild dogs and feral pigs. Key achievements during 2007–08 include:

- construction of clean-down facilities at Gin Gin and Emerald and mobile facilities for Far North Queensland to help reduce the spread of declared weeds
- mesquite weed management in strategic areas across western Queensland
- funding to ensure early intervention in the management of the invasive weed 'giant sensitive tree' in the Proserpine area (one of Australia's Weeds of National Significance)
- funding to enable early identification and management of coral and snake cactus which pose a significant threat to western Queensland graziers

- collaboration between five shires in the southern Gulf to improve and extend coordinated management programs for wild dogs and feral pigs, which cost the grazing industry millions each year and cause significant environmental damage
- reducing crop damage from feral pigs in the Whitsunday region to local sugarcane, guava and mango crops and native palms in the Conway State Forest, as a result of stronger partnerships between government and the community
- reducing the impact of rubbervine on conservation and pastoral lands in north western Queensland by expanding rubbervine-free areas (building on the success of ongoing rubbervine control work in Burke, Flinders, Cloncurry, Mount Isa and Richmond)
- expanding existing pond apple control areas in Far North Queensland to help protect Queensland's unique waterways, wetlands and areas significant to Aboriginal people by developing partnerships between government and community.

### Tilapia threaten native fish and habitats

Many Queensland waterways, particularly those in North Queensland, are at risk of becoming overrun with tilapia—a pest fish species known as either Mozambique mouthbrooder or black mangrove cichlid. Tilapia was first detected in Queensland in the mid-1980s after being introduced illegally as an ornamental species. These pest fish are now threatening native fish populations and destroying habitats by damaging water quality, breeding prolifically and introducing diseases and parasites. Pest fish can have a devastating effect on commercial and recreational fishing sectors and, under the *Fisheries Act 1994*, possessing or releasing a noxious fish into Queensland waters attracts penalties of up to \$150,000. Pest fish species can be introduced into waterways when people empty their aquarium fish into lakes and dams, use the fish as bait or when ornamental ponds and dams stocked with these species overflow into waterways during storms. Once pest fish enter a flowing river system, they are almost impossible to eradicate. Research into recent outbreaks strongly suggests that, from the size of the tilapia and the locations in which they have been found, the fish were illegally released into these areas.

DPI&F has stepped up surveillance, control and education activities to manage these species in our waterways. These activities include ‘fishing down’ the number of tilapia in newly affected catchments to reduce the population or using poison to kill the fish. An education campaign in North Queensland and the Gulf catchment over the past two years has aimed to raise awareness about pest fish infestations, offering advice on how to stop the spread and providing identification materials. As species like tilapia are popular in Asia, pest fish information brochures have also been translated into Vietnamese and Mandarin to alert non-English speaking people that it is an offence to rear these fish in Queensland.

During 2007–08, DPI&F has been involved in addressing several tilapia infestations:

- more than 6,000 tilapia were eradicated from two Cooktown dams followed by an intensive surveillance program in the Endeavour River in conjunction with the South Cape York Catchment Group to stop the species from spreading further.
- control and surveillance activities were undertaken at Eureka Creek in the Gulf of Carpentaria region after tilapia were detected.





### **Proposed changes to traditional fishing laws**

Changes to laws governing traditional and customary fishing by Aboriginal and Torres Strait Islanders were proposed in February 2008 to ensure a fair and sustainable future for Queensland's fisheries. Under the proposed laws, Indigenous Queenslanders will be able to continue traditional and customary fishing for personal, domestic and non-commercial communal use as long as they use the same equipment as recreational fishers (such as nets, crab pots, fishing lines and spears) or approved traditional fishing apparatus. However, under the proposed laws, 14 specified areas would be closed to traditional and customary fishing (recreational or commercial) to prevent over-fishing in environmentally sensitive locations.

### **DPI&F protects swimmers**

To reduce the risk to swimmers from shark attacks, shark nets and drumlines are in place off 85 Queensland beaches. With around 9,500 whales migrating up the Queensland coastline each year, there is a chance that some may become entangled in shark control equipment. Since 2000, 22 whales have been caught in shark netting in Queensland. Of these entanglements, 19 whales have been successfully freed by DPI&F's trained marine animal rescue teams on the Gold Coast, Sunshine Coast and in Mackay. DPI&F aims to make sure whale entanglements are infrequent, and that animals caught in nets have the best possible chance of being freed quickly and unharmed. Acoustic markers have been fitted to shark nets to deter whales from coming too close to the equipment during the migration season. Suspected whale entanglements should be reported to DPI&F's Shark Hotline on 1800 806 891 as soon as possible.

**Acoustic markers have been fitted to shark nets to deter whales from coming too close to the equipment during the migration season.**



### Huge haul of fisheries information reeled in

DPI&F's commercial fisheries information system (CFISH) has now been operating for 20 years, with more than 10 million records outlining commercial fishing activity and catch in Queensland being entered since it began in 1988. There are now 1,600 commercial operators required to fill out logbooks covering 20 different fisheries throughout Queensland. The logbooks record daily fishing locations, catch (by species) and types of fishing gear used by each boat operating in the fishery. This information is used extensively by industry and government to assess the condition of Queensland's fisheries, develop fisheries management plans to ensure future sustainability and contribute to national statistics. CFISH is now one of the most comprehensive fisheries information systems in Australia, with about 500 requests each year seeking information from the database. More information about commercial fishing and logbooks is available at [www.dpi.qld.gov.au/fishweb](http://www.dpi.qld.gov.au/fishweb).

### Funding boost for tagging stocked fish

DPI&F's \$100,000 investment in tagging and monitoring of stocked fish in Queensland will help local groups better monitor their fish stocks and assist in future stocking decisions. Infofish Services has been contracted to manage this initiative and will be working closely with local stocking groups, and the Freshwater Fishing and Stocking Association of Queensland. The funds will be used to supply \$40,000 worth of tags and tagging equipment to stocking groups to be used to tag current stocked fish populations or larger fingerlings prior to release to allow future monitoring. Remaining funds will be used for data collection and final reports providing a review of fish kills during winter 2007, details of all tagging programs for stocked fish throughout Queensland and a detailed analysis of existing tagging programs. This will allow more cost-effective stocking and improved fisheries for local communities and travelling fishers.

**DPI&F's \$100,000 investment in tagging and monitoring of stocked fish in Queensland will help local groups better monitor their fish stocks and assist in future stocking decisions.**



### Dear diary: anglers keep track of their catch

During 2007–08, around 700 recreational anglers kept a fishing diary to help DPI&F pull together a more comprehensive picture of recreational fishing in Queensland. Participants were provided with a diary, map book and fish identification guide, and encouraged to donate their fish frames for research. Information gathered through the diaries provides a better understanding of where people fish, what they catch and how much they spend on fishing. It also enables researchers to uncover fishing trends and better manage fish stocks. DPI&F staff also gather valuable information about recreational catch through surveys and fish measurements at boat ramps and other popular fishing spots. DPI&F is currently validating data collected during the year and aims to recruit up to 3,000 diarists across Queensland during 2008–09 to ensure catch and effort information is statistically representative.

### Keeping our regional dams full of fish

DPI&F introduced its successful Stocked Impoundment Permit Scheme (SIPS) in July 2000 to support freshwater recreational fisheries throughout regional Queensland. As most freshwater fish cannot reproduce in dams, the dams need to be regularly stocked with native fish. Through SIPS, DPI&F is able to give back money received from the sale of fishing permits to community-based fish stocking groups for the purchase of fingerlings and to fund other activities to enhance local fisheries. To date, SIPS funding has resulted in the release of more than 9.5 million native fish into the 30 participating dams throughout Queensland. Since its inception, SIPS has raised over \$4 million to improve the quality of freshwater recreational fishing. In 2007–08, \$670,000 of permits were sold with over \$510,000 distributed back to stocking groups in June 2008. The scheme not only supports local fisheries but also benefits regional communities through improved tourism infrastructure and economic benefits.

**To date, SIPS funding has resulted in the release of more than 9.5 million native fish into the 30 participating dams throughout Queensland.**



## Sustainability a priority for commercial fisheries exports

Keeping Queensland's fisheries healthy and sustainable supports the increased profitability of our commercial fishing industry, with state-managed wild-caught commercial fisheries generating around \$200 million in exports each year. To ensure the long-term sustainability of Queensland's natural fisheries resources, DPI&F:

- reports annually on the status and health of Queensland's fisheries by providing catch statistics for each fishery and results of research and monitoring programs
- works with industry to develop innovative bycatch reduction techniques and implement codes of conduct and environmental management systems
- helps Queensland's major fisheries meet strict sustainability guidelines to ensure they are approved for export under Commonwealth legislation. In 2007, ecological assessments of 12 fisheries under the *Environment Protection and Biodiversity Conservation Act 1999* took place, with a further six fisheries being re-assessed in 2008.

## Study to investigate seafood: from ocean to plate

Prompted by a decline in the commercial fishing sector, a new seafood study will investigate the future profitability of Queensland's fisheries—from ocean to plate. Jointly funded by DPI&F, Queensland Seafood Industry Association and the Queensland Seafood Marketing Association, the study will examine the domestic supply chain for prawn, coral reef finfish, and inshore finfish species caught in Queensland. Many factors are currently impacting the industry's ability to remain viable, including record high fuel costs, labor shortages, the wharf price received by fishers, competition with other domestic sea foods and cheaper imported product. In the industry's favour is world-class, sustainable seafood such as prawns, scallops and bugs. In the future, DPI&F will continue to work with industry to improve profitability in the commercial fishing sector and help market Queensland seafood to ensure better prices are accessed by the entire supply chain.



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## New fish habitats under protection

Two new fish habitat areas—Cleveland Bay near Townsville and the Fitzroy River near Rockhampton—were declared in May 2008 in recognition of their fish habitat value and economic importance to Queensland. While declared fish habitat areas are still open to legal fishing, boating and swimming, they are protected from changes and degradation associated with coastal development. With the addition of these two declarations, Queensland now boasts 73 declared fish habitat areas, providing protection for more than 880,000 hectares of high-quality coastal and estuarine fish habitat for future generations.

## Future directions

### Smarter fishing for the future

Ensuring fishing resources are sustainable, profitable and fairly accessed is no walk in the park. In Queensland, DPI&F is faced with the challenge and responsibility of managing fishery resources accessed by 1,700 commercial fishing vessels, 500 aquaculture operations, and approximately 800,000 recreational fishers.

With an investment of \$46.7 million into the sector and around 350 staff operating from 30 locations, DPI&F is currently developing a new fisheries strategy to optimise the value of Queensland's fishery resources for all stakeholders. The strategy, being developed in consultation with the fishing community, recognises and supports the co-existence and interdependence of recreational fishing, commercial fishing, Indigenous fishing and aquaculture, as well as the government's role in facilitating management arrangements to ensure long-term success.

The strategy focuses on three major investment areas—habitat, harvest and value—and defines actions needed to meet the strategic objectives of sustainable resources, responsible fishing and profitable industries. The strategy will steer the transformation of fisheries over the next five years into an organisation that is driven by knowledge and informed by relationships, delivering programs through partnerships and founded on responsibility and sustained by investment.

Features of the new strategy will include:

- a participatory approach to management with all sectors of the fishing community
- the development of new tools and programs to support ecosystem-based fisheries management
- a strategic approach to fisheries habitat management
- more emphasis on the socioeconomic outcomes of fisheries management
- partnering with the seafood sector within an industry development framework to support regional communities
- addressing key supply chain issues to enhance profitability
- improved service delivery, in line with DPI&F's 'fresh approach' to providing contemporary industry development services to its clients
- a major focus on optimising the net value of the state's fishery resources, and fishing and aquaculture ventures to the economy and community of Queensland.

Implementation of the strategy is expected to begin in late 2008.



# Our people

*DPI&F strives to provide its staff with a rewarding, equitable, safe and productive workplace. In return, our highly dedicated and motivated teams work towards profitable and sustainable primary industries throughout Queensland. Our highly skilled and diverse workforce is the vital ingredient in our success. We continually build our organisational ability to develop a positive and high-performance workforce.*

*This section contains an organisational chart, profiles of our Senior Executive Team and workforce, and information on staff policies and initiatives.*



## Our organisation

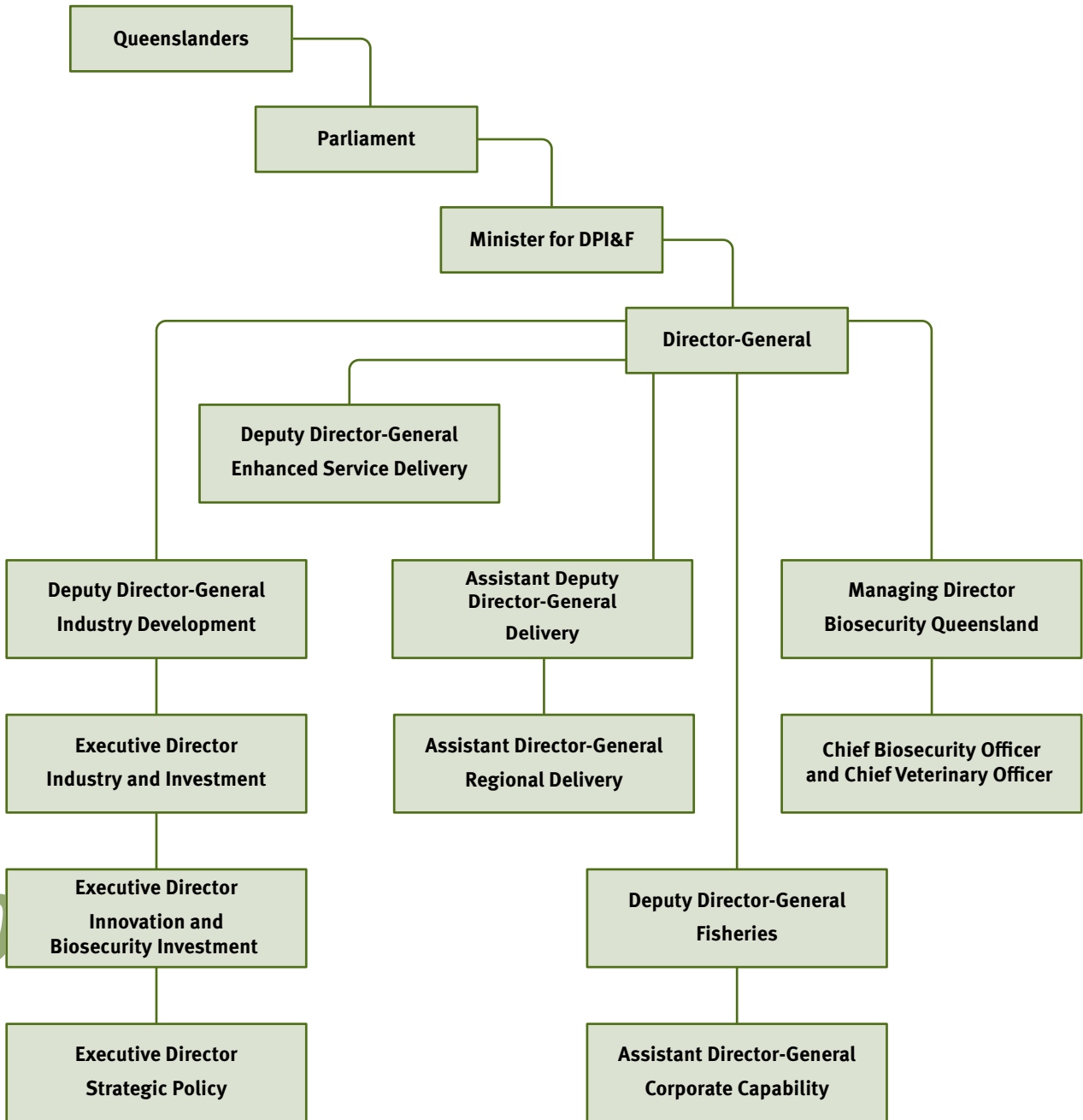


Figure 18: DPI&F organisational chart



## Our Senior Executive Team



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- 1 Robert Setter, Director-General
- 2 Prof. Beth Woods, Executive Director, Innovation and Biosecurity Investment
- 3 Sue Ryan, Executive Director, Industry and Investment
- 4 Bruce Turner, Executive Director, Strategic Policy
- 5 Grant Hall, Deputy Director-General, Fisheries
- 6 Kareena Arthy, Managing Director, Biosecurity Queensland

- 7 Ron Glanville, Chief Biosecurity Officer and Chief Veterinary Officer, Biosecurity Queensland
- 8 Lynette Lamb, Assistant Director-General, Corporate Capability (for five months during 2007-08)
- 9 Jim Gillespie, Assistant Director-General (Acting), Corporate Capability (for seven months during 2007-08)
- 10 John Skinner, Deputy Director-General, Delivery
- 11 Tony Rayner, Assistant Director-General, Regional Delivery

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## Director-General

**Robert Setter**  
*BEd BA (Hon), GAICD*

As Director-General, Robert's major responsibility is to ensure that the state government's investment in DPI&F is aligned to both government and industry priorities, and delivers value for money. Robert was previously DPI&F's Deputy Director-General, Industry Development.

### *Key 2007–08 achievements*

- championed vision to revitalise DPI&F's service delivery framework and transform the way the department works through the 'fresh approach' initiative
- improved DPI&F's performance management framework in line with whole-of-government recommendations from the Service Delivery and Performance Commission and the Queensland Audit Office.

### *Focus for 2008–09*

- continue implementation of the 'fresh approach' initiative to build skills for the future workforce, attract investment for agricultural science and network and modernise DPI&F services to meet the changing needs of clients
- ensure DPI&F progresses the strategic plan and departmental priorities through evidence-based investment
- progress whole-of-government initiatives and cross agency collaborations
- deliver on national and State commitments
- maximise contribution to the Government's strategic policy development program.

## Innovation and Biosecurity Investment

### Executive Director

**Prof Beth Woods**  
*BAgrSc (Hon), DPhil (Oxon), MAICD, OAM*

As Executive Director of Innovation and Biosecurity Investment, Beth led the development of strategic partnerships and investment processes for research and development and biosecurity activities in 2007–08. She also oversaw economic analyses that underpinned policy and strategy development for ongoing business and emergency responses to biosecurity and natural disaster crises.

### *Key 2007–08 achievements*

- transition of Enterprise Grains Australia to a private sector provider of wheat breeding services
- new investments in revolutionary science projects, which represent key areas of research for the future
- approval by the Primary Industries Ministerial Council of the national research and development framework for primary industries
- successful bid for participation in the Australian Biosecurity Intelligence Network through the National Collaborative Research Infrastructure Strategy to provide Biosecurity Queensland with the opportunity to develop and implement new ways to share information using the latest communication technology.



## Our Senior Executive Team

### Focus for 2008–09

- further developing DPI&F's strategic partnerships with Queensland universities
- aligning capital and operating budgets with new directions as part of the 'fresh approach' initiative
- coordinating DPI&F's engagement with the development of national industry and cross-sectoral research and development plans (which will lead to the development of beef and sugar research and development strategies, in partnership with Meat and Livestock Australia and the Sugar Research and Development Corporation).

## Industry and Investment

### Executive Director

**Sue Ryan**  
**BBus, GAICD**

As Executive Director of Industry and Investment, Sue Ryan's role is to accelerate growth in Queensland's primary industries by promoting investment opportunities, boosting trade and exports and improving skills and labour. Sue has played a pivotal role in providing policy advice for the animal and plant industries, implementing workforce development initiatives to meet industry demand for rural skilled labour, and helping food and industry development services build their competitiveness and trade opportunities.

### Key 2007–08 achievements

- helped Queensland companies achieve approximately \$14 million in new export revenue
- addressed skilling and labour shortages in the rural industry development sector and developed skills formation strategies for the Bundaberg and Inland Burnett regions

- facilitated direct stakeholder and key industry consultation
- facilitated critical thinking around the skilling and service delivery components of the 'fresh approach' through the development of discussion papers and engagement with industry.

### Focus for 2008–09

- continue to develop a high-level vision and plan for government services to major industry sectors, facilitate high-level engagement with industry bodies and lead trade and export initiatives
- play a key role in DPI&F's 'fresh approach' to service delivery by conducting reviews of existing processes and providing options for improvements, by developing an industry development services strategy
- modernise client service delivery
- integrate training and skills development across DP&F and the Australian Agriculture College Corporation.

## Strategic Policy

### Executive Director

**Bruce Turner**  
**BEcon**

As Executive Director of Strategic Policy, Bruce is responsible for developing and overseeing DPI&F's strategic direction with input from all business groups, involving setting overall priorities, allocating resources and ensuring departmental policies and services align to whole-of-government priorities and targets and national initiatives.

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**Key 2007–08 achievements**

- coordinated DPI&F’s input into emergency policy issues, including drought policy reform, flood policy, the equine influenza response, the whole-of-government strategy to manage unwanted cats and dogs, and Indigenous fishing policy
- led the initial design and development of DPI&F’s ‘fresh approach’ to service delivery and investment, and communicated the vision to key stakeholders, staff and central agencies
- participated in national reviews of biosecurity and quarantine, climate change policy and natural resource management issues
- provided strategic policy advice to the Minister and Director-General.

**Focus for 2008–09**

- contribute to national and state programs in climate change, natural resource management, drought, water and protecting the Great Barrier Reef
- detail implementation arrangements for DPI&F’s ‘fresh approach’ to service delivery
- progress biosecurity strategy and legislative review, with Biosecurity Queensland
- progress fisheries strategy and develop initiatives to assist the trawl sector and other sectors of Queensland’s seafood industry, in partnership with Fisheries
- coordinate a primary industries resource management working group to identify, prioritise and manage DPI&F’s investment in sustainability
- lead alignment of DPI&F with Queensland Government’s Q2 directions
- provide a high standard of departmental accountability to central agencies, the Minister, parliament and the public.

**Fisheries**

**Deputy Director-General**

**Grant Hall**

As Deputy Director-General of Fisheries, Grant has overseen the protection and conservation of Queensland’s fisheries resources, while maintaining profitable commercial and enjoyable recreational fishing sectors.

**Key 2007–08 achievements**

- endorsement of the Great Sandy Regional Marine Aquaculture Plan by Cabinet, which identifies suitable investor-ready sites for aquaculture in the Hervey Bay/Great Sandy region with significant economic potential
- a more streamlined and modernised version of the *Fisheries Regulation 1995* to remove duplication and inconsistencies
- draft management arrangements for the inshore finfish fishery released after an extensive consultation process
- maintained export approval for fisheries to enable the ongoing export of seafood product.

**Focus for 2008–09**

- implementing a strategic framework to guide the delivery of Fisheries activities over the next five to 10 years
- finalising management arrangements for the inshore finfish fishery
- increasing the participation in and enjoyment of recreational fishing in Queensland under the Living the Queensland Lifestyle election commitment
- promoting investment in aquaculture in Queensland, while supporting its sustainable development.



## Biosecurity Queensland

### Managing Director

**Kareena Arthy**  
*BEcon (Hons)*

As Managing Director, Kareena led the first full year of operation of Biosecurity Queensland, overseeing the union of Queensland Government agricultural and environmental biosecurity functions under the one umbrella. Biosecurity Queensland is responsible for delivering a wide range of biosecurity services across the state, including animal and plant health, animal welfare, invasive plants and animals and chemical use and food safety.

#### **Key 2007–08 achievements**

- successful eradication of equine influenza in Australia
- continued good progress in eradicating red imported fire ants, citrus canker and Asian green mussels
- commenced work on the biosecurity strategy to set the future directions for biosecurity in Queensland
- commenced development of a single biosecurity act and a new risk management framework for biosecurity decision-making.

#### **Focus for 2008–09**

- finalising the biosecurity strategy and commence detailed implementation plans involving further development of new legislation and pilot testing of the new risk management framework
- reforming Biosecurity Queensland's emergency response systems to ensure new incursions can be addressed quickly and efficiently
- working closely with industry and key stakeholders on new service models to ensure resources are aligned to highest biosecurity risk.

## Biosecurity Queensland

### Chief Biosecurity Officer and Chief Veterinary Officer

**Ron Glanville**  
*BSc, BVSc, MVS*

As Chief Biosecurity Officer, Ron led the development and implementation of leading-edge biosecurity science, systems, capability, structures and delivery of biosecurity services in Queensland.

#### **Key 2007–08 achievements**

- led Queensland's emergency response to equine influenza and achieving eradication of the disease
- guided significant organisational change, including the formation of a biosecurity science group and the Biosecurity Queensland Control Centre
- significant contributions to strategic initiatives including Queensland's first biosecurity strategy for Queensland and biosecurity legislation review
- guided proposed investment in the Australian Biosecurity Intelligence Network
- progressed new proposals for collaboration in biosecurity science through James Cook University and The University of Queensland
- represented Biosecurity Queensland on a number of significant national forums and committees, including Chairing Aquatic Animal Health Committee
- guided a number of diverse responses to issues such as Asian mussels and Asian honey bees in Cairns, water hyacinth on Brisbane River, yellow crazy ants, gamba grass declaration, post-quarantine detections in timber products, and culling of horses in Indigenous communities.



## Our Senior Executive Team

### *Focus for 2008–09*

- working on systems and capability to address key biosecurity outcomes, including contributing to the biosecurity strategy, facilitating new biosecurity legislation, and developing a new risk framework
- building biosecurity science and emergency response capability, through training, the biosecurity reserve concept and information systems.

## Corporate Capability

### **Assistant Director-General (for five months during 2007–08)**

*Lynette Lamb*  
*BEcon, Dip Ed*

As Assistant Director-General of Corporate Capability, Lynette led the department's Corporate Capability business group in the delivery of effective and efficient financial management, workforce development, information and communications technology, strategic planning, performance reporting, legal and knowledge management functions.

#### *Key 2007–08 achievements*

- developed a DPI&F corporate development strategy to provide a five-year approach to improving the way the department runs its business, specifically focusing on corporate services across all business groups
- initiated a comprehensive review of the costing and pricing of DPI&F fees and charges.

### *Focus for 2008–09*

- implementing the DPI&F corporate development strategy to ensure corporate services enhance the delivery of the department's 'fresh approach' initiative
- aligning the performance management framework and performance measurement system with government-wide system
- implementing the department's project management system/performance management system.

### **Assistant Director-General (Acting) (for seven months during 2007–08)**

*Jim Gillespie*  
*BEcon*

#### *Key 2007–08 achievements*

- endorsement of DPI&F corporate development strategy by the Senior Executive Team, and development of five underpinning strategy plans, namely: finance; organisation; people; infrastructure; and information communication and technology
- facilitated constructive and transparent interactions with staff and industry, including Director-General conversations with staff across Queensland
- provided high-level corporate support and advice during the equine influenza response
- developed the department's new performance management/project management system
- progressed the development of the department's new electronic document management system and executive correspondence system.





## Delivery

### Deputy Director-General

*John Skinner*  
*MBus, BA, Grad Cert Mgt, CMAHRI*

In his role as Deputy Director-General of Delivery, John is responsible for developing and delivering innovative services and research outcomes that accelerate growth in Queensland's primary industries. This role is focused on developing research and development potential, creating linkages with industry and building a highly skilled and flexible workforce.

#### *Key 2007–08 achievements*

- improved productivity and efficiency of Queensland's primary industries by developing innovative new technologies and investing in revolutionary science
- achieved strong diversified regional economies through trade, export and business development initiatives
- opened the Queensland Crop Development Facility, which will empower world-class research into plant and food production.

#### *Focus for 2008–09*

- continue to lead engagement with industry and stakeholders to reinvest in state-of-the-art facilities and modernise service delivery
- work with staff and partners to capitalise on research and development potential to increase value in primary industries
- continue developing modern services that are client-focused, relevant and responsive
- actively engage key stakeholders to negotiate re-investment in centres of excellence and developing modernised service delivery models.

## Regional Delivery

### Assistant Director-General

*Tony Rayner*  
*Ass Dip Stock and Meat Inspection, FAIM*

In his role as Assistant Director-General of Regional Delivery, Tony is responsible for building a platform for profitable primary industries by providing services such as research and development, regional capacity building and industry assistance and adjustment.

#### *Key 2007–08 achievements*

- identified opportunities for accelerated growth
- ensured high-quality, effective and flexible client-focused services within science and regional delivery
- actively engaged with key external stakeholders with a focus on development opportunities.

#### *Focus for 2008–09*

- continue leading the development of industry services that are client-focused, innovative, responsive and align with department's 'fresh approach'
- build on key external stakeholder relationships to encourage collaborative opportunities between the industry development sector and the department
- continue building a constructive culture to realise the potential of 'a fresh approach' across DPI&F.

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## Our workforce: a snapshot

This section provides key statistics about DPI&F's workforce, and explains how the department is:

- meeting the challenges of organisational change
- building a stronger workforce for today and tomorrow
- meeting its industrial relations obligations
- supporting staff through training and development opportunities, and
- supporting workforce diversity, and
- congratulating staff on their achievements.

## Our workforce: at a glance

DPI&F employs a total of 2,777 staff throughout Queensland, of which:

- 77% of staff are permanent employees with DPI&F (an increase on 72.5% last year)
- 40% of staff are female (an increase on 38% last year)
- the average age of staff is 43 years
- 76% of our staff work in regions
- 26.3% staff are in the Queensland Public Service's Professional Officer employment stream (a slight decrease of 1.1% since last year)
- 5% are from non-English speaking backgrounds
- approximately 1% are Aboriginal and Torres Strait Islander people.

The following tables provide more detailed information.

Figure 19: Average full-time equivalent staff by DPI&F business group

DPI&F business groups	Average (June 2007)	Average (June 2008)
Industry Development	142.4	142.9
Delivery <sup>1</sup>	1,480.1	1,357.7
Biosecurity—core <sup>2</sup>	439.9	522.1
Fisheries	322.1	325.1
Corporate Capability <sup>3</sup>	242.1	221.3
Office of the Director-General	16.9	16.2
<b>Total</b>	<b>2,643.5</b>	<b>2,585.3</b>
Biosecurity—Fire Ant Control Centre and Citrus Canker program <sup>4</sup>	170.6	191.3
<b>Grand total</b>	<b>2,814.0</b>	<b>2,776.6</b>

Notes:

1 Full-time equivalents have decreased due to the conclusion of the federal Natural Disaster Relief and Recovery Arrangements (NDRRA) funding for Operation Farm Clear; a workforce renewal scheme; natural attrition, and refocusing of services to higher priority areas.

2 Full-time equivalents have increased due to additional full-time equivalents employed for the equine influenza emergency response.

3 Reduction in full-time equivalents can be attributed to a reduction in professional corporate staff including information technology specialists and legal officers.

4 Full-time equivalents have increased due to electric ant emergency responses.

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Figure 20: Average full-time equivalent staff by employment classification

Classification stream	June 2005	June 2006	June 2007	June 2008
Administrative <sup>1</sup>	832.8	833.2	838.0	897.4
Professional <sup>2</sup>	817.0	803.2	769.8	731.3
Technical	659.0	662.8	668.0	674.3
Operational <sup>3</sup>	618.3	580.0	470.9	390.8
Senior Executive Service and Senior Officer	72.8	60.8	61.7	77.3
Other staff (includes DPI Forestry in 2003–05)	737.4	7.4*	5.6	5.4
<b>Total</b>	<b>3,737.4</b>	<b>2,947.5</b>	<b>2,814.0</b>	<b>2,776.6</b>

Notes:

\* DPI&F staff whose pay rates are set under general awards rather than specific public sector pay scales (e.g. adult trainees).

1 Full-time equivalents have increased due to additional full-time equivalents employed on the equine influenza emergency response located at the Biosecurity Queensland Control Centre.

2 Reduction in full-time equivalents can be attributed to a reduction in professional corporate staff, such as information technology specialists and legal officers, natural attrition and refocusing of services to higher priority areas.

3 Full-time equivalents have decreased due the planned reduction of staff involved in the fire ant emergency response at the Biosecurity Queensland Control Centre.

Figure 21: Average full-time equivalent staff (%) by gender and salary range

Salary range	June 2007			June 2008		
	% Female	% Male	% Total	% Female	% Male	% Total
<\$39,999	9.9	9.5	19.4	9.6	8.2	17.8
\$40,000–\$49,999	7.4	6.5	13.9	8.1	6.0	14.1
\$50,000–\$59,999	7.0	8.6	15.6	7.7	8.1	15.8
\$60,000–\$69,999	5.8	15.1	20.9	6.0	14.4	20.4
\$70,000–\$79,999	4.4	9.0	13.4	4.8	9.8	14.7
\$80,000–(and above)*	4.2	12.6	16.8	4.2	13.1	17.3
<b>Total</b>	<b>38.7</b>	<b>61.3</b>	<b>100.0</b>	<b>40.4</b>	<b>59.6</b>	<b>100.0</b>

\* More detail is provided about Senior Officers and Senior Executives on salaries greater than \$100,000 in the financial statements on page 161.

CEO salary	June 2007	June 2008
<b>Total</b>	<b>\$245,607.10</b>	<b>\$236,160.20</b>

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Figure 22: Average full-time equivalent staff numbers by DPI&F regions

Date		Brisbane	Central	North	South	South-East	West	Total
June 2008	Number	664.9	177.1	447.7	384.1	1,028.1	74.8	2,776.6
	Percentage	23.9	6.4	16.1	13.8	37.0	2.7	100.0
June 2007	Number	627.9	186.9	483.5	395.9	1,043.0	76.8	2,814.0
	Percentage	22.3	6.6	17.2	14.1	37.1	2.7	100.0

Figure 23: Age profile of DPI&F staff

Age	2006	2007	2008
<20 years	4.8	17.1	9.6
20–24 years	82.1	102.9	110.4
25–29 years	244.6	231.4	250.0
30–34 years	335.0	334.7	311.9
35–39 years	371.9	356.0	359.5
40–44 years	380.7	368.7	367.0
45–49 years	455.4	441.5	438.8
50–54 years	432.3	406.2	399.5
55–59 years	375.1	343.5	347.1
60–64 years	207.3	164.6	147.4
>64 years	58.3	47.5	35.3
<b>Total</b>	<b>2,947.5</b>	<b>2,814.0</b>	<b>2,776.6</b>





## Meeting the challenges of organisational change

DPI&F is committed to building and maintaining a constructive organisational culture that supports employee wellbeing and engagement.

During 2007–08, DPI&F initiated a review of its service delivery to drive the department's vision of profitable primary industries over the next decade. This review resulted in a 'fresh approach' to how we do business, which will:

- build skills for the future
- deliver innovative research partnerships to grow investment
- network and modernise services.

In consultation with our stakeholders, DPI&F is refining the delivery of our services by realigning staff and resources from lower priority functions to high priority projects and activities. As change occurs, DPI&F's resource deployment must be increasingly flexible.

As a consequence, nine permanent employees accepted redundancy packages during 2007–08 at a cost of \$0.49 million to the department.

### **Our Director-General: listening to staff**

DPI&F has a range of interactive communication channels in place for its staff to communicate with the Director-General. These include staff conversation forums, an online blog and chat line, allow staff to connect with the Director-General and help build positive organisational culture.

#### ***Director-General staff conversation forums***

Introduced in 2007, Director-General staff conversation forums are a deliberate action to engage and listen to staff. During 2007–08, the Director-General held 18 staff conversation forums across Queensland to deliver the department's vision, highlight work undertaken and address issues and areas for improvement. As a result of these conversations, staff have reported a better understanding of DPI&F's corporate directions. Feeling supported, recognised and rewarded for their efforts and feeling optimistic about the future are key highlights of these sessions. Key outcomes resulting from the 2007–08 forums include a review of temporary and permanent staff arrangements and the streamlining of the commercial contract process.

#### ***Director-General's chat line***

This online facility allows staff to direct comments and questions about any work-related issues to the Director-General for a response (which is published on OurNet for the benefit of others).

#### ***DG Blog***

Introduced during 2007–08, the DG Blog provides a channel for the Director-General to invite staff to provide feedback on particular topics and issues.



## Building a stronger workforce for today and tomorrow

Like other government and private employers, DPI&F is facing workforce challenges like skills and labour shortages, an ageing workforce and competition for talented employees. To meet these challenges, DPI&F has developed a range of initiatives to attract and keep the brightest and best staff in priority service areas within the department.

DPI&F has some of the most talented and eminent professional and technical staff in the world. DPI&F's Progression Scheme acknowledges research, extension, regulation and diagnostic staff for their ongoing outstanding performance in an effort to retain and promote our top performers. Since the scheme's inception, DPI&F has increased the number of staff who progress annually, with the latest round approving progression to higher levels for more than half of applicants.

To provide increased job security, DPI&F has transitioned 65 of its existing temporary employees to permanent roles since April 2006 and will continue focusing on this during 2008–09.

DPI&F's graduate recruitment program has produced a 67% increase in graduates between 2006 and 2007. In 2007–08, we placed 20 graduates across Queensland, including Emerald, Toowoomba, Brisbane, Caboolture and Rockhampton. A closer working relationship with the Australian Agricultural College Corporation is being formed to provide students with a direct pathway from school to higher education. This will help to align training and skills with industry needs, create a seamless delivery of training and extension services to rural communities, and improve access for students to research and development.

## Meeting our industrial relations obligations

DPI&F is committed to maintaining a harmonious and constructive industrial relations environment with a strong commitment to consultation and union encouragement. There were no industrial disputes during 2007–08.

All staff at DPI&F work under the State Government Departments' Certified Agreement 2006 (Core Agreement). The current agreement is in place until 31 July 2009. Additional conditions are included in the Core Agreement for field staff in the Queensland Boating and Fisheries Patrol. The Queensland Boating and Fisheries Patrol-specific conditions negotiated under the Core Agreement have been fully implemented. We continue to collaborate with staff to improve the working environment of this demanding role.

Field staff at the Fire Ant Control Centre operate under two agreements. The Core Agreement covers issues such as pay rates and increases while the DPI&F Fire Ant Control Centre–Certified Agreement governs issues such as weekend penalty rates, rosters and inclement weather arrangements.

DPI&F will continue to work with and consult union and staff representatives on key workforce and business priorities.

With the realignment of the Australian Agricultural Colleges Corporation to the DPI&F portfolio, the employment terms and conditions of existing agricultural college employees under the Agricultural Colleges of Queensland (excluding Domestic and General Staff) Award–State 2004 and Agricultural Colleges (Domestic and General Staff) Award–State 2003 will be renegotiated and a new certified agreement established in 2008–09.



## Training and development

To maintain its world-class capabilities and build future workforce capacity, DPI&F places a high priority on training and development for staff. During 2007–08, DPI&F invested approximately \$3.1 million in meeting staff development needs. This investment represents the equivalent of 1.52% of the salary budget spent on the development of staff.

Through the development of workforce and individual achievement plans, the department ensures that training and development activities for all staff support the achievement of business outcomes and promote the future skill priorities of DPI&F.

### *Online learning community streamlines staff training*

DPI&F's innovative online hub for 'all things learning' allows staff to focus on training, development and career planning most relevant to their needs by providing access to a comprehensive range of formal and informal courses which can be delivered online and/or face-to-face.

Through LearnWorX, staff have access to a diverse range of courses, including career planning, change management, project and time management, communication, workplace harassment, computer skills and typing. DPI&F has developed specific training on using the National Livestock Identification System, animal welfare, information privacy, asbestos awareness, financial management and Indigenous cultural heritage.

All staff new to DPI&F must complete a compulsory online induction course to introduce them to the department, its Code of Conduct, record keeping procedures and policies on internet and email use.

Benefits of the LearnWorX system include decreased costs of training over time by reducing the need for replacement workers, travel, accommodation, venue hire, printing and administrative overheads. The system can also be used to manage enrolments for workshops and training sessions.

During 2007–08, LearnWorX managed the enrolment and training data for 33 online courses and 14 workshops (each with multiple sessions) and released two new courses (Introduction to Recordkeeping and Asbestos Awareness Training). LearnWorX recorded a total of 3,739 enrolments in online courses and a total of 307 enrolments in workshops. A total of 4,996 attendances at 407 training events, seminars and conferences was recorded in 2007–08.



### **Developing current and emerging leaders**

DPI&F has continued to invest in building the skills of our current and emerging leaders to equip our managers to maintain a positive and constructive culture for staff. In 2007–08, this has focused on three priority areas:

- *Leadership Impact Program*—This initiative that provides senior executives and leaders (SO/SES level) with feedback from their own manager, staff and peers on their leadership strategies and effectiveness, as well as their impact on the behaviour and performance of those being led. Leaders were subsequently equipped with a range of practical strategies to help them maximise their constructive impact and ability to lead change in the workplace. 2007–08 results show that staff are experiencing significantly more effective leadership across the whole department.
- *Senior Leader Forums*—Our senior executives and leaders (around 80 staff) meet each quarter over two days to discuss strategic issues affecting DPI&F, share challenges and visions, gain skills to generate positive change and develop solutions to business priorities. These forums have greatly increased the level of robust and positive dialogue between leaders and allowed more active staff input resulting in increased innovation and creativity.
- *Foundations of Effectiveness Program*—Over 600 new and emerging leaders (at A06–A08, P04–P05 and T05 levels) have participated in this twelve month action learning program designed to foster a cohort of leaders of the future.

### **Achievement planning**

All staff, including senior executives, develop an achievement plan with their supervisor to set goals for the results they plan to deliver over a 12-month period. This gives staff a clear understanding of how their individual efforts contribute to the department's achievements, purpose and value.

During 2007–08, achievement planning reviews were also held for the sugar and horticulture industries, the Corporate Governance Advisory Board and the department as a whole. These reviews involve participation by our senior managers, industry stakeholders, staff, and peers to provide perspective on what has been achieved and input on how results can be delivered.

### **e-Extension: training staff in cutting-edge communication**

Blogs, wikis and podcasts are just some of the additions to the toolkit of DPI&F's extension staff to better engage with clients as part of enhancing the department's service delivery over the next three years. The e-Extension project will train staff how to use the latest communication technology to achieve project outcomes by identifying suitable e-tools, creating a dedicated online community group, distributing information through the staff intranet and conducting training for new and existing staff through webinars.

### **Supporting workforce diversity**

DPI&F continues its strong commitment to equal opportunity in employment. The department has an Equal Employment Opportunity (EEO) Management Plan, a Multicultural Action Plan and a Disability Services Plan, all of which are aligned to business and workforce planning priorities. These plans aim to create a supportive and productive workplace culture by enhancing productive diversity, increasing staff awareness of EEO policies and improving work/life balance for our staff.





In 2007–08, DPI&F maintained its representation of Aboriginal and Torres Strait Islander staff, and staff from a non-English speaking background, and increased its representation of female staff (including women in SO and SES positions) and staff who have a disability. This outcome was achieved through a range of activities, including participation in:

- various recruitment events to attract EEO target groups, including Brisbane Careers Expo, Queensland at Work and Play, QUT Smart Train and Revolutionary Science
- the Aboriginal and Torres Strait Islander Education to Employment Scholarship Scheme, providing high school students with the practical support to complete Year 12, and make the transition to tertiary education or employment. DPI&F has been committed to this initiative since 2001, and has to date sponsored over 30 young Queenslanders. This year, one scholarship holder attributed her DPI&F mentor and financial support to her successful application to study veterinary science at James Cook University in 2008.
- the Migrant Work Experience Program since its inception in 2001 and we have a more than 90% success rate in placing participants into ongoing employment with the department
- a partnership with Commonwealth Rehabilitation Service Australia to provide work training placements for people with a disability resulting in five work training placements being offered to people with a disability since January 2007.

## Women in DPI&F

DPI&F actively supports its female staff through:

- providing flexible work options that promote balancing work and family responsibilities
- supporting women's career development, and
- ensuring women are represented on boards and statutory authorities
- supporting female leaders in primary industries.

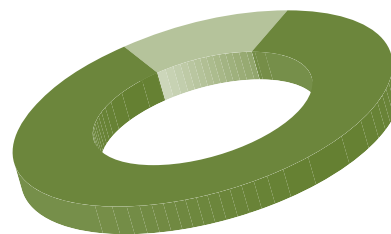
### *Balancing work and family responsibilities*

We aim to support all staff to achieve a healthy balance between their work, family and lifestyle commitments. A wide range of policies and resources are available to help staff achieve this balance, including:

- flexible working hours
- part-time working hours
- flexible leave arrangements
- opportunities to work from home
- telecommuting
- work and family policies
- maternity and paternity leave
- workplace parenting facilities.

*Figure 24: DPI&F part-time staff*

254 part-time staff (8.8% of total workforce)



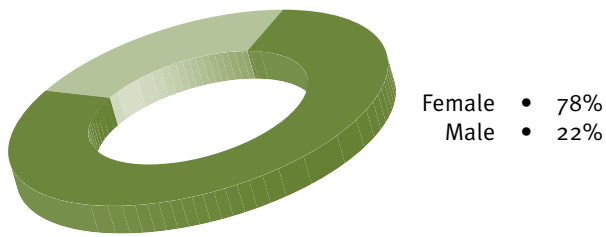
Female • 86%  
Male • 14%

105



Figure 25: DPI&F staff who telecommute

Total DPI&F staff who telecommute = 27



### Supporting women’s career development

DPI&F supported the career development of its female staff through:

- hosting events (including the 2008 International Women’s Day Unifem Breakfast)
- promoting relevant training opportunities on the staff intranet (including science fellowships, World Rural Women’s Day Business Breakfast, Australian Regional Women Leaders Convention and 2008 Australian Family Friendly Workplace Seminar)
- profiling appointments of women to scientific or key positions in DPI&F (including female appointments to roles of principal biotechnologist and focus team leader, beef technician, Biosecurity Queensland inspectors, land protection officers and industry development officers)
- profiling female award winners (including the 2007 Rural Woman of the Year, 2008 RIRDC Rural Women’s Award and 2008 International Women’s Day award winners).

DPI&F conducted the following leadership training:

- 19 women participated in the Leadership Impact Program at SO and SES level (total of 75 staff attended in 2007–08)
- 13 women attended the Foundations of Effectiveness Program for emerging leaders at A06–A08, P04–P05 and T05 levels level (total of 42 staff attended in 2007–08).

DPI&F aimed to increase women’s participation in information technology fields by participating in the Department of Main Roads Education to Employment (E2E) Scholarship Scheme, providing financial support, workplace mentor and work experience for four Indigenous high school students (50% female) to increase secondary schooling retention rates for Indigenous students. DPI&F women also attended the Women in Technology awards.

### Ensuring women are represented on boards and statutory authorities

As at 30 June 2008, 46 women and 158 men were represented on boards of statutory and non-statutory government bodies related to DPI&F. Of a total board membership of 204 in 2007–08, women represented 22.5% of the total (an increase of 1.7% from 2006–07). For more information, see Appendix 5 on page 194.

Of the 10 members of DPI&F’s senior executive team, three positions were held by women during 2007–08, with an additional female undertaking a senior executive role for five months. Of our senior executives, two females are represented on a range of boards and statutory bodies.



**DPI&F actively supports its female staff through:**

- **providing flexible work options that promote balancing work and family responsibilities**
- **supporting women's career development**
- **ensuring women are represented on boards and statutory authorities**
- **supporting female leaders in primary industries.**



Figure 26: Representation of DPI&F female senior executives on boards and statutory bodies

**Professor Beth Woods, Executive Director of Innovation and Biosecurity Investment**

- Board of Trustees, International Rice Research Institute (2005–07)
- Chair, International Rice Research Institute (from January 2008).

**Sue Ryan, Executive Director of Industry and Investment**

- Board of Directors, QRAA—involved in administration of government approved schemes to support Queensland primary producers and small businesses
- Board of Directors, Safe Food Production Queensland—statutory body that promotes and protects food safety in primary production and processing, ensuring the reliability and safety of the Queensland food chain
- member and DPI&F representative, Smart Women Smart State Taskforce—advises Minister for Women on strategies to increase girls’ and women’s participation in science, engineering and technology education, training and employment.

### 2008 Rural Women’s Award goes to Sunshine Coast producer

In 2008, Sunshine Coast producer Ros Smerdon did Queensland proud by winning both the Queensland and Australian Rural Women’s award. DPI&F sponsors and coordinates the annual Rural Industries Research and Development Corporation’s Rural Women’s Award in Queensland. Since its inception three years ago, innovative Queensland producers have twice claimed this coveted national award.

Ros farms avocados, custard apples and macadamias on the Sunshine Coast, and is chair of a grower-owned cooperative called Nature’s Fruit Company. She is passionate about the need for growers to work collaboratively to create new value-added avocado products. Ros used her \$10,000 bursary for a study tour of South Africa where she benchmarked their large Westfalia avocado production operations and value-adding processing plant against the Australian industry. Westfalia have developed a significant market for using avocado in salad oils, cosmetic oil and guacamole. Ros spent much of her time in South Africa learning about the pitfalls Australian producers should avoid when attempting to establish avocado processing.

### Supporting female leaders in primary industries

In October 2006, DPI&F created the honorary position of ambassador to formally recognise high-profile regional leaders who champion profitable primary industries. Our ambassadors discuss critical issues with regional stakeholders and provide the department with invaluable industry and community feedback. During 2007–08, the Minister appointed 10 ambassadors from across Queensland, with three being women.

Since her return, Ros and Nature’s Fruit Company have commenced early test marketing with avocado oil and will conduct a larger trial in both Australian and export markets in 2008–09. An increase in Australian avocado production over the next few years will further strengthen Queensland’s horticulture industry, which currently contributes \$3 billion to the state’s economy, making it our second largest primary industry.



## Congratulating staff on their achievements

DPI&F staff were recognised for many outstanding achievements during 2007–08.

Figure 27: Award recipients, 2007–08

Award	Sponsor	Recipient	Awarded for
2007 BGA Agriservices Award for Service to Industry	Bundaberg Sugar	Trish Cameron, Senior Industry Consultant, Bundaberg	For development of farm economic analysis tool (FEAT) software program to help growers respond to sugarcane smut
2007 Host Employer of the Year—Sunshine Coast region	Acclaim	Joondoburri Conference Centre	For commitment to school-based, graduate and apprentice training programs
2008 Australia Day honours—Member, General Division (AM)	Governor-General	Dr Robert Henzell, Associate, Hermitage Research Station	For service to agriculture through plant breeding programs to enhance sorghum yield, pest resistance and adaption to drought
2008 Australia Day honours—Member, General Division (AM)	Governor-General	Dr Raoul Nieper, former Director-General	For service to primary industry sector through development and implementation of programs and policies in animal health and welfare, livestock exports and infectious disease control
2008 Australia Day honours—Member, General Division (AM)	Governor-General	Dr Anthony Whiley, former staff member, Maroochy Research Station	Service to horticulture as a research scientist, through the development of disease-resistant plants and improved growing, marketing and management in the avocado and mango industries
2008 Australia Day honours—Public Service Medal	Governor-General	Barry Blaney, Senior Principal Scientist, Animal Research Institute	Outstanding public service in the research and development of enhanced primary industry production processes
2008 Denis Cullity Fellowship	Forest and Wood Products Australia	Adam Redman, Research Scientist, Horticulture and Forestry Science	To investigate new timber-drying technologies
2008 Research Fellowship	Fisheries Research Development Corporation	Neil Gribble, Principal Fisheries Biologist	To undertake preliminary visits to centres of excellence in Pacific fisheries management
2008 Visiting Scientist Appointment at Aqualic Ecosystem Research Laboratory	University of British Columbia Fisheries Centre	Neil Gribble, Principal Fisheries Biologist	To assess impacts of fishing, tourism and coastal infrastructure development on reef, inter-reef lagoon and coastal ecosystems
Australian Academy of Science Travel Award 2008–09	Australian Academy of Science	Neil Gribble, Principal Fisheries Biologist	To fund travel to University of British Columbia Fisheries Centre



## Our workforce: a snapshot

Award	Sponsor	Recipient	Awarded for
Dan Hess Lectureship Award	Californian Department of Food and Agriculture	Dr Dane Panetta, Principal Scientist	For presentation of weed eradication research at University of California
DPI&F Marine Fish Habitat Scholarship	DPI&F and The University of Queensland	Marine Blancher	To research recent severe dieback of mangroves in Queensland
DPI&F Marine Fish Habitat Scholarship	DPI&F and The University of Queensland	Ashleigh Fowler	To research the influence of different marine habitats on the diet of fish and prawns
Early Career Scientist Award	Cooperative Research Centre Association	Emily Piper, PhD student	For involvement in research on cattle ticks
Ignite Award for Innovation	Queensland Government	Ray Moore, Chief Information Officer	For initiatives to improve mobility of staff across government agencies
International Women's Day Award	DPI&F	Moira English, Regional Delivery Project Officer, Toowoomba	For her leading role in the statewide business development program
International Women's Day Award	DPI&F	Alison Spencer, Principal Extension Officer, South-East Region	For contribution to South-East Region development team and Poultry Schools project
International Women's Day Award	DPI&F	Susan Fox, Executive Assistant to Regional Director, Central Region	For exceptional service delivery to staff and clients
International Women's Day Award	DPI&F	Lauren Schmidt, Administration Officer, Charleville	For exceptional service delivery to staff and clients
International Women's Day Award	DPI&F	Bev Gibbs, Administration Officer, Northern Fisheries Centre, Cairns	For exceptional service delivery to staff and clients, establishing systems to comply with new legal requirements, and assisting with international projects and visitors
Weeds CRC Best Scientific Project Award	DPI&F	Dr Gabrielle Vivian-Smith (Project Leader/Principal Scientist), Dr Carl Gosper (ex-DPI&F), Dr Eve White (DPI&F Postdoctoral Fellow) Dr Chris Stansbury (ex-DPI&F)	For best scientific project within the Weeds CRC (Program 3: Landscape Management)



### PhD student wins prestigious Early Career Scientist award

Researchers developing a new vaccine to beat cattle ticks are proud to have The University of Queensland (UQ)/DPI&F PhD student, Emily Piper, on their team. Emily is working to clarify the host immune response to ticks, which will greatly assist the development of a new vaccine. In recognition of her involvement in tick research at the Cooperative Research Centre for Beef Genetic Technologies, Emily received the prestigious 2008 Early Career Scientist award from the Cooperative Research Centre Association. The tick vaccine research team of which Emily is a part includes representatives from DPI&F, UQ, Perth's Murdoch University and the US Department of Agriculture, who are all putting their heads together to beat ticks—a problem that costs Queensland \$175 million every year. Emily will put her prize towards presenting at a 2008 international conference on ticks and tick-borne pathogens in Argentina.

### DPI&F ambassadors keeping in touch with rural communities

DPI&F's ambassador program recognises high-profile leaders in primary industries and uses their unique skills to provide a local contact and on-the-ground support to Queensland's primary producers. Ambassadorships are an honorary appointment and involve a range of activities, including advocating DPI&F's vision of profitable primary industries, liaising with the Minister and senior staff, engaging with producers and providing briefings on our developments, future trends, challenges and opportunities for primary industries. Ambassadors are drawn from a variety of sectors, with representation from food, fibre and industry development services, local government, regulatory bodies and transport. The program supports DPI&F's commitment to the Blueprint for the Bush initiative, and encourages valuable industry and community feedback. In 2007–08, our ambassadors took part in the initial consultation process for the department's 'fresh approach' to service delivery.

Figure 28: Honorary ambassadors, 2007–08

- |                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• Wendy Erhart, Co-owner, Withcott Seedlings</li><li>• Bruce Scott, Mayor, Barcoo Shire Council</li><li>• John Wharton, Mayor, Richmond Shire Council</li><li>• Leeanne Gangemi, Client Services Manager, Ballandean Estate</li><li>• Mike Brunner, Mayor, Whitsunday Regional Council</li><li>• Alison Alexander, Food consultant</li><li>• Tom Woods, Billa Billa Station and Woods Grains, Goondiwindi</li></ul> | <ul style="list-style-type: none"><li>• Mark O'Brien, Mayor, Murweh Shire Council</li><li>• Lyn O'Connor, dairy farmer, Ravenshoe</li><li>• Peter Milne, Director, Animal Health Australia and Food Standards Australia New Zealand (FSANZ)</li><li>• Graham Davies, Chairperson, Queensland Rural Adjustment Authority (QRAA) Board and Mackay Port Authority</li><li>• Glenn Fresser, Mayfield Farming Company, Dalby</li></ul> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|



## Our alumni: building a bridge between past and present

DPI&F staff often dedicate their working life to Queensland's primary industries and are keen to maintain close links to the department after they retire. The department gains huge benefits from having access to their extensive experience, skills and wisdom. Launched in July 2007, DPI&F's new alumni program means the wealth of expertise held by staff who have either retired or are working elsewhere will continue to be available to current staff. Their wealth of expertise remains extremely valuable and the retention of this expertise through the alumni network is vital to the development and mentoring as well as a critical source of advice and guidance to those commencing their careers with DPI&F. Regular communication is maintained with this network to ensure they are contemporary with the trends of the department. DPI&F's Alumni Program boasts more than 120 registered past employees who want to contribute to the department's activities and to support and mentor our current workforce across Queensland.

## Future developments

### Outlook for 2008–09

- support staff to deliver the 'fresh approach' through customised information and assistance
- continue to develop DPI&F and individual business group workforce strategies
- continue to enhance leadership capabilities and build an achievement-focused organisation, and
- continue our equal opportunity and multicultural initiatives.



# Corporate governance

*DPI&F works with our government stakeholders and ambassadors to achieve effective governance of our business activities. This section provides information on our corporate governance framework, our corporate governance performance and future directions.*



## Our corporate governance framework

Our corporate governance framework guides the department's overall purpose, sets objectives for the year, and provides systems and processes for managing information and our resources. The framework emphasises values, including ethics, openness and public accountability, and is comprised of the following committees:

### Senior Executive Team

#### *Reports to the Director-General*

The Senior Executive Team (SET) includes our executive representatives from each business group.

In 2007–08 SET drove a major shift in the department's strategic direction with the introduction of the 'fresh approach', and the associated Biosecurity, Fisheries, and Corporate Development Strategies.

The year was a challenging one for SET—leading strategic change while also responding to major biosecurity issues such as equine influenza, Asian mussels and hendra virus. SET also provided strategic direction to the department's involvement in the national Callinan Inquiry into Biosecurity, the National Research, Development and Extension Framework for Primary Industries, and the national climate change agenda.

SET led the Achievement Planning and Leadership Impact work of the department to ensure that senior leaders and staff were engaged and focused on enhancing the department's service delivery framework to produce better outcomes for the state's primary industries.

SET met on 24 occasions, implemented 356 actions, and received a total of 320 papers, including quarterly departmental performance analysis reports and budget reports.

In 2008–09 SET will focus on consolidating the department's 'fresh approach' to build a skilled workforce, to network and modernise service delivery and to capitalise on research and development potential to build growth in the sector. SET will also oversee the implementation of the Biosecurity and Fisheries Strategies to complement activities planned to enhance industry development services.

### Corporate Governance Advisory Board

#### *Reports to the Director-General*

The Corporate Governance Advisory Board (CGAB) was formed in 2004 for the purpose of providing independent advice to the Director-General on governance-related issues and aspects of the department's business that will help deliver its mandate.

CGAB's role is to ensure the integrity and performance of the structures that support the leadership role of the Director-General and to stimulate a culture of collective responsibility for the overall performance of the agency. CGAB aids in the provision of transparent collegiate responsibility and encourages agency-wide adoption of governance principles as well as an ongoing forum to ensure their successful integration. The Board, in its role of observing governance, accountability, leadership and risk management considered, discussed, with recommendations as appropriate, the following key topics during 2007–08 include:

- animal science model to provide a structured approach and give staff clarity, meaning and line of sight regarding priorities and activities that lead to outcomes
- DPI&F's position in relation to the Queensland Climate Change Centre of Excellence
- emergency response issues such as human influenza pandemic outbreak and how the department continues to prepare



- emergency events such as equine influenza
- Queensland Biosecurity Strategy
- Enhanced service delivery/‘fresh approach’ progress
- standing agenda item reports on risk management, audit, finance, regulatory policy review, animal ethics, firearms, insitutional biosafety, human resource management and workplace health and safety issues.

The CGAB is currently under review with the view to amalgamating with the Audit Committee to create a Governance, Audit and Performance Board with an independent chair and external members.

### **Audit Committee**

#### ***Reports to the Director-General and supports the corporate governance work of SET***

- advises on significant audit issues facing DPI&F and adequacy of internal controls, as per Queensland Treasury Audit Committee guidelines
- reviews reports by the Queensland Audit Office and DPI&F’s Internal Audit Unit
- may direct significant matters to be investigated immediately by Internal Audit Unit.

#### ***Key 2007–08 outcomes***

- approved DPI&F’s strategic and annual internal audit plans, and endorsed external auditor’s client service plan
- reviewed internal and external audit reports to ensure DPI&F management addresses all significant matters
- prepared DPI&F’s financial statements, monitored GST and fringe benefits tax compliance and resolved several complex financial accounting disclosure issues
- reviewed and monitored regional site assessment review annual work plan
- reviewed performance of DPI&F’s Internal Audit Unit
- reviewed Auditor-General reports to parliament to identify potential risks to DPI&F
- monitored the Fraud and Corruption Control Policy and reported to the Crime and Misconduct Commission.

**Our corporate governance framework guides the department’s overall purpose, sets objectives for the year, and provides systems and processes for managing information and our resources.**



## Internal Audit Unit

### *Reports to Audit Committee and Director-General:*

- established under the *Financial Administration Audit Act 1977*, Section 36(1)(i)
- charter complies with the Financial Management Standard, Section 77, and gives audit staff unrestricted access to all DPI&F functions, property, personnel, records, activities, files and other documentation
- provides independent, authoritative advice on DPI&F's activities.

### *Key 2007–08 outcomes*

- undertook compliance, operational, regional and information system audits
- conducted follow-up activity based on management response to audit recommendations
- prepared certifications to a number of funding bodies for research funds provided
- assisted Queensland Audit Office with audit of DPI&F financial statements.

The Audit Committee endorsed the performance of the Internal Audit Unit, with an internal survey rating audit and customer-service performance (4.4 out of a possible 5 points).

## Project and Performance Management Improvement Project Board

The Project and Performance Management Improvement (PPMI) Project Board is a SET sub-committee chaired by the Assistant Director-General, Corporate Capability. DPI&F is continuously working to improve how it manages its programs, activities and projects and to ensure that it is meeting its performance goals and objectives.

In order to further this aim this board is focused on:

- providing a common project management approach that meets the needs of DPI&F, project leaders, line managers, investors, planners and management
- providing the best systems solution(s) to support project management, project administration and performance management
- eliminating the reliance on local systems to support project management, project administration and performance management
- providing the ability to report across alternate performance views. For example, by portfolio; industry; region; significant initiative; major issue; strategic plan strategies; program; and service delivery statement reporting.

## Information and Communication Technology Governance Board

The purpose of the ICTGB is to approve the Information and Communications Technology (ICT) Resources Strategic Plan, ensuring that ICT resources are directed at meeting agency and whole-of-government strategic objectives. The board also evaluates and authorises new projects, monitors the risks associated with ICT initiatives, reviews progress on existing projects and identifies any areas where ICT can improve departmental and/or whole-of-government work. Examples of projects that have aimed to reduce costs to the department this year include:

- laboratory information management system—a major corporate project designed to reduce risk of litigation and mitigate against incorrect decisions about biosecurity threats.
- document and records management—this project ensures departmental compliance with legislation, reduces risk and better supports investment decisions



- project and performance management—this project will embed best practice project management across the organisation. It also addresses improvements to the performance management framework of the department
- corporate image management—a system for managing and sharing images
- scientific digital data repositories—a cost-saving project that reduces the loss of intellectual property and enhances the management and care of researched data.

### Investor Committee

- The Investor Committee is a sub-committee of SET and is an advisory committee to the Director-General and SET, focusing on strategic business planning and investment, budgeting and financial management, areas of financial risk and performance reporting.
- The Investor Committee provides leadership and advice on the department's resource investment strategies and oversees the annual allocation of operating and capital budgets to ensure alignment with government and departmental priorities. The Investor Committee also monitors the ongoing financial position of the department, providing timely advice to the Director-General and SET on strategies to mitigate financial risk and issues that may impact on financial and budgetary performance.

### Key outcomes in 2007–08 included

- a strengthening and streamlining of financial governance structures by amalgamating the functions and responsibilities of the Finance and Capital Planning SET Sub-Committees with the Investor Committee
- the achievement of our financial management and performance targets in challenging fiscal climate

- integration of financial and performance information in line with our business model and investment framework
- a comprehensive review and financial assessment of the cost drivers underpinning the department's fee-for-service activities.

### Institutional Biosafety Committee

- monitors and coordinates DPI&F research involving genetically modified organisms, as required under the Australian Government's *Gene Technology Act 2000*
- works closely with the Australian Government's Office of the Gene Technology Regulator to ensure the department complies with all gene technology regulations.

### Key 2007–08 outcomes

- inspected all DPI&F facilities involved in research with genetically modified organisms to ensure compliance with Australian Government certification standards
- ensured all relevant DPI&F research staff were appropriately trained
- prepared an annual report for the Office of the Gene Technology Regulator.

Details of 2007–08 membership and meeting attendance for each committee is provided in Appendix 4.



## Our corporate governance performance

This section provides information on DPI&F's corporate governance performance in the areas of:

- risk and emergency management
- ethical conduct (including our Code of Conduct)
- workplace health and safety (including WorkCover claims)
- freedom of information
- privacy
- environmental responsibilities (including consumption and carbon emission data).

Information on public recordkeeping is detailed in Appendix 9.

The support and protection of whistleblowers is detailed Appendix 10.

Complaints management is detailed Appendix 11.

### Risk management

DPI&F continued to develop and implement its Enterprise-wide Risk Management (EwRM) Framework by integrating risk management practices into key business processes at the strategic, business, project and activity levels of the department. The key components of the department's EwRM framework are:

- a clear risk policy that is widely circulated throughout the department
- a strategic risk register that identifies key elements of each strategic risk
- a comprehensive and systematic process for identifying, analysing, evaluating and treating risks as part of the department's business planning cycle
- clear assignment of responsibilities for managing risk and monitoring and reporting risk, especially risks that cut across core business activities and organisational boundaries
- processes for the monitoring and continual improvement of DPI&F's risk management processes.

### Key outcomes in 2007–08

Developed and implemented processes detailed in the Department of Premier and Cabinet and Queensland Treasury *Strategic risk management guidelines* and the Queensland Audit Office's *Better practice guide on risk management* including:

- identifying, assessing and treating risks at the strategic, business, project and activity levels
- ongoing reporting of strategic risks to the Corporate Governance Advisory Board
- quarterly reporting of the implementation of business group risk treatment strategies
- developed a risk management training package specifically targeted to regional priorities
- undertook operational risk assessments for key departmental programs and projects
- participated in whole-of-government risk management forums to advance risk management practices.

### Key priorities for 2008–09

- continue embedding the EwRM Framework across DPI&F
- review the EwRM Framework and risk management standard to ensure world best-practice in risk management
- produce risk management guidelines for DPI&F for staff undertaking risk management activities
- assist with the development and implementation of the new 'Clarity' risk management database to enhance DPI&F's recording and reporting on project risks
- continue integration of DPI&F's risk management tools into all contextual levels of business planning across the department
- conduct targeted risk management training across the business groups and regions.



## Emergency management

DPI&F has a responsibility as the 'lead agency' to prepare for, and to combat, plant and animal diseases in Queensland. The department has a comprehensive approach to managing natural or man-made disasters, involving preparation, prevention, response and recovery activities (PPRR), underpinned by the Queensland Government's Disaster Management Strategic Policy Framework.

### Key outcomes in 2007–08

In its wide-ranging emergency management role, DPI&F responded to and implemented recovery operations for the following major events in 2007–08:

- equine influenza outbreak in south-eastern Queensland
- fire ant eradication Gladstone and South-East Queensland
- electric ants in Cairns
- yellow crazy ants in south-eastern and northern Queensland (ongoing)
- citrus canker at Emerald (nearing completion)
- central and northern Queensland floods
- Asian green mussels in northern Queensland (ongoing)
- Asian honey bee in northern Queensland
- sugarcane smut.

As part of our whole-of-government focus, DPI&F was an active member of the following Queensland disaster groups and committees:

- State Disaster Management Group
- State Disaster Coordination Group
- State Disaster Mitigation Committee
- State Community Recovery Committee
- Chemical, Biological and Radiological Steering Committee
- Tsunami Community Warning Working Group
- Queensland Counter Terrorism Committee
- Government Asset Protection Network.

**In its wide-ranging emergency management role, DPI&F responded to and implemented recovery operations for a number of major events in 2007–08.**



During 2007–08, DPI&F developed, implemented and reviewed the following ‘all hazards’ emergency management arrangements under the four components of the government’s comprehensive PPRR approach:

- *Prevention*—arrangements that prevent or mitigate the impact of an emergency on the department or the community including:
  - strategic, business group and business unit risk assessments
  - major key asset risk assessments
  - key asset risk assessments.
- *Preparedness*—arrangements that ensure the department is prepared to deal with an emergency, including:
  - Emergency Response Group Agreement
  - The Role of Biosecurity Queensland in Emergency Events: A Tool for All Levels of Government (version 1.1)
  - DPI&F Emergency Management All Hazards Strategic Policy Framework
  - DPI&F Information Security Plan
  - Primary Industries Building General Security Plan (version 2.0)
  - Animal Research Institute Yeerongpilly General Security Plan (version 1.0)
  - training for RSPCA, environmental health officers and animal control officers on emergency diseases and biosecurity practices incorporating the Biosecurity Queensland Control Centre and the Emergency Management Unit.
- *Response*—arrangements that provide an effective response immediately following the emergency, including:
  - Biosecurity Emergency Operations Manual (draft version)
  - Biosecurity Queensland Control Centre Emergency Management Unit: Discussion Paper (version 1.5.1)
  - Corporate Capability Emergency Management ‘All Hazards’ Operational Plan (draft version 0.1)
  - Primary Industries Building On-site Emergency Response Plan (version 2.0)
  - Animal Research Institute Yeerongpilly On-site Emergency Response Plan (version 2.0).
- *Recovery*—arrangements that provide for the recovery or restoration of the department affected by the emergency impact, including:
  - DPI&F Business Continuity Management Plan (version 2.1)
  - DPI&F Pandemic Influenza Plan (draft version 0.2)
  - Counter-terrorism activities—Government Asset Protection Project
  - DPI&F IT Disaster Recovery Plan
  - Animal Research Institute Yeerongpilly Business Continuity Plan (version 4.1).





**Key priorities for 2008–09**

Continue to develop and implement DPI&F’s Emergency Management All Hazards Strategic Framework and subordinate operational plans to better improve its preparedness for, response to and recovery from major events affecting Queensland. This includes:

<b>Prevention</b>	Arrangements preventing or mitigating the impact of an emergency on the department or the community	<ul style="list-style-type: none"> <li>• strategic, business group and business unit risk assessments</li> <li>• key asset risk assessments</li> </ul>
<b>Preparedness</b>	Arrangements ensuring DPI&F and the community are prepared to deal with an emergency	<ul style="list-style-type: none"> <li>• Biosecurity Emergency Operations Manual</li> <li>• Emergency Response Group Agreement</li> <li>• The Role of Animal and Plant Biosecurity in Emergency Events: A Planning Tool for Local Government</li> <li>• DPI&amp;F Emergency Management All Hazards Strategic Policy Framework</li> <li>• Corporate Capability Emergency Management All Hazards Operational Framework</li> <li>• DPI&amp;F Information Security Plan</li> <li>• Key Asset Security Plans</li> <li>• training for RSPCA, environmental health officers and animal control officers on emergency diseases and biosecurity practices incorporating the Biosecurity Queensland Control Centre and the Emergency Management Unit</li> </ul>
<b>Response</b>	Continued arrangements providing for an effective response immediately following an emergency	<ul style="list-style-type: none"> <li>• Biosecurity Emergency Operations Manual</li> <li>• Biosecurity Queensland Control Centre Emergency Management Unit</li> <li>• On-site Emergency Response Plans</li> </ul>
<b>Recovery</b>	Arrangements providing for the recovery or restoration of DPI&F and the community affected by the emergency	<ul style="list-style-type: none"> <li>• DPI&amp;F Business Continuity Management Plan</li> <li>• DPI&amp;F Pandemic Influenza Plan</li> <li>• DPI&amp;F IT Disaster Recovery Plan</li> <li>• Key Asset Business Continuity Plans</li> </ul>



## Ethical conduct

Ethical conduct continues to be an integral part of the responsibilities of all staff. DPI&F's Corporate Integrity and Governance Unit provides advice to staff on ethical issues, including conflicts of interest. DPI&F aims to continue to build its capacity for dealing with employee performance and conduct matters.

DPI&F has a range of corporate standards and procedures to guide staff in their daily work. These include standards, policies, delegations in the areas of human resources, ethical behaviour, finance, information technology, procurement and administration. These are available to all staff online or in hard copy. Staff can also seek advice on ethical issues, including conflicts of interest, from our Corporate Integrity and Governance officers.

### Code of Conduct

As required under the *Public Sector Ethics Act 1994*, DPI&F's Code of Conduct is available online to all staff to provide guidance about ethical decisions, performance and behaviour while at work. All new staff must undertake training in the Code of Conduct as part of their induction, and refresher training is available online at any time. The Code of Conduct is available to external parties online or by request.

### Key 2007–08 outcomes

- reviewed and updated DPI&F's Code of Conduct
- delivered five training sessions on workplace conduct issues to staff in Brisbane and key regional centres in partnership with the Crime and Misconduct Commission to increase awareness of rights and responsibilities, reporting and managing allegations of official misconduct, whistle blowing and conflicts of interest
- formal training, coaching and mentoring of human resources coordinators and managers involved in actual cases.

## Workplace health and safety

DPI&F continues to provide a safe and healthy work environment for its staff, contractors and visitors.

During 2007–08, DPI&F:

- continued to implement its workplace health and safety action plan involving appointing regional health and safety coordinators, implementing effective management tools and conducting safety leadership workshops for 150 staff
- enhanced our collaborative relationship with the Shared Services Agency, enabling joint health and safety initiatives.

### Key 2007–08 outcomes

- significant reduction in the number and severity of injuries in our Biosecurity Queensland Control Centre as a result of high-quality health, safety and rehabilitation management systems and staff commitment
- low incident rate during emergency management of equine influenza outbreak
- reduction in long-term outstanding WorkCover claims and significant reduction in expenses for statutory claims, resulting in superior achievement towards whole-of-government targets for reducing number and cost of claims
- continued improvement in DPI&F's performance against the Healthier and Safer Workplaces Strategy.



### WorkCover claims

During 2007–08, DPI&F collaborated with WorkCover Queensland to better manage WorkCover claims and provide employees with maximum assistance to recover and return to normal or alternative duties. As a result, there has been fewer long-term outstanding WorkCover claims, and a significant reduction in statutory claims expenses compared to previous years. However, this will not reduce premiums for three years due to the WorkCover experience rating system.

Figure 29: DPI&F WorkCover claims, 2004–05 to 2007–08

Statutory claims	2004–05	2005–06	2006–07	2007–08
Number of claims				
–Psychological	13	13	8	3
–Non-psychological	364	333	167	104
<b>Total claims</b>	<b>377</b>	<b>346</b>	<b>175</b>	<b>107</b>
Claims costs				
–Psychological claims cost	\$88,950	\$152,394	\$67,754	\$42,000
–Non-psychological claims cost	\$951,382	\$933,614	\$939,350	\$564,788
<b>Total statutory claims cost</b>	<b>\$1,040,332</b>	<b>\$1,086,008</b>	<b>\$1,007,104</b>	<b>\$606,788</b>

Common law claims	2004–05	2005–06	2006–07	2007–08
Psychological	16,342	316,563	0	0
Non-psychological	1,340,368	449,476	785,760	677,154
<b>Total common law claims</b>	<b>1,356,710</b>	<b>766,038</b>	<b>785,760</b>	<b>677,154</b>

Figure 30: Percent change in DPI&F WorkCover claims

	Variance to prior year (%)
<b>Total statutory claims</b>	↓ 39.7
Non psychological claims	↓ 40.0
Psychological statutory claims	↓ 38.0
<b>Total common law</b>	↓ 14.0
Psychological common law claims	0 claims
<b>Total claims experience</b>	↓ 28.0

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## Freedom of information

Under the *Freedom of Information Act 1992* (FOI Act), members of the community have a legal right to access documents held by DPI&F. Documents must be disclosed on request, unless there are justifiable grounds for exemption. Fees and charges apply to all FOI applications, apart from those relating to personal affairs. Each application is processed under the FOI Act. Figure 31 provides information about FOI applications for 2007–08.

Figure 31: Freedom of information statistics, 2005–06 to 2007–08

	2005–06	2006–07	2007–08
Personal applications	12	16	6
Non-personal applications	67	31	43
Applications to amend personal affairs information	0	1	0
<b>Total applications received</b>	<b>79</b>	<b>48</b>	<b>49</b>
Withdrawn or transferred applications	22	4	11
Number of documents granted full access	6,640	4,666	2,098
Number of documents refused full access	1,771	3,286	120
Number of documents granted part access	497	853	588
<b>Total number of documents considered</b>	<b>8,908</b>	<b>8,805</b>	<b>2,806</b>
Internal reviews made	11	9	6
External reviews made	5	2	4

In September 2007, an independent review panel was established to review the FOI Act. As a result of their report, draft bills called ‘The Right to Information Act’ and the ‘Privacy Act’ will be released for consultation in late 2008. These bills are likely to be introduced in 2009.

DPI&F’s FOI Statement of Affairs is detailed in Appendix 12.



## Privacy

A privacy scheme was introduced for the Queensland public sector in 2001 as part of the Queensland Government's endorsement of Information Standard 42. This standard establishes a framework for the responsible collection and management of personal information in the Queensland public sector. DPI&F uses this framework when dealing with personal information. In 2007–08, DPI&F's Privacy Contact Officer did not receive any complaints relating to privacy.

## Environmental responsibilities

DPI&F is committed to Queensland Government strategies including the Environmental Protection (Waste Management) Policy 2000 and ClimateSmart 2050. In line with these strategies, we continued to encourage staff to recycle our waste and reduce our consumption of water, fuel, energy and paper with the aim of reducing the government's carbon footprint.

### Water

DPI&F has reduced water consumption at its facilities across the state by 18,401 kL to 131,277 kL during 2007–08. This is 14% lower than our 2006–07 usage. The reduction meets local and state guidelines. We developed and implemented a statewide water savings plan to prioritise water efficiency savings at all departmental sites. The key objectives of the plan are to:

- meet the requirements set down by the Queensland Water Commission, local governments and the Government Energy Management Strategy
- investigate new technologies to reduce water consumption by primary industries
- develop water savings that promote the department as a leader in water management, and
- reduce overall water consumption in an efficient and cost-effective manner.

Under this plan, we will harvest rainwater, waste water and desalinated water, undertake repairs to reduce water losses and implement measures to reduce water consumption.

### Energy

DPI&F is committed to the Government Energy Management Strategy and we continue our efforts in the contestable market. Electricity usage is now being recorded for all building/non-building use in both owned and leased premises and this year's consumption of 24.5 million kWh will form a benchmark for future reductions. As part of the government's program to achieve carbon neutral status for government office buildings by 2020, we have commenced energy audits on a representative sample of 10 sites around Queensland. We are auditing current energy usage and identifying measures to meet savings targets. During 2007–08, we finalised the replacement of computer screens with low-energy models, with more than 99% of departmental computers now having LCD screens.

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**DPI&F developed and implemented a statewide water savings plan to harvest rainwater, waste water and desalinated water, undertake repairs to reduce water losses and implement measures to reduce water consumption.**



## Our corporate governance performance

### Paper

We reduced our use of copy paper by approximately 4% in 2007–08. This has been achieved through the continuing introduction of multi-functional copiers using double-sided printing throughout the department. We also encourage recycling of paper and have a contract with a paper recycling company to help achieve this outcome.

### Asbestos

We continue to monitor, remove and dispose of asbestos at departmental facilities and are recording data on its occurrence and condition in the whole-of-government Built Environment Materials Information Register. During 2007–08, 11 facilities and six residential properties were audited for asbestos-containing materials. An asbestos awareness training package has been developed and is available to staff.

### Vehicle fleet

During 2007–08, we increased our fleet by 2.8% to 748 vehicles. The increase was mainly due to the transfer of Biosecurity Queensland vehicles from the Department of Natural Resources and Water. During the same period, the department increased the percentage of four cylinder vehicles in the fleet from 36.6% to 49.3%.

**126** We purchased more than 1.6 million litres of fuel for approximately \$1.9 million in 2007–08. Consumption of E10 fuel (containing ethanol) increased from 5.5% of the total to 15.2%.

### Carbon dioxide emissions

Six gases have been identified under the Kyoto Protocol as the main gases that contribute to our carbon footprint. These gases are carbon dioxide, hydrofluorocarbons, methane, nitrous oxides, perfluorocarbons and sulphur hexafluoride. As part of standard emission accounting practices, these gases are reported as carbon dioxide equivalent emissions (CO<sub>2</sub>-e).

The Queensland Government is developing whole-of-Government systems to standardise reporting on carbon emissions (measured in CO<sub>2</sub> equivalents). The basis for this reporting is consistent with national and international standards including definitions outlined in the AS Standard ISO 14064 and the Australian Government's *National greenhouse accounts (NGA) factors* workbook, on the following page:



<b>Scope 1</b>	Emissions that occur from sources that are owned or controlled by the company (e.g. emissions from departmental controlled vehicles, diesel generators, gas boilers).
<b>Scope 2</b>	Emissions classed as indirect emissions solely from the generation and consumption of purchased electricity or steam or heating/cooling). Scope 2 emissions are physically produced by the burning of fuels (eg. coal, natural gas) at the power station or facilities not controlled by the organisation.
<b>Scope 3</b>	Emissions resulting from actions of a company, but occurring from sources not owned or controlled by the company. Their inclusion should be based on their relevance to the operations of the organisation. More broadly, Scope 3 emissions can include: <ul style="list-style-type: none"><li>—employee business travel (in vehicles or aircraft not owned or leased by the reporting organisation)</li><li>—employees commuting to and from work</li><li>—extraction, production and transport of purchased fuels consumed</li><li>—extraction, production and transport of other purchased materials or goods</li><li>—generation of electricity that is consumed in a transport and delivery system (reported by end user)</li><li>—out-sourced activities, and</li><li>—transportation of products, materials and waste.</li></ul>

In 2007–08, all Queensland Government agencies are reporting on carbon emissions from:

- vehicles
- purchased electricity
- domestic and international air travel on commercial airlines.

The Queensland Government is committed to continuing to improve data collection methods and reporting carbon emissions in line with national and international standards. While the best available data has been used, in some instances estimates have been reported due to the limitation of data collection systems. For example, in government-owned buildings where there are multiple tenants and the electricity usage cannot be attributed to a single agency, the Department of Public Works (DPW) calculates the electricity usage by tenanted agencies based on the m<sup>2</sup> leased.



Figure 32: DPI&F's reportable carbon emissions, 2007–08

Emissions standard	Category	Carbon emissions (tonnes of CO <sub>2</sub> )	Notes
Scope 1	QFleet vehicles	4,980 tonnes	1a
	Agency owned and/or specialised vehicles, boats and farm equipment	2,830 tonnes	1b
Scope 2	Purchased electricity for major workplaces:		
	<ul style="list-style-type: none"> <li>government-owned premises</li> <li>premises leased from the private sector</li> </ul>	20,844 tonnes 4,807 tonnes	2a 2b
Scope 3	Domestic air travel on commercial airlines	1,136 tonnes	3
	International travel on commercial airlines	235 tonnes	3
<b>Total</b>		<b>34,832 tonnes</b>	

Notes:

1a The 2007–08 Vehicle CO<sub>2</sub> emissions figure represents the estimated cumulative emissions for the period 1 July 2007 to 30 June 2008. It takes into account progressive changes in the size and composition of the fleet during the 12 months, including vehicle replacement. The figure is derived for each fleet vehicle leased using:

- the lease package details (time and kilometres)
- CO<sub>2</sub> emissions data from testing in accordance with Australian Design Rules for emissions and fuel consumption labelling.

Data provided by QFleet reflect CO<sub>2</sub> emissions and not CO<sub>2</sub> equivalent, and these calculations also exclude any secondary or indirect emissions.

1b DPI&F owns a range of specialised plant and equipment, such as light vehicles, all-terrain vehicles, motorcycles, heavy trucks, vessels, tractors and other on-farm equipment. Total fuel usage has been estimated from bulk fuel supplies and fuel card purchases. We assumed that the amount of CO<sub>2</sub> produced from a litre of fuel is the same regardless of the equipment category, engine class or CO<sub>2</sub> rating.

2a Electricity—government-owned premises

These figures are based on actuals from current available records of electricity accounts received by DPW, applicable for the period 1 July 2007 to 30 June 2008. All electricity consumption has been converted to carbon emissions using a combined Scope 2 and Scope 3 conversion factor of 1.04 kg CO<sub>2</sub>-e/kWh as recommended in the Australian Government's *National greenhouse accounts (NGA) factors workbook*.

2b Electricity—premises leased from the private sector

These figures are based on actuals from current available records of electricity accounts received by DPW, applicable for the period 1 July 2007 to 30 June 2008 on full-year leases. Where full-year records were not available, data has been apportioned/extrapolated to provide an estimate of full-year usage. Where leases are less than 12 months old the data relates to the actual period the lease was in place. Based on historical data, tenant energy consumption equates to approximately 55% of total building energy use. The remaining 45% used to air-condition the building and light the common areas of a building forms part of the carbon emissions for individual tenants. This 45% has been added to known electricity consumption for private sector leased accommodation.





3 Air travel includes all recorded air travel booked under arrangements managed by the Queensland Government Chief Procurement Office (QGCPO) for:

- international travel on all airlines
- domestic air travel on both the mainline 'trunk' carriers (Qantas and Virgin Blue)
- travel on smaller, regional carriers for the period 1 July 2007 to 30 June 2008.

QGCPO calculates the number of passengers per sector for domestic air travel (Qantas, Qantaslink, Jetstar and Virgin Blue) for the period 10 Dec 2007 to 30 June 2008. This information is then passed on to the respective airline for calculation of carbon emissions.

For regional and international air travel for 2007-08 and domestic air travel (as defined above) for the period 1 July 2007 to 9 December 2007 the following methodology is used:

- From data provided by each airline, agency or travel management company, QGCPO calculates the kilometres flown. The kilometre figure is divided by 100 and multiplied by an industry average number of litres of fuel burnt per passenger per 100 km. A factor of 5 has been used for regional, international and domestic travel.

### Environmental outlook for 2008-09

In 2008-09, we will continue to streamline waste management and energy saving processes:

- review and update our waste management plan
- refine and simplify reporting mechanisms for waste reduction and carbon dioxide emissions
- implement energy saving recommendations from the audits of the 10 representative departmental facilities and extrapolate the results to other sites
- implement energy saving initiatives on lighting and air-conditioning in the DPI&F building in Brisbane.



## Future directions

### Working 'behind the scenes' to improve the way we do business

Improving the way we do business is all about making sure the Queensland Government's annual investment of more than \$250 million in DPI&F is effectively and efficiently managed and balances the diverse and changing needs of our stakeholders and clients. To meet DPI&F's strategic objective of accelerating the growth of Queensland's primary industries, we must ensure we are making the most of our valuable human, financial and physical resources.

To guide these efforts over the next five years (2008–13), DPI&F has produced a corporate development strategy to provide a vision of how the 'behind the scenes' corporate functions of DPI&F can be improved by working together. Through a 'fresh approach' to corporate development, DPI&F can better support the management and delivery of our programs and projects, better maintain facilities, better look after staff and finances and ensure clients and stakeholders are appropriately engaged. The strategy will address the following four key priorities:

- increasing the value created by DPI&F resources
- ensuring DPI&F is a constructive and aligned organisation
- improving administrative efficiency
- ensuring benefits from good organisational governance.

# Financial overview

*The financial overview provides a summary of DPI&F's financial performance and position, and comments on significant movements during 2007–08.*

*It explains how to interpret the comprehensive set of 2007–08 financial statements (including explanatory notes and comparative 2006–07 figures) on pages 141–183, by providing a summary of the department's four primary financial statements: income statement, statement of changes in equity, cash flow statement and balance sheet (see Figure 33).*

*The remainder of the financial overview provides more detail on items that make up these statements, and the changes that occurred during the year that impacted on our financial outcomes. The overview provides information on our:*

- *2007–08 operating result*
- *revenue—where the dollars came from*
- *expenses—how the dollars were spent*
- *equity—what we're worth*
- *assets—what we own*
- *liabilities—what we owe*
- *capital acquisitions*
- *key financial ratios*
- *financial outlook for 2008–09.*



Figure 33: Summary of DPI&F's primary financial statements, 2007–08

<table border="0"> <tr> <td style="border-bottom: 1px solid black; padding: 5px;"><b>Income statement</b></td> <td style="border-bottom: 1px solid black; text-align: right; padding: 5px;"><b>\$million</b></td> </tr> <tr> <td style="padding: 5px;">Revenue</td> <td style="text-align: right; padding: 5px;">391</td> </tr> <tr> <td style="padding: 5px;">Less: Operating expenses</td> <td style="text-align: right; padding: 5px; border-top: 1px solid black;">392</td> </tr> <tr> <td style="padding: 5px;"><b>Net result for year—Profit/(Loss)</b></td> <td style="text-align: right; padding: 5px; border-top: 1px solid black;"><b>(1)</b></td> </tr> </table>	<b>Income statement</b>	<b>\$million</b>	Revenue	391	Less: Operating expenses	392	<b>Net result for year—Profit/(Loss)</b>	<b>(1)</b>	<table border="0"> <tr> <td style="border-bottom: 1px solid black; padding: 5px;"><b>Statement of changes in equity</b></td> <td style="border-bottom: 1px solid black; text-align: right; padding: 5px;"><b>\$million</b></td> </tr> <tr> <td style="padding: 5px;">Balance of equity at beginning of year</td> <td style="text-align: right; 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**Income statement**  
Shows the extent to which equity is increased or decreased by the operating surplus or deficit during the year. The 2007–08 operating result is a break-even result after technical accounting adjustments for Croxdale Research Station and Wild Dog Barrier Fence.

**Statement of changes in equity**  
Shows the increase in equity as at 30 June 2008, largely due to government equity injections for capital outlays, extinguishing the non-current portion of annual leave balances and indexation of non-current assets to reflect present valuations.

**Cash flow statement**  
Shows the nature and amount of our cash inflows and outflows from all activities. DPI&F's cash held at the end of the reporting period was \$36 million compared to \$35 million as at 30 June 2007.

**Balance sheet**  
Shows the assets and liabilities which make up our equity of \$455 million as at 30 June 2008. Current liabilities at 30 June 2008 include \$15 million payable to Treasury due to establishment of whole-of-government annual leave scheme for current leave balances. Non-current annual leave balances of \$6 million are to be transferred by an equity transfer to Queensland Treasury during 2008–09.

## Operating result

In 2007–08, DPI&F recorded an operating deficit of \$1.4 million. The key reasons for the deficit result are two technical accounting adjustments:

- \$1.1 million for a one-off adjustment associated with gifting the Croxdale Research Station to the South West Regional Economic Development Association as part of the Queensland Government’s Blueprint for the Bush initiative
- \$0.3 million for an accounting treatment change for the Wild Dog Barrier Fence.

After allowing for these accounting adjustments, DPI&F recorded a break-even budget position. In the context of the complexity of financial challenges faced by the department in 2007–08 (including the successful emergency response to equine influenza), the end of year position is considered to be an excellent overall result.

## Revenue—where the dollars came from

In 2007–08, our total operating revenues were \$390.6 million, an increase of \$24.4 million on 2006–07. This is largely due to additional revenues received under national emergency response cost-sharing arrangements for managing equine influenza. DPI&F operates primarily through funding allocated by parliament. Other major revenue sources include charges for goods and services (includes national cost sharing revenues), taxes, fees and fines (including fishing licences), and grants and contributions from external research bodies.

Figure 34: DPI&F revenue, 2007–08

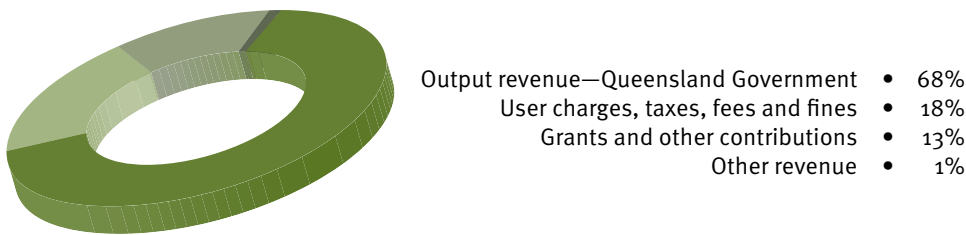
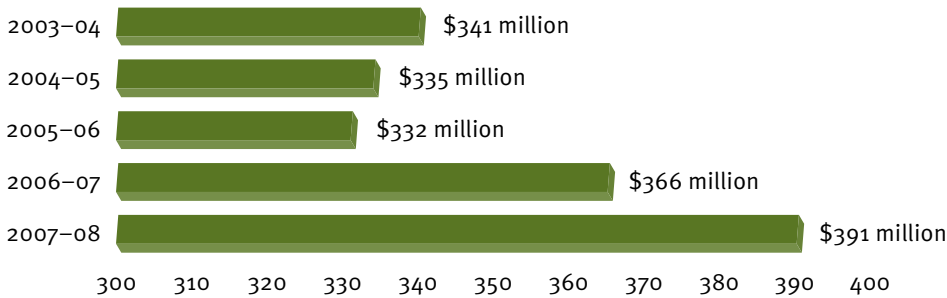


Figure 35: DPI&F five-year revenue trends





### Expenses—how the dollars were spent

In 2007–08, our total operating expenses were \$392.1 million (\$366.2 million in 2006–07), which included \$30 million of expenses relating to managing equine influenza. The primary components of expenses are employee expenses, and supplies and services.

Figure 36: DPI&F expenses, 2007–08

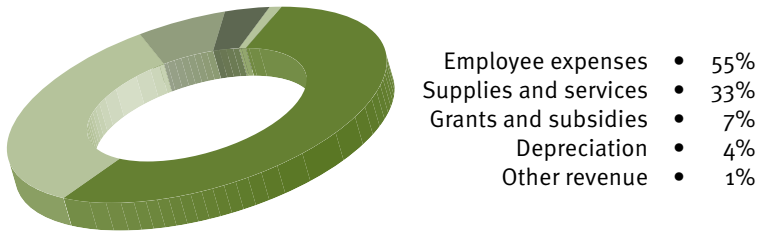


Figure 37: DPI&F five-year expense trends

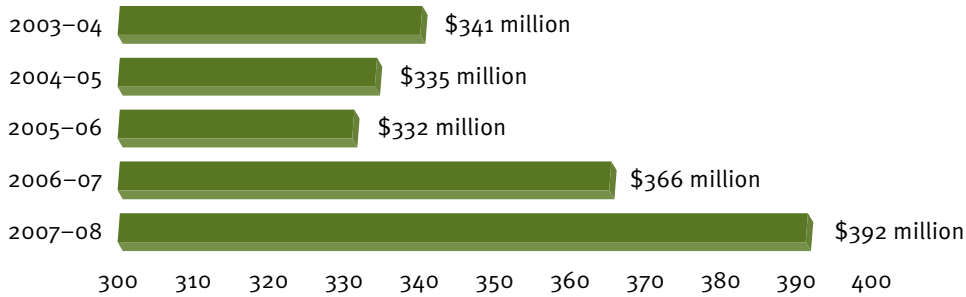
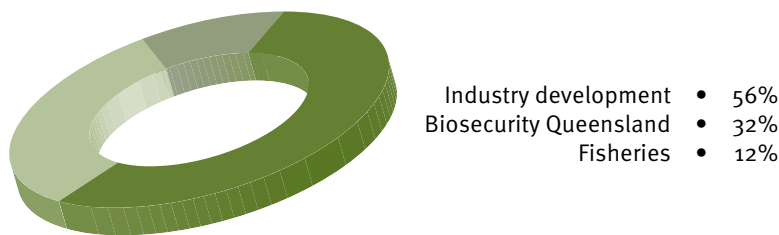


Figure 38 provides a breakdown of total operating expenses into DPI&F’s core service delivery activities, or outputs.

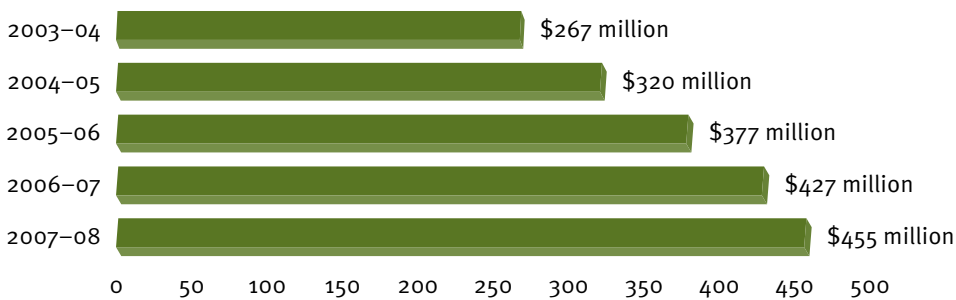
*Figure 38: Operating expenses by DPI&F outputs, 2007–08*



### Our equity—what we are worth

Equity is net worth, which is calculated by ‘what we own’ (total assets of \$515.7 million) less ‘what we owe’ (total liabilities of \$60.7 million). As at 30 June 2008, DPI&F’s equity was \$455 million, an increase of \$27.8 million (6.6%) over the previous year. The increase is largely due to equity injections from government to fund capital outlays, transfer of non-current portion of annual leave balances and indexation of non-current assets to reflect present valuations.

*Figure 39: DPI&F five-year equity trends*





### Assets—what we own

As at 30 June 2008, DPI&F had total assets of \$515.7 million, an increase of \$20.6 million (4%) over 2006–07. Almost all of the department’s major assets (98%) are cash, receivables (mainly trade debtors), property, plant and equipment (mainly land, buildings, plant and equipment), and prepayments (lease payments).

Figure 40: DPI&F total assets

Asset type	2007–08 (\$ million)	2006–07 (\$ million)	Change (%)	Explanation
Cash assets	35.5	34.6	↑ 2.8	Cash assets are held to meet DPI&F’s financial obligations and expenses relating to funds restricted for specific purposes (e.g. contributions from external funding bodies for future research and development). The 30 June 2008 balance includes sale proceeds from our Rocklea site. There is also \$15 million payable for current leave balances to Treasury due to a new whole-of-government annual leave scheme.
Receivables	24.2	23.8	↑ 1.9	Receivables represent the amount owing by trade debtors for materials and services provided to them by DPI&F. The increase is mainly attributable to equine influenza claims yet to be paid by the Australian Government.
Property, plant and equipment	436.2	417.2	↑ 4.6	Most of the department’s assets are land, buildings, plant and equipment. The increase is mainly attributable to equity injections and indexation of non-current assets.
Prepayments	12.0	4.4	↑ 173.0	The increase is mainly attributable to lease prepayments for the Centre for Advanced Animal Science at Gatton, to be completed early 2008–09.

### Liabilities—what we owe

As at 30 June 2008, DPI&F had total liabilities of \$60.6 million, a decrease of \$7.3 million (10.6%) over the previous year. The department’s liabilities are comprised of payables (mainly trade creditors), provisions (accrued salaries and wages) and other liabilities (mainly unearned revenue from external funding bodies).



Figure 41: DPI&amp;F total liabilities

Liability type	2007–08 (\$ million)	2006–07 (\$ million)	Change (%)	Explanation
Payables	31.0	18.3	↑ 69.4	Payables represent the amount owing to creditors as at 30 June 2008 for materials and services provided to DPI&F. The department has sufficient funds to meet these obligations as and when they are due. The 30 June 2008 balance includes \$15 million payable to Treasury due to a new whole-of-government annual leave scheme.
Accrued employee benefits	5.3	24.6	↓ 78.6	This relates to a provision for the cost of employee entitlements (excluding 2007–08 annual leave). A payable has been raised to pay the current portion of the balance (\$15 million) as cash in 2008–09 with the remaining \$6 million to be transferred as an equity transfer.
Other liabilities	24.4	24.9	↓ 2.0	This represents funds restricted for specific purposes (e.g. contributions from external funding bodies for future research and development).

## Capital acquisitions

During 2007–08, our capital expenditure of \$18 million primarily focused on developing world-class research facilities to deliver scientific outcomes for primary industries and fisheries. This expenditure included:

- \$6.9 million for new and upgraded scientific and computer equipment, research facilities development and minor works projects
- \$4 million to complete construction of the Queensland Crop Development Facility in the Redlands
- \$2.5 million to acquire new and replacement vessels and heavy plant and equipment
- \$1.4 million to purchase a suitable property for the relocation of the Tick Fever Centre breeder herd
- \$0.7 million to commence construction of the new Regional Office Complex at Nambour.

During 2007–08, DPI&F continued to provide expertise in the planning of CSIRO Ecosciences Precinct at Boggo Road and Health and Food Sciences Precinct at Coopers Plains. These projects represent a state government investment of \$290 million.

Strategic planning is also underway for future capital projects, consistent with DPI&F's enhanced service delivery priorities.



## Key financial ratios

Financial ratios provide a useful snapshot of DPI&F's financial status and trends, and measure the department's performance in achieving its financial management objectives. The formulas used assist in evaluating results against those of other government agencies.

Figure 42: DPI&F key financial ratios

Ratio	Ratio formula	Description	2007–08
Working capital	Current assets/current liabilities	Measures DPI&F's ability to meet current commitments	1.06 times
Government contribution	Output revenue/total revenue	Measures DPI&F's dependence on Queensland Government revenue	67.64%
Labour ratio	Labour expenses/total expenses	Measures DPI&F's commitment to staff	55.15%
Net worth movement	Current year equity/prior year equity	Measures growth in net assets within DPI&F	1.07 times
Current asset movement	Current year current assets/prior year current assets	Measures growth in current assets within DPI&F	94.64%
Current liabilities movement	Current year current liabilities/prior year current liabilities	Measures growth in current liabilities within DPI&F	89.31%

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	2006-07	2005-06	2004-05	2003-04	Interpretation of result
	1.00 times	0.89 times	0.95 times	0.95 times	Liquidity at 30 June 2008 is sound with \$36 million in cash assets available to meet current commitments as and when they fall due.
	73.30%	68.50%	67.30%	67.60%	DPI&F's reliance on Queensland Government revenue remains consistent. The decrease in 2007-08 is largely due to additional revenues under national cost-sharing arrangements for the equine influenza emergency response. The increase in 2006-07 included additional funding for sugarcane smut, Cyclone Larry recovery activities, machinery-of-government changes involving the Department of Natural Resources and Water, and implementation of our workforce renewal scheme.
	56.60%	59.80%	57.30%	54.90%	DPI&F's 2007-08 labour expenses have continued to decline as the department repositions its workforce.
	1.13 times	1.18 times	1.20 times	1.09 times	DPI&F's net worth has been steadily increasing over recent years. The increase in 2007-08 is mainly due to government equity injections and indexation of non-current asset to reflect present valuations.
	120.10%	105.70%	127.00%	96.60%	DPI&F's current assets have decreased during 2007-08, which is mainly due to the sale of our Rocklea site, which was classified as a current asset held for sale in the 2006-07 financial statements with part of the sale proceeds paid to Treasury during 2007-08.
	106.90%	112.60%	127.90%	94.90%	There have been significant movements in current liability levels over recent years with 2007-08 showing a return to healthy levels. The decrease in 2007-08 is mainly due to receiving a 2006-07 payable relating to machinery-of-government changes involving the Department of Natural Resources and Water and the transfer to Treasury of annual leave balances.



## Outlook for 2008–09

In 2008–09, DPI&F will continue to manage our finances and assets in the most cost-effective way possible. We will build on our holistic approach to financial management and performance reporting to enhance our ability to accurately forecast and manage revenues and expenses. We will continue to refine our asset management and capital investment through strategic asset modelling and asset use planning and assessments to ensure optimal investment in infrastructure. These activities will underpin the development of an enhanced service delivery plan and investment blueprint, which will revolutionise the way DPI&F invests in services and infrastructure.

### 2008–09 operating budget

Our budget focus for 2008–09 is facilitating the accelerated and sustainable growth of Queensland's primary industries. In 2008–09, DPI&F has budgeted for total expenses of \$342.4 million, including a Queensland Government investment of \$259.6 million (an increase of \$11.3 million or 5% on last year's budget). Key elements in the 2008–09 budget include:

- \$205.3 million for research facilities, world-class science, sustainable industry development and innovation to help primary industries maximise trade and export potential
- \$90.3 million to help Biosecurity Queensland protect Queensland's primary industries, communities and environment from the potential impacts of plant, insect, animal and marine pests and improper use of agricultural chemicals
- \$46.7 million for fisheries programs that manage and protect all aspects of Queensland's unique marine and freshwater fish and seafood resources.

### 2008–09 capital expenditure

Our capital expenditure program for 2008–09 is \$25 million, and focuses on developing world-class research facilities to deliver excellent scientific outcomes for primary industries and fisheries. This investment will include:

- \$4.5 million to redevelop the Bribie Island Aquaculture Research Centre into the more diverse Bribie Island Research Centre—combining fisheries and aquaculture research at the one facility
- \$1.1 million to continue construction of a new facility at the Maroochy Research Station, which will provide operational savings by co-locating management, industry development and research staff at the one research station
- \$1 million to upgrade stockyards and fences to relocate the Tick Fever Centre specific pathogen-free breeder herd from Wacol to Dalby.

Stage 2 of the new Centre for Advanced Animal Science (CAAS) at The University of Queensland's Gatton Campus was recently opened by the Minister. This joint DPI&F and UQ project includes the relocation of DPI&F's large animals from its Animal Research Institute at Yeerongpilly. The total project cost is \$32.9 million, with the Smart State Research Facilities Fund contributing \$9.5 million, DPI&F \$11.8 million, and UQ \$11.7 million. Since DPI&F will lease CAAS for 25 years, this project is not classified as a capital acquisition but is a key highlight in the renewal of DPI&F's facilities.

We will also continue to provide expertise to assist with planning the collaborative Ecosciences Precinct at Boggo Road and the Health and Food Sciences Precinct at Coopers Plains.

# Our finances

**DPI&F financial statements  
for the year ended  
30 June 2008**

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**Income statement for the year ended 30 June 2008**

	Notes	2008 \$'000	2007 \$'000
<b>Income</b>			
<b>Revenue</b>			
Output revenue	4	264,206	268,329
User charges, taxes, fees and fines	5	71,461	41,871
Grants and other contributions	6	49,304	50,565
Royalties and other territorial revenue	7	1,523	1,333
Other revenue	8	3,485	3,521
<b>Gains</b>			
Gain on sale of property, plant and equipment	9	272	346
Market value increment/decrement of investments	9	(3)	9
Gain on sale of investments	9	2	-
Net increment in valuation of biological assets	9	377	229
<b>Total income</b>		<b>390,627</b>	<b>366,203</b>
<b>Expenses</b>			
Employee expenses	10	216,216	207,356
Supplies and services	11	129,715	113,853
Depreciation and amortisation	12	14,190	12,268
Impairment losses	13	245	1,072
Grants and subsidies	14	28,788	29,575
Other expenses	15	2,904	2,066
<b>Total expenses</b>		<b>392,058</b>	<b>366,190</b>
<b>Operating surplus/(deficit)</b>		<b>(1,431)</b>	<b>13</b>

The accompanying notes form part of these financial statements.



**Balance sheet as at 30 June 2008**

	Notes	2008 \$'000	2007 \$'000
<b>Current assets</b>			
Cash assets	16	35,527	34,560
Receivables	17	24,216	23,770
Inventories	19	1,900	1,801
Prepayments	20	2,471	616
		<u>64,114</u>	<u>60,747</u>
<b>Non-current assets classified as held for sale</b>	21	-	7,000
<b>Total current assets</b>		<u>64,114</u>	<u>67,747</u>
<b>Non-current assets</b>			
Other financial assets	18	143	158
Inventories	19	-	11
Prepayments	20	9,547	3,778
Property, plant and equipment	22	436,163	417,213
Intangible assets	23	3,546	3,939
<b>Total non-current assets</b>		<u>449,399</u>	<u>425,099</u>
<b>Biological assets</b>			
Livestock	25	2,175	2,211
<b>Total biological assets</b>		<u>2,175</u>	<u>2,211</u>
<b>Total assets</b>		<u>515,688</u>	<u>495,057</u>
<b>Current liabilities</b>			
Payables	26	30,971	18,284
Accrued employee benefits	27	5,281	24,641
Other current liabilities	28	24,352	24,936
<b>Total current liabilities</b>		<u>60,604</u>	<u>67,861</u>
<b>Non-current liabilities</b>			
Other non-current liabilities	29	84	-
<b>Total non-current liabilities</b>		<u>84</u>	<u>-</u>
<b>Total liabilities</b>		<u>60,688</u>	<u>67,861</u>
<b>Net assets</b>		<u>455,000</u>	<u>427,196</u>
<b>Equity</b>			
Contributed equity		104,927	95,365
Retained surpluses		142,454	142,853
Reserves:			
Asset revaluation reserve	30	206,335	187,321
Biological assets unrealised revenue reserve		1,284	1,657
<b>Total equity</b>		<u>455,000</u>	<u>427,196</u>

The accompanying notes form part of these financial statements.



**Statement of changes in equity for the year ended 30 June 2008**

	Notes	Retained surpluses		Asset revaluation reserves		Contributed equity	
		2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
<b>Balance 1 July</b>		142,853	142,903	188,978	178,709	95,365	55,050
Operating surplus/(deficit)		(1,431)	13	-	-	-	-
<b>Non-owner changes in equity:</b>							
Increase/(decrease) in asset revaluation reserve		-	-	19,731	10,208	-	-
Adjustment to biological assets unrealised revenue reserve		373	(61)	(373)	61	-	-
Transfer between reserves		659	-	(659)	-	-	-
Correction of error		-	(2)	(58)	-	-	-
<b>Transactions with owners as owners:</b>							
Equity injections	4	-	-	-	-	10,712	5,125
Equity withdrawals	4	-	-	-	-	(7,189)	(65)
Net assets assumed (MoG change)		-	-	-	-	-	35,015
Net assets transferred (MoG change)		-	-	-	-	-	81
Net leave assets/liabilities transferred to/(from) other departments		-	-	-	-	6,039	159
<b>Balance 30 June</b>		<b>142,454</b>	<b>142,853</b>	<b>207,619</b>	<b>188,978</b>	<b>104,927</b>	<b>95,365</b>

The accompanying notes form part of these financial statements.

**Cash flow statement for the year ended 30 June 2008**

	Notes	2008 \$'000	2007 \$'000
<b>Cash flows from operating activities</b>			
<i>Inflows</i>			
Output receipts		262,059	270,332
User charges		73,722	41,416
Grants and other contributions		44,646	49,769
Dividends		2	17
Interest receipts		-	3
GST input tax credits from Australian Taxation Office (ATO)		6,120	5,760
GST collected on sales		8,972	8,029
Other		8,363	221
<i>Outflows</i>			
Employee expenses		(216,006)	(208,836)
Supplies and services		(134,474)	(101,252)
Grants and subsidies		(28,788)	(29,575)
GST remitted to ATO		(231)	(119)
GST paid to suppliers		(15,232)	(14,308)
Other		(5,313)	(12,508)
<b>Net cash provided by operating activities</b>	31	<b>3,840</b>	<b>8,949</b>
<b>Cash flows from investing activities</b>			
<i>Inflows</i>			
Proceeds from sale of property, plant and equipment		11,810	479
Investments redeemed		16	-
Loans and advances redeemed		6	16
<i>Outflows</i>			
Payments for property, plant and equipment		(17,911)	(14,819)
Payments for intangibles		(317)	(416)
<b>Net cash used in investing activities</b>		<b>(6,396)</b>	<b>(14,740)</b>
<b>Cash flows from financing activities</b>			
<i>Inflows</i>			
Equity injections		10,712	6,966
<i>Outflows</i>			
Equity withdrawals		(7,189)	(117)
<b>Net cash provided by (used in) financing activities</b>		<b>3,523</b>	<b>6,849</b>
Cash transfers from restructure		-	-
<b>Net increase (decrease) in cash held</b>		<b>967</b>	<b>1,058</b>
<b>Cash at the beginning of the financial year</b>		<b>34,560</b>	<b>33,502</b>
<b>Cash at the end of financial year</b>	16	<b>35,527</b>	<b>34,560</b>
<b>Non-cash financing and investing activities</b>	32		

The accompanying notes form part of these financial statements.



**Income statement by outputs—controlled for the year ended 30 June 2008**

	Industry Development		Fisheries		Biosecurity		Total	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
<b>Income*</b>								
<b>Revenue</b>								
Output revenue	159,870	175,142	36,579	33,732	67,757	59,455	264,206	268,329
User charges, taxes, fees and fines	14,112	13,070	8,925	7,590	48,424	21,211	71,461	41,871
Grants and other contributions	37,440	42,517	803	822	11,061	7,226	49,304	50,565
Royalties and other territorial revenue	1,523	1,333	–	–	–	–	1,523	1,333
Other revenue	3,110	3,235	65	68	310	218	3,485	3,521
<b>Gains</b>								
Gain on sale of property, plant and equipment	122	250	147	94	3	2	272	346
Market value increment of investments	(3)	9	–	–	–	–	(3)	9
Gain on sale of investments	2	–	–	–	–	–	2	–
Net increment in valuation of biological assets	236	230	–	–	141	(1)	377	229
<b>Total income</b>	<b>216,412</b>	<b>235,786</b>	<b>46,519</b>	<b>42,306</b>	<b>127,696</b>	<b>88,111</b>	<b>390,627</b>	<b>366,203</b>
<b>Expenses*</b>								
Employee expenses	127,115	132,278	27,126	26,600	61,975	48,478	216,216	207,356
Supplies and services	59,229	71,450	15,889	12,173	54,597	30,230	129,715	113,853
Depreciation and amortisation	10,948	9,789	1,650	1,483	1,592	996	14,190	12,268
Grants and subsidies	18,025	20,368	2,223	1,712	8,540	7,495	28,788	29,575
Impairment losses	175	41	59	8	11	1,023	245	1,072
Other expenses	2,180	1,117	99	128	625	821	2,904	2,066
<b>Total expenses</b>	<b>217,672</b>	<b>235,043</b>	<b>47,046</b>	<b>42,104</b>	<b>127,340</b>	<b>89,043</b>	<b>392,058</b>	<b>366,190</b>
<b>Operating surplus/(deficit)</b>	<b>(1,260)</b>	<b>743</b>	<b>(527)</b>	<b>202</b>	<b>356</b>	<b>(932)</b>	<b>(1,431)</b>	<b>13</b>
*Allocation of income and expenses from ordinary activities to corporate services (disclosure only)								
Income from ordinary activities	28,812	38,625	6,507	6,754	18,498	16,817	53,817	62,196
Expenses from ordinary activities	28,140	37,923	6,354	6,615	18,241	16,595	52,735	61,133

The accompanying notes form part of these financial statements.



## 1 Objectives of the department

The Department of Primary Industries and Fisheries (DPI&F) delivers against the Queensland Government's priorities of "Growing a diverse economy and creating jobs" and "Protecting the environment for a sustainable future". DPI&F's vision is "Profitable primary industries in Queensland". To achieve this vision, DPI&F has adopted a mission to "Maximise the economic potential of Queensland's primary industries on a sustainable basis".

DPI&F provides policy leadership, smart science and professional, technical, trade and business development services to enhance the industry capacity to respond to challenges and to improve Queensland's competitive advantage in global agribusiness by:

- Enhancing biosecurity
- Accelerating take-up of technology to support innovation and productivity improvements
- Expanding market access
- Building industry capacity to respond effectively to changing climatic, demographic and market conditions
- Improving the access and interactivity of the department's information and services

DPI&F continues to assist industry to take advantage of emerging opportunities by:

- Developing strengths—increasing competitiveness in the global market place
- Expanding horizons—facilitating industry innovation and the adoption of leading-edge technologies in order to revolutionise product development and business practices
- Protecting capacity—improving industry capacity to manage major risks, secure and grow market access and ensure sustainable availability of resources including water
- Improving the way the department does business—strengthening internal and external business relationships and investing strategically in the best people, equipment, and capital resources

The department is predominantly funded for the outputs it delivers by parliamentary appropriations. In response to the opportunities and challenges facing primary industries, DPI&F, in its role as an economic development agency, continues to focus on a vision of profitable primary industries for Queensland through our three key outputs: industry development, biosecurity and fisheries.

The nature of the operations and principle activities of these key outputs are described in Note 3.

## 2 Summary of significant accounting policies

### 2.1 Basis of accounting

The financial statements have been prepared in accordance with Australian Equivalents to International Financial Reporting Standards (AEIFRS).

This financial report is a general purpose financial report that complies with AAS 29 *Financial Reporting by Government Departments*, the Treasurer's *Financial Reporting Requirements for the year ended 30 June 2008*, and other authoritative pronouncements.

Except where otherwise stated, the financial report has been prepared using the historical cost convention.

### 2.2 The reporting entity

DPI&F is a Queensland Government department established under the *Public Service Act 1996*. The department is controlled by the State of Queensland which is the ultimate parent. The head office of the department is 80 Ann Street, Brisbane, Queensland.

The financial statements include the value of all revenues, expenses, assets, liabilities and equity of the department and the entities that it controls, where these entities are material. The department did not have any controlled entities for the year ending 30 June 2008. The outputs undertaken by the department are disclosed in Note 3.

Except where otherwise stated, the department employed consistent accounting policies in the preparation and presentation of these financial statements.

### 2.3 Transactions and balances administered on a whole-of-government basis

The department administers, but does not control, certain resources on behalf of Government. In doing so, it is responsible and is accountable for administering related transactions and items, but does not have the discretion to deploy the resources for the achievement of this department's objectives. Administered transactions and balances are disclosed separately in Note 35. These transactions and balances are not significant in comparison to the department's overall financial performance/financial position.



## 2 Summary of significant accounting policies (continued)

### 2.4 Trust and agency transactions and balances

The department undertakes certain trustee transactions and balances, representing security, tender and other deposits, and other agency collections, in a trust or fiduciary capacity. As the department acts only in a custodial role for these transactions and balances, they are not recognised in the financial statements, but are identified and disclosed in Notes 36 and 41 respectively. Applicable audit arrangements are also shown.

### 2.5 Output revenue/administered revenue

Appropriation payments to the department under the *Annual Appropriation Act* are recognised as revenue when received or, with Treasury's approval, recognised as a receivable or unearned revenue.

Amounts appropriated to the department for transfer to other entities, in accordance with legislation or other requirements, are reported as administered item appropriation.

### 2.6 User charges, taxes, fees and fines

User charges and fees controlled by the department are recognised as revenue when invoices for the related services are issued. The department controls these revenues where they can be deployed for the achievement of our objectives.

Taxes, fees and fines collected but not controlled by the department, are reported as administered revenue and disclosed in Note 35.

### 2.7 Grants and other contributions

Grants, contributions, donations and gifts that are non-reciprocal in nature are recognised as revenue in the year in which the department obtains control over them.

Where reciprocal contributions were obtained on the condition that they be expended in a particular manner or used over a particular period, and those conditions were undischarged as at the reporting date, they are reported as unearned revenue. (Refer Notes 28 and 29.)

Where grants are received that are reciprocal in nature, revenue is accrued over the term of the funding arrangements. Contributed assets are recognised at their fair value. Contributed services are recognised only when a fair value can be reliably determined, and the services would be purchased if they had not been donated.

### 2.8 Cash assets

For the purpose of the Balance Sheet and the Cash Flow Statement, cash assets include cash on hand, comprising petty cash, postage and change imprest balances, cash at bank, cash and cheques receipted but not banked at 30 June, and similar financial assets, which are readily convertible to cash, and are used in the day-to-day cash management function of the department.

### 2.9 Receivables

Trade debtors are recognised at the nominal amount due at the time of sale or service delivery. Settlement on these amounts is required within thirty (30) days from invoice date, except trade debtors associated with research and development projects where a ninety (90) day term applies.

The collectability of receivables is assessed periodically, with provision being made for impairment. All known bad debts were written-off at 30 June. Increases in the provision for impairment are based on loss events as disclosed in Note 17.

Other debtors generally arise from transactions outside the usual operating activities of the department and are recognised at their assessed values. Terms usually range from seven (7) days to thirty one (31) days. No interest is charged and no security is obtained.

### 2.10 Other financial assets

Other financial assets are brought to account at fair value. Dividend revenue is recognised when received. The department does not enter into transactions for speculative purposes, nor for hedging.



**2 Summary of significant accounting policies (continued)**

**2.11 Inventories**

Inventories held for sale are valued at the lower of cost and net realisable value, except for sundry crops, saleable semen and saleable vaccine, which are valued at net realisable value. Net realisable value is determined on the basis of the department’s normal selling patterns. Expenses associated with marketing, selling and distribution are deducted, to determine net realisable value.

DPI&F assigns costs of inventories based on the first-in-first-out (FIFO) method. These costs include expenditure incurred in acquiring the inventories and bringing them to their existing condition, where applicable. The carrying amounts of inventories are disclosed in Note 19.

**2.12 Biological assets**

Under AASB 141 *Agriculture* such assets are defined as living animals and plants. They are distinguished from other assets by the fact that they have the natural capacity to grow and/or procreate. These include livestock, which are accounted for in DPI&F accounts. The department adopted net market value (NMV) for the valuation of livestock. NMV is the amount that could be expected to be received from the disposal of an asset in an active and liquid market, after deducting the costs expected to be incurred in realising the proceeds of such a disposal.

**2.13 Reserving policy for unrealised revenue**

A reserve account has been established to recognise the change in NMV for livestock, where amounts of unrealised revenue are brought to account through the Income Statement.

DPI&F revalues its biological assets annually, and recognised the change in as revenue or expense in the Income Statement, in accordance with the treatment required by AASB 141. Unrealised revenue is transferred to the biological assets unrealised revenue reserve until the revenue is realised (through sales) and becomes available for distribution. The reserve is adjusted annually for the net movement in unrealised revenue and the realisation of prior period’s revenue through current year sales.

**2.14 Non-current assets classified as held for sale**

Non-current assets held for sale, consist of those assets, which management has determined are available for immediate sale in their present condition, and their sale is highly probable within the next twelve (12) months. The value of these assets is measured at the lower of the asset’s carrying amount and its fair value, less costs to sell. These assets are not depreciated.

**2.15 Acquisition of assets**

Actual cost is used for the initial recording of all non-current physical and intangible asset acquisitions. Cost is determined as the value given as consideration, plus costs incidental to the acquisition, including all other costs incurred in getting the assets ready for use, including architect’s fees and engineering design fees. However, any training costs are expensed as incurred.

Where assets are received free from another Queensland department, (whether as a result of machinery of government changes, or other involuntary transfer), the acquisition cost is recognised as the gross carrying amount in the books of the transferor immediately before the transfer, together with any accumulated depreciation.

Assets acquired at no cost or for nominal consideration, other than from an involuntary transfer from another Queensland government entity, are recognised at their fair value at the date of acquisition, in accordance with AASB 116 *Property, Plant and Equipment*.

**2.16 Property, plant and equipment**

Items of property, plant and equipment with a cost or other value equal to or in excess of the following thresholds are recognised for financial reporting purposes in the year of acquisition:

Land	\$1
Buildings	\$10,000
Infrastructure	\$10,000
Plant and equipment	\$5,000

Land improvements undertaken by the department are included with Buildings. Items with a lesser value are expensed in the year of acquisition.

The department has elected, effective 1 July 2008, not to recognise land under roads acquired on or before 30 June 2008. The department does not control any land that satisfies recognition as land under roads.



## 2 Summary of significant accounting policies (continued)

### 2.17 Revaluation of non-current physical assets

Land, buildings, infrastructure and heritage and cultural assets are measured at fair value in accordance with AASB 116 *Property, Plant and Equipment* and Queensland Treasury's *Non-Current Asset Policies for the Queensland Public Sector*. All other non-current assets, principally plant and equipment and intangibles, are measured at cost.

Where intangible assets have an active market, they are measured at fair value otherwise they are measured at cost.

Plant and equipment is measured at cost. The carrying amounts for plant and equipment at cost should not materially differ from their fair value.

Non-current physical assets measured at fair value are comprehensively revalued at least once every five years with interim valuations, using appropriate indices, being otherwise performed on an annual basis where there has been a material variation in the index.

Any revaluation increment arising on the revaluation of an asset is credited to the asset revaluation reserve (ARR) of the appropriate class, except to the extent it reverses a revaluation decrement for the class previously recognised as an expense. A decrease in the carrying amount on revaluation is charged as an expense, to the extent it exceeds the balance, if any, on the revaluation reserve relating to that class.

On revaluation, accumulated depreciation is restated proportionately with the change in the carrying amount of the asset and any change in the estimate of the remaining useful life.

Only those assets, the total value of which is material, compared to the value of the class of assets to which they belong, are comprehensively revalued. Separately identified components of assets are measured on the same basis as the assets to which they relate.

### 2.18 Intangible assets

Intangible assets with a cost or other value equal to or greater than \$100,000 are recognised in the financial statements. Items with a lesser value are expensed in the year of acquisition.

Each intangible asset is amortised over its estimated useful life to the department, less any anticipated residual value. However, the residual value is zero for all the department's intangible assets.

#### *Purchased software*

The purchase cost of software has been capitalised and is being amortised on a straight-line basis over the period of expected benefit to the department.

#### *Internally generated assets*

Expenditure on research activities relating to internally-generated intangible assets is recognised as an expense in the period in which it is incurred.

Costs associated with the development of specific computer software have been capitalised and are amortised on a straight-line basis over the period of expected benefit to the department. It has been determined that there is not an active market for any of the department's intangible assets. As such, these assets are recognised and carried at cost less accumulated amortisation and accumulated impairment loss.

### 2.19 Amortisation and depreciation of intangibles, property, plant and equipment

Land is not depreciated as it has an unlimited useful life. Property, plant and equipment is depreciated on a straight-line basis to allocate the net cost or revalued amount of each asset, less its estimated residual value, progressively over its estimated useful life to the department.

Assets under construction (work-in-progress) are not depreciated or amortised until they reach service delivery capacity and are ready for use.

Where assets have separately identifiable components that are subject to regular replacement, these components are assigned useful lives distinct from the asset to which they relate and are depreciated accordingly. Major spares of value equal or greater than the asset recognition thresholds, purchased specifically for a particular asset are capitalised and depreciated on the same basis as the asset to which they relate.

Asset enhancement expenditure that meets the asset recognition threshold and increases the originally assessed capacity or service potential of an asset is capitalised. The new depreciable or amortisable amount is depreciated or amortised over the remaining useful life of the asset to the department.

The depreciable amount of improvements to or on a leasehold property is allocated progressively over the estimated useful lives of the improvements, or the unexpired period of the lease, whichever is shorter. The unexpired period of leases includes any option period where the exercise of the option is probable.

Plant and equipment under finance lease arrangements are amortised on a straight-line basis over the term of the lease, or where it is likely that the department will obtain ownership of the asset, the expected useful life of the asset to the department.

Items comprising the department's technical library are expensed on acquisition.





**2 Summary of significant accounting policies (continued)**

**2.19 Amortisation and depreciation of intangibles, property, plant and equipment (continued)**

For each class of depreciable or amortisable departmental assets, the following average estimated useful lives were applied:

Asset class	Asset sub class	Average estimated useful life in years
Buildings and land improvements	Buildings and land improvements	28
Infrastructure	Access roads	33
Plant and equipment	Computer equipment	4
	Motor vehicles	7
	Scientific equipment	12
	Boats and boating equipment	6
	Other equipment	10
Intangible assets	Leasehold improvements	12
	Software purchased	4
	Software internally generated	7

**2.20 Impairment of non-current assets**

All non-current physical and intangible assets are assessed for indicators of impairment on an annual basis. If an indicator of possible impairment exists, the department determines the asset's recoverable amount. Any amount by which the asset's carrying amount exceeds the recoverable amount is recorded as an impairment loss.

The asset's recoverable amount is determined as the higher of the asset's fair value, less costs to sell, and depreciated replacement cost.

An impairment loss is recognised immediately in the Income Statement, unless the asset is carried at a revalued amount. When the asset is measured at a revalued amount, the impairment loss is offset against the asset revaluation reserve of the relevant class to the extent available.

Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised as income, unless the asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

**2.21 Leases**

A distinction is made in the financial statements between finance leases that effectively transfer from the lessor to the lessee substantially all risks and benefits incidental to ownership, and operating leases, under which the lessor effectively retains substantially all such risks and benefits.

Where a non-current physical asset is acquired by means of a finance lease, the asset is recognised at the lower of the fair value of the leased property and the present value of the minimum lease payments. The lease liability is recognised at the same amount. Lease payments are allocated between the principal component of the lease liability and the interest expense.

Operating lease payments are representative of the pattern of benefits derived from the leased assets and are expensed in the periods in which they are incurred. Incentives received on entering into operating leases are recognised as liabilities. Lease payments are allocated between rental expense and reduction of the liability.

Finance and non-cancellable operating lease commitments (GST inclusive) are disclosed in Note 33.

**2.22 Payables**

Trade creditors are recognised upon receipt of the goods or services ordered and are measured at the agreed purchase/contract price, gross of applicable trade and other discounts. Amounts owing are unsecured and are generally settled on seven (7), fourteen (14), or thirty (30) day terms.



## 2 Summary of significant accounting policies (continued)

### 2.23 Financial instruments

#### *Recognition*

Financial assets and financial liabilities are recognised in the Balance Sheet when the department becomes party to the contractual provisions of the financial instrument.

#### *Classification*

Financial instruments are classified and measured as follows:

- Cash and cash equivalents—held at fair value through the profit and loss
- Receivables—held at amortised cost
- Payables—held at amortised cost

The department does not enter into transactions for speculative purposes, nor for hedging. Apart from cash and cash equivalents, and shares, the department holds no financial assets classified at fair value through profit and loss.

All disclosures relating to the measurement basis and financial risk management of other financial instruments held by the department are included in Note 37.

### 2.24 Employee benefits

#### *Wages, salaries, recreation leave and sick leave*

Wages and salaries unpaid at reporting date are recognised in the Balance Sheet at the remuneration rates expected to apply at the time of settlement. Payroll tax and worker's compensation insurance are a consequence of employing employees, but are not counted in an employees total remuneration package. They are not employee benefits and are recognised separately as employee related expenses. Employer superannuation contributions and long service leave levies are regarded as employee benefits.

An Annual Leave Central Scheme (ALCS) has been established at 30 June 2008 for departments, commercialised business units and shared service providers. Member agencies have transferred their annual leave liabilities as at 30 June 2008 to the scheme. The current portion of agencies annual leave is shown as a sundry payable to Crown and the non-current portion is shown as a non-appropriated equity adjustment.

The annual leave liability will be held on a whole of government basis and disclosed in the Report on State Finances.

Under the ALCS, member agencies must contribute a levy equal to their accrued quarterly annual leave cost, including leave loading and on-costs. Amounts paid to employees for annual leave are claimed back from the scheme.

Prior history indicates that on average, sick leave taken each reporting period is less than entitlement accrued. This is expected to recur in future periods. Accordingly, it is unlikely that existing accumulated entitlements will be used by employees and no liability for unused sick leave entitlements is recognised.

As sick leave is non-vesting, an expense is recognised for this leave as it is taken.

#### *Long service leave*

Under the Queensland Government's long service leave scheme, the department is levied to cover this cost. Levies are expensed in the period in which they are paid or payable. Amounts paid to employees for long service leave are claimed from the scheme as and when this leave is taken.

No provision for long service leave is recognised in the financial statements, the liability being held on a whole-of-Government basis and reported in the financial report pursuant to AAS 31 *Financial Reporting by Governments*.

#### *Superannuation*

Employer superannuation contributions are paid to QSuper, the superannuation plan for Queensland Government employees, at rates determined by the State Actuary, and is expensed in the period in which they are incurred. The department's obligation is limited to its contribution to QSuper.

No liability is recognised for accruing superannuation benefits in these financial statements, the liability being held on a whole-of-Government basis, and reported in the financial report prepared pursuant to AAS 31 *Financial Reporting by Governments*.

#### *Executive remuneration*

The executive remuneration disclosures in the Employee benefits expense, (refer Note 10), in the financial statements include

- the aggregate remuneration of all senior executive officers, including the Chief Executive Officer, whose remuneration for the financial year is \$100,000 or more; and
- the number of senior executives whose total remuneration for the financial year falls within each successive \$20,000 band, commencing at \$100,000.

## 2 Summary of significant accounting policies (continued)

### 2.24 Employee benefits (continued)

The remuneration disclosed is all remuneration paid or payable, directly or indirectly, from the entity, or any related party, in connection with the management of the affairs of the entity or any of its subsidiaries, whether as an executive or otherwise. For this purpose, remuneration includes:

- wages and salaries
- accrued leave, (that is, the increase/decrease in the amount of annual and long service leave owed to an executive, inclusive of any increase in the value of leave balances as a result of salary rate increases or the like)
- performance pay paid, or due and payable, in relation to the financial year, provided that a liability exists, (namely where a determination has been made prior to the financial statements being signed), and can be reliably measured, even though the payment may not have been made during the financial year
- accrued superannuation, (being the value of all employer superannuation contributions during the financial year, both paid and payable, as at 30 June)
- car parking benefits and the cost of motor vehicles, such as lease payments, fuel costs, registration/insurance, and repairs/maintenance incurred by the department during the financial year, both paid and payable, as at 30 June, net of any amounts subsequently reimbursed by the executives
- housing, (being the market value of the rent or rental subsidy, where rent is part-paid by the executive during the financial year, both paid and payable, as at 30 June)
- allowances, (which are included in remuneration agreements of executives, such as airfares, or other travel costs paid to/for executives, whose homes are situated in a location other than the location they work in); and
- fringe benefits tax included in remuneration agreements.

The disclosure applies to all senior executives appointed by Governor in Council and classified as SES1 and above, with remuneration above \$100,000 in the financial year. 'Remuneration' means any money, consideration or benefit, but excludes amounts:

- paid to an executive by an entity or its subsidiary, where the person worked during the financial year, wholly or mainly outside Australia, during the time the person was so employed; or
- of payment or reimbursement of out-of-pocket expenses incurred for the benefit of the entity, or any of its subsidiaries.

In addition, separate disclosure of separation and redundancy/termination benefit payments is also included.

### 2.25 Taxation

The department is a State body as defined under the *Income Tax Assessment Act 1936* and is exempt from Commonwealth taxation with the exception of Fringe Benefits Tax (FBT) and Goods and Services Tax (GST). As such, GST credits receivable from/payable to the Australian Taxation Office (ATO) are recognised and accrued.

### 2.26 Insurance

The department's non-current physical assets and other risks are insured through the Queensland Government Insurance Fund (QGIF). Insurance premiums are being paid to QGIF on a risk assessment basis. The department also pays insurance premiums to WorkCover Queensland for its obligations for employee compensations.

In addition, in certain research activity circumstances, where insurance of such activities is required by legislation, or where an agreement for provision of such specific services exists, insurance premiums are paid to specific insurance providers. A prior approval is requested from and granted by the Queensland Treasurer in accordance with his *Guidelines on Risk Management and Insurance*.

### 2.27 Services received free of charge or for nominal value

Contributions of services are recognised only if the services would have been purchased if they had not been donated and their fair value can be measured reliably. Where this is the case, an equal amount is recognised as revenue and an expense.

### 2.28 Allocation of revenue and expenses from ordinary activities to corporate services

The department discloses revenue and expenses attributable to corporate services in the Income Statement by outputs. Revenue and expenses are allocated to outputs on a cost recovery basis.



## 2 Summary of significant accounting policies (continued)

### 2.29 Interests in joint ventures

DPI&F does not hold an interest in joint ventures.

### 2.30 Contributed equity

Non-reciprocal transfers of assets and liabilities between wholly-owned Queensland State public sector entities as a result of machinery-of-Government changes are adjusted to “Contributed Equity” in accordance with Interpretations 1038 *Contributions by Owners Made to Wholly Owned Public Sector Entities*. Appropriations for equity adjustments are similarly designated.

### 2.31 Issuance of financial statements

The financial statements are authorised for issue by the Director-General and the General Manager, Finance and Asset Management at the date of signing the Management Certificate.

### 2.32 Judgement and assumptions

The department has made no judgements or assessments which may cause a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

### 2.33 Rounding

Amounts included in the financial statements are in Australian dollars and have been rounded to the nearest one thousand dollars (\$1,000) or, where that amount is five hundred dollars (\$500) or less, to zero, unless disclosure of full amount is specifically required. Sub-total and totals may not add due to rounding, but overall discrepancy is no greater than two.

### 2.34 Comparative information

Comparative information has been restated where necessary to be consistent with disclosures in the current reporting period.

### 2.35 New and revised accounting standards

No accounting standards and interpretations issued or amended and applicable for the first time in the 2007-08 financial year have an effect on the department. Also, the department has not voluntarily changed any of its accounting policies.

The department is not permitted to early adopt a new accounting standard ahead of the specified commencement date unless approval is obtained from the Queensland Treasury. Consequently, the department has not applied any Australian accounting standards and interpretations that have been issued but are not yet effective. The department will apply these standards and interpretations in accordance with their respective commencement dates.

At the date of authorisation of the financial report, a number of new or amended Australian accounting standards with future commencement dates will have an impact on the department. Details of such impacts are set out below. AASB 1004 *Contributions* will affect the department as from 2008-09. One implication arising from this revised standard will be that to the extent that no cash consideration is provided / received, transfers of accrued employee benefits between the department and other Queensland government agencies will need to be recognised as either income or expense on the department's income statement, instead of being adjusted directly against contributed equity (refer to the statement of changes in equity). The only other significant implication arising from the revised AASB 1004 *Contributions* is that substantially more detail will need to be disclosed in respect of the department's appropriations, e.g. break-downs between recurrent, capital or other major appropriations comparisons between original amounts of such appropriations and total amounts appropriated, explanations of the nature and probable financial effect of any relevant non-compliance with externally imposed requirements.



## 2 Summary of significant accounting policies (continued)

### 2.35 New and revised accounting standards (continued)

AASB1050 *Administered Items* has been released and will impact on the department as from 2008-09. This standard does not involve any measurement or recognition changes. The additional disclosure arising from this standard will require details of the broad categories of recipients of transfer payments and the amounts (classified as administrative expenses) transferred to such recipients.

The new accounting standard AASB 1052 *Disaggregated Disclosures* will also impact the department as from 2008-09. The most significant impact of this standard on the department is that it will require disclosure of the amounts of controlled assets and liabilities attributable to each government output.

AASB 101 *Presentation of Financial Statements* has been revised and will not impact on the department until 2009-10. This revised standard does not have measurement or recognition implications. Instead there will be significant changes to presentation of the department's overall financial performance and position, particularly the content of the Statement of Changes in Equity and preparation of a new Statement of Comprehensive Income (which will include certain items currently disclosed in the Statement of Changes in Equity, in line with the definition of comprehensive income in the revised AASB 101). For example, the increase in the asset revaluation reserve would not be included in the Statement of Changes in Equity.

All other Australian accounting standards and interpretations with future commencement dates are either not applicable to the department, or have no material impact on the department.

### 2.36 Correction of accounting error

In the 2007-08 Financial Statements, the application of AASB 1004 – *Contributions* was reviewed for all the components of the Unearned Revenue balance that is currently disclosed as Other Liabilities in the Balance Sheet with an adjusted balance of \$24.352 million. Two previous components of this balance, namely the Land Protection Fund and Veterinary Surgeons Board of Queensland were determined to be non-reciprocal in nature and therefore regarded as revenue in accordance with the accounting standard. The impact of this correction in accounting error was a reduction in the 2007-08 Other current liabilities balance and an increase in Revenue of \$1.546 million. The comparative figures for the 2006-07 financial year were not changed due to the immaterial effect of that adjustment.

## 3 Outputs of the department

DPI&F delivers its products and services through three departmental outputs that provide policy leadership and service delivery for Queensland primary industries. DPI&F works in collaboration with other government agencies, particularly in the areas of business development, export promotion, and sustainable use of natural resources for productive purposes.

### 3.1 Industry development output

The Industry Development output is DPI&F largest output and contributes to the government priority of “Growing a diverse economy and creating jobs” at all stages of the value chain for primary industries. This output encompasses the majority of DPI&F’s research and development, technology extension, and trade, industry and business development activities. The focus is on using smart science to develop new technologies and practices for industry and then working with industries to help adopt these technologies and build skills within food and agribusiness enterprises.

Products and services delivered by this output are:

- industry and regional development
- trade and business assistance
- new technologies, systems and practices
- information, skills, and business capacity development



### 3. Outputs of the department (continued)

#### 3.2 Biosecurity output

Delivered through Biosecurity Queensland, this output contributes to the government priorities of “Growing a diverse economy and creating jobs” and “Protecting the environment for a sustainable future”. This output strengthens the primary industries sector’s access to global markets by ensuring Queensland’s reputation for safe, clean and environmentally sustainable production is maintained.

This is achieved by building the state’s capacity to manage the risks posed by, and impact of, pests, diseases and invasive species. This output also supports the safe and effective use of agricultural and veterinary chemicals and the appropriate care and keeping of animals as well as managing the impact of invasive species on the environment.

Products and services delivered by this output are:

- surveillance for, and prevention of, pests and diseases, and the management of agricultural and veterinary chemicals and contaminants
- control of and response to incidents involving pests, diseases, agricultural and veterinary chemicals and contaminants
- animal welfare and keeping

#### 3.3 Fisheries output

The Fisheries output contributes to the government priorities of “Growing a diverse economy and creating jobs” and “Protecting the environment for a sustainable future”. Through this output, DPI&F implements management arrangements for profitable and sustainable commercial fisheries and their value chains, and manages the state’s recreational fisheries for future generations.

With a focus on meeting the government’s objectives to manage Queensland’s wild and aquaculture fisheries resources and fish habitats, this output also delivers a range of other programs, including managing the government’s Shark Control Program, providing boating safety compliance services on behalf of Queensland Transport and undertaking research, assessment and monitoring.

Products and services delivered by this output are:

- Managing fisheries resources and fish habitats
- Compliance, enforcement and regulatory activities
- Community programs



	2008 \$'000	2007 \$'000
<b>4 Reconciliation of payments from consolidated fund to output revenue recognised in the income statement</b>		
Budgeted output appropriation	248,306	227,813
Unforeseen expenditure	10,038	36,141
Transfers from/to other departments	-	6,378
Transfers from/to other headings	3,715	-
<b>Total output receipts</b>	<b>262,059</b>	<b>270,332</b>
Less: opening balance of output revenue receivable	(358)	(2,361)
Plus: closing balance of output revenue receivable	2,505	358
<b>Output revenue recognised in the income statement</b>	<b>264,206</b>	<b>268,329</b>
<b>Reconciliation of payments from consolidated fund to equity adjustment recognised in contributed equity</b>		
Budgeted equity adjustment appropriation	14,369	11,821
Unforeseen expenditure	-	-
Transfer from/to other departments	-	(65)
Transfer from/to other headings	(10,846)	(4,856)
Lapsed equity adjustment appropriation	-	-
Opening balance equity injection receivable	-	(1,840)
Closing balance of equity injection receivable	-	-
<b>Equity adjustment recognised in contributed equity</b>	<b>3,523</b>	<b>5,060</b>
<b>5 User charges, taxes, fees and fines</b>		
Fee for service (1)	57,939	28,997
Contract services—Forestry Plantations Queensland (2)	774	1,256
Sale of goods	7,200	6,781
Taxes, fees and fines	5,548	4,837
<b>Total user charges, taxes, fees and fines</b>	<b>71,461</b>	<b>41,871</b>

(1) Amount for 2007-08 includes \$26.198 million in cost sharing payments from the Commonwealth and State governments for the Equine Influenza Eradication Program.

(2) Contract services relate to information and communication technology services.



	2008 \$'000	2007 \$'000
<b>6 Grants and other contributions</b>		
Grants (1)	6,826	15,847
Industry contributions (2)	40,298	33,781
Goods and services received below fair value (3)	2,180	937
<b>Total grants and other contributions*</b>	<b>49,304</b>	<b>50,565</b>

\*Refer to Note 14 for disclosure of amount paid to recipients of grants and subsidies.

(1) Included in grants from the Commonwealth Government is \$3.378 million (\$3.390 million in 2006-07) to fund specific activities chiefly of the Australian Centre for International Agriculture Research (ACIAR) projects and State funds of \$0.929 million (\$4.742 million in 2006-07).

(2) Included in industry contributions is revenue from the Grains Research and Development Corporation (\$5.738 million) and Horticulture Australia Limited (\$5.060 million).

(3) 2007-08 amount includes property with a fair value of \$1.080 million.

<b>7 Royalties and other territorial revenue</b>		
Royalties	1,523	1,333
<b>Total royalties and other territorial revenue</b>	<b>1,523</b>	<b>1,333</b>

<b>8 Other revenue</b>		
Interest	-	3
Rental income	935	962
Other	2,550	2,556
<b>Total other revenue</b>	<b>3,485</b>	<b>3,521</b>

<b>9 Gains</b>		
<b>Gain on sale of property, plant and equipment</b>		
Plant and equipment	272	346
<b>Total gain on sale of property, plant and equipment</b>	<b>272</b>	<b>346</b>

<b>Net increment in valuation of biological assets</b>		
Livestock	377	229
<b>Total net increment in valuation of biological assets</b>	<b>377</b>	<b>229</b>

<b>Market value increment/(decrement) of investments</b>		
Investments	(3)	9
<b>Total market value increment/(decrement) of investments</b>	<b>(3)</b>	<b>9</b>

<b>Gain on sale of investments</b>		
Investments	2	-
<b>Total gain on sale of investments</b>	<b>2</b>	<b>-</b>





	2008 \$'000	2007 \$'000
<b>10 Employee expenses</b>		
<b>Employee benefits</b>		
Wages and salaries	180,172	173,589
Employer superannuation contributions*	20,985	19,305
Long service leave levy*	3,138	2,907
Other employee benefits	1,447	1,684
<b>Employee related expenses</b>		
Workers' compensation premium*	1,024	1,041
Payroll tax*	9,450	8,830
<b>Total employee expenses</b>	<b>216,216</b>	<b>207,356</b>

\*Costs of workers' compensation insurance and payroll tax are a consequence of employing employees, but are not counted in employees' total remuneration package. They are not employee benefits, but rather employee related expenses. Employer superannuation contributions and the long service leave levy are regarded as employee benefits.

The number of employees including both full-time employees and part-time employees measured on a full time equivalent basis is:

	2008 No.	2007 No.
Number of employees:	2,779	2,775

*Executive remuneration*

The number of senior executives who received or were due to receive total remuneration of \$100,000 or more:

	2008 No.	2007 No.
\$100,000 to \$119,999	1	-
\$120,000 to \$139,999	-	2
\$140,000 to \$159,999	4	4
\$160,000 to \$179,999	5	7
\$180,000 to \$199,999	4	4
\$200,000 to \$219,999	2	1
\$220,000 to \$239,999	1	1
\$260,000 to \$279,999	1	-
\$300,000 to \$319,999	1	-
\$340,000 to \$359,999	-	1
<b>Total</b>	<b>19</b>	<b>20</b>

	2008 \$'000	2007 \$'000
The total remuneration of executives shown above**	3,507	3,584

\*\*The amount calculated as executive remuneration in these financial statements includes performance pay paid or payable in relation to the financial year, the direct remuneration received, as well as items not directly received by senior executives, such as the movement in leave accruals and fringe benefits tax paid on motor vehicles. This amount will therefore differ from advertised executive remuneration packages which do not include the latter items.

	2008 \$'000	2007 \$'000
The total separation and redundancy/termination benefit payments during the year to executives shown above.	Nil	Nil



	2008 \$'000	2007 \$'000
<b>11 Supplies and services</b>		
Consultants and contractors (1)	25,591	13,768
Operating leases	18,300	15,679
Motor vehicle expenses	5,833	5,600
Materials	10,407	8,147
Travel (1)	9,553	8,336
Repairs and maintenance	6,581	7,418
Electricity and telephone	6,844	5,897
Computer expenses	7,189	4,829
Primary production costs	2,590	2,801
Legal expenses	1,184	493
Service delivery costs (1)	17,197	16,411
Building and site services	3,450	3,604
Portable and attractive items	1,277	955
Freight, postage & printing	2,797	2,300
Hire of plant and equipment (2)	693	8,576
Other	10,229	9,039
<b>Total supplies and services</b>	<b>129,715</b>	<b>113,853</b>

(1) Expenditure for 2007–08 includes costs for Equine Influenza Eradication Program.

(2) Expenditure for 2006–07 includes costs for Operation Farm Clear (Cyclone Larry).

**12 Depreciation and amortisation**

Depreciation and amortisation were incurred in respect of:		
Buildings and land improvements	6,514	5,663
Infrastructure	790	155
Plant and equipment	6,267	5,827
Software Purchased	127	143
Software Internally Generated	492	480
<b>Total depreciation and amortisation expenses (1)</b>	<b>14,190</b>	<b>12,268</b>

(1) Amount includes additional depreciation resulting from assets transferred as part machinery-of-government changes in 2006–07, including the Wild Dog Barrier Fence.

**13 Impairment losses**

Intangible assets (1)	31	1,090
Bad and impaired debts	214	(18)
	<b>245</b>	<b>1,072</b>

(1) Impairment losses relates to internally generated software.



	2008 \$'000	2007 \$'000
<b>14 Grants and subsidies</b>		
Animal welfare organisations	199	284
Australian Centre for International Agricultural Research projects	1,456	1,880
Blueprint for the Bush—Pest Offensive	2,393	2,223
BSES Limited	4,000	3,800
Cooperative Research Centres (CRC)	411	497
Drought Relief Freight Subsidy	10,504	12,545
Farm and rural financial counsellors' subsidies	250	225
Farmbis TII	752	680
Fish stocking associations and societies	764	692
Fisheries Research & Development Corporation	475	505
Toadbusters—Cane Toad Research	200	400
Murray Darling Basin Commission	326	339
National Livestock Identification System (NLIS)	2,207	1,642
Private Forestry Development Committees	450	450
Queensland Government Departments	488	75
Safe Food Production Queensland (SFPQ)	1,900	1,900
Sunfish Queensland Inc.	187	153
SugarCane Smut Emergency Response	7	553
Tuberculosis Freedom Assistance Program (TFAP)	–	318
Darling Downs Moreton Rabbit Board	1,040	–
Other	779	414
<b>Total grants and subsidies</b>	<b>28,788</b>	<b>29,575</b>

<b>15 Other expenses</b>		
External audit fees (1)	172	188
Licence fees and permits	181	191
Loss on sale or disposal of property, plant and equipment	143	235
Sponsorships	307	413
Donations non-current physical assets (2)	1,118	–
Donations and gifts	24	21
Insurance premiums—QGIF	446	405
Insurance premiums—other	100	116
Losses:		
Public money	–	–
Public property (3)	7	2
Special payments:		
Extra-contractual (4)	102	21
Other	304	474
<b>Total other expenses</b>	<b>2,904</b>	<b>2,066</b>

(1) Total external audit fees relating to the 2007–2008 financial year for DPI&F were estimated to be \$0.172million excluding GST (2006–2007 \$0.188million). There are no non-audit services included in this amount.

(2) The 2007–2008 amount includes \$1.118 million relating to donation of Croxdale Research Station to the Murweh Shire Council as part of the Blueprint for the Bush initiative.

(3) Certain losses of public property are insured by the Queensland Government Insurance Fund (QGIF). Upon notification by QGIF of the acceptance of the claims, revenue will be recognised for the agreed settlement amount and disclosed as 'Other revenues'.

(4) The 2007–2008 amount includes a payment of \$0.094 million for the care of horses held at Morgan Park in August 2007 during the Equine Influenza Eradication Program.



	2008 \$'000	2007 \$'000
<b>16 Cash assets</b>		
Cash on hand	70	75
Cash at bank (1)	35,457	34,485
<b>Total cash assets</b>	<b>35,527</b>	<b>34,560</b>

(1) In September 2008 DPI&F will pay \$15.058 million to Queensland Treasury under the Annual Leave Central Scheme (ALCS).

**17 Receivables**

**Current**

Output revenue receivable from Treasury	2,505	358
	<b>2,505</b>	<b>358</b>
Trade debtors	10,709	12,603
Less: provision for impairment	(510)	(329)
	<b>10,199</b>	<b>12,274</b>
Loans and advances	46	51
	<b>46</b>	<b>51</b>
GST receivable	2,230	2,095
GST payable	(638)	(875)
Net GST receivable	<b>1,592</b>	<b>1,220</b>
Other debtors (1) (2)	9,874	9,867
	<b>9,874</b>	<b>9,867</b>
<b>Total current receivables</b>	<b>24,216</b>	<b>23,770</b>

(1) 2006–2007 balance includes receivables relating to restructuring of administrative arrangements for Biosecurity Queensland of \$4.304 million.

(2) 2007–2008 balance includes receivables relating to the Equine Influenza Eradication Program cost sharing arrangement of \$4.802 million.

**Movements in the allowance of provision for impairment**

Balance at beginning of the year	329	3,414
Amounts written off during the year	(34)	(39)
Amounts recovered during the year	(1)	(3,179)
Increase/decrease in allowance recognised in Income Statement	216	133
Balance at the end of the year	<b>510</b>	<b>329</b>

**18 Other financial assets**

**Non-current**

Shares and units (1)—at fair value	143	158
<b>Total</b>	<b>143</b>	<b>158</b>

(1) Financial assets comprise equity in primary producers' cooperatives.



	2008 \$'000	2007 \$'000
<b>19 Inventories</b>		
<b>Current inventories</b>		
<i>Inventory held for sale:</i>		
Finished goods	807	618
<i>Inventory not held for sale:</i>		
Raw materials and stores	1,093	1,183
<b>Total current inventories</b>	<b>1,900</b>	<b>1,801</b>
<b>Non-current inventories</b>		
<i>Inventory held for sale:</i>		
Finished goods	-	11
<b>Total non-current inventories</b>	<b>-</b>	<b>11</b>
<b>Aggregate carrying amount of inventories</b>		
Current	1,900	1,801
Non-current	-	11
<b>Total—Inventories</b>	<b>1,900</b>	<b>1,812</b>

**20 Prepayments**

**Current**

Prepayments (1)	2,471	616
<b>Total current prepayments</b>	<b>2,471</b>	<b>616</b>

**Non-current**

Prepayments (1)	9,547	3,778
<b>Total non-current prepayments</b>	<b>9,547</b>	<b>3,778</b>

**Total prepayments**

<b>12,018</b>	<b>4,394</b>
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(1) Amount includes payment for the Centre for Advanced Animal Science (CAAS).

**21 Non-current assets classified as held for sale**

Land (1)	-	7,000
	<b>-</b>	<b>7,000</b>

(1) Relates to surplus land. The sale settled in the first half of the 2007-08 financial year. Independent valuation of land is at market value.

**22 Property, plant and equipment**

**22.1 Land (1) (2)**

At cost	1,387	-
At management valuation*	200,742	182,917
Less: accumulated impairment losses	-	-
<b>Total land</b>	<b>202,129</b>	<b>182,917</b>

(1) Refer Note 2.17

(2) Only land controlled by the department has been brought to account.



**22 Property, plant and equipment (continued)**

	2008 \$'000	2007 \$'000
<b>22.2 Buildings</b>		
At cost	9,980	1,714
At management valuation*	306,123	309,697
Less: accumulated depreciation	(143,245)	(140,957)
Less: accumulated impairment losses	-	-
<b>Total buildings</b>	<b>172,858</b>	<b>170,454</b>
<b>22.3 Infrastructure</b>		
At cost	287	28,297
At management valuation*	37,388	7,240
Less: accumulated depreciation	(20,118)	(17,223)
Less: accumulated impairment losses	-	-
<b>Total infrastructure</b>	<b>17,557</b>	<b>18,314</b>
<b>22.4 Plant and equipment</b>		
At cost	89,916	86,259
Less: accumulated depreciation	(51,275)	(48,081)
Less: accumulated impairment losses	-	-
<b>Total plant and equipment</b>	<b>38,641</b>	<b>38,178</b>
<b>22.5 Capital works in progress</b>		
At cost	4,978	7,350
<b>Total property, plant and equipment</b>	<b>436,163</b>	<b>417,213</b>
<b>Property, plant and equipment</b>		
At cost	106,548	123,620
At management valuation*	544,253	499,854
Less: accumulated depreciation and amortisation	(214,638)	(206,261)
Less: accumulated impairment losses	-	-
<b>Total property, plant and equipment</b>	<b>436,163</b>	<b>417,213</b>

\*Management performed an interim revaluation of assets measured at fair value during 2007–08 using relevant indices.

**22.6 Valuation of property, plant and equipment**

*Property, plant and equipment have been valued in accordance with AASB 116 Property, plant and equipment and Queensland Treasury's Non-Current Asset Accounting Policies for the Queensland Public Sector.*

**22.6.1 Land, buildings and infrastructure**

Land, buildings and infrastructure were comprehensively revalued as at 30 June 2006 by the Australian Valuation Office (AVO) using 'fair value' methodology. The valuation of land and buildings is based on current market values. For infrastructure assets, the basis of valuation is depreciated current replacement cost.

To maintain the value of assets in current terms, an interim revaluation of assets measured at fair value, using relevant indices, was performed during 2007–08.

**22.6.2 Plant and equipment**

Plant and equipment is valued at cost in accordance with Queensland Treasury's Non-Current Asset Accounting Policies for the Queensland Public Sector.

## 22 Property, plant and equipment (continued)

### 22.7 Property, plant and equipment movement reconciliation

	Land		Buildings		Infrastructure	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Carrying amount at 1 July 2007	182,917	177,403	170,454	155,452	18,314	3,731
Acquisitions	2,467	-	47	2	-	-
Acquisitions through restructure	-	10,712	18	9,258	-	14,227
Disposals	-	-	(66)	(3)	-	-
Assets reclassified as held for sale	(590)	(7,000)	(3,848)	-	-	-
Donations	(742)	-	(373)	-	(4)	-
Capitalisation of assets expensed in prior periods	-	-	31	-	-	-
Transfers between classes	-	-	11,190	3,359	301	309
External transfers	-	(155)	-	-	-	-
Revaluation increments	18,919	16,857	7,129	8,658	852	202
Revaluation decrements	(842)	(14,900)	(5,210)	(609)	(1,116)	-
Depreciation/amortisation	-	-	(6,514)	(5,663)	(790)	(155)
<b>Carrying amount at 30 June 2008</b>	<b>202,129</b>	<b>182,917</b>	<b>172,858</b>	<b>170,454</b>	<b>17,557</b>	<b>18,314</b>

	Plant and equipment		Capital works in progress		Total	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
Carrying amount at 1 July 2007	38,178	35,651	7,350	3,264	417,213	375,501
Acquisitions	5,177	6,022	10,938	8,922	18,629	14,946
Acquisitions through restructure	-	1,308	-	74	18	35,579
Disposals	(273)	(215)	-	-	(339)	(218)
Assets reclassified as held for sale	-	-	-	-	(4,438)	(7,000)
Donations	-	-	-	-	(1,119)	-
Capitalisation of assets expensed in prior periods	7	9	-	-	38	9
Transfers between classes	1,819	1,242	(13,310)	(4,910)	-	-
External transfers	-	(12)	-	-	-	(167)
Revaluation increments	-	-	-	-	26,900	25,717
Revaluation decrements	-	-	-	-	(7,168)	(15,509)
Depreciation/amortisation	(6,267)	(5,827)	-	-	(13,571)	(11,645)
<b>Carrying amount at 30 June 2008</b>	<b>38,641</b>	<b>38,178</b>	<b>4,978</b>	<b>7,350</b>	<b>436,163</b>	<b>417,213</b>

### 22.8 Fully depreciated assets

The strategic management of fully depreciated assets has been addressed in the department's Asset Strategic Plan 2007-2012.

Heavy plant, motor vehicles, computer equipment, office equipment, scientific equipment and other plant and equipment gross cost account for approximately seventy-two per cent (2006-2007 seventy-six per cent) of the gross cost of the fully depreciated assets still in use. Disposals and replacement of these items will be addressed during the period of the Asset Strategic Plan 2007-2012.

Significant asset classes	2008 \$'000	2007 \$'000
Buildings	4,676	4,311
Plant and equipment	15,639	15,901
Software internally generated	1,023	707
<b>Total significant asset classes</b>	<b>21,338</b>	<b>20,919</b>



	2008 \$'000	2007 \$'000
<b>23 Intangible assets</b>		
<b>23.1 Software internally generated</b>		
At cost	4,624	4,624
Accumulated amortisation	(2,773)	(2,280)
	<b>1,851</b>	<b>2,344</b>
<b>Software purchased</b>		
At cost	573	573
Accumulated amortisation	(443)	(316)
	<b>130</b>	<b>257</b>
<b>Total</b>	<b>1,981</b>	<b>2,601</b>
<b>23.2 Software internally generated works in progress</b>		
At cost (1)	1,565	1,338
<b>Total intangible assets—net book value</b>	<b>3,546</b>	<b>3,939</b>

(1) The carrying amount is net of impairment losses.

**23.3 Intangibles reconciliation**

	Software purchased	Software internally generated	Works in progress
	2008 \$'000	2008 \$'000	2008 \$'000
<b>Carrying amount at 1 July 2007</b>	257	2,344	1,338
Acquisitions	-	-	257
Impairment losses recognised in operating surplus/(deficit)	-	-	(31)
Transfers between classes	-	-	-
Amortisation	(127)	(493)	-
<b>Carrying amount at 30 June 2008</b>	<b>130</b>	<b>1,851</b>	<b>1,564</b>

Amortisation of intangibles is included in the line item 'Depreciation and amortisation' in the income statement. All intangible assets of the department have finite useful lives and are amortised on a straight line basis. (Refer Note 2.19)  
Research and development expensed during the period is nil.



## 24 Restricted assets

The Department has included a number of assets in the accounts, which are classified as restricted assets. These are assets, the uses of which are wholly or partially restricted by legislation or other externally imposed requirements. These include:

	2008 \$'000	2007 \$'000
<b>24.1 Current restricted assets</b>		
Cash at bank	11,659	11,177
Receivables	8,200	10,887
<b>Total current restricted assets</b>	<b>19,859</b>	<b>22,064</b>
(These funds are restricted for use in specified research areas.)		
<b>24.2 Property, plant and equipment</b>		
At cost	4,375	4,524
At management valuation	388	438
Accumulated depreciation	(3,446)	(3,318)
<b>Total property, plant and equipment</b>	<b>1,317</b>	<b>1,644</b>
(The control over these assets is restricted. The assets may only be used for specific purposes of the projects funded by the external funding bodies.)		
<b>Total restricted assets</b>	<b>21,176</b>	<b>23,708</b>

## 25 Biological assets

	2008 \$'000	2007 \$'000
Livestock	2,175	2,211
<b>Total biological assets</b>	<b>2,175</b>	<b>2,211</b>

## 26 Payables

<b>Current</b>		
Trade creditors	10,130	8,462
Fringe benefits tax payable	615	290
Accrued telephone expenses	459	478
Accrued audit fees	60	148
Accrued payroll tax	720	-
Corporate card	1,931	1,340
Other (1) (2)	17,056	7,566
<b>Total payables</b>	<b>30,971</b>	<b>18,284</b>

(1) Amount for 2006–2007 includes \$5.935 million as a result of restructuring administrative arrangements.

(2) Amount for 2007–2008 includes an amount of \$15.058 million payable to the Crown under the Annual Leave Central Scheme (ALCS) for the current portion of annual leave liabilities. (Refer to Note 2.24)

## 27 Accrued employee benefits

Accrued salaries and wages	3,721	2,927
Accrued annual leave (1)	-	20,617
Accrued long service leave levy	786	717
Accrued superannuation payable	493	380
Accrued employee benefits—other	281	-
<b>Total accrued employee benefits</b>	<b>5,281</b>	<b>24,641</b>

(1) An Annual Leave Central Scheme (ALCS) has been established at 30 June 2008. Annual leave liabilities have been transferred to the scheme as at 30 June 2008.



	2008 \$'000	2007 \$'000
<b>28 Other current liabilities</b>		
Unearned revenue (1)	24,347	24,922
Unclaimed monies	5	14
<b>Total other current liabilities</b>	<b>24,352</b>	<b>24,936</b>

(1) Unearned revenue represents funds provided by external funding bodies, where goods or services have not been provided as at reporting date. The amount for 2006–07 includes \$1.133 million related to the Land Protection Fund and \$0.315 million for the Veterinary Surgeons Board of Queensland (refer to Note 2.36).

	2008 \$'000	2007 \$'000
<b>29 Non-current liabilities</b>		
Unearned revenue	84	-
<b>Total non-current liabilities</b>	<b>84</b>	<b>-</b>

**30 Asset revaluation reserve by class**

	Land 2008 \$'000	Buildings and land improvements 2008 \$'000	Plant and Equipment 2008 \$'000	Infrastructure 2008 \$'000	Total 2008 \$'000
Balance 1 July 2007	139,133	45,726	581	1,881	187,321
Revaluation increments	18,919	7,129	-	856	26,904
Revaluation decrements	(1,390)	(5,384)	-	(1,116)	(7,890)
Impairment losses through equity	-	-	-	-	-
Impairment reversals through equity	-	-	-	-	-
Total asset revaluation reserve	<b>156,662</b>	<b>47,471</b>	<b>581</b>	<b>1,621</b>	<b>206,335</b>



	2008 \$'000	2007 \$'000
<b>31 Reconciliation of net operating result to net cash provided by operating activities</b>		
<b>Net surplus/(deficit)</b>	(1,431)	13
<i>Non-cash items:</i>		
Depreciation and amortisation	14,190	12,268
Biological assets unrealised (revenue)/expense	(377)	(229)
Loss on sale or disposal of property, plant and equipment	143	1,326
Impairment loss	31	-
Gain on sale or disposal of property, plant and equipment	(272)	(346)
Assets donated expensed	1,118	-
Donated assets received	(1,080)	-
Gain on sale of investments	(2)	-
Other non-cash items	422	(215)
Loss of public property	-	2
Liabilities assumed/transferred	6,021	(254)
<b>Change in assets and liabilities</b>		
(Increase)/decrease in receivables	2,067	(3,331)
(Increase)/decrease in output revenue receivable	(2,147)	(2,003)
(Increase)/decrease in inventories	(88)	17
(Increase)/decrease in biological assets	413	893
(Increase)/decrease in prepayments	(7,624)	(3,128)
Increase/(decrease) in payables	12,688	5,794
Increase/(decrease) in accrued employee benefits	(19,361)	(1,030)
Increase/(decrease) in other liabilities	(500)	(191)
(Increase)/decrease in GST input tax credits receivable	(134)	(153)
Increase/(decrease) in GST payable	(237)	(484)
	<u>5,271</u>	<u>8,936</u>
<b>Net cash provided by operating activities</b>	<u>3,840</u>	<u>8,949</u>

**32 Non-cash financing and investing activities**

Assets and liabilities received or transferred by the department and recognised as revenues and expenses are set out in Notes 6, 11 and 15.



	2008 \$'000	2007 \$'000
<b>33 Commitments for expenditure</b>		
<b>33.1 Non-cancellable operating lease commitments</b>		
<i>Commitments under operating leases at reporting date are inclusive of anticipated GST and are payable as follows:</i>		
Not later than one year	9,389	12,751
Later than one year and not later than five years	6,712	3,489
Later than five years	1,534	1,579
<b>Total commitment non-cancellable operating leases</b>	<b>17,635</b>	<b>17,819</b>

The Department has a total of eighteen (18) non-cancellable operating leases relating to land, buildings and laboratories. Included in these leases is \$2.1 million for the Centre for Advanced Animal Science (CAAS). Also included as non-cancellable operating leases are motor vehicles leased through Q-Fleet.

### 33.2 Expenditure commitments

Material expenditure commitments inclusive of anticipated GST, contracted at reporting date but not recognised in the accounts are payable as follows:

Buildings	7,241	5,112
Plant and equipment	1,312	905
Intangibles	18	-
Supplies and services	5,852	3,823
Other	18	307
<b>Total (GST inclusive)</b>	<b>14,441</b>	<b>10,147</b>
Not later than one year	13,486	9,192
Later than one year and not later than five years	955	955
Later than five years	-	-
<b>Total (GST inclusive)</b>	<b>14,441</b>	<b>10,147</b>

### 33.3 Grants and subsidies commitments

*Commitments in relation to grants and subsidies are inclusive of anticipated GST, and are payable as follows:*

BSES Limited (1)	4,180	4,180
Blueprint for the Bush—Pest Offensive	5,686	8,829
Private Forestry Development Committees	495	495
Farm Financial Counsellor Grants	275	275
National Livestock Identification System	2,118	2,606
Australian Centre for International Agricultural Research projects	2,903	1,230
Murray Darling Basin Commission	241	241
FarmBis Targeted Industry Initiatives	217	1,070
Other	556	1,453
<b>Total (GST inclusive)</b>	<b>16,671</b>	<b>20,379</b>

*Commitments in relation to grants and subsidies at the reporting date are payable as follows:*

Not later than one year	13,782	16,672
Later than one year and not later than five years	2,888	3,707
Later than five years	-	-
<b>Total (GST inclusive)</b>	<b>16,670</b>	<b>20,379</b>

(1) Pursuant to a Cabinet decision made in December 1991, the Department provides funding to the Bureau of Sugar Experiment Stations to the amount of \$4.18 million per annum. The figure above represents 2008–09 funding for this item, inclusive of GST.



### 34 Contingencies

#### 34.1 Litigation in progress

The jurisdiction of all contingent liability matters as at 30 June 2008 is as follows:

	2008 No. of cases	2007 No. of cases
Supreme Court	2	4
District Court	2	2
Magistrates Court	1	1
Federal Court	-	1
Planning and Environment Court	14	7
Other	9	7
<b>Total</b>	<b>28</b>	<b>22</b>

The Department's legal advisors and management believe it would be misleading to estimate the final amounts payable, if any, in respect of the litigation filed in the courts.

No provision has been made to settle any claims at 30 June 2008.

The Department has insurance cover with the QGIF. The costs associated with any successful claims against DPI&F may, depending on the circumstances, be met by the insurer, subject to a \$10,000 excess per claim.

#### 34.2 Workers' compensation claims

Common law matters (ie claims by employees for personal injuries allegedly suffered during the course of their employment) which are handled by Workcover Queensland as the Department's insurer since 1 July 1995, are not included in the assessment as these matters do not represent a contingent liability for the department. Workcover Queensland will meet any damages and costs required to be paid in accordance with the policy of insurance.

#### 34.3 Native title claims over departmental land

At 30 June 2008 Native Title Claims have been made on a total of 92 departmental land properties, covering a total area of 309,075 hectares situated across Queensland. The land has a carrying value of \$156.630 million.

At reporting date it is not possible to make an estimate of any probable outcome of these claims, or any financial effect.

#### 34.4 Financial guarantees and undertakings

The Department has not provided any financial guarantees and undertakings during the reporting period.



	2008 \$'000	2007 \$'000
<b>35 Administered transactions and balances</b>		
<b>Administered revenues</b>		
Administered item appropriation	29,683	17,116
User charges, taxes, fees and fines	902	1,034
Other	372	-
<b>Total administered revenues</b>	<b>30,957</b>	<b>18,150</b>
<b>Administered expenses</b>		
Grants and subsidies	30,055	17,116
<b>Total administered expenses before transfer of administered revenue to Government</b>	<b>30,055</b>	<b>17,116</b>
<b>Net surplus before transfers to Government</b>	<b>902</b>	<b>1,034</b>
<b>Transfers to Government</b>	<b>902</b>	<b>1,034</b>
<b>Net surplus/(deficit)</b>	<b>-</b>	<b>-</b>
<b>Administered current assets</b>		
Cash	103	415
Receivables	1,036	61
<b>Total administered current assets</b>	<b>1,139</b>	<b>476</b>
<b>Administered non-current assets</b>		
Receivables	72,220	64,220
<b>Total administered non-current assets</b>	<b>72,220</b>	<b>64,220</b>
<b>Total administered assets</b>	<b>73,359</b>	<b>64,696</b>
<b>Administered current liabilities</b>		
Payables	1,073	410
<b>Total administered current liabilities</b>	<b>1,073</b>	<b>410</b>
<b>Total administered liabilities</b>	<b>1,073</b>	<b>410</b>
<b>Net administered assets</b>	<b>72,286</b>	<b>64,286</b>
<b>Administered equity</b>		
Contributed equity	72,220	64,220
Retained surplus	66	66
<b>Total administered equity</b>	<b>72,286</b>	<b>64,286</b>



	2008 \$'000	2007 \$'000
<b>35 Administered transactions and balances (continued)</b>		
<b>Cash flows from operating activities</b>		
<i>Inflows:</i>		
Administered item receipts	28,720	17,107
User charges, taxes, fees and fines	891	1,026
Grants and other contributions	372	-
<i>Outflows:</i>		
Grants and other contributions	(29,124)	(21,075)
Transfers to Government	(1,172)	(799)
<b>Net cash provided by (used in) operating activities</b>	<b>(313)</b>	<b>(3,741)</b>
<b>Cash flows from investing activities</b>		
<i>Outflows:</i>		
Loans and advances made	(8,000)	(8,000)
<b>Net cash used in investing activities</b>	<b>(8,000)</b>	<b>(8,000)</b>
<b>Cash flows from financing activities</b>		
<i>Inflows:</i>		
Equity injections	8,000	8,000
<b>Net cash provided by financing activities</b>	<b>8,000</b>	<b>8,000</b>
<b>Net increase/(decrease) in cash held</b>	<b>(313)</b>	<b>(3,741)</b>
<b>Cash at the beginning of the financial year</b>	<b>415</b>	<b>4,156</b>
<b>Cash at the end of the financial year</b>	<b>102</b>	<b>415</b>
<b>Reconciliation of payments from consolidated fund to administered revenue recognised in the income statement</b>		
Budgeted appropriation	21,589	8,356
Transfers from/to other headings	7,131	4,856
Unforeseen expenditure	-	3,895
<b>Administered revenue recognised in the income statement</b>	<b>28,720</b>	<b>17,107</b>
<b>Reconciliation of payments from consolidated fund to equity adjustment recognised in contributed equity</b>		
Budgeted equity adjustment appropriation	8,000	8,000
<b>Equity adjustment recognised in contributed equity</b>	<b>8,000</b>	<b>8,000</b>



**35 Administered transactions and balances (continued)**

**Administered outputs**

	Biosecurity		Industry Development		Fisheries		Delivery		Total	
	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000	2008 \$'000	2007 \$'000
<b>Administered revenues</b>										
Administered item revenue	-	-	29,683	17,116	-	-	-	-	29,683	17,116
User charges, taxes, fees and fines	514	628	-	-	1	5	387	401	902	1,034
Other	372	-	-	-	-	-	-	-	372	-
<b>Total administered revenues</b>	<b>886</b>	<b>628</b>	<b>29,683</b>	<b>17,116</b>	<b>1</b>	<b>5</b>	<b>387</b>	<b>401</b>	<b>30,957</b>	<b>18,150</b>
<b>Administered expenses</b>										
Grants and subsidies	372	-	29,683	17,116	-	-	-	-	30,055	17,116
<b>Total administered expenses</b>	<b>372</b>	<b>-</b>	<b>29,683</b>	<b>17,116</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>30,055</b>	<b>17,116</b>
<b>Net surplus before transfers to government</b>	<b>514</b>	<b>628</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>5</b>	<b>387</b>	<b>401</b>	<b>902</b>	<b>1,034</b>
Transfers to government	514	628	-	-	1	5	387	401	902	1,034
<b>Net surplus/(deficit)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**36 Trust transactions and balances (1)**

The department performs a custodial role in respect of security deposits, seized fishing catches and secretarial duties. These transactions and balances are neither controlled nor administered by the department and, accordingly, are not recognised separately in the financial statements. They are however, disclosed in this note for the information of users.

	2008 \$'000	2007 \$'000
<b>Trust assets and liabilities</b>		
<b>Current assets</b>		
Monies held in trust (2)	519	548
<b>Total current assets</b>	<b>519</b>	<b>548</b>
<b>Total assets</b>	<b>519</b>	<b>548</b>
<b>Current liabilities</b>		
Trust balances payable	519	548
<b>Total current liabilities</b>	<b>519</b>	<b>548</b>
<b>Total liabilities</b>	<b>519</b>	<b>548</b>

(1) The Queensland Auditor-General performed the audit of the department's systems which record trust transactions for 2007-2008.

(2) Includes \$0.500 million being a deposit for the sale of property. The property is not held for sale as at reporting date.





### 37 Financial instruments

#### 37.1 Categorisation of Financial Instruments

The department has categorised the financial assets and financial liabilities held as:

Financial Assets	Category
Cash	
Receivables	Receivables (at nominal value)
Shares	Shares designated as at fair value through the Income Statement

#### Financial Liabilities

Payables Financial liability not at fair value through the Income statement (at nominal value)

On 22 November 2007, Queensland Treasury approved an overdraft facility for the Department to operate its controlled bank account with an overdraft limit of \$10 million, given the high demands to fund emergency responses such as fire ants and equine influenza.

The facility remained fully undrawn at 30 June 2008 and is available for use in the next reporting period.

There is no overdraft interest charged for this facility.

Category	Note	2008 \$'000	2007 \$'000
<b>Financial assets</b>			
Cash	16	35,527	34,560
Receivables	17	24,216	23,770
Shares	18	143	158
<b>Total</b>		<b>59,886</b>	<b>58,488</b>
<b>Financial liabilities</b>			
Payables	26	30,971	18,284
<b>Total</b>		<b>30,971</b>	<b>18,284</b>

#### 37.2 Credit risk exposure

The maximum exposure to credit risk at balance date in relation to each class of recognised financial assets is the gross carrying amount of those assets inclusive of any provisions for impairment.

There are no amounts offset as per AASB 132. The recognised impairment loss is \$0.245 million for the current year. This is a decrease of \$0.827 million from 2007 which was resulted from a number of loss events. See Note 17 for movement in the allowance for provision of impairment.

All figures for credit risk referred to do not take into account the value of any collateral or other security.

The department manages credit risk through the use of the credit management strategy. This strategy aims to reduce the exposure to credit default by ensuring that the department invests in secure assets, and monitors all funds owed on a timely basis. Exposure to credit risk is monitored on a regular basis. The method for calculating any provisional impairment for risk is based on past experience, current and expected changes in economic conditions and changes in client credit ratings. The main factors affecting the current calculation for provisions are disclosed above as loss events. These economic changes form part of the department's documented risk analysis assessment in conjunction with historic experience and associated industry data.

The following table represents the department's maximum exposure to credit risk based on contractual amounts net of any allowances as per AASB 139:

Maximum exposure to credit risk	2008 \$'000	2007 \$'000
<b>Financial assets</b>		
Cash	35,527	34,560
Receivables	24,216	23,770
Shares	143	158
<b>Total</b>	<b>59,886</b>	<b>58,488</b>



### 37 Financial instruments (continued)

#### *Past due or impaired*

No collateral is held as security relating to the financial assets held by the department. No credit enhancements relate to the financial assets held by the department.

No financial assets have had their terms renegotiated so as to prevent them from being past due or impaired, and are stated at the carrying amounts as indicated. Ageing of past due or impaired financial instruments are disclosed in the Credit, Liquidity and Interest Risk table at the end of this note.

#### 37.3 Liquidity risk

The department is exposed to liquidity risk through its trading in the normal course of business.

The department manages liquidity risk through the use of the liquidity management strategy. This strategy aims to reduce the exposure to liquidity by ensuring the department has sufficient funds available to meet employee and supplier obligations at all times. This is achieved by ensuring that minimum levels of cash are held within the various bank accounts so as to match the expected duration of the various employee and supplier liabilities.

The contract maturity analysis is disclosed in the Credit, Liquidity and Interest Risk table at the end of this note.

#### 37.4 Market risk

The department does not trade in foreign currency and is not materially exposed to commodity price changes. The department does not undertake any hedging in relation to interest risk.

#### *Interest Rate Risk*

The department does not have any exposure to interest rate risk as all financial instruments are non-interest bearing.

#### 37.5 Fair value

The fair value of financial assets and liabilities is determined as follows:

- The fair value of financial assets and liabilities, cash and cash equivalents, and non-interest bearing monetary financial assets and financial liabilities approximate their carrying amounts.
- The fair value of other monetary financial assets (shares) is based on market prices where a market exists.
- The department has not offset any assets and liabilities.
- The carrying amounts of all financial asset and all financial liabilities are representative of their fair value.

**37 Financial instruments (continued)**

**37.6 Tables**

The following table sets out the credit, liquidity and interest risks of financial instruments held by the department.

**2008**

**Credit, liquidity and interest risk tables**  
**Maturity Date:**

	<1 month \$'000	1 to 3 months \$'000	3 months to 1 year \$'000	1 to 5 years \$'000	>5 years \$'000	Carrying amount \$'000	Weighted average rate: %
<b>Financial assets</b>							
Non-interest bearing	55,604	3,804	–	336	143	59,887	NA
<b>Total</b>	<b>55,604</b>	<b>3,804</b>	<b>–</b>	<b>336</b>	<b>143</b>	<b>59,887</b>	<b>–</b>
<b>Financial liabilities</b>							
Non-interest bearing	29,568	1,396	4	3	–	30,971	NA
<b>Total</b>	<b>29,568</b>	<b>1,396</b>	<b>4</b>	<b>3</b>	<b>–</b>	<b>30,971</b>	<b>–</b>

**2007**

**Credit, liquidity and interest risk tables**  
**Maturity Date:**

	<1 month \$'000	1 to 3 months \$'000	3 months to 1 year \$'000	1 to 5 years \$'000	>5 years \$'000	Carrying amount \$'000	Weighted average rate: %
<b>Financial assets</b>							
Non-interest bearing	53,259	4,693	378	–	158	58,488	NA
<b>Total</b>	<b>53,259</b>	<b>4,693</b>	<b>378</b>	<b>–</b>	<b>158</b>	<b>58,488</b>	<b>–</b>
<b>Financial liabilities</b>							
Non-interest bearing	16,189	2,092	2	1	–	18,284	NA
<b>Total</b>	<b>16,189</b>	<b>2,092</b>	<b>2</b>	<b>1</b>	<b>–</b>	<b>18,284</b>	<b>–</b>

**38 Indicative physical quantities of biological assets and net valuation increment recognised as revenue**

	Number	Net change in NMV	Number	Net change in NMV
	2008 \$'000	2008 \$'000	2007 \$'000	2007 \$'000
Livestock	9	377	13	229
<b>Total</b>	<b>9</b>	<b>377</b>	<b>13</b>	<b>229</b>



**39 Interest in joint ventures**

DPI&F does not hold an interest in joint ventures.

**40 Controlled entities**

The Veterinary Surgeons Board of Queensland is a part of the department and all transactions and balances are included in the departmental balances. The revenue for the year amounted to \$0.321 million (\$0.315 million in 2006–2007), and the expenses for the year amounted to \$0.317 million (\$0.257 million in 2006–2007).

**41 Agency transactions**

The department acts as an agent in the collection and distribution of charges and levies for various public sector agencies and others. Fees of \$0.080 million (\$0.083 million in 2006–2007) received by the department for providing services are recognised in user charges.

	2008 \$'000	2007 \$'000
<b>Balance at beginning of financial year</b>	10	6
Employee deduction collections (1)	17,922	13,553
Employee deduction distributions (1)	17,928	13,549
<b>Balance at end of financial year</b>	<u>4</u>	<u>10</u>

(1) Where employees have authorised the department to make deductions from their wages and salaries for on-payment to third parties

these transactions are treated as agency transactions.



Department of Primary Industries and Fisheries

**Certificate of the Department of Primary Industries and Fisheries**

These general purpose financial statements have been prepared pursuant to section 40(1) of the *Financial Administration and Audit Act 1977* (the Act), and other prescribed requirements.

In accordance with Section 40(3) of the Act we certify that in our opinion:

- (i) the prescribed requirements for establishing and keeping the accounts have been complied with in all material respects; and
- (ii) the statements have been drawn up to present a true and fair view, in accordance with prescribed accounting standards, of the transactions of the Department of Primary Industries and Fisheries for the financial year ended 30 June 2008 and of the financial position of the department at the end of that year.

  
Mike Richards  
General Manager (Acting)  
Finance and Asset Management  
27 August 2008

  
Robert Setter  
Director-General (Acting)  
27 August 2008



## INDEPENDENT AUDITOR'S REPORT

To the Accountable Officer of the Department of Primary Industries and Fisheries

### **Matters Relating to the Electronic Presentation of the Audited Financial Report**

The audit report relates to the financial report of the Department of Primary Industries and Fisheries for the financial year ended 30 June 2008 included on the Department of Primary Industries and Fisheries web site. The Accountable Officer is responsible for the integrity of the Department of Primary Industries and Fisheries web site. We have not been engaged to report on the integrity of the Department of Primary Industries and Fisheries web site. The audit report refers only to the statements named below. It does not provide an opinion on any other information which may have been hyperlinked to/from these statements. If users of the financial report are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial report, available from the Department of Primary Industries and Fisheries, to confirm the information included in the audited financial report presented on this web site.

These matters also relate to the presentation of the audited financial report in other electronic media including CD Rom.

### **Report on the Financial Report**

I have audited the accompanying financial report of the Department of Primary Industries and Fisheries, which comprises the balance sheet as at 30 June 2008, and the income statement, statement of changes in equity, cash flow statement and income statement by outputs for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the certificates given by the Accountable Officer and officer responsible for the financial administration of the Department of Primary Industries and Fisheries for the year ended 30 June 2008.

### *The Accountable Officer's Responsibility for the Financial Report*

The Accountable Officer is responsible for the preparation and fair presentation of the financial report in accordance with prescribed accounting requirements identified in the *Financial Administration and Audit Act 1977* and the *Financial Management Standard 1997*, including compliance with applicable Australian Accounting Standards (including the Australian Accounting Interpretations). This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error, selecting and applying appropriate accounting policies, and making accounting estimates that are reasonable in the circumstances.

### *Auditor's Responsibility*

My responsibility is to express an opinion on the financial report based on the audit. The audit was conducted in accordance with the *Auditor-General of Queensland Auditing Standards*, which incorporate the *Australian Auditing Standards*. These Auditing Standards require compliance with relevant ethical requirements relating to audit engagements and that the audit is planned and performed to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of risks of material misstatement in the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair

presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control, other than in expressing an opinion on compliance with prescribed requirements. An audit also includes evaluating the appropriateness of accounting policies and the reasonableness of accounting estimates made by the Accountable Officer, as well as evaluating the overall presentation of the financial report and any mandatory financial reporting requirements as approved by the Treasurer for application in Queensland.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my audit opinion.

*Independence*

The *Financial Administration and Audit Act 1977* promotes the independence of the Auditor-General and QAO authorised auditors. The Auditor-General is the auditor of all Queensland public sector entities and can only be removed by Parliament.

The Auditor-General may conduct an audit in any way considered appropriate and is not subject to direction by any person about the way in which audit powers are to be exercised. The Auditor-General has for the purposes of conducting an audit, access to all documents and property and can report to Parliament matters which in the Auditor-General's opinion are significant.

*Auditor's Opinion*

In accordance with s.40 of the *Financial Administration and Audit Act 1977* –

- (a) I have received all the information and explanations which I have required; and
- (b) in my opinion –
  - (i) the prescribed requirements in respect of the establishment and keeping of accounts have been complied with in all material respects; and
  - (ii) the financial report has been drawn up so as to present a true and fair view, in accordance with the prescribed accounting standards of the transactions of the Department of Primary Industries and Fisheries for the financial year 1 July 2007 to 30 June 2008 and of the financial position as at the end of that year.

MT BOOTH FCPA  
(as Delegate of the Auditor-General of Queensland)



Queensland Audit Office  
Brisbane



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# Appendices

<i>Appendix 1</i>	<i>Legislation administered by DPI&amp;F</i>
<i>Appendix 2</i>	<i>Statutory bodies associated with DPI&amp;F</i>
<i>Appendix 3</i>	<i>Land Protection (Pest and Stock Route Management) Council Chairman's Report</i>
<i>Appendix 4</i>	<i>Corporate governance boards and committees— 2007–08 membership and attendance</i>
<i>Appendix 5</i>	<i>Tribunal, advisory committee and audit committee expenses</i>
<i>Appendix 6</i>	<i>Consultancy expenses</i>
<i>Appendix 7</i>	<i>Overseas travel by DPI&amp;F staff</i>
<i>Appendix 8</i>	<i>Shared Service Initiative</i>
<i>Appendix 9</i>	<i>Public recordkeeping</i>
<i>Appendix 10</i>	<i>Support and protection of whistleblowers</i>
<i>Appendix 11</i>	<i>Complaints Management</i>
<i>Appendix 12</i>	<i>Freedom of Information Statement of Affairs</i>



## Appendix 1: Legislation administered by DPI&F

The public business of the State of Queensland is divided among its Ministers. Each ministerial portfolio carries particular responsibilities, including the administration of relevant legislation. All current legislation under the portfolio of the Minister for Primary Industries and Fisheries and administered by the Department of Primary Industries and Fisheries at the end of 2007–08 is as follows:

### Acts

- *Agricultural and Veterinary Chemicals (Queensland) Act 1994*
- *Agricultural Chemicals Distribution Control Act 1966*
- *Agricultural College Act 2005*
- *Agricultural Standards Act 1994*
- *Animal Care and Protection Act 2001*
- *Apiaries Act 1982*
- *Biological Control Act 1987* (except with respect to control of declared plants and animals under the *Land Protection (Pest and Stock Route Management) Act 2002*)
- *Brands Act 1915*
- *Chemical Usage (Agricultural and Veterinary) Control Act 1988*
- *Chicken Meat Industry Committee Act 1976*
- *Diseases in Timber Act 1975*
- *Drugs Misuse Act 1986* (Part 5B)
- *Exotic Diseases in Animals Act 1981*
- *Fisheries Act 1994*
- *Food Production (Safety) Act 2000*
- *Land Protection (Pest and Stock Route Management) Act 2002* (except to the extent that is relevant to Stock Route Management). This legislation is jointly administered with the Minister for Natural Resources and Water and Minister Assisting the Premier in North Queensland.
- *Plant Protection Act 1989*
- *Rural and Regional Adjustment Act 1994*
- *Stock Act 1915*
- *Sugar Industry Act 1999*

- *Timber Utilisation and Marketing Act 1987*
- *Torres Strait Fisheries Act 1984*
- *Veterinary Surgeons Act 1936*

### Regulations

- *Agricultural Chemicals Distribution Control Regulation 1998*
- *Agricultural Standards Regulation 1997*
- *Animal Care and Protection Regulation 2002*
- *Apiaries Regulation 1998*
- *Brands Regulation 1998*
- *Chemical Usage (Agricultural and Veterinary) Control Regulation 1999*
- *Chicken Meat Industry Committee Regulation 2001*
- *Diseases in Timber Regulation 1997*
- *Drugs Misuse Regulation 1987* (as it relates to DPI&F)
- *Exotic Diseases in Animals Regulation 1998*
- *Fisheries Regulation 2008*
- *Food Production (Safety) Regulation 2002*
- *Land Protection (Pest and Stock Route Management) Regulation 2003* (except part 3—stock route network management)
- *Plant Protection Regulation 2002*
- *Rural and Regional Adjustment Regulation 2000*
- *Stock Identification Regulation 2005*
- *Stock Regulation 1988*
- *Sugar Industry Regulation 1999*
- *Timber Utilisation and Marketing Regulation 1998*
- *Veterinary Surgeons Regulation 2002*

### Plans

- *Fisheries (Coral Reef Fin Fish) Management Plan 2003*
- *Fisheries (East Coast Trawl) Management Plan 1999*
- *Fisheries (Freshwater) Management Plan 1999*
- *Fisheries (Gulf of Carpentaria Inshore Fin Fish) Management Plan 1999*
- *Fisheries (Spanner Crab) Management Plan 1999*

## Other portfolio legislation

The Minister for Primary Industries and Fisheries is also responsible for the following forestry legislation which is administered by independent agencies that report to the Minister:

- *Forestry Act 1959*, Forestry Regulation 1998 and Forestry (State Forest) Regulation 1987 as they relate to state plantation forests (administered by Forestry Plantations Queensland).
- *Forestry Plantations Queensland Act 2006* and Forestry Plantations Queensland Regulation 2006. This legislation is jointly administered with the Treasurer (administered by Forestry Plantations Queensland Office).

## Primary legislation enacted during 2007–08

### *Primary Industries and Other Acts Amendment Act 2008*

- Date of assent: 9 May 2008
- Date of commencement: 9 May 2008 (Parts 1 and 2) and 1 July 2008 (Parts 3–5)

The Act had two major policy objectives:

- to amend the *Rural and Regional Adjustment Act 1994* principally to broaden the potential for QRAA's operations
- to amend the *Sugar Industry Act 1999*, the *Land Act 1994* and the *Land Title Act 1994* to dissolve the office of the Sugar Industry Commissioner and to provide an alternative approach for the future administration of sugar access rights.

The amendments to the *Rural and Regional Adjustment Act 1994* were to:

- allow QRAA to administer approved assistance schemes for the benefit of businesses and not for profit agencies in Queensland, irrespective of their size and connection with the rural or regional sector, when such administration is required by the Queensland Government
- allow QRAA to administer authorised interstate schemes for the benefit of the rural and regional sector, and primary producers and small businesses when they are experiencing temporary difficulty in and for the Commonwealth and other states
- allow the chief executives of Queensland Treasury and DPI&F to each nominate a senior executive (as defined in the *Public Service Act 1996*) to attend meetings of the QRAA board of directors and to act in the role of director, and provide that the senior executive need not be from the chief executive's department
- clarify that a quorum of the board includes the government directors.

The amendments to the *Sugar Industry Act 1999*, the *Land Act 1994* and the *Land Title Act 1994* were to:

- dissolve the Sugar Industry Commissioner
- provide for the Land Court to assume jurisdiction for applications regarding non consent sugar access rights matters
- preserve current sugar access rights and provide for future sugar access rights
- provide that future sugar access rights are recorded on land titles and allow cane railway easements to be registered as easements on titles
- deal with spent and expiring transitional provisions and relevant consequential amendments that flow from the dissolution of the Sugar Industry Commissioner.



## Appendix 2: Statutory bodies associated with DPI&F

In 2007–08, the following statutory bodies were associated with DPI&F. These bodies report separately to the Queensland Parliament.

Statutory body <sup>1</sup>	Body corporate, corporation, instrumentality or statutory position	Constituting Act	Annual reporting arrangements
Chicken Meat Industry Committee	Instrumentality	<i>Chicken Meat Industry Committee Act 1976</i>	Annual report to parliament
Darling Downs-Moreton Rabbit Board	Instrumentality	<i>Land Protection (Pest and Stock Route Management) Act 2002</i>	Annual report to parliament
Forestry Plantations Queensland <sup>2</sup>	Corporation sole	<i>Forestry Plantations Queensland Act 2006</i>	Annual report to parliament
Land Protection (Pest and Stock Route Management) Council	Instrumentality	<i>Land Protection (Pest and Stock Route Management) Act 2002</i>	Annual report to Minister (see Appendix 3)
QRAA (Queensland Rural Adjustment Authority)	Body corporate	<i>Rural Adjustment Authority Act 1994</i>	Annual report to parliament
Safe Food Production QLD	Body corporate	<i>Food Production (Safety) Act 2000</i>	Annual report to parliament
Sugar Industry Commissioner <sup>3</sup>	Statutory position	<i>Sugar Industry Act 1999</i>	Annual report to Minister (tabled in parliament)

<sup>1</sup> As defined by the *Financial Administration and Audit Act 1977*.

<sup>2</sup> Jointly administered by the Deputy Premier, Treasurer and Minister for Infrastructure and the Minister for Primary Industries and Fisheries.

<sup>3</sup> The position of Sugar Industry Commissioner was dissolved as of 1 July 2008.

## Appendix 3: Land Protection (Pest and Stock Route Management) Council Chairman's Report

It is my pleasure to present the annual report of the Land Protection (Pest and Stock Route Management) Council for the financial year ended 30 June 2008. This report is a requirement of the *Land Protection (Pest and Stock Route Management) Act 2002*.

The primary responsibility of the Council is to provide the Minister for Primary Industries and Fisheries and the Minister for Natural Resources and Water with advice and recommendations on both pest management and stock route management respectively in Queensland.

The current members were appointed on 15 November 2007.

In 2007–08, the Council met once in February 2008, Brisbane.

A proposed week long field trip (inclusive of a meeting) planned for May 2008 had to be cancelled at short notice due to unforeseen circumstances. It is intended to undertake the field inspections and meetings during 2008–09.

In the future, Council members will be considering a range of pest and stock route management issues including:

- a framework for the management of wild dogs
- policy and legislation
- science and innovation
- partnering, communication and capacity building
- funding for pest management.

During my term as Chair, I intend for the Council to maintain and enhance strong links with other stakeholders in pest and stock route network management. I believe the Council performs a crucial role in providing strong links between the Ministers and the Queensland community.



**Murray Jones**  
Chair  
Land Protection (Pest and Stock Route Management) Council



## Land Protection (Pest and Stock Route Management) Council

### Membership

The 15 members, appointed by the Minister in November 2007 for a term of up to three years, are:

- Murray Jones, Chair
- Dougal Davidson, Local Government Association of Queensland nominee
- Anne Portess, Local Government Association of Queensland nominee
- Don Webster, Local Government Association of Queensland nominee
- Frank McKerrow, AgForce Queensland nominee
- John Agnew, AgForce Queensland nominee
- Teresa Allen, AgForce Queensland nominee
- John Bishop, Growcom nominee
- Lawrence Bugeja, Queensland Canegrowers Association nominee
- Russell Stewart, Community Representative
- Tim Low, Queensland Conservation Council nominee
- Ben Fredrickson, Queensland Dairyfarmers' Organisation nominee
- Mike Harris, Environmental Protection Agency nominee
- Tony Rayner, Department of Primary Industries and Fisheries nominee
- Ron Glanville, Department of Primary Industries and Fisheries nominee.

## 190 Committees

Regional committees that provide reports to the Land Protection (Pest and Stock Route Management) Council include: Far North Queensland Pest Advisory Forum and South East Queensland Pest Advisory Forum.



Figure 43: Land Protection (Pest and Stock Route Management) Council expenses, 2007-08

Expense	Amount (\$)
Chair's annual allowance	22,880
Part-time secretary's salary	29,700
Member's meeting/special assignment fees	10,665
Related on-costs	7,283
<b>Total of employee-related expenses</b>	<b>70,528</b>
Private mileage allowances	1,095
Air fares	2,207
Travel allowances	1,459
Taxi fares	407
<b>Total of travel-related expenses</b>	<b>5,168</b>
Computer/telephone	1,024
Meeting venues/catering	3,199
Miscellaneous	95
<b>Total of other expenses</b>	<b>4,318</b>
<b>Total</b>	<b>80,014</b>



## Appendix 4: Corporate governance boards and committees—2007–08 membership and attendance

As at 30 June 2008, 46 women and 158 men were represented on boards of statutory and non-statutory government bodies related to DPI&F. Of a total board membership of 204 in 2007–08, women represented 22.5% of the total (an increase of 1.7% from 2006–07).

Details of membership and attendance of members at the following governance board and committee meetings held during 2007–08 are provided in the table below.

Figure 44: Governance boards and committees membership and attendance, 2007–08

Name and position	Senior Executive Team	Corporate Governance Advisory Board	Audit Committee	Investor Committee	Project and Performance Management Improvement Project Board	Information and Communication Technology Governance Board
Robert Setter, Director-General (Acting)	17	4	2	1		3
John Skinner, DDG, Enhanced Service Delivery	21		1		4	4
Tony Rayner, Assistant DG, Regional Delivery	20		1	1		1
Bruce Turner, ED, Strategic Policy	23			3		
Lynette Lamb/Jim Gillespie, Assistant DG, Corporate Capability	20	3	4	3	5	7
Professor Beth Woods, ED, Innovation and Biosecurity Investment	20			3	6	3
Sue Ryan, ED, Industry Investment	20			4	4	4 (chair)
Grant Hall, DDG, Fisheries	22		1	2	2	7
Ron Glanville, Chief Biosecurity Officer & Chief Veterinary Officer (Acting)	17			1	3	
Kareena Arthy, MD (Acting), Biosecurity Queensland	23		0	1		3
Ray Moore, Chief Information Officer					5	10
Ray Melville, Queensland Government Chief Information Office						4
Jenny Parker, Ernst & Young (external)			5 (external chair)			
Joseph Baker		4				
Susan Forrester		4				
Stephen Golding		4				
Roger McComiskie		4				





Appendix 4: Corporate governance boards and committees: 2007–08 membership and attendance

Name and position	Senior Executive Team	Corporate Governance Advisory Board	Audit Committee	Investor Committee	Project and Performance Management Improvement Project Board	Information and Communication Technology Governance Board
Mike Richards				4		
Sagadevan Mundree				4		
Meagan McKenzie				3		
Bill Dodt				4		
Chris Martin				4		
Sally Hall					5	
<b>Total number of meetings</b>	24	4	5	4	6	10



## Appendix 5: Costs of boards, advisory committees and tribunals (including audit committees)

In 2007–08, DPI&F paid \$267,785 in meeting costs for 19 industry boards, committees and tribunals.

### Board members

As at 30 June 2008, 50 women and 172 men were represented on boards of statutory and non-statutory bodies related to DPI&F. Of a total board membership of 222 in 2007–08, women represented 22.5% of the total (an increase of 1.7% from 2006–07).

Boards, committees and tribunals	Achievements	Roles	Functions
Queensland Food, Fibre and Agribusiness Council	Provided advice to the Director-General and DPI&F.	The Council advises the Director-General on a number of issues including strategic direction and priorities for research and development, investment and collaboration with national and international research and business organisations.	Provide advice to the Director-General on: <ul style="list-style-type: none"> <li>–a long-term strategic direction for DPI&amp;F</li> <li>–strategic priorities for investment</li> <li>–research and development priorities</li> <li>–opportunities for collaboration with national and international research and business organisations</li> </ul>
Community Consultative Committee (CCC) for the Control of Exotic Pest Fish (includes Burdekin Regional Committee for Control of Tilapia)	This committee has not met for approximately two years. The committee will resume its duties around the end of this calendar year and their responsibility will expand to the rest of the state.	The community advice group to provide advice at local level on control of tilapia.	To provide stakeholder input into the development of management strategies for the control of tilapia in the Burdekin Catchments.
Fisheries Tribunal	Two appeals lodged: <ul style="list-style-type: none"> <li>–1 appeal dismissed</li> <li>–1 appeal withdrawn.</li> </ul> Five appeals outstanding. All hearings in Brisbane.	To hear appeals lodged by people who believe their interests are adversely affected by an order, direction, requirement or other decision taken by DPI&F under the <i>Fisheries Act 1994</i> .	The Fisheries Tribunal is established under the <i>Fisheries Act 1994</i> to provide appropriate administrative appeal rights for individuals who are affected by decisions of the chief executive.



Appendix 5: Costs of boards, advisory committees and tribunals (including audit committees)

	Responsibilities	Number of meetings held	On-costs	Board type	Number of females	Number of males
	See functions.	3	\$50,174	Advisory	9	7
	CCC has no statutory responsibilities.	0	\$0	Advisory	4	13
	To either: –confirm decisions of the chief executive –set aside and substitute another decision; or –return the matter to the chief executive with appropriate directions.	5 hearings 9 directions hearings	\$27,782	Tribunal	1	2



Appendix 5: Costs of boards, advisory committees and tribunals (including audit committees)

Boards, committees and tribunals	Achievements	Roles	Functions
Crab Fisheries MAC*	Provide advice on the fee structure applicable to the spanner crab fishery, which ultimately lead to the fees for the Industry being revised. Reviewed previous quota setting method for Spanner Crab fishery and provided advice on the adoption of a new method to calculate spanner crab quota for the period 2008–2010. New method subsequently adopted by DPI&F and quota set for this period.	The principal source of advice on crab fisheries.	To provide advice to the Deputy Director-General, Fisheries as issues arise or as requested.
Freshwater Fisheries MAC	Reviewed provisions in the freshwater management to be progressed through the plan review. (review has been postponed but some proposals are being progressed through the Combined RIS and associated package of non-RIS proposals).	The principal source of advice on freshwater fisheries.	To provide advice to the Deputy Director-General, Fisheries as issues arise or as requested.
Gulf of Carpentaria Fisheries MAC	Reviewed current management arrangements for the red snapper fishery and provided advice on future management. Provided advice on appropriate catch limits for sharks in the inshore net fishery.	The principal source of advice on fisheries in the Gulf of Carpentaria.	To provide advice to the Deputy Director-General, Fisheries as issues arise or as requested.



Appendix 5: Costs of boards, advisory committees and tribunals (including audit committees)

	<b>Responsibilities</b>	<b>Number of meetings held</b>	<b>On-costs</b>	<b>Board type</b>	<b>Number of females</b>	<b>Number of males</b>
	Crab MAC has no statutory responsibilities It discusses, analyses and proposes solutions to management, research, compliance and marketing issues for crab fisheries.	2	\$7,989	Advisory	1	10
	Freshwater MAC has no statutory responsibilities It discusses, analyses and proposes solutions to management, research, compliance and marketing issues for freshwater fisheries.	1	\$14,183	Advisory	2	12
	Gulf MAC has no statutory responsibilities. It discusses, analyses and proposes solutions to management, research, compliance and marketing issues for fisheries in the Gulf of Carpentaria.	2	\$10,197	Advisory	1	13



Appendix 5: Costs of boards, advisory committees and tribunals (including audit committees)

Boards, committees and tribunals	Achievements	Roles	Functions
Harvest Fisheries MAC	<p>Review of the Coral Policy outlines the management arrangements for the Queensland Coral Fishery.</p> <p>Developed the East Coast Tropical Rock Lobster Individual Transferable Quota system for 2009 onwards.</p> <p>Developed performance management systems for relevant harvest fisheries.</p>	The principal source of advice on harvest fisheries.	To provide advice to the Deputy Director-General, Fisheries as issues arise or as requested.
Inshore Finfish Fisheries MAC	Undertook a comprehensive review of the east coast inshore finfish fishery and provided advice on proposed new management arrangements including new fish bag and size limits, net regulations and specific measures to ensure sustainability in the shark fishery.	The principal source of advice on the inshore finfish fishery.	To provide advice to the Deputy Director-General, Fisheries as issues arise or as requested.
Reef Fisheries MAC	<p>Initiated review of the coral reef finfish spawning closures.</p> <p>Reviewed the total allowable catch for Spanish mackerel.</p> <p>Initiated the review of the rocky reef finfish fishery management arrangements.</p> <p>Developed performance management systems for relevant reef line fisheries.</p> <p>Initiated review of latent effort in the southern line fishery.</p> <p>Initiated development of a line fishery strategy in partnership with industry to improve efficiencies and profitability of industry .</p>	The principal source of advice on the reef finfish fishery.	To provide advice to the Deputy Director-General, Fisheries as issues arise or as requested.



Appendix 5: Costs of boards, advisory committees and tribunals (including audit committees)

	Responsibilities	Number of meetings held	On-costs	Board type	Number of females	Number of males
	Harvest MAC has no statutory responsibilities. It discusses, analyses and proposes solutions to management, research, compliance and marketing issues for harvest fisheries.	2	\$8,342	Advisory	3	9
	Inshore Finfish MAC has no statutory responsibilities. It discusses, analyses and proposes solutions to management, research, compliance and marketing issues for the inshore finfish fishery	4	\$22,023	Advisory	1	14
	Reef MAC has no statutory responsibilities. It discusses, analyses and proposes solutions to management, research, compliance and marketing issues for the reef finfish fishery.	3 (*includes 1 teleconference)	\$32,223	Advisory	1	13



## Appendix 5: Costs of boards, advisory committees and tribunals (including audit committees)

Boards, committees and tribunals	Achievements	Roles	Functions
Trawl Fisheries MAC	Recommendations on future management of the trawl fishery.	The principal source of advice on the trawl fishery.	To provide advice to the Deputy Director-General, Fisheries as issues arise or as requested.
Sustainable Agriculture Committee	Discussed common interests in sustainable agriculture related initiatives, including: <ul style="list-style-type: none"> <li>–OnePlan</li> <li>–review of SPP 1/92</li> <li>–incentives and recognition options</li> <li>–Reef Plan</li> <li>–Natural Heritage Trust/ Caring for Our Country</li> <li>–climate change</li> <li>–agribusiness precincts.</li> </ul>	To provide strategic direction and co-ordination on sustainable agriculture issues and initiatives.	To provide advice on strategic issues concerning agriculture and sustainability and appropriate responses. To coordinate and ensure timely delivery of sustainable agriculture initiatives. To inform the development of approaches, policies, programs, strategies and decision making in relation to sustainable agriculture issues. To facilitate consultation so as to reduce the burden on agencies and stakeholders.
Agricultural Chemicals Distribution Control Board*	(Did not meet this year.)	Set up under the Agricultural Chemicals Distribution Control Act and may refuse or accept applications for license (now delegated).	Promote the responsible use of agricultural chemicals.
Queensland NLIS Implementation Committee	Successful implementation and improvement of NLIS.	Advisory to BACQ and Minister.	Consider and report on industry and government proposals for the implementation and improvement of NLIS.





Appendix 5: Costs of boards, advisory committees and tribunals (including audit committees)

	<b>Responsibilities</b>	<b>Number of meetings held</b>	<b>On-costs</b>	<b>Board type</b>	<b>Number of females</b>	<b>Number of males</b>
	Trawl MAC has no statutory responsibilities. It discusses, analyses and proposes solutions to management, research, compliance and marketing issues for the trawl fishery.	2	\$13,373	Advisory	1	14
	See functions.	3	Nil—no fees paid to members.	Advisory	1	11
	Oversight of the criteria for examining and licensing users of agricultural chemicals. Advise re: control of the distribution of agricultural chemicals from aircraft or ground equipment.	0	\$0	Regulatory	4	5
	To provide consensus view across industry and government to Minister.	4	\$2,400	Advisory	1	14

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## Appendix 5: Costs of boards, advisory committees and tribunals (including audit committees)

Boards, committees and tribunals	Achievements	Roles	Functions
Veterinary Surgeons Board of Queensland	Deliberated on 47 new agenda items, including 16 complaints. One veterinarian was found guilty of professional misconduct. 170 new veterinary registrations were approved. The board approved 28 premises for the conduct of veterinary practice. The board participated as a member of Australasian Veterinary Boards Council Inc.	The board is a statutory authority established by the <i>Veterinary Surgeons Act 1936</i> . It has the sole legislative responsibility for the regulation of veterinary science in Queensland.	To regulate the veterinary profession in Queensland.
Veterinary Tribunal of Queensland	Met for two directions hearings and to hear evidence in one case of professional misconduct. The charges against the veterinary surgeon were dismissed.	Disciplinary tribunal.	To hear charges referred of professional misconduct, and applications referred to it by Veterinary Surgeons Board.
Land Protection (Pest and Stock Route Management) Council	Recommendations made to the ministers on key issues.	Advisory to Minister(s)—pest management (DPI&F), stock route management (NRW).	Provide strategic advice to the relevant Minister on pest and stock route management issues
Darling Downs-Moreton Rabbit Board	Management of rabbits in the DDMRB district.	Statutory Authority (Pest Operational Board) established to Manage rabbits in the DDMRB district.	Management of rabbits in the DDMRB district—the budget of the Board is provided each year by those local authorities (eight) deemed to benefit by the operations of the Board.

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Appendix 5: Costs of boards, advisory committees and tribunals (including audit committees)

	Responsibilities	Number of meetings held	On-costs	Board type	Number of females	Number of males
	The Board is responsible for the registration of veterinarians and veterinary specialists and administers the disciplinary provisions of the Act in respect of professional misconduct by registrants and the performance of prohibited practices by non-registered persons.	7	Members meeting fees \$6,950. Members travel allowances \$1,850. Total members costs \$8,800.	Regulatory	3	3
	To fairly and legally adjudicate whether charges referred to it can be sustained and in the case of guilty verdicts, to determine penalty.	3	Members meeting fees \$1,500. Members travel allowances \$500. Total members costs \$2,000.	Regulatory	1	2
	Make recommendations to the Minister(s) about major control and management programs for declared pests and management plans for the stock route network.	1	\$5,845	Advisory	2	13
	Management of rabbits in the DDMRB district.	5	\$6,748	Regulatory	2	4



Appendix 5: Costs of boards, advisory committees and tribunals (including audit committees)

Boards, committees and tribunals	Achievements	Roles	Functions
Animal Welfare Advisory Committee	<p>The AWAC considered the welfare implications of the following issues and provided advice to the Minister:</p> <ul style="list-style-type: none"> <li>Control of feral horse population.</li> <li>Serving and consumption of live lobster, crayfish and crabs at restaurants.</li> <li>Shooting of flying foxes for fruit crop protection.</li> </ul>	Advisory board to Minister.	Provide advice to the Minister to improve the welfare of animals in Queensland.
FarmBis State Planning Group	<p>Provided strategic direction for the FarmBis program. Made recommendations to the Minister on program policy. Managed the Coordination Network, the Targeted Industry Initiative projects and the FarmBis communication strategy.</p>	Advisory	<p>Ensure the FarmBis program in Queensland is implemented under the bilateral agreement between the Australian and Queensland Governments. Oversee the program in Queensland including development of policies, initiatives and communication strategies, performance monitoring and reporting and the provision of advice to the Minister.</p>

\*This board was disbanded in December 2007 following the introduction of the new Agriculture and Veterinary Products (Control of Use) Bill.

Notes:

MAC—management advisory committee

The Biosecurity Advisory Council Queensland held no meetings during 2007–08 and disbanded in December 2007.



Appendix 5: Costs of boards, advisory committees and tribunals (including audit committees)

	<b>Responsibilities</b>	<b>Number of meetings held</b>	<b>On-costs</b>	<b>Board type</b>	<b>Number of females</b>	<b>Number of males</b>
	To improve the welfare of animals in Queensland by providing forward looking advice to the Minister on animal welfare legislation, policy, strategies and programs while taking into consideration other relevant matters such as good practice, national and international trends, practicalities, public opinion, scientific knowledge and the economic implications for those concerned.	6	\$25,627	Advisory	3	6
	See functions.	3	\$30,079	Advisory	9	7



## Appendix 6: Consultancy expenditure

Consultancy expenditure	2007–2008
Management	\$691,870.67
Human resources management	\$21,950.00
Communications	\$13,071.30
Finance/accounting	\$51,296.20
Professional/technical	\$591,696.74
<b>Total</b>	<b>\$1,369,884.91</b>

## Appendix 7: Overseas travel by DPI&F staff

This appendix provides details of all overseas travel by DPI&F staff during 2007–08. Data has been grouped into the following regions: New Zealand, South Pacific, Asia, Middle East, South Africa, North America, South America, Europe and mixed destinations.

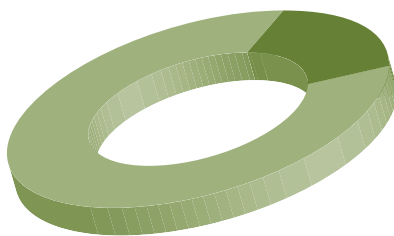
During 2007–08, DPI&F has continued to cultivate relationships with the international food and fibre agribusiness sector. Official visits to overseas stakeholders by DPI&F:

- increase export trade by developing new markets and delivering knowledge-based exports
- improve our research and development capacity through collaborative partnerships
- shape policies that reflect global and national shifts.

External funds from research and development corporations and Australian Government overseas aid are the largest contributor to overseas travel by DPI&F staff (81.9%). Remaining funding comes from DPI&F consolidated revenue (18.1%).

*Figure 45: Overseas travel by funding source, 2007–08*

Funding source	Amount (\$)	Percentage
DPI&F	223,098.82	18.1%
External organisations	1,010,873.64	81.9%
<b>Total 2007–08 overseas travel</b>	<b>1,233,972.46</b>	<b>100.0%</b>



DPI&F • 18.1%  
 External organisations • 81.9%

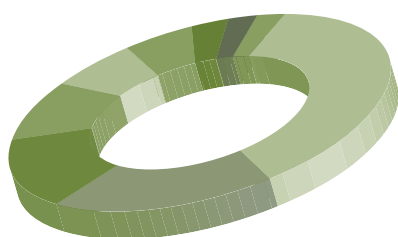


## Appendix 7: Overseas travel by DPI&F staff

The majority of travel by DPI&F staff during 2007–08 was to Asia, followed by the South Pacific and North America.

Figure 46: Overseas travel by region, 2007–08

	New Zealand	South Pacific	Asia
Funded by DPI&F	\$8,831.88	\$15,758.61	\$84,851.78
Funded by external organisations	\$23,103.33	\$223,062.26	\$370,777.32
<b>Total</b>	<b>\$31,935.21</b>	<b>\$238,820.87</b>	<b>\$455,629.10</b>
Percentage	2.6%	19.4%	36.9%
	Middle East	South Africa	North America
Funded by DPI&F	\$64,030.17	\$232.00	\$36,003.27
Funded by external organisations	\$17,950.24	\$29,266.34	\$141,495.91
<b>Total</b>	<b>\$81,980.41</b>	<b>\$29,498.34</b>	<b>\$177,499.18</b>
Percentage	6.6%	2.4%	14.4%
	South America	Europe	Mixed
Funded by DPI&F	\$0.00	\$8,428.04	\$4,963.07
Funded by external organisations	\$37,259.64	\$105,387.22	\$62,571.38
<b>Total</b>	<b>\$37,259.64</b>	<b>\$113,815.26</b>	<b>\$67,534.45</b>
Percentage	3.0%	9.2%	5.5%



Asia	• 36.9%
South Pacific	• 19.4%
North America	• 14.4%
Europe	• 9.2%
Middle East	• 6.6%
Mixed	• 5.5%
South America	• 3.0%
New Zealand	• 2.6%
South Africa	• 2.4%



Figure 47: Details of overseas travel by region, 2007–08

<b>Acronyms</b>			
ABCRC	Australian Biosecurity Cooperative Research Centre	GRDC	Grains Research and Development Corporation
ACIAR	Australian Centre for International Agriculture Research	NZAID	New Zealand Agency for International Development
AMHI	Asian Markets for Horticulture Initiative	RIRDC	Rural Industries Research and Development Corporation
AQIS	Australian Quarantine Inspection Service	RMIT	Royal Melbourne Institute of Technology
CRC	Cooperative Research Centre		

<b>&gt; New Zealand</b>			
<b>Officer</b>	<b>Reason for travel</b>	<b>Total cost to DPI&amp;F</b>	<b>External contributions</b>
Christopher Adriaansen General Manager	Plant health and biosecurity meeting	\$2,973.91	\$0.00
Dan Currey General Manager	National fisheries compliance meeting to discuss organised crime within Australian fishing industry	\$2,032.94	\$0.00
Jack Norton Senior Principal Scientist	Meeting to review Australian Standards on timber preservation and durability	\$1,858.86	\$0.00
David Ham Principal Policy Analyst	Attended compulsory Australia New Zealand residential school (more cost effective to attend in Wellington than Perth)	\$1,966.17	\$0.00
Ross Walker Principal Scientist	Attended meeting/workshop on Whole Farm Systems Analysis and Tools	\$0.00	\$1,011.07 Dairy Aust./Meat and Livestock Aust./Agricultural Research
Richard Clark Principal Consultant	Led the delivery of two capacity building workshops in sustainable beef business and value chain improvement and innovation.	\$0.00	\$3,950.00 CRC for Beef Genetic Technologies
Richard Clark Principal Consultant	Presented workshops to Meat and Wool New Zealand, producers and potential partners	\$0.00	\$3,200.00 CRC for Beef Genetic Technologies
Janice Timms Principal Consultant	Led the delivery of two capacity building workshops in sustainable beef business and value chain improvement and innovation	\$0.00	\$3,950.00 CRC for Beef Genetic Technologies
David Welch Fisheries Biologist	Presented at fish tagging and marking technology conference	\$0.00	\$3,080.00 James Cook University
Neil Gribble Senior Biologist	Presented research on computer modelling of feedlot management and fisheries dynamics at international congress	\$0.00	\$2,763.41 Marine and Tropical Sciences Research Facility
Russell Stephenson Principal Horticulturalist	Attended joint Australia-New Zealand horticulture conference	\$0.00	\$2,577.10 Horticulture Australia Limited
Diane Ouwerkerk Senior Scientist	Analyse samples collected as part of climate change pilot project and fostered collaborative links with Lincoln University	\$0.00	\$2,185.00 Lincoln University NZ
John Chapman General Manager	Attended joint Australia-New Zealand horticulture conference	\$0.00	\$2,177.74 Horticulture Australia Limited



## Appendix 7: Overseas travel by DPI&F staff

› New Zealand (continued)			
Officer	Reason for travel	Total cost to DPI&F	External contributions
Patrick Collins Principal Entomologist	Met New Zealand B3 biosecurity consortium as part of a delegation to establish collaborative research projects	\$0.00	\$2,000.00 CRC for National Plant Biosecurity
Gary Kong Principal Plant Entomologist	Met New Zealand B3 biosecurity consortium as part of a delegation to establish collaborative research projects	\$0.00	\$2,000.00 CRC for National Plant Biosecurity
Jay Anderson Plant Pathologist	Presented on management of passionfruit diseases in Australia and inspected passionfruit farms	\$0.00	\$1,590.41 New Zealand Passionfruit Growers Association
David Mayer Principal Scientist	Presented research on computer modelling of feedlot management and fisheries dynamics at international congress	\$0.00	\$1,430.13 CRC for Beef Genetic Technologies
South Pacific			
› Fiji and Samoa			
Lesley Francis Research Scientist (Timber Pathology)	Project to develop processing technology to reduce fungal degrade to coconut stems which would open up global flooring markets (Fiji and Samoa)	\$0.00	\$11,525.42 ACIAR
Karl Mahnert Wood Technologist	Conducted training on primary processing of coconut wood and collected research samples (Fiji)	\$0.00	\$8,949.85 Crawford Fund, Secretariat of Pacific Community
Gary Hopewell Senior Technician	Visited coconut plantations, conducted research and discussed processing and product development (Fiji and Samoa)	\$0.00	\$5,990.19 ACIAR
Henri Bailleres Principal Research Scientist	Visited coconut plantations, conducted research and discussed processing and product development (Fiji and Samoa)	\$0.00	\$5,137.27 ACIAR
Michael Kennedy Science Leader	Initial visit to establish local links and survey senile coconut stems (Fiji and Samoa)	\$0.00	\$4,276.81 ACIAR
Jeffrey Daniells Principal Horticulturist	Attended banana germ-plasm conservation and use strategy workshop (Fiji)	\$0.00	\$3,458.44 Bioversity International
Michael Smith Principal Horticulturist	Conducted pest and disease surveys of ginger industry and set up experiments to study the Pythium/Radopholus/ginger pathosystem (Fiji)	\$0.00	\$3,448.59 ACIAR
Judith King Principal Scientist	Visited Department of Forestry Fiji station at Colo-I-Suva and began remedial curation of insect/forest pest collection (Fiji)	\$0.00	\$3,007.35 ACIAR
Michael Smith Principal Horticulturist	Conducted pest and disease surveys of ginger industry and set up experiments to study the Pythium/Radopholus/ginger pathosystem (Fiji)	\$0.00	\$2,963.29 ACIAR
Michael Day Senior Entomologist	Met to discuss national cost-sharing project to eradicate Mikania and inspected insect cultures and infestations (Fiji)	\$0.00	\$2,456.01 ACIAR
› Papua New Guinea (PNG)			
Susanne Ryan Executive Director	Attended Queensland PNG Business Corporation meeting, met with development cooperation agencies and visited dry lowlands research institute	\$4,922.42	\$0.00
Shane Gaddes Senior Fisheries Management Officer	Negotiated catch limits and catch sharing arrangements for fish stocks in the Torres Strait and East Coast tropical rock lobster fisheries	\$4,158.39	\$0.00
Andrew Robson Research Scientist	Inspected field trials for modelling and remote sensing project and met with collaborating institutions	\$4,231.27	\$0.00
James Gillespie General Manager	Negotiated catch sharing arrangements for shared fish stocks in the Torres Strait	\$3,327.70	\$0.00

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<b>&gt; Papua New Guinea (PNG) (continued)</b>			
<b>Officer</b>	<b>Reason for travel</b>	<b>Total cost to DPI&amp;F</b>	<b>Contributions from external sources</b>
Clive Turnbull Fisheries Biologist	Negotiated catch limits and catch sharing arrangements for fish stocks in the Torres Strait and East Coast tropical rock lobster fisheries	\$1,901.46	\$0.00
Trevor Wilson Principal Agricultural Economist	Short-term consultancy for a Fresh Produce Development Agency project	\$499.14	\$4,232.07 NZAID
Trevor Wilson Principal Agricultural Economist	Met with Fresh Produce Development Agency, a government department seeking to improve marketing of fresh produce	\$0.00	\$7,917.49 NZAID/UniQuest
Michael Hughes Extension Agronomist	Included site selection and development of on-farm PT seed screenhouse production systems for project "Reducing pest and disease impact on yield in selected PNG sweet potato production systems"	\$0.00	\$4,544.12 ACIAR
Trevor Wilson Principal Agricultural Economist	Met with Fresh Product Development Agency, a government department seeking to improve marketing of fresh produce	\$0.00	\$7,326.18 NZAID
Dennis Boothby Senior Extension Officer	Delivered artificial breeding training and fertility management training in beef herds.	\$0.00	\$6,933.00 Trukai
Robert Hedlefs Principal Project Officer	Established arrangements for animal disease surveillance and reporting by village livestock owners to benefit trade and reduce risk for Queensland	\$0.00	\$6,378.53 ACIAR
Jeffrey Daniels Principal Horticulturist	Conducted training in identification of local exotic banana pests and diseases to allow early detection and reduce spread to North Queensland	\$0.00	\$6,259.99 ACIAR
Jeremy Lovatt Senior information Extension Horticulturist	Conducted training for farmers and extension workers on erecting screen houses for pathogen-tested sweet potatoes and carried out weevil control trials	\$0.00	\$5,829.88 ACIAR
Thomas Goodwin Policy Officer	Reviewed Fresh Produce Development Agency's market development project, and assisted with system development and use of urban market survey data to aid decision-making	\$0.00	\$5,781.98 UniQuest
Michael Day Senior Entomologist	Reviewed progress of joint project to eradicate Mikania insect and chromolaena weeds (PNG and Fiji)	\$0.00	\$5,596.23 ACIAR
Michael Hughes Extension Agronomist	Prepared trials and in-field testing of pathogen tested sweet potatoes, conducted sweet potato weevil control trials and demonstrations, and met with extension agencies	\$0.00	\$5,500.00 ACIAR
Nageswarara Rachaputi Principal Crop Physiologist	Conducted review of peanut productivity enhancement trials and discussed future initiatives	\$0.00	\$4,950.35 ACIAR
Michael Hughes Extension Agronomist	Inspected on-farm trials and discussed research strategy for possible project on grain legumes in PNG farming systems	\$0.00	\$4,529.11 ACIAR
Michael Day Senior Entomologist	Reviewed progress on control of chromolaena and mikania	\$0.00	\$4,309.27 ACIAR
Yashvir Chauhan Research Scientist	Inspected peanut field trials to identify causes of yield gap	\$0.00	\$4,232.40 ACIAR
Michael Day Senior Entomologist	Reviewed progress on control of chromolaena and mikania	\$0.00	\$4,145.98 ACIAR
Nageswarara Rachaputi Principal Crop Physiologist	Inspected on-farm trials and discussed research strategy for possible project on grain legumes in PNG farming systems	\$0.00	\$4,118.70 ACIAR
Michael Hughes Extension Agronomist	Conducted review of peanut productivity enhancement trials and discussed future initiatives	\$0.00	\$3,949.98 ACIAR



## Appendix 7: Overseas travel by DPI&F staff

› Papua New Guinea (PNG) (continued)			
Officer	Reason for travel	Total cost to DPI&F	Contributions from external sources
Jane Seymour Fisheries Biologist	Assessed condition of broodstock in holding ponds, collected additional broodstock and reviewed hatchery procedures for future spawning	\$0.00	\$3,877.06 ACIAR
John Maltby Senior Extension Horticulturist	Attended World Vision workshop on developing sweet potato industries in PNG lowlands to inform future trials of high anthocyanin varieties in the highlands	\$0.00	\$3,673.35 ACIAR
Kenneth Robson Principal Technical Officer	Conducted training in propagation of indigenous tree species and nursery design and establishment and reviewed community nursery training program	\$0.00	\$3,622.54 ACIAR
Dennis Boothby Senior Extension Officer	Conducted artificial breeding program to help develop beef genetics market into PNG	\$0.00	\$3,249.50 RAMU Sugar Company
Peter Graham Fisheries Technician	Assessed condition of fish stocks in breeding ponds, advised on future actions and conducted farm visits	\$0.00	\$3,077.45 ACIAR
Peter Graham Fisheries Technician	Assessed condition of fish stocks in breeding ponds, identified issues and advised on future actions	\$0.00	\$2,940.96 ACIAR
Jane Seymour Fisheries Biologist	Assessed condition of broodstock in holding ponds, collected additional broodstock and reviewed hatchery procedures for future spawning	\$0.00	\$2,676.48 ACIAR
Peter Graham Fisheries Technician	Assessed condition of fish stocks in breeding ponds, collected additional broodstock, advised on future construction activities and demonstrated fish husbandry techniques	\$0.00	\$2,571.43 ACIAR
› Vanuatu and Samoa			
John Maltby Senior Extension Horticulturist	Met with Ministry of Agriculture and Fisheries and Department of Livestock and Quarantine Service, and inspected eight farms growing papaya, taro and yams (Vanuatu and Samoa)	\$0.00	\$5,137.66 ACIAR
Lynton Vawdrey Senior Plant Pathologist	Met with Ministry of Agriculture and Fisheries and Department of Livestock and Quarantine Service, and inspected eight farms growing papaya, taro and yams (Vanuatu and Samoa)	\$0.00	\$5,319.30 ACIAR
Kenneth Robson Principal Technical Officer	Visited trials of established whitewood, conducted training on herbicides and assessed soil samples (Vanuatu)	\$0.00	\$5,139.69 ACIAR
David Taylor Senior Research Scientist	Visited trials of established whitewood, conducted training on herbicides and assessed soil samples (Vanuatu)	\$0.00	\$4,091.51 ACIAR
Anthony Burrige Project Officer (Data Management)	Identified suitable sites for new silvicultural prescriptions for whitewood (Vanuatu)	\$0.00	\$3,381.44 ACIAR
Janet McDonald Senior Forest Health Technician	Supplied new equipment, and checked and replaced static traps and sentinel plantings at ports, quarantine approved premises, nurseries and plantations (Vanuatu)	\$0.00	\$2,988.94 ACIAR
› New Caledonia			
Albertus De vos Detached Manager	Negotiated with New Caledonian government to develop strategy to eradicate tick fever and reduce costs and trade damage	\$0.00	\$5,100.00 AQIS
David Oag Senior Horticulturist	Fostered collaboration in the fledgling tropical tablegrape industry and provided viticultural research expertise to Direction du Development Rural scientists	\$0.00	\$3,077.87 Government of New Caledonia
John Bertram Senior Extension Officer	Visited ten cattle properties and met with livestock industry to discuss exports of tropically adapted beef genetics, training and consultancies	\$949.50	\$2,750.00 Government of New Caledonia

<b>&gt; New Caledonia (continued)</b>			
<b>Officer</b>	<b>Reason for travel</b>	<b>Total cost to DPI&amp;F</b>	<b>Contributions from external sources</b>
Richard Knuckey Principal Scientist (Aquaculture)	Attended Pacific-Asia marine finfish aquaculture workshop to identify linkages and potential for expansion	\$0.00	\$2,311.68 Secretariat of Pacific Community
Susan Robinson Senior Technical Officer (Serology)	Trained staff in disease detection and laboratory examination of specimens	\$0.00	\$4,961.33 AQIS
<b>Asia</b>			
<b>&gt; China and Hong Kong</b>			
Leigh Barker Senior Laboratory Technician	Delegation achieving first successful export of Australian mangoes to mainland China under strict new export protocols (China and Hong Kong)	\$5,891.82	\$2,732.28 Horticulture Australia Limited
Edith Gomez Senior Marketing Officer	Built relationships with Chinese mango industry to improve performance of Australian mango exports (China and Hong Kong)	\$4,574.03	\$0.00
Joanne De faveri Biometrician	Attended international quantitative genetics conference at Zhejiang University to learn new concepts and techniques in human, plant and animal genetics (China)	\$4,112.57	\$0.00
Yan Diczbalis Regional Industries Development Officer	Preliminary market access discussions with lychee industry (China and Hong Kong)	\$3,268.79	\$0.00
Nicholas Edols Senior Trade and Investment Officer	Investigated lifestyle horticultural opportunities to establish commercial links for Qld. Companies and promoted Qld. Industry in the market place (China)	\$2,000.00	\$13,000.00 Department of Agriculture Forestry & Fisheries
Elizabeth Woods Executive Director	Met with Consultative Group on International Agricultural Research as board member and chair of International Rice Research Institute (China)	\$901.91	\$5,856.57 International Rice Research Institute
Jodie Campbell Horticulturist	Built relationships with Chinese mango industry to improve performance of Australian mango exports (China and Hong Kong)	\$0.00	\$4,554.00 Horticulture Australia Limited
Zhuomin Su Senior Project Officer	Built relationships with Chinese mango industry to improve performance of Australian mango exports (China and Hong Kong)	\$0.00	\$4,421.98 Horticulture Australia Limited
Kevin Harding Principal Scientist	Studied eucalypt plantation trials and obtained economic evaluations of cost structures for wood products for South East Queensland hardwood plantations (China)	\$0.00	\$3,989.19 ACIAR
Hume Field Principal Veterinary Epidemiologist	Keynote speaker at university symposium on biomedical research (Hong Kong)	\$0.00	\$3,889.32 University of Hong Kong
Malcolm Smith Senior Scientist	Delegation to strengthen relationships and opportunities for commercial citrus exports from Queensland growers (China)	\$1,882.19	\$1,882.18 AMHI
Terrence Campbell Principal Extension Horticulturist	Delegation to strengthen relationships and opportunities for commercial citrus exports from Queensland growers (China)	\$1,856.46	\$1,856.44 AMHI
Terrence Campbell Principal Extension Horticulturist	Built relationships with Chinese mango industry to improve performance of Australian mango exports (China and Hong Kong)	\$0.00	\$3,471.79 Horticulture Australia Limited
Jack Norton Senior Principal Scientist	Advised Guangdong Academy of Forestry on environmentally sound wood preservation technology for plantation timber resources (China)	\$0.00	\$3,287.00 Chinese Government/ International Tropical Timber Office



## Appendix 7: Overseas travel by DPI&F staff

› China and Hong Kong (continued)			
Officer	Reason for travel	Total cost to DPI&F	Contributions from external sources
Athol Klieve Principal Scientist	Presented biotechnology research to increase livestock productivity at international symposium on nutrition of herbivores (China)	\$0.00	\$3,264.31 Mavis Nolan Award— Symposium organising committee
Garth Sanewski Senior Horticulturist	Visited red bayberry producing areas and met with researchers to gather information for potential new horticultural industry for Queensland (China)	\$0.00	\$3,102.50 The University of Queensland
› India			
Neena Mitter Principal Biotechnologist	Developed memorandum of understanding with Indian Council of Agricultural Research and International Centre for Genetic Engineering and Biotechnology to establish partnerships in agricultural biotechnology	\$5,347.09	\$900.00 Indian Virological Society
Steven Walker Principal Agronomist	Conducted workshop on weed management in local farming systems in north-east India	\$0.00	\$4,351.79 ACIAR
Michael Widderick Agronomist	Conducted workshop on weed management in local farming systems in north-east India	\$0.00	\$4,321.20 ACIAR
Peter Devoil Senior Scientist	Met institutions regarding establishing a pilot study on 30 day district weather forecasts	\$0.00	\$4,127.52 ACIAR
Nagewararao Rachaputi Principal Crop Physiologist	Conducted workshops and inspected on-farm trials and seed multiplication units	\$0.00	\$1,832.83 ACIAR
› Indonesia			
Anjanette Johnston Fisheries Technician	Attended regional grouper hatchery production training for the Asia-Pacific Marine Finfish Aquaculture Network	\$7,316.23	\$0.00
Adam Reynolds Fisheries Biologist	Undertook collaborative research with Gondol Research Institute for Mariculture (GRIM)	\$100.00	\$2,850.00 ACIAR
Clive Jones Senior Biologist	Met to develop suitable husbandry techniques and practices for sustainable tropical spiny lobster industry in Queensland	\$0.00	\$6,962.01 ACIAR
Hume Field Principal Veterinary Epidemiologist	Disease surveillance and scientific research to assess the risk of Nipah virus being introduced to Australia	\$0.00	\$5,496.33 ABCRC
Bartholomew Penny Fisheries Technician	Conducted collaborative research on marine finfish culture, including larval rearing techniques and broodstock husbandry	\$0.00	\$4,862.51 ACIAR
Clive Jones Senior Biologist	Met regarding suitable husbandry techniques and practices for sustainable tropical spiny lobster industry in Queensland	\$0.00	\$4,786.66 ACIAR
Scott Shanks Fisheries Technician (Lobster Fishery)	Met regarding suitable husbandry techniques and practices for sustainable tropical spiny lobster industry in Queensland	\$0.00	\$4,430.36 ACIAR
Joanne Sadler Fisheries Technician	Attended workshop to develop improved management practices for marine aquaculture in the Asia-Pacific region	\$0.00	\$3,999.33 ACIAR
Nagewararao Rachaputi Principal Crop Physiologist	Conducted technical and market scoping study of peanut and mung bean industries, involving meetings and field visits	\$0.00	\$3,950.01 ACIAR
Peter Leach Senior Entomologist	Attended international meeting on use of food irradiation technology to improve socioeconomic development	\$0.00	\$3,882.00 International Atomic Energy Agency
Anthony Pattison Nematologist	Established farm-based field trials to manage fusarium wilt during banana production	\$0.00	\$3,831.72 ACIAR
Rudolf Urech Principal Scientist	Established field trials with local veterinarians to determine efficacy of screw-worm fly traps and cattle to detect screw-worm flies	\$0.00	\$3,827.21 Meat and Livestock Australia

<b>&gt; Indonesia (continued)</b>			
<b>Officer</b>	<b>Reason for travel</b>	<b>Total cost to DPI&amp;F</b>	<b>Contributions from external sources</b>
Colin Douglas Research Scientist	Conducted technical and market scoping study of peanut and mung bean industries, involving meetings and field visits	\$0.00	\$3,691.89 ACIAR
Robert Williams Science Leader	Development of first five year plan for Indonesian mango and mangosteen industries to boost export trade	\$0.00	\$3,500.00 ACIAR
Scott Shanks Fisheries Technician (Lobster Fishery)	Initiated experiment on post-puerulus lobsters as part of the sustainable spiny lobster aquaculture project	\$0.00	\$3,444.25 ACIAR
Peter Leach Senior Entomologist	Development of first five year plan for Indonesian mango and mangosteen industries to boost export trade	\$0.00	\$3,428.81 ACIAR
Hume Field Principal Veterinary Epidemiologist	Participated in symposium on human health and infectious diseases	\$0.00	\$2,186.39 Dept of Innovation, Industry Science and Research
<b>&gt; Japan</b>			
Edith Gomez Senior Marketing Officer	Promoted Queensland cut flowers and foliage to the Japanese market and built industry relationships	\$5,232.71	\$0.00
Judith Noller Trade and Business Officer	Co-ordinated a delegation of Queensland food producers to exhibit at Japan's largest food trade show, Foodex Japan	\$3,372.55	\$0.00
<b>&gt; Laos</b>			
Elizabeth Woods Executive Director	Attended board meeting of International Rice Research Institute, and conducted field visits to projects on genetic resources and upland farming systems	\$270.88	\$5,463.59 International Rice Research Institute
Timothy Marsden Senior Fisheries Biologist (Fishway)	Met to finalise field work to develop fish passage criteria for floodplain species of central Laos	\$0.00	\$3,525.13 ACIAR
<b>&gt; Malaysia</b>			
Gerard Byrne Manager	Attended conference on preparation for natural disasters, a common threat to countries in south East Asia	\$82.00	\$3,683.00 Certified Practising Accountants Australia
Gary Kong Principal Plant Pathologist	Conducted diagnostics workshop for biosecurity at the Association of South East Asian Nations Austrade	\$0.00	\$2,980.00 CRC for National Plant Biosecurity
<b>&gt; Pakistan</b>			
Rowland Holmes Extension Horticulturist	Conducted training, attended project planning meetings and presented project updates for development of integrated crop management practices to increase sustainable yield and quality of mangoes in Pakistan and Australia	\$0.00	\$5,719.86 ACIAR
Paul Grundy Senior Research Scientist (Entomology)	Study tour to examine cotton leaf curl, a serious viral disease that has devastated the Pakistan cotton industry and is one of the top five biosecurity threats to the Australian cotton industry	\$0.00	\$4,582.00 Cotton Research and Development Corporation
Anthony Cooke District Experimentalist	Conducted training, attended project planning meetings and presented project updates for development of integrated crop management practices to increase sustainable yield and quality of mangoes in Pakistan and Australia	\$0.00	\$3,978.19 ACIAR
Cherie Gambley Pathologist	Received training on preparing for infestations of cotton leaf curl, a serious viral disease that has devastated the Pakistan cotton industry and is one of the top five biosecurity threats to the Australian cotton industry	\$0.00	\$3,951.33 Office of Chief Plant Protection Officer/CRC for National Plant Biosecurity



## Appendix 7: Overseas travel by DPI&F staff

› Pakistan (continued)			
Officer	Reason for travel	Total cost to DPI&F	Contributions from external sources
Elizabeth Woods Executive Director	Attended board meeting of the International Rice Research Institute	\$199.44	\$5,862.27 International Rice Research Institute
› Philippines			
Noel Vock Principal Extension Horticulturist	Initiated third phase of Landcare project involving developing a regional staff network and completing a stakeholder issues analysis	\$0.00	\$5,428.75 ACIAR
Noel Vock Principal Extension Horticulturist	Revised progress of Landcare project and provided training to staff	\$0.00	\$5,308.67 ACIAR
David Astridge Entomologist	Discussed integrated pest management research, pest monitoring systems to rationalise pesticide use, and control of exotic pests of concern to Australian mango and banana industries	\$0.00	\$5,066.52 ACIAR
Andrew Borrell Principal Research Scientist	Presented 'stay-green' gene discovery research in combating drought and identified opportunities for future research partnerships at BioAsia and at International Rice Research Institute (Philippines and Thailand)	\$0.00	\$5,056.92 Grains Research and Development Corporation
Noel Vock Principal Extension Horticulturist	Completed six month review of Landcare project involving institutional development, regional landcare activities and communication plans	\$0.00	\$4,381.72 ACIAR
Noel Vock Principal Extension Horticulturist	Reviewed progress of Landcare project	\$0.00	\$4,261.79 ACIAR
Lynnton Vawdrey Senior Plant Pathologist	Met with local tropical fruit industry to seek collaboration with integrated management of pests and diseases affecting tropical fruits	\$0.00	\$4,065.02 ACIAR
Robert Williams Science Leader	Developed monitoring protocol and management strategies for fruit spotting bug and assessed supply chains for fresh mangoes into Hong Kong and China.	\$0.00	\$3,743.75 ACIAR
David Astridge Entomologist	Planned research on pest monitoring systems for mangoes and papaya and conducted grower workshops about techniques to reduce pesticide usage (Philippines and Hong Kong)	\$0.00	\$3,680.58 ACIAR
Catherine Hair Senior Fisheries Biologist	Discussed sustainable aquaculture development in the Pacific Islands region, specifically fish farming in Samoa, and northern Australia	\$0.00	\$3,665.94 ACIAR
Anthony Young Plant Pathologist	Met with farmers and researchers to discuss priorities for enhancing food security, especially for potatoes	\$0.00	\$3,476.32 ACIAR
Peter Trevorrow Senior Plant Pathologist	Met with farmers and researchers to discuss priorities for enhancing food security, especially for potatoes	\$0.00	\$3,419.12 ACIAR
Chrysantus Akem Principal Plant Pathologist	Developed monitoring protocol and management strategies for fruit spotting bug and assessed supply chains for fresh mangoes into Hong Kong and China.	\$0.00	\$3,289.83 ACIAR
John Baynes Lecturer	Led Qld University student tour to provide experience of issues affecting developing countries and the effect of Australian aid programs (Philippines and Singapore)	\$0.00	\$2,622.00 The University of Queensland
Terrence Campbell Principal Extension Horticulturist	Developed monitoring protocol and management strategies for fruit spotting bug and assessed supply chains for fresh mangoes into Hong Kong and China	\$0.00	\$2,145.15 ACIAR



› Thailand and Singapore			
Officer	Reason for travel	Total cost to DPI&F	Contributions from external sources
Joseph Baker Chief Scientific Officer	Met with research students regarding applications of scientific knowledge for human benefit (Thailand and India)	\$11,308.50	\$3,541.77 DG Ruparel College Mumbai, National Science Museum
Paul Burrell Bacteriologist	Completed an agreement with the Thai Government for training in Building Capacity of Contaminant and Residues Testing in agriculture (Thailand)	\$1,900.00	\$2,100.00 Thai Government
Stephen Were Principal Chemist	Completed an agreement with the Thai Government for training in Building Capacity of Contaminant and Residues Testing in agriculture (Thailand)	\$1,900.00	\$2,100.00 Thai Government
Daiji Takashima Trade and Investment Officer	Project to expand avocado export markets by increasing returns and market share in Singapore and Thailand, and develop new United Kingdom market (Singapore)	\$4,854.74	\$0.00
Jodie Campbell Horticulturist	Conducted research on how to improve avocado supply chain to Singapore and Bangkok to assist export initiatives to Asia and Europe (Thailand and Singapore)	\$3,573.43	\$1,191.14 Horticulture Australia Limited
Leigh Barker Senior Laboratory Technician	Mapped and monitored Queensland avocado exports to improve current handling systems, and conducted avocado handling training for commercial supply chain businesses (Thailand and Singapore)	\$3,262.43	\$1,087.48 AMHI
Mandy Christopher Principal Research Scientist (Biotech)	Presented implementation of molecular markers in Australian wheat breeding programs at BioAsia conference 2007 (Thailand)	\$0.00	\$4,080.47 Grains Research and Development Corporation
Scott Ledger Principal Extension Horticulturist	Assisted working group to develop a strategic plan to sustain good agricultural practice for horticulture products within south-east Asian nations (Thailand)	\$0.00	\$3,777.88 RMIT International
Hume Field Principal Veterinary Epidemiologist	Attended the annual workshop of the Australian Biosecurity Cooperative Research Centre (Thailand)	\$0.00	\$3,600.00 Australian Biosecurity CRC
Daiji Takashima Trade and Investment Officer	Discussed establishment of a joint venture between two Queensland companies and a Japanese company for heat treatment of mangoes (Thailand)	\$3,313.64	\$0.00
Andries Potegieter Senior Research Scientist	Presented paper on using integrated crop models, satellite data and seasonal climate prediction to forecast regional crop production at BioAsia 2007 conference (Thailand)	\$0.00	\$2,879.05 Australian Bureau of Agricultural and Resource Eco, BioAsia
Richard Ada Director	Participated in Asian fruit congress to gain knowledge on market trends and meet key Asian and European buyers (Thailand)	\$2,685.39	\$0.00
Timothy Marsden Senior Fisheries Biologist (Fishway)	Met and conducted fieldwork as part of international project on fisheries and habitat management in the tropics (Thailand)	\$0.00	\$2,629.09 Australian Centre of International Agricultural Research
Carol De Jong Research Assistant	Discussed results of surveillance of microbat populations for SARS-like and non SARS-like coronaviruses (Thailand)	\$0.00	\$2,015.00 Australian Biosecurity CRC
Andrew McCarrol Principal Trade and Investment Officer (Korea)	Assisted Queensland food companies to develop business arrangements with local importers and manufacturers involved in the Grow Korea project	\$1,530.70	\$0.00



## Appendix 7: Overseas travel by DPI&F staff

› South Korea			
Officer	Reason for travel	Total cost to DPI&F	Contributions from external sources
Yashvir Chauhan Research Scientist	Presented work on climate change impacts on aflatoxin contamination in peanuts at international crops science congress	\$1,453.30	\$2,561.33 ACIAR
Jae ho Sohn Environmental Scientist	Presented at international National Livestock Research Institute (NLRI) seminar and Korean Society of Animal Science and Technology conference	\$1,124.52	\$5,645.00 NLRI, Poultry Collaborative Research Centre
Chrysantus Akem Principal Plant Pathologist	Initial visit for collaborative research project on management of powdery mildew in field and greenhouse cucurbits	\$0.00	\$4,577.42 Horticulture Australia Limited
› Taiwan			
Harry Fay Principal Entomologist	Presented at international fruit fly symposium and visited fruit fly research/control activities in north central Taiwan	\$257.00	\$3,074.00 National Taiwan University, Taiwan Entomologica
› Vietnam			
Michael Macbeth Senior Research Scientist	Presented at World Aquaculture Society, South-East Asia Conference (Vietnam)	\$2,895.33	US \$750.00 World Aquaculture Society; and personal funds
Kevin Harding Principal Scientist	Sampled eucalypt forest plantation, characterised wood quality traits of 80 pedigreed trees and conducted intensive wood property studies on 30 felled trees to inform Queensland research and plantation decision makers (Vietnam)	\$572.60	\$3,497.44 ACIAR
Robert Nissen Principal Experimentalist	Investigated significant market opportunities for exporting of Queensland fruit to Asia (Vietnam, China and Thailand)	\$0.00	\$11,774.30 AusAID
Robert Nissen Principal Experimentalist	Identified germplasm rootstocks to increase yield capacity and fruit quality of non-astringent persimmon in Queensland for potential export (Vietnam and Thailand)	\$0.00	\$7,727.22 ACIAR
Robert Nissen Principal Experimentalist	Identified significant market opportunities for exporting of Queensland fruit, particularly mangoes (Vietnam)	\$0.00	\$6,439.91 AusAID
Clive Jones Senior Biologist	Assisted lobster cage culture industry to develop husbandry techniques to enhance survival and growth of juvenile lobsters (Vietnam and Hong Kong)	\$0.00	\$6,187.45 ACIAR
Samuel Price Technical Officer	Identified germplasm rootstocks to increase yield capacity and fruit quality of non-astringent persimmon in Queensland for potential export (Vietnam)	\$0.00	\$5,711.31 ACIAR
Richard Knuckey Principal Scientist (Aquaculture)	Presented on copepod use in a grouper diet at Asia-Pacific World Aquaculture Conference and conducted training for Vietnamese aquaculturists (Vietnam)	\$0.00	\$5,656.28 ACIAR
John Kopinski Senior Research Scientist	Conducted in vivo experiments on rubber seed and cassava residue in Vietnam and reviewed progress on forage legumes for pigs project in Laos (Vietnam and Laos)	\$0.00	\$5,454.06 ACIAR
Clive Jones Senior Biologist	Reviewed progress on sustainable tropical spiny lobster project (Vietnam)	\$0.00	\$5,404.74 ACIAR
Scott Ledger Principal Extension Horticulturist	Assisted with development of a strategic plan to sustain good agricultural practice for horticulture products within south-east Asian nations, and conducted training (Vietnam and Thailand)	\$0.00	\$4,637.41 RMIT
Robert Nissen Principal Experimentalist	Identified \$50 million market for Queensland mango exports (Vietnam)	\$0.00	\$4,215.86 AusAID

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<b>&gt; Vietnam (continued)</b>			
<b>Officer</b>	<b>Reason for travel</b>	<b>Total cost to DPI&amp;F</b>	<b>Contributions from external sources</b>
Rowland Holmes Extension Horticulturist	Provided training for scientists in mango integrated pest and disease management and developed content for future workshops (Vietnam)	\$0.00	\$3,587.21 ACIAR
John Simpson Principal Scientist	Mid-term review of project to improve the value chain for plantation grown eucalypt sawn wood in China, Vietnam and Australia (Vietnam and China)	\$0.00	\$3,481.63 ACIAR
Michael Burke Senior Fisheries Technician	Presented at World Aquaculture Conference, conducted trade show exhibit of research with Nha Trang University and visited barramundi hatcheries and grouper and cobia sea cage sites (Vietnam)	\$0.00	\$3,145.23 AusAID
Bronwyn Walsh Senior Development Horticulturist	Conducted workshop on targeting agricultural development needs and developed work plans for ethnic minority community projects (Vietnam)	\$0.00	\$2,390.79 ACIAR; University of Queensland
Jose Marques Research Horticulturist	Identified \$50 million market for Queensland mango exports (Vietnam)	\$0.00	\$2,373.45 AusAID
<b>Middle East</b>			
James Varghese Director-General	Promoted agribusiness capabilities of Queensland to complement trade development activities (United Arab Emirates)	\$28,997.69	\$0.00
Devinka Wanigsekera Director, Trade Strategies	Established relationships to increase trade and investment opportunities (United Arab Emirates and Saudi Arabia)	\$24,287.48	\$0.00
Anthony Onley Senior Trade and Business Officer	Led trade mission for 12 Queensland companies representing fresh and processed food products involving participation at Gulfood 2008 trade event (United Arab Emirates)	\$10,745.00	\$0.00
Wendy Walters Molecular Biologist	Attended International Barley Genetics Symposium, increased uptake of DPI&F genetic analysis software and barley breeding program (Egypt)	\$0.00	\$7,765.54 Grain Research and Development Council
Ralf Dietzgen Science Leader	Assisted with genetic fingerprinting of mango varieties and compilation of mango tree encyclopaedia (Oman)	\$0.00	\$5,598.30 Sultanate of Oman
Hume Field Principal Veterinary Epidemiologist	Presented at international conference on emerging zoonoses with a focus on animal diseases that threaten human health (Cyprus)	\$0.00	\$4,586.40 Australian Biosecurity CRC, conference organising committee
<b>South Africa</b>			
Sagadevan Mundree General Manager	Attended Bio2Biz conference on research and development in biological sciences that have potential for commercialisation	\$232.00	\$3,598.00 Plant Bio Trust
David Lee Principal Research Scientist	Presented on testing Corymbia hybrids, met with international researchers on eucalypt genetics and silviculture, and identified collaborative opportunities	\$0.00	\$5,600.78 University of Sunshine Coast
Steven Underhill Science Leader	Attended international eucalyptus conference including presentations on tree breeding, genetic conservation and emerging hardwood pests and diseases	\$0.00	\$5,363.51 Commonwealth Scientific and Industrial Research Organisation
Cornelia Turni Research Scientist	Presented at International Pig Veterinary Society, strengthened international links and to develop vaccine for improved disease control	\$0.00	\$5,327.71 Pork CRC
Jeffrey Daniells Principal Horticulturist	Attended banana crop protection symposium to improve management and sustainability of international banana industries	\$0.00	\$5,082.08 Australian Banana Growers Council; Mackay Estates



## Appendix 7: Overseas travel by DPI&F staff

South Africa (continued)			
Officer	Reason for travel	Total cost to DPI&F	Contributions from external sources
Richard Clark Principal Consultant	Designed a potential beef market-chain development project	\$0.00	\$4,912.14 CRC for Beef
North America			
› United States of America			
Wayne Jorgensen Principal Research Scientist	Represented DPI&F biotechnology on Queensland Government BIO2008 mission to Seattle to strengthen collaboration and advance the Queensland/Washington State Vaccine Alliance	\$9,544.75	\$0.00
Ralf Dietzgen Science Leader	Represented DPI&F biotechnology on Queensland Government BIO2008 mission to Seattle to strengthen collaboration and advance the Queensland/Washington State Vaccine Alliance	\$5,569.26	\$0.00
Brian Burns Principal Scientist	Established collaborative research arrangements to better understand epigenetic interactions resulting in breeding and production inefficiencies in Queensland tropical beef cattle	\$4,336.76	\$0.00
Helen Oakey Molecular Biologist	Conducted research and training with American researchers	\$1,949.38	\$18,788.71 National Fire Ant Eradication Program
William Webster Principal Veterinary Officer	Presented on tuberculosis eradication in Queensland and received updates on bovine Johne's disease	\$717.25	\$6,927.81 US Dept of Agriculture
Karine Chenu Senior Research Scientist	Presented work on whole plant physiology modelling genotype-to-phenotype relationships in maize, and met regarding a commissioned research project.	\$82.00	\$3,718.00 CIRAD (French Agricultural Research Centre for International Development)
Christine Horlock Research Scientist	Accessed research on important endemic and exotic pathogens that affect Queensland temperate fruit industries and further developed collaborative partnerships	\$0.00	\$11,454.65 Horticulture Australia Ltd
Irene Hauxwell Principal Research Scientist (Biopesticides)	Presented on use of microbial control as a sustainable tool in integrated pest management and built links with key international researchers (USA and Canada)	\$0.00	\$9,067.60 GRDC
Judith King Principal Scientist	Attended International Union of Forest Research Organisation Alien Invasion Species and International Trade meetings (USA and Canada)	\$0.00	\$8,916.46 Dept of Agriculture and Forestry, Diagnostic
Gregory McLean Senior Research Scientist	Progressed work on crop model to simulate the effect of drought-related traits to allow development of better adapted crop varieties	\$0.00	\$8,500.00 Pioneer HiBred
Timothy O'Hare Principal Physiologist	Presented at international symposium on Human Health Effects of Fruit and Vegetables on research about anti-carcinogenic potential of radish sprouts	\$0.00	\$7,742.14 RIRDC
Gregory McLean Senior Research Scientist	Collaborated with scientists analysing maize trials to calibrate the crop model for drought-related traits	\$0.00	\$7,036.81 Pioneer HiBred
David Butler Principal Biometrician	Presented on development of advanced statistical computing tools for increasing efficiency in plant improvement programs	\$0.00	\$6,820.65 GRDC
David Jordan Principal Plant Breeder	Presented at international conference on research into use of simulation modelling to improve genetic progress in plant breeding programs and discussed collaborations with Texas A&M University	\$0.00	\$6,702.53 Generation Challenge program, College Station Texas University

<b>&gt; United States of America (continued)</b>			
<b>Officer</b>	<b>Reason for travel</b>	<b>Total cost to DPI&amp;F</b>	<b>Contributions from external sources</b>
Andrew Miles Plant Pathologist	Learnt about the California Clonal Protection Program, the fungal diseases research program and the National Germplasm Repository and attended the North American Plant Protection Organisation International Workshop on Huanglongbing, Mexico (USA and Mexico)	\$0.00	\$5,000.00 Australian Citrus Growers Inc
Geoffrey McIntyre Principal Development Extension Officer	Attended extension and technology transfer sessions, highlighting successful programs in developed and developing countries	\$0.00	\$4,360.00 Cotton Catchment Communities CRC
Shaun Winterton Principal Entomologist	Sorted and prepared insect specimens for transport back to DPI&F insect collection	\$0.00	\$4,100.00 National Science Foundation
Franklin Panetta Professional Leader	Increased international profile of Biosecurity Queensland, and developed contacts for collaboration on weed eradication research and data sharing	\$0.00	\$3,201.97 CRC for National Plant Biosecurity
<b>&gt; Canada</b>			
Jennifer Ovenden Fisheries Biologist	Showcased and benchmarked work on sustainable management of fisheries and the marine environment with universities and government fisheries researchers	\$1,328.00	\$5,985.00 University of Windsor, Ontario
Clive Jones Senior Biologist	Presented at international conference on lobster aquaculture technology on research into lobster growout and larval rearing	\$0.00	\$10,064.08 ACIAR
Troy Fredericks Research Scientist (Plant Physiology)	Presented at international plant cold hardiness seminar on post-head emergence spring radiant frost, a major problem affecting wheat and barley in Australia's northern region	\$0.00	\$7,492.06 GRDC
Mila Bristow Physiologist	Attended international conferences on modelling of complex forest systems and processes	\$0.00	\$7,454.18 CRC–Forestry
<b>&gt; Mexico</b>			
Henry Camacho-barreto Senior Trade and Business Officer	Led trade mission to allow participating Queensland producers and agribusiness companies to establish links with the Mexican livestock industry	\$10,336.66	\$0.00
Douglas Lush Experimentalist	Reviewed international maize and wheat improvement programs and arranged collaborative transfers of germplasm	\$2,123.32	\$3,941.42 CRC for Value Added Wheat
<b>South America</b>			
Simon Newett Principal Extension Horticulturist	Co-led 40 Australian avocado growers and researchers to world avocado congress and nine Australian pineapple growers to the world pineapple symposium (Chile, Brazil and Costa Rica)	\$0.00	\$17,878.51 Quadrant Australia
Fiona Giblin Plant Pathologist	Presented 2 papers at 6th World Avocado Congress, and joined Australian avocado growers and industry on an agricultural tour (Chile)	\$0.00	\$8,636.48 Avocados Australia Ltd
Glen Fox Senior Research Officer	Attended international symposium on pre-harvest sprouting in cereal, presenting research on genes responsible for breeding resistance to major grain defects (Argentina)	\$0.00	\$5,395.00 GRDC
Garth Sanewski Senior Horticulturist	Presented on DPI&F pineapple breeding programs at 6th International Pineapple Symposium and met with researchers and pineapple exporters (Brazil)	\$0.00	\$5,348.75 Brazilian Science and Technology Ministry
<b>Europe</b>			
Peter Cronin Principal Research Scientist	Attended a closed conference discussing models for managing co-existence of genetically modified and non-genetically modified crops along the supply chain (Spain and Netherlands)	\$6,589.98	\$0.00



## Appendix 7: Overseas travel by DPI&F staff

<b>Europe (continued)</b>			
<b>Officer</b>	<b>Reason for travel</b>	<b>Total cost to DPI&amp;F</b>	<b>Contributions from external sources</b>
David Ham Manager	Strengthened and built new collaborative relationships with agricultural research organisations (France)	\$1,381.00	\$0.00
Elizabeth Woods Executive Director	Attended consultative group on International Agricultural Research Alliance meeting (Belgium)	\$375.06	\$14,508.43 International Rice Research Institute
Denis Hamilton Principal Scientific Advisor	Contributed to joint meeting of food and agriculture experts and the World Health Organisation expert group on pesticide residues in food and the environment (Switzerland)	\$82.00	\$18,418.00 Food and Agriculture Organisation
Elizabeth Woods Executive Director	Attended senior leadership program on international agricultural research (Switzerland)	\$0.00	\$16,151.13 International Rice Research Institute
Denis Hamilton Principal Scientific Advisor	Evaluated scientific data to establish new specifications for agricultural and public health pesticides (Germany)	\$0.00	\$13,825.00 Food and Agriculture Organisation
Steven Underhill Science Leader	Presented at agri-innovation congress and identified advances in forestry research and development (United Kingdom)	\$0.00	\$7,905.00 Commonwealth Scientific and Industrial Research Organisation
Alicja Lew Senior Scientist (Molecular Biology)	Presented research into bovine campylobacteriosis, a venereal disease in cattle (Netherlands)	\$0.00	\$6,884.76 The University of Queensland, Murdoch University
Daniel Rodriguez Focus Team Leader	Presented final project outcomes (High yielding irrigated grains in cotton cropping systems-Phase II) to key international stakeholders and influenced international science agenda (Italy and Netherlands).	\$0.00	\$6,738.86 NSW Dept of Primary Industries
Denis Hamilton Principal Scientific Advisor	Participated in the initiative to produce an FAO WHO Training Manual on the development and use of pesticide specifications (Switzerland)	\$0.00	\$6,514.00 World Health Organisation
Peter Hofman Principal Horticulturist	Inspected quality of Calypso mango fruit sea-freighted to Holland (Netherlands and United Kingdom)	\$0.00	\$5,728.88 Horticulture Australia Ltd
Peter Leach Senior Entomologist	Worked on project proposal regarding using irradiation for enhanced sanitary and phytosanitary treatment of regional products for export (Austria)	\$0.00	\$5,500.00 International Atomic Energy Agency
Gregory Platz Principal Plant Pathologist	Visited breeders and researchers in northern Europe, and attended meeting to standardise international characteristics of pyrenophora teres of barley (Germany, Poland, Russia and Finland)	\$0.00	\$5,013.86 GRDC
Valerie Debusse Research Scientist	Strengthened research and development links with international partners on whole-of-landscape approaches to forest health management (Netherlands)	\$0.00	\$1,054.75 Dept of State Development and Training
<b>Mixed destinations</b>			
Joseph Baker Chief Scientific Advisor	Presented at international conference on marine bioresources and conducted meetings, visits and lectures (Taiwan, Hong Kong and Russia)	\$4,192.85	\$7,389.63 National Taiwan Ocean University
Kathleen Grice Experimentalist	Collected banana leaf material infected with exotic pathogens in Malaysia and examined this material during training in laboratory-based taxonomic and molecular diagnosis in France (Malaysia and France)	\$770.22	\$6,707.57 Dept of Agriculture Forestry and Fisheries

<b>Mixed destinations (continued)</b>			
<b>Officer</b>	<b>Reason for travel</b>	<b>Total cost to DPI&amp;F</b>	<b>Contributions from external sources</b>
Mark Dunlop Environmental Engineer	Presented on poultry odour and dust emissions at international symposium on Air Quality and Waste Management for Agriculture and conducted research (United States of America and Germany)	\$0.00	\$10,841.25 Poultry CRC, RIRDC
William Palmer Principal Scientist	Visited 11 quarantine areas to improve design of new quarantines at the Ecosciences Precinct (Canada, United States of America, United Kingdom and South Africa)	\$0.00	\$8,057.61 Meat and Livestock Australia
Chrysantus Akem Principal Plant Pathologist	Conducted workshop and grower visits to develop integrated crop management practices to increase sustainable yield and quality of mangoes (Oman and Pakistan)	\$0.00	\$7,532.75 ACIAR
Jodie Campbell Horticulturist	Attended annual program planning workshop, monitoring mango supply chain, training in mango handling practices and market research in Dubai and Pakistan (Pakistan, Singapore and United Arab Emirates)	\$0.00	\$7,095.00 ACIAR
Ian Bally Senior Horticulturist	Conducted workshop and grower visits to develop integrated crop management practices to increase sustainable yield and quality of mangoes (Oman and Pakistan)	\$0.00	\$6,363.14 ACIAR
Jodie Campbell Horticulturist	Enhanced performance of Australian mangoes by strengthening relationships in Dubai, Middle East markets and Pakistan (Pakistan, Singapore and United Arab Emirates)	\$0.00	\$5,969.64 ACIAR, Horticulture Australia Ltd, AMHI
Peter Hofman Principal Horticulturist	Attended international brainstorming workshop on improving Queensland's avocado export potential (Chile and New Zealand)	\$0.00	\$5,051.05 Avocados Australia Ltd



## Appendix 8: Shared Service Initiative

The Shared Service Initiative is a whole-of-Government approach to corporate service delivery. The vision is partnering in corporate services to support and connect Government. Shared Services are underpinned by standardising business processes, consolidating technology and pooling resources and expertise.

Under the shared service model, government agencies joined together to share corporate services and resources through shared service providers (SSPs). The SSPs service their existing customer agencies through operating level agreements.

In 2007–2008, Queensland Treasury led the refinement of the whole-of-Government model for shared service delivery and provided policy and program management for the Shared Service Initiative.

From 21 September 2007, the Shared Service Agency (SSA) was transferred from Queensland Treasury to the Department of Public Works through a machinery of Government change. The SSA now services a number of departments, agencies and other entities across government.

SSA provides the following corporate services to the Department of Primary Industries and Fisheries:

- financial services
- human resource management (including recruitment and payroll)
- facilities management, and
- information and communication technology support.

During 2007–08, the Department of Public Works hosted SSA as a separate entity and will report on its activities in its annual report. For more information on the SSA, refer to the Department of Public Works annual report.



## Appendix 9: Public recordkeeping

Under the *Public Records Act 2002*, *Public Service Act 1996*, and *Information Standard 40—Recordkeeping*, DPI&F is required to develop and implement strategies to ensure the department complies with laws relating to public records.

During 2007–08, operational responsibilities for document and records management were provided by the Shared Services Agency. From July 2008, these responsibilities will be transferred to DPI&F as part of the review of Shared Services Agency services.

### **Key 2007–08 outcomes:**

- formal report to Queensland State Archives using a self-assessment checklist
- major investment in records management software product testing and model change for DPI&F's electronic document and records management system—the introduction of eDocs is planned for 2009
- planning for a new correspondence management system to improve ministerial and executive correspondence—the introduction of MinCor is planned for late 2008
- introduction of compulsory online records awareness training for all DPI&F staff, as part of their corporate induction, accompanied by a targeted awareness program.



## Appendix 10: Support and protection of whistleblowers

DPI&F aims to achieve a work environment where whistleblowers are supported and staff understand proper standards of ethical conduct and report serious wrongdoing using appropriate internal and external channels. During 2007–08, the Crime and Misconduct Commission conducted training for DPI&F staff on ethical issues (with reference to the role of whistleblowers and the support to be given to them) at five regional centres throughout Queensland.

Providing support to whistleblowers and the handling of public interest disclosures is coordinated centrally through DPI&F's Corporate Integrity and Governance Unit. DPI&F'S Corporate Standard HR.8.006 (*Supporting and Protecting Whistleblowers*) acts as a guide for making and handling public interest disclosures, and details the support and protection to be given to whistleblowers. DPI&F's standard is consistent with its fraud and corruption control policy, the *Whistleblower Protection Act 1994* and Australian Standard 8004-2003 *Whistleblower Protection Programs for Entities*. The Whistleblowers Protection Act was amended in 2007 to enable public interest disclosures to be made to Members of Parliament.

During 2007–08, 27 public interest disclosures were made in relation to DPI&F staff, all relating to allegations of official misconduct. This is a significant increase from 10 public disclosures last year. Reasons for this increase include a new complaints management system and changes to the criteria used to determine whether a complaint constitutes a public interest disclosure. All public interest disclosures were referred to the Crime and Misconduct Commission. One matter has been completed and found to be unsubstantiated. All other matters remain under investigation.



## Appendix 11: Complaints management

DPI&F encourages and values feedback from clients, suppliers and its employees to help form and shape the future of our service delivery, our values, the way we achieve our goals and the way we deal with each other. A key component of client, supplier and employee feedback is an effective and transparent complaints management system.

In response to a directive issued by the Office of the Public Service Commissioner requiring all agencies to implement a complaints management system by November 2007, DPI&F has developed a complaint handling model, standards and procedures. The key elements of the model are visibility and access, responsiveness, assessment and action, feedback to complainants and monitoring the system's effectiveness. Complaints about service delivery are handled by the trained complaint receipt officers in each business group. Complaints about staff misconduct or privacy are referred to the Corporate Integrity and Governance Unit for further action. DPI&F is currently investigating a centralised electronic database for recording complaints.



## Appendix 12: Freedom of Information Statement of Affairs

Under Section 18 of the FOI Act, DPI&F is required to provide a Statement of Affairs outlining:

- the types of documents held by DPI&F, including:
  - policy documents
  - public registers
- how to access DPI&F documents under the FOI Act, including fees and charges
- how to amend personal information held by DPI&F
- your review rights if you are unsatisfied by a FOI decision made by DPI&F.

### Types of documents held by DPI&F

DPI&F has a wide range of hard copy and electronic documents including: reports, minutes and agendas of meetings, maps, plans, audio/visual materials, computer records, general correspondence, internal working documents, departmental publications (including brochures, booklets, reports and videos), personnel files, financial records, policy documents, and policy and procedure manuals.

- *Policy documents*—Copies of DPI&F rules, policies and guidelines for staff are available for inspection and/or purchase by the public. To inspect or request a copy of DPI&F's policy document, contact the DPI&F Business Information Centre on 13 25 23 (for callers within Queensland) or 07 3404 6999 (for interstate callers) or fax 07 3404 6900. While there is no cost to inspect a policy document, a photocopy fee of \$0.20 per A4 page may apply.
- *Public registers*—DPI&F holds a number of public registers containing information about primary industries and fisheries. Although privacy and confidentiality issues prevent disclosure of some information, other information may be accessed by the public at no cost or for a fee.

Figure 48: DPI&F public registers

- Agricultural chemical distribution licensing register
- Brands database
- Register of authorities and fisheries development approvals under the Fisheries Act 1994 (available on FishNet)
- Register of approvals under the Integrated Planning Act 1997
- Register of scientific users under the Animal Care and Protection Act 2001
- Register under the Stock Identification Regulation 2005 (agricultural property system)
- Register of pest control notices and entry notices in the control of declared pests on private land under Section 86 of the Land Protection (Pest and Stock Route Management) Act 2002
- Apiary registration database
- Registers relating to cattle feedlotting and pig farming under the Environmental Protection Act 1994 (including development approvals, registration certificates, surrenders of registration certificates, reports to the administering authority, environmental reports, monitoring program results, environmental protection orders, authorised persons, approved codes of practice, codes of environmental compliance and standard environmental conditions).

### Accessing DPI&F documents under the FOI Act

Under the FOI Act, members of the public have a legally enforceable right to access documents held by DPI&F. FOI applications must be in writing, provide sufficient information concerning the document/s as is reasonably necessary to enable staff to identify the document/s and provide an address for notification of a decision.

To make an application under the FOI Act:

- complete an FOI Application Form (available online at [www.dpi.qld.gov.au](http://www.dpi.qld.gov.au)), or
- write to:
  - Senior Consultant (FOI & Privacy)
  - Corporate Integrity and Governance
  - Department of Primary Industries and Fisheries
  - GPO Box 46
  - Brisbane QLD 4001

Figure 49: Fees and charges relating to FOI applications

<b>Documents not relating to personal affairs</b>	<ul style="list-style-type: none"> <li>• \$38.00 application fee</li> <li>• Additional charges for time spent by staff searching and processing the requested documents (\$5.80 for each 15 minutes or part thereof)</li> <li>• Photocopy charges of \$0.20 per black and white A4 page.</li> <li>• Inspection of documents charged at \$5.80 per 15 minutes or part thereof</li> </ul>
<b>Documents solely relating to personal affairs</b>	No fees or charges apply, however proof of identification such as a birth certificate, passport or driver's licence is required.

Processing and access charges may be waived for individuals or non-profit organisations on the grounds of financial hardship if they meet certain criteria.

### Amending personal information held by DPI&F

If you have accessed DPI&F documents containing personal information that is inaccurate, incomplete, out-of-date or misleading, you can apply for correction or amendment of any part of the information under the FOI Act. Amendment of Information (AOI) applications must be in writing and provide an address for notification of a decision. They must also provide details about the information believed to be inaccurate, incomplete, out-of-date or misleading, and specify the amendments that you wish to be made.

To make an AOI application, write to:

Senior Consultant (FOI & Privacy)  
 Corporate Integrity and Governance  
 Department of Primary Industries and Fisheries  
 GPO Box 46  
 Brisbane QLD 4001



## Review rights

If you are unhappy with a decision made by DPI&F under the FOI Act, you may exercise rights of review. You will be advised of your review rights when notified of the initial decision and at the internal review stage.

- *Internal review*—If you or a third party is dissatisfied with the initial FOI decision made, you may apply for an internal review. Requests for internal review must be made within 28 days of receiving the original decision and if possible, should contain the grounds on which you are seeking the review. An officer no less senior than the initial decision-maker will conduct the internal review and make a new decision on the matter within 28 days of receiving the request.
- *External review*—If you or a third party is dissatisfied with the outcome of the internal review, you may apply to the Information Commissioner for an external review of the decision. Applications to the Information Commissioner must be made in writing within 28 days from the date notified of the internal review decision.

## Glossary

### ***Aligning for Success***

An initiative implemented in July 2004 which restructured DPI&F to better align the department's strategic organisational direction and capability, focusing on government priorities and more strategic engagement with stakeholders

### ***aquaculture***

Cultivation of live fisheries resources for sale

### ***biosecurity***

Managing and responding to risks associated with plant and animal pests and diseases, and agricultural and veterinary chemicals

### ***Blueprint for the Bush initiative***

A ten year partnership between the Queensland Government, AgForce and the Local Government Association of Queensland to foster and support sustainable, liveable and prosperous rural communities in Queensland

### ***BSES Limited***

In 2003, the Bureau of Sugar Experiment Stations became BSES Limited. DPI&F provides funding to BSES to conduct research on our behalf.

### ***CRCs***

Cooperative Research Centres

### ***DPI&F***

Department of Primary Industries and Fisheries

### ***exotic animals/species***

Species that are not native to the country in question

### ***extension***

Turning research into practical outcomes which bring about positive change for primary producers, through training and information

### ***finfish***

Fish with fins (as opposed to shellfish, crustaceans etc)

### ***horticulture***

The commercial cultivation of fruits, vegetables and nuts

### ***industry development services***

Encompasses farming, fisheries, forestry, food and fibre processing, and agriculturally-related businesses that supply farm inputs (eg. fertiliser or equipment) or are involved in the marketing of farm products (eg. warehouses, processors, wholesalers, transporters and retailers)

### ***intellectual property***

The rights of creative workers in literary, artistic, industrial and scientific fields that are protected by copyright, trademarks or patents. DPI&F grants licences to develop, market and sell products, technology or copyright works as well as managing commercialisation of copyright works (eg. books, publications, images, software, databases).

### ***lifestyle horticulture***

The lifestyle horticulture industry comprises those businesses that produce non-food horticulture products such as turf, plants, cut flowers and foliage. The industry also provides a range of services: landscaping parks and gardens management, professional horticultural advice, and training and education.

### ***Machinery-of-government changes (MoG)***

The allocation and reallocation of functions between government departments and ministers

### ***peri-urban environments***

Environments located around the perimeter of urban areas, ranging from five to 100 acres

### ***primary industries***

Any part of the supply chain for agriculture, forestry, fisheries and other rural industries

### ***R&D***

Research and development



***RD&E***

Research, development and extension

***SET***

Senior Executive Team

***supply chain***

A group of businesses linked together for mutual benefit to supply products to customers, including producers (and their input suppliers), processors, transporters, packers, wholesalers, marketers, retailers, and export and import distributors

***sustainable development***

Economic and social development that meets the needs of the current generation without undermining the ability of future generations to meet their own needs. DPI&F promotes sustainable development through the responsible use of Queensland's natural resources and the development of environmentally sustainable industries and employment.





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## Financial statements

Refer to financial statements

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## Contact details

### DPI&F Business Information Centre

13 25 23 (cost of a local call within Queensland)

Interstate callers: 07 3404 6999

Email: [callweb@dpi.qld.gov.au](mailto:callweb@dpi.qld.gov.au)

Web: [www.dpi.qld.gov.au](http://www.dpi.qld.gov.au)

Fax: 07 3404 6900

### Head office (Brisbane)

80 Ann Street, Brisbane

GPO Box 46, Brisbane Qld 4001

## Regional offices

### South east

91-95 Howard St, Nambour

PO Box 5165, SCMC Nambour Qld 4560

Phone: 07 5430 4911

Fax: 07 5430 4994

### South

203 Tor St, Toowoomba

PO Box 102, Toowoomba Qld 4350

Phone: 07 4688 1200

Fax: 07 4688 1199

### Central

25 Yeppoon Rd, Parkhurst, Rockhampton

PO Box 6014, Parkhurst Qld 4702

Phone: 07 4936 0211

Fax: 07 4936 0345

### West

Landsborough Hwy, Longreach

PO Box 519, Longreach Qld 4730

Phone: 07 4658 4400

Fax: 07 4658 4433

### North

180-202 River Boulevard, Oonoomba

PO Box 1085, Townsville Qld 4810

Phone: 07 4722 2688

Fax: 07 4778 2970

