



Australian Government

Australian Fisheries Management Authority

A large school of fish, likely blue snappers, swimming in clear blue water. The fish are silvery-blue with dark vertical stripes and are moving in a coordinated pattern.

Annual Report 2024–25

afma.gov.au

Securing Australia's fishing future

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Australian Government

Australian Fisheries Management Authority

| Letter of transmittal

29 September 2025

Julie Collins MP
Minister for Agriculture, Fisheries and Forestry
Parliament House
CANBERRA ACT 2600

Dear Minister

We have pleasure in presenting to you the annual report of the Australian Fisheries Management Authority (AFMA) for the financial year ended 30 June 2025.

The annual report has been prepared in accordance with section 46 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and all other obligations in the *Public Governance, Performance and Accountability Rule 2014* and the *Fisheries Administration Act 1991*.

The Minister that administered AFMA for the reporting period was the Honourable Julie Collins MP. Senator the Hon Anthony Chisholm is Assistant Minister for Agriculture, Fisheries and Forestry.

During 2024–25, AFMA continued to deliver regulatory and management services to Australian fisheries operators and the broader community. This has ensured sustainable Commonwealth fisheries but several non-fishery management impacts such as low market prices, high input costs and climate impacts are testing profitability in some fisheries.

Fisheries and the marine environment remain in a state of flux throughout Australia. Non-fisheries issues such as climate change and the continued competition for marine space with sectors such as offshore energy necessitate a dynamic approach to fisheries monitoring, assessment, research, and management. At the same time, most commercial fisheries are far smaller (number of vessels and amount of fishing effort) than they have been in the past, posing reduced risks to the ecosystem. AFMA is embracing the call from Government for regulatory improvement to support and boost productivity throughout the economy.

As required under section 10 of the Public Governance, Performance and Accountability Rule 2014, we certify that we are satisfied that AFMA has:

- prepared fraud and corruption risk assessments and fraud and corruption control plans
- put in place appropriate fraud and corruption prevention, detection, investigation, recording or reporting mechanisms that meet the specific needs of the agency, and
- taken all reasonable measures to appropriately deal with fraud and corruption relating to the agency.

We give you this annual report, which has been prepared for the purposes of section 46 of the PGPA Act, to present to the Parliament.

Yours sincerely



Helen Kroger
Chair



Wez Norris
Chief Executive Officer
Accountable Authority

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User guide

This report provides details of the operations and performance of AFMA for the financial year ended 30 June 2025, as forecast in the *Department of Agriculture, Fisheries and Forestry Portfolio Budget Statements 2024–25* and the *AFMA Corporate Plan 2024–27*.

This report has been prepared in accordance with Australian Government requirements. It addresses all applicable obligations under the *Public Governance, Performance and Accountability Act 2013*, the *Public Governance, Performance and Accountability Rule 2014*, and annual reporting requirements set out in the *Fisheries Administration Act 1991*, the *Fisheries Management Act 1991*, and other relevant legislation.

Review by Chair and CEO

The review by the Chair and Chief Executive Officer (CEO) looks at AFMA's key achievements in 2024–25, and an outlook for 2025–26.

Overview of AFMA

Explains our role and functions, stakeholders, and our organisational structure.

Annual performance statements

Details AFMA's Annual Performance Statements 2024–25 explaining our major objectives, performance results and an analysis of those results. This part also describes performance results in each fishery, including any significant changes to management arrangements and opportunities and challenges faced in meeting our performance objectives.

Financial report

Consists of AFMA's financial statements for the 2024–25 financial year as independently audited by the ANAO. These statements include financial performance, senior executive service (SES) remuneration, financial status, and cash flows during 2024–25.

Management and accountability

Covers AFMA's governance arrangements and practices, including financial management, human resource management activities, risk management practices, and monitoring and review mechanisms.

Appendices

Includes details of resource statements, employee statistics, key management personnel remuneration, and other management issues. The joint authority annual reports from the Northern Territory, Western Australia, and Queensland are also included in the appendices.

References

A list of annual report requirements as set out in the Public Governance, Performance and Accountability Amendment (Non-corporate Commonwealth Entity Annual Reporting) Rule 2014 and the Resource Management Guide 135 *Annual reports for non-corporate Commonwealth entities* is provided at the end of the report. Also included is a list of abbreviations and acronyms, a glossary, and an index.





Review by Chair and CEO

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Review by Chair and CEO

Significant issues for us

Throughout 2024–25, we continued to promote and support sustainable Commonwealth fisheries, which is essential to the achievement of our economic objective.

The Commonwealth fishing industry continues to face a number of challenges that reduce economic viability at the vessel and fleet level. While many of these are outside AFMA's remit to address, they highlight the need for thorough understanding of the operating environment so that we can best tailor regulation to achieve our objectives in a manner that supports industry productivity.

As Commonwealth managed fisheries continued to face the climate related effects we reported last year (higher than average sub-surface temperatures, large-scale changes to the distribution and eddying of Australia's major ocean currents, increased acidification and decreased oxygen levels) we continue to see variable, positive and negative, impacts on different stocks. We continued to integrate climate risk into our decision-making frameworks and prepared for further adaptation, because we recognise that we need to accelerate the response time of our management arrangements to keep up with climate related effects.

Our legislation requires us to strike a difficult, and often under-appreciated, balance between ecological sustainability and socio-economic imperatives. At times we attracted criticism for setting catch limits above scientifically recommended levels and we continued to highlight that scientific advice is one input to the multi-stakeholder decision-making process. Scientific models often include ranges of uncertainty, partly due to the frequency of stock assessments. We continue to invest in our data holding systems so that we can respond to new scientific data and implement fisheries management frameworks as quickly as possible.

The competition for marine space continued to intensify this year, with the expansion of offshore renewable energy projects, marine conservation zones, aquaculture, and defence activities all placing pressure on traditional fishing grounds. Spatial overlap increasingly led to operational constraints for commercial fishers and complicated access rights. We continued to contribute to integrated marine spatial planning, including through diverse national scale processes such as the development of the National Sustainable Oceans Plan, which is now critical to ensure equitable and sustainable use of Australia's ocean resources.

Our performance and financial results

Despite the challenges we faced our fisheries made a valuable contribution to the broader Australian community by providing employment, supporting economic development in regional areas, and generating export earnings. The gross value of production of Commonwealth managed fisheries is determined to be \$396,481,000 for the 2024–25 financial year¹.

Ecologically sustainable development

Our key priorities for this goal, as published in our Annual Operational Plan 2024–25 are to invest in different science, integrate research efforts and findings, trial and implement a Climate Risk Framework across Commonwealth fisheries, and develop a new multi-species harvest strategy for key south-eastern fisheries.

To address economically sustainable development of fisheries, we continued our active and ongoing engagement with the Commonwealth Scientific and Industrial Research Organisation. AFMA also prioritised and funded a number of new research projects that test harvest strategies and more cost-effective monitoring of stock status for key species. In addition, several strategic and innovative research projects

were developed and supported for funding through the Fisheries Research Development Corporation. Previous research outputs were utilised and incorporated into a range of fisheries to allow key management decisions to be made. AFMA's capacity to innovate is increasingly constrained by a declining fishing fleet and rising research costs. To ensure the continuity of critical data needed to address climate impacts and sustainably manage fisheries into the future, we need research funding from sources beyond cost recovery.

The trial of the Climate Risk Framework (CRF) continued throughout 2024–25, with ongoing collaboration and input from key fishery stakeholders. We anticipate finalising the CRF, along with the trial report and implementation plan, by November 2025. A world-leading project to develop and implement a multi-species harvest strategy for the Southern and Eastern Scalefish and Shark Fishery has now been funded by the Fisheries Research and Development Corporation.

During 2024–25, there was no change or increase in the number of stocks for which management measures were based on species-appropriate scientific assessment. The number of AFMA-only stocks assessed as 'subject to overfishing' remains low.

1 Department of Agriculture, Fisheries and Forestry, 2025, *Primary Industries Research and Development (Gross Value of Production of Commonwealth Fisheries for 2024–25) Determination 2025* [online]. Available at: <https://www.legislation.gov.au/C2025G00338/asmade> [Accessed 15 Jul 2025].

The 2024–25 year saw two historic success stories for AFMA and the Commonwealth Fishing Industry. In July 2024, the Minister for Climate Change, Energy, the Environment and Water removed Southern Bluefin Tuna from the list of threatened species, and in February 2025, the Orange Roughy fishery achieved Marine Stewardship Council sustainability certification. Both stocks had previously been fished to extremely low levels, and the achievements this year demonstrate the value of decades of cooperation between government, industry and the scientific community.

Maximise net economic returns

We address this objective by specifying an appropriate catch or effort target for each of the key commercial stocks taken in each fishery, where feasible, and implementing management measures that provide incentives for cost minimisation and revenue maximisation for the commercial sector. The Australian Bureau of Agricultural and Resource Economics and Sciences (ABARES) provides commentary on likely and estimated Net Economic Returns (NER) trends in specific fisheries in its annual *Fishery status reports*.

A formal Fishery Management Paper on NER will be published when the review of the Commonwealth Harvest Strategy Policy is complete.

Compliance

The 2024–25 financial year has seen AFMA deliver solidly on the domestic compliance front. We re-tasked administrative funding as planned. Most of the specific targets specified in our National Compliance and Enforcement Program (NCEP) have been met.

Illegal fishing by foreign fishing vessels, mainly from Indonesia, but also from Papua New Guinea in the Torres Strait, remains a high priority for AFMA and a key risk to fisheries and the marine environment. We investigated several hundred cases of illegal fishing this year leading to 273 successful prosecutions, which is three times more than the number of prosecutions in 2023–24, and the seizure and destruction of over 60 vessels.

We and Maritime Border Command (MBC) (involving Australian Defence and Australian Border Force), remained focused on locating, apprehending, and prosecuting illegal foreign fishers in Australian waters. Our collaborative efforts led to seized catch and fishing equipment, disposal of vessels, and apprehension of foreign fishers. We also successfully prosecuted numerous foreign fishers for offences under the *Fisheries Management Act 1991 (Cth)*. Penalties ranged from 12-month good behaviour bonds to imprisonment for up to ninety days, sending a clear signal that Australia is active in global action against illegal, unreported and unregulated fishing (IUU).

To complement these direct enforcement activities, we maintained our active international engagement and capacity building program, rolling out public education campaigns in Indonesia and training opportunities in many Southeast Asian and Pacific countries.

These activities seek to reduce illegal fishing in the region generally, and at its source. Capacity building activities also contribute to strengthening our important relationships with Southeast Asian and Indian and Pacific Ocean coastal nations.

Efficient, cost-effective, and accountable management

One of the key priorities for this goal that we published in our Annual Operational Plan 2024–25 was technology repair and sustainment. Technology uplift (repair and sustainment) to support the delivery of the Data Transformation and Electronic Monitoring (DT&EM) Program was achieved.

We also gave priority focus this year to reviewing and updating our existing policies and procedures and developing new guidance for staff to support the administration of new entitlements under the Enterprise Agreement 2024–2027.

In line with our commitment to operational efficiency and modern workspace practices, we also streamlined our Darwin office footprint. The transition to a smaller space supports a more agile working environment, consistent with our Canberra office.

The 2024–25 financial year was the fourth year of our DT&EM Program, which aims to deliver a range of regulatory improvement outcomes to AFMA and industry including cost effective monitoring and reporting and better integrated access to AFMA systems to optimise transaction costs.

Outlook for the next reporting period

While global economic growth is expected to be subdued in 2025 and 2026 as global trade tensions and geopolitical uncertainty increase², demand for Australian seafood (among other agricultural exports) is expected to remain relatively resilient in 2025–26, assuming a relatively weak Australian dollar³. The demand for Australian seafood is counterbalanced by the economic challenges to production outlined above.



Helen Kroger

Chair

AFMA will embrace government's productivity and regulatory improvement agenda. We will be working with peak industry bodies and other relevant agencies to map cumulative impacts and identify opportunities to promote single touch regulation and decreased regulatory burden, while meeting our objectives.

The priorities for AFMA's fisheries work are outlined in our *Corporate Plan 2025–28*, which is available on our website.



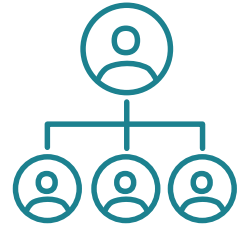
Wez Norris

Chief Executive Officer
Accountable Authority

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- 2 ABARES (2025), *Agricultural commodities: June quarter 2025*, Australian Bureau of Agricultural and Resource Economics and Sciences, Department of Agriculture, Fisheries and Forestry, page 19. Available at: <https://www.agriculture.gov.au/abares/research-topics/agricultural-outlook/june-2025> [Accessed 16 July 2025].
 - 3 ABARES (2025), *Agricultural commodities: June quarter 2025*, Australian Bureau of Agricultural and Resource Economics and Sciences, Department of Agriculture, Fisheries and Forestry, page 21. Available at: <https://www.agriculture.gov.au/abares/research-topics/agricultural-outlook/june-2025> [Accessed 16 July 2025].







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Overview of AFMA

The Australian Fisheries Management Authority (AFMA) is established under the *Fisheries Administration Act 1991* (the FAA) to manage Australia's Commonwealth fisheries on behalf of the Australian community in accordance with the *Fisheries Management Act 1991* (FMA). Our purpose is to pursue the ecologically sustainable development (ESD) of Commonwealth fisheries for the benefit of the Australian community.

Our outcome

Ecologically sustainable and economically efficient Commonwealth fisheries, through understanding and monitoring Australia's marine living resources and regulating and monitoring commercial fishing, including domestic licensing and deterrence of illegal fishing.



Our objectives

We fulfil our purpose by actively pursuing, and having regard to, our objectives.

Act and section	Summary of objective ¹
Fisheries Administration Act 1991 – section 6	Implement efficient and cost-effective fisheries management.
	Ensure the exploitation of fisheries and related activities is consistent with the principles of ecologically sustainable development. ²
	Where Australia has obligations under international agreements, ensure the exploitation of fish stocks and related activities in the Australian Fishing Zone (AFZ) and the high seas are carried out consistently with those obligations.
	To the extent that Australia has obligations under international law or agreements, ensure that fishing activities by Australian flagged vessels on the high seas are conducted consistently with those obligations. ³
	Maximise net economic returns to the Australian community from the management of Australian fisheries.
	Ensure accountability to the fishing industry and the Australian community in the management of fisheries resources.
	Achieve government targets in relation to the recovery of AFMA's costs.
Fisheries Management Act 1991 – section 3	Ensure that the interests of commercial, recreational and Indigenous fishers are considered.
	Ensure, through proper conservation and management measures, that the living resources of the AFZ are not endangered by over-exploitation.
	Achieve optimum utilisation of the living resources of the Australian fishing zone.

Note 1: Objectives that AFMA 'must pursue' are shaded blue. AFMA is to 'have regard to' the unshaded objectives.

Note 2: The principles of ecologically sustainable development are detailed in section 6A of the FAA.

Note 3: This objective is listed as one that AFMA must pursue in the FAA and as one that AFMA is to have regard to in the FMA.

In pursuing our objectives, we must ensure, as far as practicable, that measures adopted must not be inconsistent with the preservation, conservation, and protection of whales.

AFMA monitoring and compliance at a glance



AFMA fisheries officers activities included...



Organisational structure

AFMA is organised into four functional areas with the following roles:

- **Fisheries management teams:** Deliver innovative, transparent, and flexible regulatory arrangements that ensure sustainability of fish stocks and the broader marine environment, while ensuring that barriers to commercial activity are appropriately mitigated.
- **Fisheries operations teams:** Deliver data led, risk-based monitoring, control and surveillance and enforcement activities to support the integrity of regulatory measures.

- **Fisheries information teams:** Develop new and manage existing information products to inform regulatory practice in fisheries management and fisheries operations teams while administering industry-focused client management.
- **Corporate teams:** Enable and expedite the work of technical fisheries branches through proactive delivery of supporting services and advice.

The AFMA Executive team, comprising the CEO, Deputy CEO, General Manager Fisheries Operations, and the Chief Operating Officer (COO), empowers the functional teams above through strategic leadership and relationship building within government and across industry, other fishing sectors and broader marine environment stakeholders.

Figure 1: AFMA’s organisational structure as of 30 June 2025

Minister for Agriculture, Fisheries and Forestry The Hon Julie Collins MP			
AFMA Commission Ms Helen Kroger, Mr Wez Norris, Mr Scott Spencer, Mr Brett McCallum, Ms Sevaly Sen, Dr Sally Troy, Dr Ian Dutton			
AFMA Chief Executive Officer Mr Wez Norris			
Deputy Chief Executive Officer Ms Anna Willock			
Fisheries Management Branch	Fisheries Information and Services Branch	Fisheries Operations Branch	Corporate Services Branch
		General Manager Mr Justin Bathurst	Chief Operating Officer Ms Mira Bacelj
Northern Fisheries and Co-management Senior Manager Mr Brodie Macdonald	Fisheries Data and Licensing Services Senior Manager Mr Andrew Powell	National Compliance Operations Senior Manager Mr Tod Spencer	Legal and Parliamentary Services General Counsel Ms Natalie Williams
Northern Fisheries Torres Strait Fisheries Senior Manager Mr Steven Harris	Electronic Monitoring Senior Manager Mr Tamre Sarhan	International Compliance Operations Senior Manager Mr Brendan Rayner	Business Partnership and Strategy Chief Finance Officer Ms Ali Clough
Demersal and Midwater Fisheries Senior Manager Ms Sally Weekes		Foreign Compliance Policy Senior Manager Mr David Power	People, Capability and Engagement A/g Senior Manager Ms Claire Baker
Tuna and International Fisheries Senior Manager Ms Selina Stoute			Technology and Digital Services Chief Information Officer Ms Belinda Cook
Policy, Environment, Economics and Research Senior Manager Mr Ryan Murphy			
Climate Adaptation and Strategic Reform Senior Manager Mr Dan Corrie			

Members of accountable authority

As a regulatory authority and non-corporate Commonwealth entity, AFMA comprises the Chief Executive Officer (CEO), the Commission and AFMA staff.

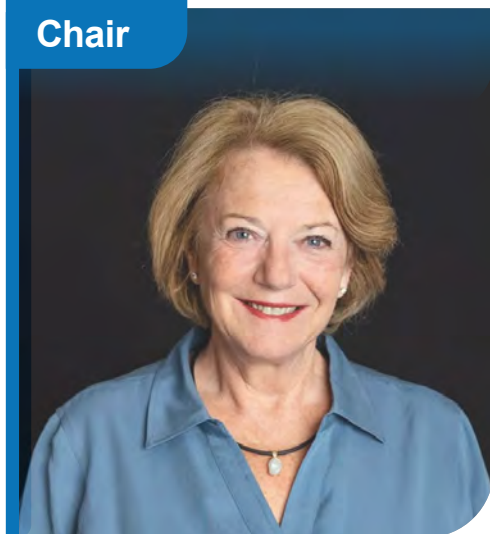
The CEO is the Accountable Authority under the PGPA Act as well as the Agency Head under the *Public Service Act 1999* and is also appointed as an AFMA Commissioner. The CEO is responsible for assisting the Commission in giving effect to its decisions.

In addition, the CEO is separately responsible for exercising AFMA's foreign compliance functions and powers, and for functions under the *Torres Strait Fisheries Act 1984*. The CEO is subject to Ministerial Direction with regard to AFMA's foreign compliance functions, and under the *Public Service Act 1999* is required to be responsive to government in implementing the government's policies and programs.



Members of AFMA's Commission

Chair

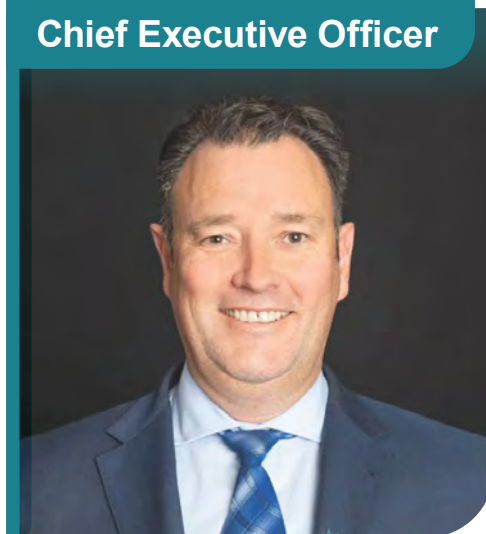


Ms Helen Kroger

Appointed from 1 July 2022 to 30 June 2027

Helen has held leadership positions in the private, public and not for profit sectors for the last 20 years. She is a former Liberal Senator for Victoria, Government Whip and active former member of numerous key Senate and Joint Committees. She has extensive board experience and advises corporations on regulatory compliance, governance, communications and stakeholder management issues.

Chief Executive Officer



Mr Wez Norris

Appointed from 8 April 2024 to 7 April 2029

Wez is an AFMA Commissioner and the CEO. He has a Bachelor of Applied Science in Natural Systems and Wildlife Management from the University of Queensland. He has worked for Queensland Fisheries, previously at AFMA, as the Manager of the Eastern Tuna and Billfish Fishery, and then spent ten years as the Deputy Director-General at the Pacific Islands Forum Fisheries Agency, in the Solomon Islands. He has worked on a number of significant fisheries reform projects, including prawn trawl, hand-line and hand-collectable fisheries, and also held positions in the Torres Strait and in a Ministerial Office.

Member



Mr Scott Spencer

Appointed from 1 July 2024 to 30 June 2029

Scott has over 40 years' experience in natural resource management and public policy development. He is a former Secretary of the Queensland Fish Management Authority, Director General of the Queensland Department of Natural Resources and Water, Deputy Director General (Policy) in the Queensland Department of Premier and Cabinet and, most recently, Deputy Director General, Fisheries and Forestry within the Queensland Department of Agriculture and Fisheries. Scott was also Chair of the Board of Directors of Sunwater Ltd and, for a number of years, operated his own private consultancy. He has held numerous statutory positions including as Commissioner on the then Murray–Darling Basin Commission. Scott has formal qualifications in Economics.

Member



Mr Brett McCallum

Appointed from 1 July 2024 to 30 June 2029

Brett has been a director of Bresal Consulting since November 2015. He has a Bachelor of Commerce and is a past Deputy Chair of the Fisheries Research and Development Corporation. He is currently chair of the Western Australian and South Australian Research Advisory Committee, the Australian Aquatic Animal Welfare Strategy Working Group, and the Offshore Snapper Fishery Advisory Committee in the Northern Territory. His expertise covers commercial fisheries management, government policy setting, natural resource management, economics, and business management. He has over 40 years' experience in peak fishing industry representation as Chief Executive of the WA Fishing Industry Council and the Pearl Producers Association. Brett has held senior managerial positions with several leading Australian fishing, pearling and exporting companies.

Member



Ms Sevaly Sen

Appointed from 1 July 2024 to 30 June 2029

Sevaly is an applied economist with over 30 years' experience in fisheries in Australia, Oceania, Europe, Africa and Asia. Sevaly ran her own consultancy company in the UK, worked for the United Nations Food and Agriculture Organisation in southern Africa and the Institute of Fisheries Management in Denmark. Since moving to Australia in 1999, Sevaly runs her own consultancy business. She has been a member of the Fisheries Council of South Australia, the NSW Structural Adjustment Review Committee, and the Torres Strait Scientific Advisory Committee. Currently she is a member of the Torres Strait Tropical Rock Lobster Working Group, is advisor to Sydney Fish Market on sustainability issues and coordinates an FRDC sub-program.

Member

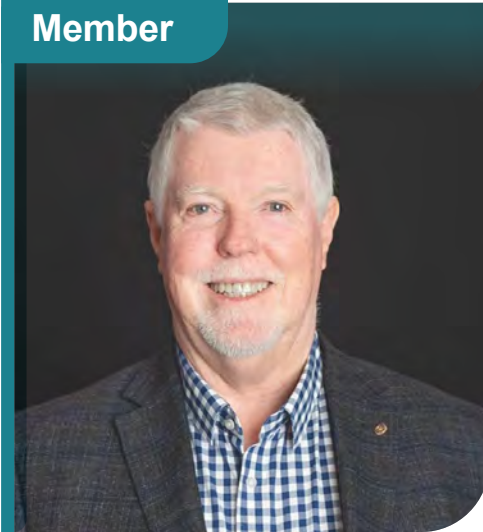


Dr Sally Troy

Appointed from 1 July 2024 to 30 June 2029

Sally has more than 30 years of experience in natural resource management focusing on good governance, science-based regulation, and the development and application of science and technology programs for food and fibre production and for environmental systems. She has served on several Boards and national committees and has held senior positions in the Australian Public Service portfolios of Agriculture (including Fisheries), Environment, and the National Oceans Office, and in Victorian Parks management. She chairs the ACT Multi Hazard Advisory Council and volunteers in the emergency relief service of St John's Care, ACT. Sally has significant high-level expertise in governance, policy development, risk-based regulatory systems, communications, and stakeholder management. She has a PhD in marine science, a Masters in Environmental Law and Policy, and is a graduate of the Australian Institute of Company Directors course.

Member



Dr Ian Dutton

Appointed from 1 July 2024 to 30 June 2029

Ian is an independent ESG Advisor with 40 years' experience in fisheries, aquaculture and marine resources management. He has worked in senior leadership roles in academia, the not-for-profit sector, private and public sectors throughout Australia, the USA and the Asia-Pacific region. He has maintained professional engagement in fisheries research and development as a Matsumae Fellow at Nihon University, Adjunct Professor at the University of Alaska Fairbanks and as an Editor of the Indonesian Journal of Tropical Marine Science and Technology. Most recently, he served as General Manager of Marine Resources for the Tasmanian Government, Chair of the SMRCA Partnership with IMAS and Chair of the National Aquaculture Committee of the Australian Fisheries Managers Forum. He holds a PhD from the University of Queensland and has also completed the Cornell University Executive Leadership program.

AFMA Commissioners – attendance at Commission meetings

Five Commission meetings were held in 2024–25. The table below shows the number of meetings Commissioners attended.

Table 1: Commissioners’ attendance at Commission meetings

Commissioner	Period as Commissioner within 2024–25	Meetings attended in 2024–25
Ms Helen Kroger	Full year	5
Mr Wez Norris	Full year	5
Mr Scott Spencer	Full year	5
Mr Brett McCallum	Full year	5
Ms Sevaly Sen	Full year	5
Dr Sally Troy	Full year	5
Dr Ian Dutton	Full year	5

Programs administered by AFMA during 2024–25

Domestic compliance program

AFMA’s approach to compliance and enforcement is described in the [National Compliance and Enforcement Policy 2022](#), [National Compliance and Enforcement Program 2023–25](#) and [National Compliance 2023–25 Risk Assessment Methodology](#). We implement risk-based domestic compliance programs, and participation in the Australian Government’s civil maritime surveillance and response arrangements improves management of Australian fish stocks. AFMA also provides fisheries management, licensing and domestic compliance services for the Protected Zone Joint Authority (PZJA) under the *Torres Strait Fisheries Act 1984*.

International compliance program

Engaging internationally is integral to improving the management of fish stocks within and beyond the Australian Fishing Zone (AFZ). Our activities include education, monitoring and enforcement to protect Commonwealth fisheries from illegal fishing, and engaging internationally to provide specialist advice, as well as delivering capacity building programs to deter illegal, unreported and unregulated (IUU) fishing beyond Australia’s borders.

Climate adaptation program

Climate change challenges our understanding of, and ability to influence, fish stocks and marine ecosystems. AFMA's Climate Adaptation Program is implementing a range of measures to incorporate climate change information and risks into decision-making frameworks, to ensure that management of Commonwealth fisheries is adaptive to the impacts of climate change.

Data transformation and electronic monitoring program

AFMA was provided \$20.1 million over the forward estimates in the 2021–22 Budget to reduce regulatory burden, increase productivity, and improve environmental outcomes across Commonwealth fisheries. The DT&EM Program combines two inter-related projects:

- Data Transformation combines leading edge data integration and access.
- Electronic Monitoring to be expanded across Commonwealth fisheries to collect fine-scale at-sea fishing data.

Linked programs

There was no change to AFMA's contribution to the Department of Home Affairs' Border Enforcement Program.

AFMA provides the fisheries focus within the Australian Government Civil Maritime Surveillance and Response Program and is responsible for the administration of legislation on illegal fishing in the Australian Fishing Zone. We deter and prevent illegal foreign fishing by supporting cooperative enforcement operations, prosecution of offenders, confiscation and disposal of foreign fishing vessels, carrying out education programs, and capacity building projects.





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Annual performance statements

Statement of preparation

I, as the accountable authority of the Australian Fisheries Management Authority (AFMA), present the 2024–25 annual performance statements of AFMA. These statements are prepared for paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and section 87 of the *Fisheries Administration Act 1991*.

In my opinion, these annual performance statements are based on properly maintained records, and accurately present AFMA's performance in the reporting period, and comply with subsection 39(2) of the PGPA Act (section 16F of the PGPA Rule).



Wez Norris
Chief Executive Officer

Overview

The annual performance statements present our achievements against our purpose and performance measure targets, as set out in the Portfolio Budget Statements 2024–25 and our Corporate Plan 2024–27, which includes our Annual Operational Plan.

In the Portfolio Budget Statements 2024–25, AFMA's sole outcome (Outcome 1) is 'Ecologically sustainable and economically efficient Commonwealth fisheries, through understanding and monitoring Australia's marine living resources and regulating and monitoring commercial fishing, including domestic licensing and deterrence of illegal foreign fishing'.

In 2024–25, we planned to deliver our outcome across four goals with 11 performance measures.

Performance summary

Table 2 below provides a summary of our overall performance. Of the 11 measures, ten were met, and one was partially met. Detailed analysis is provided from page 31.

Changes to performance measures

The changes we made between publishing our Annual Report 2023–24 (in October 2024) and our Corporate Plan 2025–28 (in August 2025), are summarised in Table 8 on pages 47–48. This table also shows the changes we made in 2024–25 for the 2024–25 reporting year with the rationale for changes.

Performance summary for the 2024–25 reporting period

The following table summarises our performance for the measures and targets we reported in our Corporate Plan 2024–27.

Table 2: Performance summary for the 2024–25 reporting period

Performance measures		2024–25 target		2024–25 result	
Goal 1				Met	Not met
Measure 1	Percentage of TAC determinations, or comparable measures, that are based on scientific assessments by resource assessment groups/management advisory committees.	Greater than or equal to 95 per cent.		✓	
Measure 2	The number of regulated fisheries assessed in accordance with AFMA's published ERA schedule.	As per published assessment schedule.		✓	
Measure 3	The number of stocks identified as overfished that have specific rebuilding actions in place.	100 per cent of stocks identified as overfished have a specific rebuilding action in place.		✓	
Measure 4	Fisheries that maintain accreditation through compliance with legislative requirements.	100 per cent of fisheries maintain accreditation.		✓	
Goal 2					
Measure 5	The number of stocks with target reference points based on MEY, an agreed proxy thereof, or a multi-stock harvest strategy.	No change or increase.		✓	
Measure 6	Net Economic Return as assessed in the ABARES Fishery status reports.	Positive trend over rolling three-year average.			✓

Performance measures		2024–25 result			
		2024–25 target	Met	Partially met	Not met
Goal 3					
Measure 7	Identification of priority national compliance risks and development of treatment programs for those priority risks.	100 per cent of published national compliance risks have treatment programs in place.	✓		
Measure 8	Investigation of illegal foreign fishing in Australian waters to support prosecutions.	90 per cent of briefs referred to the Commonwealth Director of Public Prosecutions for illegal foreign fishing offences proceed to prosecution.	✓		
Measure 9	Compliance rate with Australia's international fisheries obligations that AFMA implements as assessed by IFMOs.	Greater than 90 per cent.	✓		
Goal 4					
Measure 10	Cost recovery budget.	At or below 2005–06 once adjusted for CPI.	✓		
Measure 11	Engagement with legislated peak body.	Commonwealth Fisheries Association is satisfied that meaningful opportunity is given to contribute to planning, delivery, and reporting.	✓		

Corporate Goal No. 1: Management of Commonwealth fisheries consistent with principles of ecological sustainable development

AFMA manages Commonwealth fisheries on the basis that minimising the impacts of fishing activities on the marine ecosystem and ensuring sustainable harvests leads to better ecological and social outcomes for the Australian community. We rely on rigorous science and stakeholder engagement in

accordance with AFMA's Strategic Research Plan, as well as through our Management Advisory Committees (MACs), Resource Assessment Groups (RAGs), stakeholder forums, specialist working groups, workshops and other advisory bodies and forums.

Performance measure 1: Percentage of Total Allowable Catch determinations, or comparable measures, that are based on scientific assessments by resource assessment groups/management advisory committees.

Rationale	We manage the sustainability of fishing stocks mainly by setting the maximum amount of a particular fish species that can be taken by commercial fishers during a fishing period (known as Total Allowable Catch (TAC)). Some of the fisheries we manage have Total Allowable Effort (TAE), which is a comparable proxy to a TAC. While all TACs originate from scientific assessments, the nature and regularity of those assessment varies based on factors, such as the level of take, expected risk, and availability of data. We rely on Management Advisory Committees (MACs) and Resource Assessment Groups (RAGs) for advice on and review of scientific data and information about the appropriate TAC for fish-stocks, sub-stocks, and species.	
Source	Portfolio Budget Statements 2024–25, page 110 AFMA Corporate Plan 2024–27	
Target	Greater than or equal to 95 per cent	
Result	Achieved 100 per cent	TARGET MET
Disclosures	1. In our 2023–24 annual report, we reported that we are planning minor revisions to this measure for 2025–26 to clarify that both TACs and TAEs are covered in our performance measure.	

Analysis

In 2024–25, the AFMA Commission determined TACs (or TAEs) for all relevant species based on advice provided by the RAG and MAC for the relevant fishery, including most recent scientific assessments and application of fisheries-specific harvest strategies.

At its July 2024 meeting, the Commission determined the TAE for the Northern Prawn Fishery tiger prawn season based on advice from Northern Prawn RAG (June 2024) and Northern Prawn MAC (June 2024).

At its November 2024 meeting, the Commission determined the:

- TAC for the Heard Island and McDonald Islands Fishery based on advice from Sub-Antarctic RAG (SARAG) (August 2024), outcomes of the 43rd meeting of the Commission for the Conservation of Antarctic Marine Living Resources (October 2024) and advice from the Sub-Antarctic MAC (November 2024).
- TACs for the Macquarie Island Toothfish Fishery based on advice from SARAG (August 2024) and Sub-Antarctic MAC (November 2024).
- TACs for the Southern Bluefin Tuna Fishery based on advice from the Southern Bluefin Tuna MAC (September 2024) and the 31st meeting of the Commission for the Conservation of Southern Bluefin Tuna (October 2024).
- TACs for the Western Tuna and Billfish Fishery and Eastern Tuna and Billfish Fishery based on advice from the Tropical Tuna RAG (September 2024) and Tropical Tuna MAC (October 2024).

- TAE for Southern Squid Jig Fishery based on advice from the Squid RAG (October 2024) and South East MAC (November 2024).

At its March 2025 meeting, the Commission determined TACs for the:

- Southern and Eastern Scalefish and Shark Fishery (SESSF) based on advice from the Great Australian Bight RAG (September 2024), South East RAG (October and November 2024), Shark RAG (November 2024), Great Australian Bight MAC (November 2024) and South East MAC (February 2025).
- Small Pelagic Fishery (SPF) based on advice from the SPFRAG (December 2024) and South East MAC (February 2025).

While the Commission also determined TACs for the Bass Strait Central Zone Scallop Fishery 2024–25 and 2025–26 seasons, this was done out of session in June 2024, and July 2025, respectively.

Performance measure 2: The number of regulated fisheries assessed in accordance with AFMA's published Ecological Risk Assessment (ERA) schedule.

Rationale

ERA is a process that evaluates the likelihood that a regulated fishery is experiencing adverse ecological effects as a result of exposure to one or more stressors (for example commercial fishing activity in fisheries). ERAs provide fisheries managers with information about the link between exposure to stressors and effects, enabling managers to compare various scenarios and choose a course of action. We complete ERAs at the fishery (rather than fish species) level.

The duration of ERAs varies depending on the complexity of the fisheries, the quality and availability of data, the scope of the ERA, and the number of stakeholders and experts to be consulted. Typically, an ERA takes several months to a year to complete. Hence, ERAs are scheduled so that all Commonwealth fisheries are covered over several years.

Source

Portfolio Budget Statements 2024–25, page 110
AFMA Corporate Plan 2024–27

Target

As per [published assessment schedule](#)

Result	Completed 6 ERAs	TARGET MET
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Disclosures

1. There were no ERAs scheduled for completion in 2024–25 because this was the first year of the schedule and a number of ERAs were already underway/due for completion in 2024–25.

2. In our Annual Report 2023–24, we reported that work is underway to clarify in our performance measures that we aim to minimise the risk to species within the fisheries we manage. In 2024–25, we began publishing our ERA assessment schedule to clarify the extent of risks that are within our power to manage.

Analysis

As outlined in the schedule of ERAs, [Fisheries Management Paper 14](#) (published in March 2025), a number of ERAs were underway during 2024–25. We progressed and completed 6 ERAs during 2024–25, compared with 5 in 2023–24. The ERAs we completed in 2024–25 were for:

- 1. Bass Strait Central Zone Scallop Fishery
- 2. Coral Sea Aquarium Sector
- 3. Eastern Tuna and Billfish Fishery
- 4. Macquarie Island Longline Fishery
- 5. Northern Prawn Fishery – Red Leg Banana Prawn
- 6. Western Tuna and Billfish Fishery

Performance measure 3: The number of stocks identified as overfished that have specific rebuilding actions in place.

Rationale The biological status of a fish stock is assessed based on requirements from the Commonwealth Fisheries Harvest Strategy Policy, which requires that harvest strategies for commercial fish stocks are implemented and maintained above certain biomass limits to avoid overfishing. The 2018 Commonwealth Harvest Strategy Policy, which is required to be reviewed five years after commencement, is still under review by the Department of Agriculture, Fisheries and Forestry (DAFF). Hence, our strategies are subject to change.

Fish stocks classified as 'overfished' have a biomass below a certain reference point. Stocks may be able to rebuild from an 'overfished' status. 'Subject to overfishing' is an assessment of whether current levels of fishing mortality (landed catch, discards and other sources of mortality) will cause the stock to become overfished or to fail to recover, if continued in the long term.

Source Portfolio Budget Statements 2024–25, page 110
AFMA Corporate Plan 2024–27

Target 100 per cent of stocks identified as overfished have a specific rebuilding action in place

Result	100 per cent	TARGET MET
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- Disclosures**
- 1. Our current harvest strategies for Commonwealth fisheries are subject to change because the Harvest Strategy Policy review, (led by DAFF), is not yet complete.
 - 2. In our Annual Report 2023–24, we reported our intention to focus performance measure 3 on our actions rather than mere results in the ABARES *Fishery status reports*. We made the relevant change to this measure in 2024 and now report on our actions in 2024–25 to address the stocks identified by ABARES in 2025 as overfished.
 - 3. While some strategies are currently under development (for Jackass morwong and John dory) management actions are in place for all species assessed as overfished to prevent targeted fishing and promote rebuilding.

Analysis

In 2025, ABARES assessed the biological status of 56 fish stocks across 20 fisheries in 2024. Of these fisheries, seven (with 20 stocks) are managed solely by AFMA on behalf of the Australian Government, and 13 fisheries (with 36 stocks) are managed jointly by the Australian Government and one or more other Australian jurisdictions or other countries.

Due to changes in the release date of the *Fishery status reports* 2025, ABARES only reported a subset of the total number of stocks assessed in Australian Government-managed fisheries. The status for stocks in the SESSF and SPF are omitted in 2025 because the fishing season had not ended before the mandatory annual reporting deadlines had to be met.

Stock status for the SESSF and SPF fisheries will be updated in *Fishery status reports 2026*.

For the subset of fisheries described above, the *Fishery status reports 2025* report that there is no change in biomass status between *Fishery status reports 2024* and *Fishery status reports 2025* for any of the domestic or jointly managed stocks.

Of the 20 domestically managed stocks considered, none are classified as 'overfished'. With respect to fishing mortality status, the number of domestically

managed stocks classified as 'not subject to overfishing' (in *Fishery status reports 2025*) increased by two (from 15 to 17), with the number of stocks classified as 'uncertain', decreasing by two (from 5 to 3). These changes in fishing mortality status are the result of there being no catch in the most recent year for these stocks.

Following is a summary of the stocks identified by ABARES in 2025 as 'overfished' in 2024, including those carried over from the 2024 report. Each of these species has a rebuilding action in place.

Table 3: AFMA's rebuilding strategies for species identified by ABARES as 'overfished'

Species identified by ABARES as overfished in 2024	Fishery	AFMA agreed status	AFMA rebuilding strategy
Blue warehou, eastern zone (<i>Seriolella brama</i>)	SESSF	Overfished	Blue Warehou Rebuilding Strategy 2022
Blue warehou, western zone (<i>Seriolella brama</i>)	SESSF	Overfished	Blue Warehou Rebuilding Strategy 2022
Jackass morwong, eastern zone (<i>Nemadactylus macropterus</i>)	SESSF	Overfished	Not yet published*
Gemfish, eastern zone (<i>Rexea solandri</i>)	SESSF	Overfished	Eastern Gemfish Stock Rebuilding Strategy 2015
Gulper sharks (<i>Centrophorus harrissoni</i> , <i>C. moluccensis</i> , <i>C. zeehaani</i>)	SESSF	Overfished	Upper Slope Dogfish Management Strategy 2022
John dory (<i>Zeus faber</i>)	SESSF	Overfished	Not yet published*
Orange roughy, southern zone (<i>Hoplostethus atlanticus</i>)	SESSF	Overfished	Orange Roughy Rebuilding Strategy 2022
Orange roughy, western zone (<i>H. atlanticus</i>)	SESSF	Overfished	Orange Roughy Rebuilding Strategy 2022
Redfish (<i>Centroberyx affinis</i>)	SESSF	Overfished	Redfish Rebuilding Strategy 2016–2021
School shark (<i>Galeorhinus galeus</i>)	SESSF	Overfished	School Shark Rebuilding Strategy 2015

Note *: Specific rebuilding actions are in place for these species while development of a formal rebuilding strategy is in progress.

We publish the current status of individual species on our website at <https://www.afma.gov.au/species> and we publish the rebuilding strategies we have in place on our website at <https://www.afma.gov.au/fisheries-management/management-tools/rebuilding-strategies>.

Performance measure 4: Fisheries that maintain accreditation through compliance with legislative requirements.

Rationale	Under the <i>Environment Protection and Biodiversity Conservation Act 1999</i> (EPBC Act) the Australian Government, through the Minister for the Environment and Water Resources, holds a legislative responsibility to ensure that all Commonwealth managed fisheries undergo strategic environmental impact assessment before new management arrangements are brought into effect, and all fisheries, from which fish are exported, undergo assessment to determine the extent to which management arrangements will ensure the fishery is managed in an ecologically sustainable way. The assessments are conducted by the Sustainable Fisheries Section at the Department of Climate Change, Energy, the Environment and Water (DCCEEW). We assist in the assessment process by preparing submissions against the Guidelines for the Ecologically Sustainable Management of Fisheries. We contribute to managing in an ecologically sustainable way by complying with conditions imposed by the DCCEEW assessments.	
Source	Portfolio Budget Statements 2024–25, page 110 AFMA Corporate Plan 2024–27	
Target	100 per cent of fisheries maintain accreditation	
Result	100 per cent	TARGET MET
Disclosures	Nil	

Analysis

The results of independent assessment of all export and all Australian Government managed fisheries is published at <https://www.dcceew.gov.au/environment/marine/fisheries/commonwealth>

The results demonstrate that we have done all things necessary to ensure that all relevant fisheries have up to date wildlife trade operation certification.

Table 4: Accreditation status of fisheries managed by AFMA at 30 June 2025

AFMA solely managed fisheries	Accredited Yes/No	Fishery export approval expires
Australia's High Seas Permits	Yes	09/10/2026
Bass Strait Scallop Central Zone Fishery	Yes	09/10/2026
Coral Sea Fishery	Yes	07/02/2027
Macquarie Island Toothfish Fishery	Yes	09/10/2026
Northern Prawn Fishery	Yes	06/01/2027
Small Pelagic Fishery	Yes	21/10/2026
Southern and Eastern Scalefish and Shark Fishery	Yes	30/06/2028
Southern Squid Jig Fishery	Yes	09/10/2026
Western Trawl Fisheries	Yes	30/11/2026
AFMA jointly managed fisheries	Accredited Yes/No	Fishery export approval expires
Eastern Tuna and Billfish Fishery	Yes	19/08/2025
Heard Island and McDonald Islands Fishery	Yes	09/10/2026
Skipjack Tuna Fishery	Yes	09/10/2026
Southern Bluefin Tuna Fishery	Yes	11/11/2025
Western Tuna and Billfish Fishery	Yes	11/11/2025

Corporate Goal No. 2: Maximise net economic returns to the Australian community from the management of Commonwealth fisheries

AFMA pursues its economic objective by setting harvest level targets that seek to maintain each key commercial stock at a level that will support the Maximum Economic Yield (MEY) of that stock, as set out in the Commonwealth Fisheries Harvest Strategy Policy. This level is known as the Biomass that Maximises the Economic Yield (BMEY).

In some cases, alternative targets to BMEY may be used by AFMA for a range of reasons, including to meet international arrangements, achieve ecological or stock recovery objectives, or seek fishery-wide (rather than species-specific) MEY.

Performance measure 5: The number of stocks with target reference points based on Maximum Economic Yield (MEY), an agreed proxy thereof, or a multi-stock harvest strategy.

Rationale This performance measure relates to the Commonwealth Harvest Strategy Policy, which provides a framework that allows a precautionary, evidence-based approach to setting TAC levels in all Commonwealth fisheries on a fishery-by-fishery basis.

A target reference point is a benchmark or desired state for a fishery. The target reference point can be defined in several ways including biomass targets (or proxies thereof) relating to maximum economic yield (MEY) or maximum sustainable yield (MSY) for a single species, or fishery-wide MEY/MSY for fisheries in which the same fishing gear may catch several species simultaneously.

We follow the [implementation guidelines](#) for the Harvest Strategy Policy when we make decisions about target reference points for our fisheries. We also set TACs at levels aimed at maximising net economic returns while maintaining stocks at sustainable levels.

Source Portfolio Budget Statements 2024–25, page 110
AFMA Corporate Plan 2024–27

Target No change or increase.

Result	16	TARGET MET
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Disclosures 1. In our Annual Report 2023–24, we reported that our current harvest strategies for Commonwealth fisheries are subject to change. This is because they depend on the Commonwealth Harvest Strategy Policy. As of 30 June 2025, the Commonwealth Harvest Strategy Policy review, led by DAFF, is not yet complete.

Analysis

At 30 June 2025, a total of 16 stocks had harvest strategies based on MEY or an agreed proxy. These stocks are:

- | | |
|---------------------------|-----------------------------|
| 1. Bight Redfish | 9. Pink Ling East |
| 2. Blue Eye Trevalla | 10. School Shark |
| 3. Blue Grenadier | 11. Tiger Flathead |
| 4. Deepwater Flathead | 12. Tiger Prawns (Grooved) |
| 5. Eastern School Whiting | 13. Tiger Prawns (Brown) |
| 6. Gummy Shark | 14. Endeavour Prawn |
| 7. Orange Roughy East | 15. Red Legged Banana Prawn |
| 8. Pink Ling West | 16. Broadbill Swordfish |

The total of 16 stocks was the same in 2024–25 and 2023–24. The three-year average was 16.

Performance measure 6: Net Economic Return (NER) as assessed in the ABARES Fishery status reports.

Rationale	The Commonwealth Fisheries Harvest Strategy Policy requires AFMA to maximise NER to the Australian community from the management of a fishery. Where feasible, we achieve this by: • specifying an appropriate catch or effort target for each of the key commercial stocks taken in that fishery, which together across the commercial stocks achieves MEY for the fishery, and • implementing management measures which do not impede economic efficiency in the fishery.	
Source	Portfolio Budget Statements 2024–25, page 111 AFMA Corporate Plan 2024–27	
Target	Positive trend over rolling three-year average.	
Result	6 fisheries on positive trend	TARGET PARTIALLY MET
Disclosures	1. In our Annual Report 2023–24, we reported that AFMA is working with key stakeholders to improve how we report the NER objective. We reported that the work would be implemented through a new Fishery Management Paper reporting against AFMA's economic objective. Development of the new Fishery Management Paper is on hold until the review of the Commonwealth Fisheries Harvest Strategy Policy 2018 and Guidelines is complete. 2. For some fisheries NER is not feasible to estimate (for example due to too few boats, the fishery being seasonal, limited data, or confidentiality constraints affecting fisheries). We intend to differentiate these fisheries for reporting purposes. For these fisheries, general economic health (use of proxy NERs, improving, worsening, stable) will be reported based on qualitative information and commentary provided by members of MACs and RAGs and ABARES Fishery status reports.⁴	

Analysis

In the 2024–25 reporting year, the rolling three-year average, which we planned in our Corporate Plan 2024–27 to report, spans the 2023–24, 2022–23 and 2021–22 financial years. This is because the ABARES Fishery status reports report on the prior financial year. For example, the ABARES Fishery status reports 2025 reports on fisheries managed in 2023–24.

Over the past three years in focus, the ABARES Fishery status reports have not provided sufficient quantitative information to determine whether the target has been met for all fisheries we manage. Instead, the reports comment on general indications, availability of NER and the likelihood of low or high NER in the most valuable fisheries managed solely by the Australian Government.

4 Refer [Commission Guidance: Reporting Performance Against AFMA's Net Economic Returns Objective](#), page 2.

Appropriate management settings help maintain target biomass at levels that maximise economic yield from a fishery. However, ABARES and we recognise that there are factors outside the control of fishery managers (and commercial fishers) that influence the level of NER in a fishery. For example, prices for inputs (such as fuel, labour, compliance), fishery location and supporting infrastructure to transport fish to markets⁵ can make it difficult to maintain a positive NER. Increased global supply of fish, including from an expanding aquaculture industry, and a strong Australian dollar also reduces export competitiveness, reducing NER. Geopolitical tensions can also indirectly affect NER in fisheries, through disrupted trade routes and increased fuel prices, although such pressures are less direct and persistent than falling prices, global competition and environmental pressures.

Of the fisheries that we manage, the most likely to have low or falling NER (Eastern Tuna and Billfish Fishery, Southern Bluefin Tuna Fishery, Northern Prawn Fishery and Torres Strait Rock Lobster Fishery), are those most exposed to export market risks. Some export-oriented fisheries (like the Southern Bluefin Tuna Fishery) can still achieve high NER due to premium pricing of tuna. However, NER of the Southern Bluefin Tuna Fishery is more volatile than NER in domestically focused or more diversified fisheries (such as the Small Pelagic fishery).

Overall, there has been a definitive positive trend over the past three years for three fisheries that can be assessed; and a likely high or positive trend for three fisheries. One fishery has returned a definitively negative NER trend. Table 5 summarises ABARES' commentary on NER for the past three available financial years.

Table 5: Summary of economic status of Australian Government-managed fisheries in 2024–25

Fishery	Economic status			Three-year trend as of 2024–25
	2023–24 ⁶	2022–23 ⁷	2021–22 ⁸	
Bass Strait Central Zone Scallop Fishery	Likely positive	Likely positive	Not available	Unable to determine three-year trend*
Coral Sea Fishery	Likely high	Likely high	Likely high	Likely high
Northern Prawn Fishery	Still positive, downward trend	Still positive	Still positive, downward trend	Positive
North West Slope Trawl Fishery	Likely low	Likely low	Likely low	Likely low

5 [ABARES Fishery status reports 2025](#), page 14.

6 [ABARES Fishery status reports 2025](#), pages 12–13.

7 [ABARES Fishery status reports 2024](#), pages 11–13.

8 [ABARES Fishery status reports 2023](#), pages 15–16.

Fishery	Economic status			Three-year trend as of 2024–25
	2023–24 ⁶	2022–23 ⁷	2021–22 ⁸	
Small Pelagic Fishery	Likely positive	Likely positive	Likely positive	Likely positive
SESSF: Commonwealth Trawl and Scalefish Hook sectors ^a	Negative	Negative	Near zero	Negative
SESSF: East Coast Deepwater Trawl Sector	Not expected to be positive	Not expected to be positive	Not expected to be positive	Unable to determine three-year trend*
SESSF: Great Australian Bight Trawl Sector	Likely low	Likely low	Likely low	Likely low
SESSF: Shark Hook and Shark Gillnet sectors ^b	Positive	Positive	Positive	Positive
Southern Squid Jig Fishery	Not available, likely low	Not available	Not available	Unable to determine three-year trend*
Western Deepwater Trawl Fishery	Likely low	Likely low	Likely low	Likely low
Torres Strait Finfish Fishery	Not available	Not available	Not available	Unable to determine three-year trend*
Torres Strait Tropical Rock Lobster Fishery ⁺	Not available	Not available	Uncertain	Unable to determine three-year trend*
Torres Strait Prawn Fishery	Not available	Not available	Not available	Unable to determine three-year trend*
Torres Strait Beche-de-mer and Trochus fisheries	Not available	Not available	Not available	Unable to determine three-year trend*
Eastern Tuna and Billfish Fishery ⁺	Positive, likely declining	Positive, likely declining	Positive and increasing	Positive
Skipjack Tuna Fishery	Not available	No recent fishing	No recent fishing	Unable to determine three-year trend*
Southern Bluefin Tuna Fishery ⁺	Likely positive	Likely positive	Likely positive	Likely positive

Fishery	Economic status			Three-year trend as of 2024–25
	2023–24 ⁶	2022–23 ⁷	2021–22 ⁸	
Western Tuna and Billfish Fishery	Likely low	Likely low	Likely low	Likely low
Heard Island and McDonald Islands Fishery	Likely improved, positive	Rising trend	Not available	Unable to determine three-year trend*
Macquarie Island Toothfish Fishery	Likely improved, positive	Rising trend	Not available	Unable to determine three-year trend*
CCAMLR exploratory toothfish fisheries	Potential to generate positive NER	Potential to generate positive NER	Potential to generate positive NER	Unable to determine three-year trend*

NOTES:

* Three-year trend unable to be determined due to data gaps over the last three years as shown in the table.

a NER estimates and management costs are only available for the CTS and exclude the Scalefish Hook Sector.

b NER estimates and management costs are only available for the GHTS, which includes Scalefish Hook Sector catches and gillnet scalefish catches. Statistics are provided by financial year.

+ Major fisheries jointly managed by the Australian Government.

Corporate Goal No. 3: Compliance with Commonwealth fisheries laws and policies and relevant international fishing obligations and standards

AFMA applies the principles and strategies outlined in the Australian Fisheries National Compliance Strategy and AFMA's National Compliance and Enforcement Policy with a focus on approaches encouraging voluntary compliance by domestic fishers while maintaining an enforcement capability and taking deterrence action against conscious non-compliance.

AFMA also leads responses and coordinates action with other government agencies to address threats caused by illegal foreign fishing in the Australian Fishing Zone. AFMA engages with counterpart countries and international agencies, and actively

participates in international forums, to combat foreign illegal, unreported and unregulated (IUU) fishing in areas on the high seas where Australia has an interest. AFMA also works alongside partners in building regional capacity to address IUU fishing.

AFMA's approach to international compliance is outlined in the International Compliance and Engagement Program (ICEP). The ICEP outlines five complementary components designed to effectively detect, deter and respond to IUU fishing in the Australian Fishing Zone and in waters where Australia has an interest.

Performance measure 7: Identification of priority national compliance risks and development of treatment programs for those priority risks.

Rationale	Commonwealth domestic fisheries rules and regulations are designed to protect fish stocks (which are a public resource), NER to the Australian community, and the broader environment. The National Compliance and Enforcement Policy 2022 explains our compliance and enforcement role and our risk-based approach across Commonwealth fisheries. Consistent with the aim of this Policy, which is to effectively deter illegal fishing in Commonwealth fisheries and the Australian Fishing Zone, the National Compliance and Enforcement Program (NCEP) outlines our priorities and objectives for 2023–25. There are four main components of the NCEP (education and engagement, general deterrence, targeted risks, and maintenance), which collectively represent 39 performance targets and threshold bands. Not all these targets have equal impact on deterrence, although we consider all targets to be important to the achievement of NCEP objectives. For example, we set a target of publishing monthly compliance feature articles on our website. We also set a target of reinspecting 100 per cent of vessels and Fish Receiver Permit operators with adverse inspection outcomes within three months of the original adverse inspection.	
Source	Portfolio Budget Statements 2024–25, page 111 AFMA Corporate Plan 2024–27	
Target	100 per cent of published national compliance risks have treatment programs in place.	
Result	2023–25 program published August 2023 and associated treatment programs are ongoing.	TARGET MET
Disclosures	1. AFMA undertook its bi-annual compliance risk assessment process in May 2025. The results were used to guide the development of its 2025–27 NCEP. The 2025–27 NCEP is expected to be finalised and published in July 2025 incorporating new and or revised treatment program targets.	

Analysis

The 2023–25 NCEP was published in August 2023, with associated Compliance Risk Management Teams having developed treatment plans for each identified priority risk. These plans are informed by the risks and intelligence available at the time of development. While our primary objective is to ensure that a plan is in place, we acknowledge that effective risk management depends on the successful implementation of these plans. To support this, we monitor the number of treatment

targets achieved within each plan.

As at 30 June 2025, of the 39 treatment targets we had in place in our treatment plans, 24 were met, 12 were within threshold, two were not met, and one was not assessed due to operational constraints. The following table summarises the outcomes for each target published in the NCEP, which outlines all our treatment plans.

Table 6: Summary of achievements in 2024–25 under the NCEP

Risk area	Targets met	Targets within threshold	Not met	Not assessed
Education and communication	4	3	1	0
Port attendance	4	1	1	0
Boat inspections	2	1	0	0
Voluntary compliance	0	1	0	0
Failure to report discards	2	0	0	0
Quota evasion	0	3	0	0
Torres Strait Fishery	3	3	0	1
28 day quota reconciliation	1	0	0	0
VMS/EM BaU	2	0	0	0
Closure monitoring	1	0	0	0
Bycatch mishandling	1	0	0	0
Failure to report TEP interaction/retention	3	0	0	0
Internal review and audit program	1	0	0	0
TOTAL	24	12	2	1

There were two targets which were not met in 2024–25: (1) 'attendance at community events' and (2) 'reinspection of vessels following adverse inspections'.

Both targets were unable to be met due to other, higher priority, compliance activities and the resulting resourcing constraints. This is consistent with AFMA's broader Compliance Policy and Program principles, where resources are routinely focused on the highest compliance risks and priorities.

The 2025–2027 National Compliance and Enforcement Program is now finalised following the 2025 Risk Assessment and 2025 National Compliance and Enforcement Policy review.

Performance measure 8: Investigation of illegal foreign fishing in Australian waters to support prosecutions.

Rationale This measure recognises AFMA as the lead Commonwealth agency for fisheries regulation, which includes surveillance and patrol activities targeting illegal, unreported, and unregulated fishing in the AFZ. Australia shares maritime boundaries with a number of countries and works closely with these neighbouring countries to detect and respond to fisheries incursions. For example, we share surveillance information relating to fishing activity with France (in the Pacific and Southern Oceans), Papua New Guinea, New Zealand, Indonesia, and Timor-Leste, under bilateral and multilateral arrangements.

To address incidences of illegal foreign fishing in the AFZ, we undertake activities within the AFZ, the Torres Strait, the Southern Ocean and in areas of the high seas where Australia has an interest.

Source Portfolio Budget Statements 2024–25, page 111
AFMA Corporate Plan 2024–27

Target 90 per cent of briefs referred to the Commonwealth Director of Public Prosecutions for illegal foreign fishing offences proceed to prosecution.

Result 96 per cent

TARGET MET

Disclosures

1. In our Annual Report 2023–24, we reported that we planned to increase our prosecution efforts under a new policy proposal established during 2023–24, with access to funding to commence in the 2024–25 financial year. The new policy proposal was successful, providing access to \$1.728 million in 2024–25 to address the border and biosecurity threat from illegal fishing activities in Australia's northern waters, including funding to increase the Australian Border Force and Australian Fisheries Management Authority presence in the region, and support prosecutions by the Office of the Director of Public Prosecutions.⁹
2. In our Annual Report 2023–24, we reported that we planned to adjust the language of performance measure 8 while ensuring we still meet our legislative responsibilities. We did this and reporting now better reflects the scope of our responsibility (to investigate and support prosecutions).

⁹ This measure builds on the 2023–24 MYEFO measure titled Civil Maritime Critical Capabilities – sustainment. Refer [Budget Paper No. 2](#), Budget Measures 2024–25, page 134.

Analysis

Between 1 January 2025 and 30 June 2025, 96 per cent of all AFMA briefs of evidence for illegal foreign fishing offences referred to the Commonwealth Director of Public Prosecutions (CDPP) resulted in charges being laid and fishers being successfully prosecuted. Two matters were not pursued by the CDPP due to issues associated with evidence handling at the time of interception. To address this issue, AFMA is delivering specific training for Maritime Border Command (MBC) boarding parties to improve evidence handling and statement preparation.

During the fourth quarter, 130 Indonesian fishers were prosecuted at court, increasing from 44 in the third quarter. This is linked to the increase in Australian Border Force's (ABF) immigration detention capacity in Darwin, resulting in increased numbers of foreign fishers being detained. Sentences applied by the courts continue to range from 12-month Good Behaviour Bonds to periods of imprisonment up to six-months.

AFMA has continued to enhance fisheries MCS across Southeast Asia through its Combating IUU Fishing and Promoting Sustainable Fisheries in Southeast Asia Program. A key milestone during this reporting period was the successful delivery of an MCS training course for regional fisheries officers in Vietnam in October 2024 and May 2025. In the 2024–25 financial year, AFMA also conducted MCS capacity-building workshops in Malaysia, Indonesia, and Vietnam, supporting regional efforts to combat IUU fishing. Further capacity-building activities are planned for the Philippines, Indonesia, Malaysia, and Singapore in late 2025 and into 2026, reinforcing AFMA's commitment to sustainable fisheries management in the region.

Performance measure 9: Compliance rate with Australia's international fisheries obligations that AFMA implements as assessed by International Fisheries Management Organisations (IFMOs).

Rationale	Several fish stocks of commercial importance to Australia have ranges extending outside the AFZ into the high seas and the Exclusive Economic Zones of other countries. These stocks are important for Australia in providing economic benefits for the Australian fishing industry. They require regional cooperative action for effective management. This measure recognises our part in shared management responsibility for compliance with international instruments (conventions and agreements), which are often implemented through an international fisheries management organisation (IFMO) or other international body. As a party to these international instruments, Australia implements measures agreed by the relevant body in managing its domestic fisheries.	
Source	Portfolio Budget Statements 2024–25, page 111 AFMA Corporate Plan 2024–27	
Target	Greater than 90 per cent.	
Result	99 per cent	TARGET MET
Disclosures	1. In our Annual Report 2023–24, we reported hindrances to achieving 100 per cent, which continue to prevail. We aim to achieve 100 per cent compliance with international obligations, though for practical reasons this might not be possible. For example, we have direct responsibility for only a subset of international requirements. ABARES and DAFF are responsible for the implementation of the remainder of obligations. Another caveat to our performance is that minor issues (such as reporting delays) are often treated in the same way as more significant non-compliance (such as exceeding catch limits). A further complexity is that the compliance assessment periods for various IFMOs do not always align with Australia's current fishing season and the dates those assessments are finalised varies throughout the year.	

Analysis

This performance target was met. A 99 per cent compliance rate for financial year 2024–25 was achieved. The end of year result in 2023–24 was 98.73 against a target of greater than 90 per cent.

The table below outlines the most recent fishing periods that were assessed in relation to AFMA's compliance rate during this period and includes a brief summary of compliance issues raised by the IFMO Secretariat, (which translated to a compliance rate less than 100 per cent).

Table 7: Summary of fishing periods assessed to report compliance with IFMO obligations

IFMO	Date assessment was finalised	Fishing period assessed
CCAMLR	31 July 2024	1 July 2023 – 30 June 2024 High seas permit provided to CCAMLR late by 4 days (provided 26/11, issued 15/11 should be within 7 days)
CCSBT	31 October 2024	Fishing Season 1 December – 30 November Compliance Assessed from 1 January – 31 December 2023
IOTC	16 April 2025	1 January – 31 December 2024 A port inspection report was submitted to the IOTC by email instead of by IOTC's Electronic Port State Measures application.
SIOFA	4 July 2025	1 January – 31 December 2024
SPRFMO	21 February 2025	1 October 2023 – 30 September 2024 Vessel failed to provide 72 hours' notice before entering a management area to fish.
WCPFC	3 December 2024	1 January – 31 December 2023 Exceeded bycatch limit of Pacific bluefin tuna

The majority of compliance issues identified were procedural in nature with small delays in providing required documents or notifications, not using the required electronic form to submit a report. These issues are being addressed through improvements to internal procedures, international measures, clarification of permit conditions and education of vessel operators.

Regarding the WCPFC IFMO, Australia's bycatch of Pacific bluefin tuna exceeded its bycatch limit of 10 tonnes in 2023. The Pacific bluefin stock is rebuilding and in 2024 WCPFC agreed to increase Australia's bycatch limit to 40 tonnes recognising the increased prevalence of Pacific bluefin in Australian waters.

Corporate Goal No. 4: Deliver effective, cost efficient and accountable management of Commonwealth fisheries resources

Minimising cost recovery charges to Commonwealth concession holders through the efficient implementation of cost recovered activities remains a key AFMA commitment. In 2010, AFMA made a commitment to industry that it would keep cost recovery at or below the rate applied in 2005–06 once adjusted for Consumer Price Index (CPI) increases. AFMA's cost recovered budgets for fisheries management have remained relatively consistent since 2005.

Pursuing initiatives to reduce regulation and administrative burden on those we regulate and applying the data we collect to better inform our stakeholders and support our science-based fisheries management decisions provides further opportunities to improve transparency and

accountability. The Government committed to investment of \$20.1 million over four years, commencing 2021–22, to reduce regulatory burden, increase productivity and improve environmental outcomes across Commonwealth fisheries.

AFMA works with key stakeholders to identify opportunities for additional, formal co-management arrangements, in line with *Fisheries Management Paper 17: Co-management in Commonwealth fisheries*. Enhancing our stakeholder engagement, including through meaningful consultation processes with the Commonwealth Fisheries Association (CFA), applying appropriate communication tools and increasing the level of public reporting supports accountability to our stakeholders.

Performance measure 10: Cost recovery budget.		
Rationale	This measure addresses our goal to deliver effective and cost-efficient fisheries management, which involves making proper use of available resources (people, money, and other supplies) to achieve government policy outcomes. Under the Cost Recovery Policy that AFMA is required to apply, the Commonwealth commercial fishing industry pays for costs directly attributable to the fishing industry while the Australian Government pays for any costs identified as more directly benefiting the broader community.	
Source	Portfolio Budget Statements 2024–25, page 111 AFMA Corporate Plan 2024–27	
Target	At or below 2005–06 once adjusted for CPI.	
Result	Below 2005–06 once adjusted for CPI	TARGET MET
Disclosures	Nil	

Analysis

As in previous years, our expenditure against cost recovered activities is well below the benchmark, which has driven efficiencies and the recent digitisation of some of our business processes.

While we consistently meet the commitment to industry that levies will not rise above a certain point, there is a natural limit to the efficiencies which this benchmark will continue to drive.

Performance measure 11: Engagement with legislated peak body.

Rationale	Transparency is about openness, two-way communication and a willingness to explain activities and actions. It allows appropriate scrutiny of government activities, decisions, and processes by providing access to information. Our efforts to be a best practice accountable regulator involve being transparent, open, and responsive to feedback on how we operate. The Commonwealth Fisheries Association is the peak body representing the collective rights, responsibilities and interests of a diverse commercial fishing industry in Commonwealth regulated fisheries.	
Source	Portfolio Budget Statements 2024–25, page 111 AFMA Corporate Plan 2024–27	
Target	Commonwealth Fisheries Association is satisfied that meaningful opportunity is given to contribute to planning, delivery, and reporting.	
Result	CFA is satisfied	TARGET MET
Disclosures	1. In our Annual Report 2023–24, we reported that the CFA highlighted suggestions for AFMA to consolidate and further improve its engagement, as well as recommendations for AFMA to continue to seek opportunities for reduced management costs. These have been actively pursued in 2024–25.	

Analysis

We engage with the CFA on our priorities and strategic issues as we develop our corporate plan, annual operational plan and Cost Recovery Implementation Statement (CRIS). The CFA also engages with the AFMA Commission by attending formal Commission meetings. We provide guidance and information about our processes and requirements on our website. When consulted on the effectiveness of this engagement, the CFA Chair provided the following feedback:

‘CFA is satisfied that these engagements provided genuine opportunities to contribute to AFMA’s planning, policy development, and strategic direction.

We appreciate the efforts made by AFMA staff, Commission members, and executive leadership to maintain open communication channels and respond to member concerns, even where views have diverged.’

As with previous years, the CFA did note areas for continued focus and cooperation between AFMA and the CFA. These include the ongoing issue of AFMA management costs and working together to address the difficult operating environment that commercial fishers are facing. AFMA remains committed to fulsome and transparent engagement, including on contentious topics where there are differences of view.

Table 8: Summary of changes to performance measures from 2023–24 to 2024–25

Performance measures in Portfolio Budget Statements 2023–24	Performance measures in AFMA Corporate Plan 2024–27	Rationale for changes between 2023–24 and 2024–25	Performance measures in Portfolio Budget Statements 2024–25
1. Percentage of TAC determinations which are based on RAG/MAC scientific assessments.	1. Percentage of TAC determinations or comparable measures that are based on resource assessment group/management advisory committee scientific assessments.	Measure wording amended to reflect the full suite of information considered by RAGs/MACs.	1. Percentage of TAC determinations, or comparable measures, that are based on scientific assessments by resource assessment group/management advisory committee.
2. The number of new ERA assessments completed for regulated fisheries.	2. The number of fisheries assessed in accordance with AFMA's published ERA schedule.	Measure wording amended to avoid imputation of self-reporting bias and to enhance transparency of the ERA schedule on which this measure is based.	2. The number of regulated fisheries assessed in accordance with AFMA's published ERA schedule.
3. Independent evaluation of the biological and economic status of fish stocks managed solely by AFMA.	3. The number of stocks identified as overfished that have specific rebuilding actions in place.	Measure wording amended to properly focus on the activity for which AFMA is responsible.	3. The number of stocks identified as overfished that have specific rebuilding actions in place.
4. Compliance with conditions imposed on fisheries assessments.	4. Fisheries that maintain accreditation through compliance with legislative requirements.	Measure wording amended to clarify that the core outcome is maintenance of accreditation.	4. Fisheries that maintain accreditation through compliance with legislative requirements.
5. The number of stocks with target reference points based on Maximum Economic Yield, or an agreed proxy thereof, or a multistock harvest strategy.	5. The number of stocks with target reference points based on MEY, an agreed proxy thereof, or a multi-stock harvest strategy.	Not applicable (no change).	5. The number of stocks with target reference points based on MEY, an agreed proxy thereof, or a multi-stock harvest strategy.

Performance measures in Portfolio Budget Statements: 2023–24	Performance measures in AFMA Corporate Plan 2024–27	Rationale for changes between 2023–24 and 2024–25	Performance measures in Portfolio Budget Statements: 2024–25
6. Net Economic Return, as assessed in the ABARES Fishery status reports.	6. Net Economic Return as assessed in the ABARES Fishery status reports.	Not applicable (no change).	6. Net Economic Return as assessed in the ABARES Fishery status reports.
7. Treatment of identified domestic compliance risks as outlined in the National Compliance and Enforcement Program (NCEP).	7. Identification of priority national compliance risks and development of treatment programs for those priority risks.	Measure wording changed to acknowledge our work to identify priority risks before we develop treatment programs.	7. Identification of priority national compliance risks and development of treatment programs for those priority risks.
8. Incidence level of illegal foreign fishing vessels operating in the Australian Fishing Zone.	8. Investigation of illegal foreign fishing in Australian waters to support prosecutions.	Measure wording changed to focus on activities within our control.	8. Investigation of illegal foreign fishing in Australian waters to support prosecutions.
9. Compliance rate with international obligations as assessed by International Fisheries Management Organisations (implemented by AFMA).	9. Compliance rate with Australia's international fisheries obligations that AFMA implements as assessed by International Fisheries Management Organisations.	Minor grammatical change to clarify respective obligations.	9. Compliance rate with Australia's international fisheries obligations that AFMA implements as assessed by International Fisheries Management Organisations.
10. Cost recovery budget.	10. Cost recovery budget.	Not applicable (no change).	10. Cost recovery budget.
11. Engagement with legislated peak body.	11. Engagement with legislated peak body.	Not applicable (no change).	11. Engagement with legislated peak body.
12. Number of services offered digitally.	Measure removed because in 2023–24 we completed the work to increase digital services.		







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Report on financial performance

Departmental operating results

The 2024–25 full-year result was a surplus of \$0.7 million, or \$1.5 million after excluding unfunded depreciation and amortisation and the impacts of accounting adjustments under the AASB 16 Leases. Own-source revenues were higher than the original budget by \$1.6 million primarily due to accrued reimbursement of funds from the Department of Finance of \$0.8 million and Southeast Asia capacity building of \$0.3 million. Cost recovered expenses were lower than the original budget by \$0.7 million primarily due to management of domestic commercial fisheries, and research.

The Department of Finance approved a \$0.9 million operating loss for AFMA for 2024–25 to accommodate technical accounting pressures. This was approved prior to confirmation of reimbursement of funds from the Department of Finance.

Departmental assets and liabilities

As at 30 June 2025, AFMA reported net assets of \$18.4 million. AFMA has sufficient financial and non-financial assets to settle payables as and when they fall due.

Non-financial assets owned by AFMA are valued at \$15.5 million and consist of land, buildings, plant and equipment and computer software.

Administered income and expenses

During 2024–25, AFMA administered expenses on behalf of the Commonwealth Government totalled \$0.6 million. This relates to the caretaking and disposal of illegal foreign fishing vessels.



INDEPENDENT AUDITOR'S REPORT

To the Minister for Agriculture, Fisheries and Forestry

Opinion

In my opinion, the financial statements of the Australian Fisheries Management Authority (the Entity) for the year ended 30 June 2025:

- (a) comply with Australian Accounting Standards – Simplified Disclosures and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2025 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2025 and for the year then ended:

- Statement by the Chief Executive Officer and the Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement;
- Administered Schedule of Comprehensive Income;
- Administered Schedule of Assets and Liabilities;
- Administered Reconciliation Schedule;
- Administered Cash Flow Statement; and
- Notes to the financial statements, comprising material accounting policy information and other explanatory information.

Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and their delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the *Auditor-General Act 1997*. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Accountable Authority's responsibility for the financial statements

As the Accountable Authority of the Entity, the Chief Executive Officer is responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Simplified Disclosures and the rules made under the Act. The Chief Executive Officer is also responsible for such internal control as the Chief Executive Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Chief Executive Officer is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result

of an administrative restructure or for any other reason. The Chief Executive Officer is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

Auditor's responsibilities for the audit of the financial statements

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern; and
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Accountable Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Australian National Audit Office



Naveed Nisar
Audit Principal
Delegate of the Auditor-General

Canberra
10 September 2025

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**Australian Fisheries
Management Authority**

Financial Statements

For the period ended 30 June 2025

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Australian Fisheries Management Authority

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Australian Fisheries Management Authority
Statement by the Chief Executive Officer and the Chief Financial Officer
For the period ended 30 June 2025

In our opinion, the attached financial statements for the year ended 30 June 2025 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Australian Fisheries Management Authority (AFMA) will be able to pay its debts as and when they fall due.



Wez Norris
Chief Executive Officer
10 September 2025



Ali Clough
Chief Financial Officer
10 September 2025

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Australian Fisheries Management Authority
Statement of Comprehensive Income
For the period ended 30 June 2025

		2025	2024	2025
		\$'000	\$'000	Original Budget \$'000
NET COST OF SERVICES	Notes			
Expenses				
Employee benefits	1.1A	23,572	23,700	24,206
Suppliers	1.1B	23,568	20,843	21,683
Depreciation and amortisation	2.2A	2,407	2,601	2,726
Finance costs	1.1C	160	80	80
Write-down and impairment of other assets	1.1D	423	62	-
Impairment loss on financial instruments		31	5	-
Foreign exchange losses		14	8	-
Total expenses		50,175	47,299	48,695
Own-source income				
Own-source revenue				
Revenue from contracts with customers	1.2A	5,578	4,740	4,480
Rental income	1.2B	115	111	136
Other revenue	1.2C	15,590	13,927	15,096
Total own-source revenue		21,283	18,778	19,712
Net (cost of)/ contribution by services		(28,892)	(28,521)	(28,983)
Revenue from Government	1.2D	29,608	26,910	27,741
Surplus/(Deficit) of continuing operations		716	(1,611)	(1,242)
OTHER COMPREHENSIVE INCOME				
Items not subject to subsequent reclassifications to net cost of services				
Changes in asset revaluation reserve		-	-	-
Total comprehensive income/(loss)		716	(1,611)	(1,242)

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

Budget variances commentary

All variances +/- 10% for the relevant category and +/- \$1.0 million are considered significant and explained below.

Revenue from Government and supplier expenses exceeded the original budget by \$1.9 million due to a movement of funds during the year for the Data Transformation and Electronic Monitoring (DT&EM) Program. DT&EM Program costs are classified as operational expenditure rather than capital.

Depreciation and amortisation were \$0.3 million lower than original budget due to a change in property lease terms for a right of use asset.

Own-source revenues were higher than the original budget by \$1.6 million primarily due to accrued reimbursement of funds from the Department of Finance of \$0.8 million and Southeast Asia capacity building of \$0.3 million.

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Australian Fisheries Management Authority
Statement of Financial Position
For the period ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000	2025 Original Budget \$'000
ASSETS				
Financial assets				
Cash and cash equivalents	2.1A	16,001	13,309	11,314
Trade and other receivables	2.1B	2,789	4,740	8,095
Total financial assets		18,790	18,049	19,409
Non-financial assets				
Land	2.2A	2,475	2,475	2,475
Buildings	2.2A	8,396	10,423	8,552
Plant and equipment	2.2A	672	925	1,463
Computer software	2.2A	3,730	2,569	9,370
Other non-financial assets	2.2B	274	497	475
Total non-financial assets		15,547	16,889	22,335
Total assets		34,337	34,938	41,744
LIABILITIES				
Payables				
Suppliers	2.3A	5,755	4,368	2,392
Other payables	2.3B	721	645	1,458
Total payables		6,476	5,013	3,850
Interest bearing liabilities				
Leases	2.4A	3,909	5,319	3,657
Total interest bearing liabilities		3,909	5,319	3,657
Provisions				
Employee provisions	5.1A	5,353	5,579	5,274
Other provisions	2.5A	192	189	188
Total provisions		5,545	5,768	5,462
Total liabilities		15,930	16,100	12,969
Net assets		18,407	18,838	28,775
EQUITY				
Contributed equity		19,193	20,337	32,093
Reserves		6,395	6,395	6,395
(Accumulated deficit)		(7,181)	(7,894)	(9,713)
Total equity		18,407	18,838	28,775

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

Budget variances commentary

All variances +/- 10% for the relevant category and +/- \$1.0 million are considered significant and explained below.

Financial assets were \$0.6 million lower than original budget due to:

- Trade and other receivables were \$5.3m lower than original budget due to delayed expenditure on DT&EM Program, which required a movement of funds; and
- Cash and cash equivalents were \$4.7m higher than original budget due to current year operating results increasing cash reserves and non-cash expenditure.

Non-financial assets were \$6.8 million lower than original budget due to DT&EM Program costs classified as operational expenditure rather than capital.

Supplier payables were \$3.4 million higher than original budget, primarily impacted by the timing of payments to suppliers consisting of accruals, and payment from customers consisting of unearned revenue.

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Australian Fisheries Management Authority
Statement of Changes in Equity
For the period ended 30 June 2025

	2025 \$'000	2024 \$'000	2025 Original Budget \$'000
CONTRIBUTED EQUITY			
Opening balance as at 1 July			
Balance carried forward from previous period	20,337	22,861	27,390
Adjusted opening balance	20,337	22,861	27,390
Transactions with owners			
Return of equity	(5,847)	(7,053)	-
Contributions by owners			
Departmental capital budget	4,703	4,529	4,703
Total transactions with owners	(1,144)	(2,524)	4,703
Closing balance as at 30 June	19,193	20,337	32,093
RETAINED EARNINGS			
Opening balance as at 1 July			
Balance carried forward from previous period	(7,894)	(6,283)	(8,471)
Adjustment for errors	(3)	-	-
Adjusted opening balance	(7,897)	(6,283)	(8,471)
Comprehensive income			
Surplus/(Deficit) for the period	716	(1,611)	(1,242)
Total comprehensive income/(loss)	716	(1,611)	(1,242)
Closing balance as at 30 June	(7,181)	(7,894)	(9,713)
ASSET REVALUATION RESERVE			
Opening balance as at 1 July			
Balance carried forward from previous period	6,395	6,395	6,395
Adjusted opening balance	6,395	6,395	6,395
Comprehensive income			
Other comprehensive income	-	-	-
Total comprehensive income	-	-	-
Closing balance as at 30 June	6,395	6,395	6,395
TOTAL EQUITY			
Opening balance as at 1 July			
Balance carried forward from previous period	18,838	22,973	25,314
Adjustment for errors	(3)	-	-
Adjusted opening balance	18,835	22,973	25,314
Comprehensive income/(loss)			
Surplus/(Deficit) for the period	716	(1,611)	(1,242)
Total comprehensive income/(loss)	716	(1,611)	(1,242)
Transactions with owners			
Return of equity	(5,847)	(7,053)	-
Contributions by owners			
Departmental capital budget	4,703	4,529	4,703
Total transactions with owners	(1,144)	(2,524)	4,703
Closing balance as at 30 June	18,407	18,838	28,775

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

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Australian Fisheries Management Authority
Statement of Changes in Equity
For the period ended 30 June 2025

Accounting policy

Equity injections

Amounts appropriated which are designated as 'equity injections' for a year (less any formal reductions) and Departmental Capital Budgets (DCBs) are recognised directly in contributed equity in that year.

Budget variances commentary

All variances +/- 10% for the relevant category and +/- \$1.0 million are considered significant and explained below.

Total equity was \$10.4 million lower than original budget due to the movement of funds related to the DT&EM Program, partially offset by the current year operating surplus.

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Australian Fisheries Management Authority Cash Flow Statement

For the period ended 30 June 2025

	2025 \$'000	2024 \$'000	2025 Original Budget \$'000
OPERATING ACTIVITIES			
Cash received			
Appropriations	29,608	26,910	27,741
Sales of goods and rendering of services	6,118	5,476	4,997
Net GST received	2,296	1,886	1,376
Levies and licence fees	14,725	13,832	15,051
Total cash received	52,747	48,104	49,165
Cash used			
Employees	23,420	23,331	24,206
Suppliers	25,064	22,653	23,395
Interest payments on lease liabilities	158	78	80
Total cash used	48,642	46,062	47,681
Net cash from/(used by) operating activities	4,105	2,042	1,484
INVESTING ACTIVITIES			
Cash used			
Purchase of property, plant and equipment	1,932	1,494	5,003
Total cash used	1,932	1,494	(5,003)
Net cash from/(used by) investing activities	(1,932)	(1,494)	(5,003)
FINANCING ACTIVITIES			
Cash received			
Contributed equity - departmental capital budget	1,742	1,292	4,703
Total cash received	1,742	1,292	4,703
Cash used			
Principal payments of lease liabilities	1,223	1,541	1,484
Net cash used	1,223	1,541	(1,484)
Net cash from/(to) financing activities	519	(249)	3,219
Net increase/(decrease) in cash held	2,692	299	(300)
Cash and cash equivalents at the beginning of the reporting period	13,309	13,010	11,614
Cash and cash equivalents at the end of the reporting period	16,001	13,309	11,314

2.1A

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

Budget variances commentary

All variances +/- 10% for the relevant category and +/- \$1.0 million are considered significant and explained below.

The net increase in cash held during the current year is a result of the factors described in the above statements.

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Australian Fisheries Management Authority
Administered Schedule of Comprehensive Income
As at 30 June 2025

	Notes	2025 \$'000	2024 \$'000	2025 Original Budget \$'000
NET COST OF SERVICES				
Expenses				
Suppliers		592	2,581	6,265
Total expenses		592	2,581	6,265
Income				
Revenue				
Non-taxation revenue				
Fees and fines		9	38	-
Total non-taxation revenue		9	38	-
Total revenue		9	38	-
Total income		9	38	
Net (cost of)/contribution by services		(583)	(2,543)	(6,265)
Surplus/(deficit)		(583)	(2,543)	(6,265)

This schedule should be read in conjunction with the accompanying notes.

Budget variances commentary

All variances +/- 10% for the relevant category and +/- \$1.0 million are considered significant and explained below.

Suppliers expenses were \$5.7 million lower than original budget primarily due to fewer illegal foreign fishing vessel apprehensions than anticipated.

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Australian Fisheries Management Authority
Administered Schedule of Assets and Liabilities
 As at 30 June 2025

	Notes	2025 \$'000	2024 \$'000	2025 Original Budget \$'000
ASSETS				
Financial assets				
Trade and other receivables	3.1A	5	184	57
Total financial assets		5	184	57
Total assets administered on behalf of Government		5	184	57
LIABILITIES				
Payables				
Suppliers	3.2A	1	1,644	15
Total payables		1	1,644	15
Total liabilities administered on behalf of Government		1	1,644	15
Net assets/(liabilities)		4	(1,460)	42

This schedule should be read in conjunction with the accompanying notes.

Budget variances commentary

All variances +/- 10% for the relevant category and +/- \$1.0 million are considered significant and explained below.

There are no variances greater than threshold identified.

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Australian Fisheries Management Authority
Administered Reconciliation Schedule
 As at 30 June 2025

	2025 \$'000	2024 \$'000
Opening assets less liabilities as at 1 July	(1,460)	42
Net (cost of)/contribution by services		
Income	9	38
Expenses	(592)	(2,581)
Closing balance as at 30 June	(583)	(2,543)
Transfers (to)/from the Australian Government		
Appropriation transfers from Official Public Account		
Annual appropriations	2,057	1,088
Appropriation transfers to Official Public Account		
Transfers to Official Public Account	(10)	(47)
Closing assets less liabilities as at 30 June	4	(1,460)

This schedule should be read in conjunction with the accompanying notes.

Accounting policies

Administered cash transfers to and from the Official Public Account

Revenue collected by AFMA for use by the Government rather than AFMA is administered revenue. Collections are transferred to the Official Public Account (OPA) maintained by the Department of Finance. Conversely, cash is drawn from the OPA to make payments under Parliamentary appropriation on behalf of Government. These transfers to and from the OPA are adjustments to the administered cash held by AFMA on behalf of the Government and reported as such in the statement of cash flows in the schedule of administered items and in the administered reconciliation schedule.

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Australian Fisheries Management Authority Administered Cash Flow Statement

As at 30 June 2025

	2025 \$'000	2024 \$'000	2025 Original Budget \$'000
OPERATING ACTIVITIES			
Cash received			
Fees	38	53	-
Net GST received	148	(25)	-
Total cash received	186	28	-
Cash used			
Suppliers	2,233	1,069	6,031
Total cash used	2,233	1,069	(6,031)
Net cash flows from/(used by) operating activities	(2,047)	(1,041)	(6,031)
Cash from Official Public Account			
Appropriations	2,057	1,088	6,031
	2,057	1,088	6,031
Cash to Official Public Account			
Appropriations	(10)	(47)	-
Cash and cash equivalents at the end of the reporting period	-	-	-
This schedule should be read in conjunction with the accompanying notes.			

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Australian Fisheries Management Authority

Notes to the financial statements

For the period ended 30 June 2025

Overview

Objectives of AFMA

The Australian Fisheries Management Authority (AFMA) is an Australian Government controlled non-corporate, not-for-profit entity. The objectives of AFMA are to pursue the implementation of efficient and cost-effective fisheries management consistent with the principles of ecologically sustainable development and maximising the net economic returns for the Australian community from the management of Australian fisheries for which the Commonwealth has legislative responsibilities.

AFMA has a single outcome: The ecologically sustainable development of Commonwealth fisheries for the benefit of the Australian community, through understanding and monitoring Australia's marine living resources and regulating and monitoring commercial fishing, including domestic licensing and deterrence of illegal foreign fishing. All the financial information contained in these financial statements were incurred in pursuit of this outcome.

The activities contributing toward this outcome are classified as either departmental or administered. Departmental activities involve the use of assets, liabilities, income, and expenses controlled or incurred by AFMA in its own right. Administered activities involve the management or oversight by AFMA, on behalf of the Government, of items controlled or incurred by the Government.

Administered activities for AFMA involve the caretaking and disposal of illegal foreign fishing vessels on behalf of the government.

The continued existence of AFMA in its present form and with its present programs is dependent on Government policy and on continuing funding by Parliament for the entity's administration and programs.

AFMA is located at Level 3, 15 Lancaster Place, Majura Park, ACT 2609.

Basis of preparation

The financial statements are required by section 42 of the *Public Governance, Performance and Accountability Act 2013*.

The Financial Statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- b) Australian Accounting Standards and Interpretations – including simplified disclosures for Tier 2 Entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

Cost recovery

Each financial year, in accordance with the Australian Government Cost Recovery Policy, AFMA prepares a cost recovery budget to recover the costs of Commonwealth fisheries management from fishing concession holders through the imposition of levies. AFMA's Cost Recovery Implementation Statement (CRIS) outlines the cost recoverable activities AFMA provides and how those activities are implemented in managing Commonwealth fisheries. AFMA levies are calculated based on the cost recovered budget, plus or minus any under or over-spend in the previous financial year and considering any revenue collected through fee-for-service charges.

AFMA collects levy amounts prescribed under the *Fishing Levy Amendment (2024-25 Levy Amounts) Regulations 2025* (Fishing Levy Regulations) and the *Fisheries Levy (Torres Strait Prawn Fishery) Amendment (Levy Amount) Regulations 2024* (TSPF Levy). Amounts prescribed in the Fishing Levy Regulations are collected in three equal instalments in January, April and May, while amounts prescribed in the TSPF Levy is collected in one instalment in April.

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Australian Fisheries Management Authority
Notes to the financial statements
For the period ended 30 June 2025

New accounting standards

All new, revised or amended standards and interpretations that were issued prior to the sign off date and are applicable in the current reporting period have been considered and did not have a material effect on AFMA's financial statements.

Taxation

AFMA is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and Goods and Services Tax (GST).

Reporting of administered activities

Administered revenues, expenses, assets, liabilities and cash flows are disclosed in the administered schedules and related notes.

Except where otherwise stated, administered items are accounted for on the same basis and using the same policies as for departmental items, including the application of Australian Accounting Standards.

Events after the reporting period

There have been no significant events after the reporting period that impact on the financial statements for the year ended 30 June 2025.

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Australian Fisheries Management Authority
Notes to the financial statements
For the period ended 30 June 2025

Financial performance

This section analyses the financial performance of AFMA for the year ended 30 June 2025.

1.1: Expenses

	2025 \$'000	2024 \$'000
1.1A: Employee benefits		
Wages and salaries	18,420	18,053
Superannuation		
Defined contribution plans	2,535	2,344
Defined benefit plans	641	1,498
Leave and other entitlements	1,976	1,805
Total employee benefits	23,572	23,700

Accounting Policy

Accounting policies for employee related expenses is contained in the People and relationships section.

1.1B: Suppliers

Goods and services supplied or rendered

Building repairs and outgoings	506	585
Consultants	1,334	1,180
Contractors	6,888	6,070
Resources received free of charge	45	45
General administrative	1,037	1,160
IT services	3,381	2,144
Research	4,571	4,542
Surveillance and compliance	2,983	1,905
Travel and meetings	1,955	2,121
Training and development	163	323
Total goods and services supplied or rendered	22,863	20,075
Goods supplied	128	214
Services rendered	22,735	19,861
Total goods and services supplied or rendered	22,863	20,075

Other suppliers

Workers compensation expenses	556	734
Short-term leases	149	34
Total other suppliers	705	768
Total suppliers	23,568	20,843

AFMA has short-term lease commitments of \$20,000 as at 30 June 2025.

The above lease disclosures should be read in conjunction with the accompanying notes 1.1C, 1.2B, 2.2A and 2.4A.

1.1C: Finance costs

Interest on lease liabilities	158	78
Unwinding of discount	2	2
Total finance costs	160	80

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B, 1.2B, 2.2A and 2.4A.

1.1D: Write-down and impairment of other assets

Impairment of intangible assets	30	1
Write-down of non-financial assets	393	61
Total write-down and impairment of assets	423	62

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Australian Fisheries Management Authority
Notes to the financial statements
For the period ended 30 June 2025

1.2: Own-source revenue

	2025 \$'000	2024 \$'000
1.2A: Revenue from contracts with customers		
Rendering of services	5,578	4,740
Total revenue from contracts with customers	5,578	4,740
Disaggregation of revenue from contracts with customers		
Major product / service line		
Regulatory services	4,143	3,134
Other revenue	1,435	1,606
	5,578	4,740

Accounting policy

The following is a description of principal activities from which the AFMA generates its revenue:

- Regulatory services are delivered through deployment of observers, logbooks and licensing services, vessel monitoring services as well as other regulatory compliance services provided to both industry and State Governments. Fee for service activities and compliance services are recognised over time based on actual costs incurred.
- Other revenues primarily consist of service contracts with related Commonwealth Government entities for enforcement and research activities. Other revenue enforcement activities are recognised over time as expenses are incurred for each project. Research services are recognised at a point in time when milestones have been met.

Receivables for goods and services, which have 30-day terms, are recognised at the nominal amounts due less any impairment allowance account. Collectability of debts is reviewed at end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

1.2B: Rental income

Operating lease		
Subleasing right-of-use assets	115	111
Total rental income	115	111

Operating Leases

AFMA, in its capacity as a lessor, sub-leases office accommodation on Thursday Island. As at 30 June 2025, there is one sub-lease arrangement that expires in January 2032 and rental income is paid one year in advance.

Maturity analysis of operating lease income receivables

Within 1 year	120	116
One to two years	123	120
Two to three years	127	123
Three to four years	131	127
Four to five years	135	131
More than 5 years	282	416
Total undiscounted lease payments receivable	918	1,033

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B, 1.1C, 2.2A and 2.4A.

1.2C: Other revenue

Levies and licensing charges	14,728	13,882
Resources received free of charge	45	45
Other revenue	817	-
Total other revenue	15,590	13,927

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Australian Fisheries Management Authority
Notes to the financial statements
For the period ended 30 June 2025

Accounting policy

Levies and licensing charges

Levies and licensing charges comprise of cost recovered amounts credited to the AFMA Special Account in accordance with s94C of the *Fisheries Administration Act 1991*. For further information on AFMA's cost recovery arrangements refer to note 4.3.

Resources received free of charge

Resources received free of charge are recognised as revenue when, and only when, a fair value can be reliably determined, and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense. Resources received free of charge are recorded as either revenue or gains depending on their nature.

	2025 \$'000	2024 \$'000
1.2D: Revenue from Government		
Appropriations		
Departmental appropriations	29,608	26,910
Total revenue from government	29,608	26,910

Accounting policy

Revenue from Government

Amounts appropriated for departmental appropriations for the year (adjusted for any formal additions and reductions) are recognised as Revenue from Government when AFMA gains control of the appropriation, except for certain amounts that relate to activities that are reciprocal in nature, in which case revenue is recognised only when it has been earned. Appropriations receivable are recognised at their nominal amounts.

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Australian Fisheries Management Authority
Notes to the financial statements
For the period ended 30 June 2025

Financial position

This section analyses AFMA's assets used to conduct its operations and the operating liabilities incurred as a result. Employee related information is disclosed in the People and relationships section.

2.1: Financial assets

	2025 \$'000	2024 \$'000
2.1A: Cash and cash equivalents		
Cash in special accounts	14,941	13,093
Cash on hand or on deposit	1,060	216
Total cash and cash equivalents	16,001	13,309

The closing balance of cash in special accounts does not include amounts held in Trust: \$10,000 in 2025 (\$0 in 2024). See note 4.2 Special accounts and note 7.2 Assets held in trust for more information.

Accounting policy

Cash is recognised at its nominal amount. Cash and cash equivalents includes:

- cash on hand
- demand deposits in bank accounts with an original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value; and
- cash in special accounts.

2.1B: Trade and other receivables

Goods and services receivables

Goods and services ¹	1,321	602
Total goods and services receivables	1,321	602

Appropriation receivables

Appropriation receivable	351	3,237
Total appropriation receivables	351	3,237

Other receivables

Accrued revenue	538	304
Statutory receivables	579	597
Total other receivables	1,117	901
Total trade and other receivables (net)	2,789	4,740

¹ A receivable of \$67,160 is recognised in relation to overpayment recoveries from key management personnel as at 30 June 2025, refer note 5.2.

Credit terms for goods and services were within 30 days for 2025 (2024: 30 days).

Accounting policy

Financial assets

Trade receivables, loans and other receivables that are held for the purpose of collecting the contractual cash flows where the cash flows are solely payments of principal and interest, that are not provided at below-market interest rates, are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

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Australian Fisheries Management Authority
Notes to the financial statements
For the period ended 30 June 2025

2.2: Non-financial assets

2.2A: Reconciliation of the opening and closing balances of property, plant and equipment, and intangibles¹

Reconciliation of the opening and closing balances of property, plant and equipment, and intangibles for 2025

	Land \$'000	Buildings \$'000	Plant and equipment \$'000	Computer software \$'000	Total \$'000
As at 1 July 2024					
Gross book value	2,475	16,976	1,270	9,047	29,768
Accumulated depreciation, amortisation and impairment	-	(6,553)	(345)	(6,478)	(13,376)
Total as at 1 July 2024	2,475	10,423	925	2,569	16,392
Additions					
Purchase	-	21	73	511	605
Internally developed	-	-	-	1,327	1,327
Right-of-use assets	-	141	-	-	141
Impairments recognised in net cost of services	-	(362)	-	(393)	(755)
Depreciation and amortisation	-	(676)	(265)	(284)	(1,225)
Depreciation on right-of-use assets	-	(1,151)	(31)	-	(1,182)
Disposals	-	-	(30)	-	(30)
Total as at 30 June 2025	2,475	8,396	672	3,730	15,273
Total as at 30 June 2025 represented by					
Gross book value	2,475	16,099	1,235	10,145	29,954
Accumulated depreciation, amortisation and impairment	-	(7,703)	(563)	(6,415)	(14,681)
Total as at 30 June 2025	2,475	8,396	672	3,730	15,273
Carrying amount of right-of-use assets	-	3,430	54	-	3,484

¹ The above table discloses all property, plant and equipment including those subject to operating leases. AFMA owns one building which is partially sublet to the Department of Agriculture, and Fisheries and Forestry. Rent for 2024-25 was \$114,529 (2023-24: \$111,193) indexed at 3% per annum. This asset incurred depreciation of \$62,167 (2023-24: \$62,167).

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B, 1.1C, 1.2B and 2.4A.

Revaluations of non-financial assets and intangible assets

No revaluations were undertaken as at 30 June 2025.

Contractual commitments for the acquisition of property, plant, equipment, and intangible assets

As at 30 June 2025 AFMA has contractual capital commitments of \$447,145 which relate to intangible asset development.

Accounting policy

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate.

Asset recognition threshold

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position, except for purchases costing less than \$5,000, which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located. This is particularly relevant to 'make good' provisions in property leases taken up by the entity where there exists an obligation to make good. These costs are included in the value of AFMA's buildings with a corresponding provision for the 'make good' recognised.

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Australian Fisheries Management Authority
Notes to the financial statements
For the period ended 30 June 2025

Lease Right of Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for by Commonwealth lessees as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned.

On initial adoption of AASB 16 *Leases* AFMA has adjusted the ROU assets at the date of initial application by the amount of any provision for onerous leases recognised immediately before the date of initial application. Following initial application, an impairment review is undertaken for any right of use lease asset that shows indicators of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. Lease ROU assets continue to be measured at cost after initial recognition.

Revaluations

Following initial recognition at cost, property, plant and equipment (excluding ROU assets) are carried at fair value less subsequent accumulated depreciation and accumulated impairment losses. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets do not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depended upon the volatility of movements in market values for the relevant assets.

All assets, excluding intangibles and ROU assets, were revalued as at 30 June 2023 by an independent valuer.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reversed a previous revaluation increment for that class.

Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset was restated to the revalued amount.

Depreciation

Depreciable property, plant and equipment are written-off to their estimated residual values over their estimated useful lives to AFMA using, in all cases, the straight-line method of depreciation.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	2025	2024
Buildings on freehold land	40 to 60 years	40 to 45 years
Leasehold improvements	Lease term	Lease term
Plant and Equipment	3 to 15 years	4 to 13 years

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

Impairment

All assets were assessed for impairment at 30 June 2025. Where indications of impairment exist, the asset's recoverable amount is estimated, and an impairment adjustment made if the asset's recoverable amount is less than it's carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if AFMA were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

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Australian Fisheries Management Authority
Notes to the financial statements
For the period ended 30 June 2025

Intangibles

AFMA's intangibles comprise purchased and internally developed software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses.

Software is amortised on a straight-line basis over its anticipated useful life. The useful lives of AFMA's software assets are 3 to 10 years (2024: 3 to 10 years). All software assets were assessed for indicators of impairment as at 30 June 2025.

	2025 \$'000	2024 \$'000
2.2B: Other non-financial assets		
Prepayments	274	497
Total other non-financial assets	274	497

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

2.3: Payables

	2025 \$'000	2024 \$'000
2.3A: Suppliers		
Trade creditors	913	227
Accrued expenses	2,959	2,611
Contract liabilities from contracts with customers	1,883	1,530
Total suppliers	5,755	4,368

Settlement is usually made within 20 days (2024: 20 days).

2.3B: Other payables		
Wages and salaries	721	645
Total other payables	721	645

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Australian Fisheries Management Authority
Notes to the financial statements
For the period ended 30 June 2025

2.4: Interest bearing liabilities**2.4A: Leases**

Lease liabilities	3,909	5,319
Total leases	3,909	5,319

Maturity analysis - contractual undiscounted cash flows

Within 1 year	1,238	1,269
Between 1 to 5 years	2,924	4,077
Total leases	4,162	5,346

Total cash outflow for leases for the year ended 30 June 2025 was \$1,347,000.

The above lease disclosures should be read in conjunction with the accompanying notes 1.1B, 1.1C, 1.2B and 2.2A.

Accounting policy

For all new contracts entered into, AFMA considers whether the contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or the department's incremental borrowing rate.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset or profit and loss depending on the nature of the reassessment or modification.

2.5: Other provisions

	Provision for restoration \$'000	Total other provisions \$'000
2.5A: Other provisions		
As at 1 July 2024	189	189
Unwinding of discount or change in discount rate	3	3
Total as at 30 June 2025	192	192

AFMA currently has 1 (2024: 1) agreement for the leasing of premises which has provisions requiring AFMA to restore the premises to their original condition at the conclusion of the lease. AFMA has made a provision to reflect the present value of this obligation for the 15 Lancaster Place, Majura Park office in Canberra.

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Australian Fisheries Management Authority
Notes to the financial statements
For the period ended 30 June 2025

Assets and liabilities administered on behalf of the Government

This section analyses assets used to conduct operations and the operating liabilities incurred as a result AFMA does not control but administers on behalf of the Government. Unless otherwise noted, the accounting policies adopted are consistent with those applied for departmental reporting.

3.1: Administered - financial assets

	2025 \$'000	2024 \$'000
3.1A: Trade and other receivables		
Fees and charges		
Fees and charges receivable	28	33
Total fees and charges receivable	28	33
Other receivables		
Statutory receivables	1	151
Total other receivables	1	151
Total trade and other receivables (gross)	29	184
Less impairment allowance loss	(24)	-
Total trade and other receivables (net)	5	184

Credit terms for fees and charges were within 30 days (2024: 30 days).

3.2: Administered – payables

	2025 \$'000	2024 \$'000
3.2A: Suppliers		
Trade creditors and accruals	-	1,641
Statutory payables	1	3
Total suppliers	1	1,644

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Australian Fisheries Management Authority

Notes to the financial statements

For the period ended 30 June 2025

Funding

This section identifies AFMA's funding structure.

4.1: Appropriations

4.1A: Annual appropriations ('Recoverable GST exclusive')

Annual appropriations for 2025

	Annual appropriation \$'000	Adjustments to appropriation ¹ \$'000	Total appropriation \$'000	Appropriations applied in 2025 (current and prior years) \$'000	Variance ² \$'000
Departmental					
Ordinary annual services	27,741	1,867	29,608	29,608	-
Capital budget	4,703	(2,611)	2,092	1,741	351
Total departmental	32,444	(744)	31,700	31,349	351

Administered					
Ordinary annual services					
Administered items	6,265	-	6,265	2,057	4,208
Total administered	6,265	-	6,265	2,057	4,208

Notes:

- In 2024-25, the adjustment to appropriations reflects a reclassification of funding \$1,867,000 from Departmental Capital Budgets (DCBs) to Departmental operating funding, and a movement of funds to 2025-26 (\$744,000). The movements are reflected in the *Appropriation Bill (3) 2024-25*.
- The variance of \$4,208,000 for Administered funds is comprised of unspent current year appropriations and will be returned to consolidated revenue.
- DCBs are appropriated through Appropriation Acts (No 1 and 3). They form part of ordinary annual services and are not separately identified in the Appropriation Acts.

Annual appropriations for 2024

	Annual appropriation \$'000	Adjustments to appropriation ¹ \$'000	Total appropriation \$'000	Appropriations applied in 2024 (current and prior years) \$'000	Variance ² \$'000
Departmental					
Ordinary annual services	23,509	3,401	26,910	26,910	-
Capital budget	3,898	631	4,529	1,292	3,237
Total departmental	27,407	4,032	31,439	28,202	3,237

Administered					
Ordinary annual services					
Administered items	6,031	-	6,031	1,088	4,943
Total administered	6,031	-	6,031	1,088	4,943

Notes:

- DCBs are appropriated through Appropriation Acts (No 1, 3, 5). They form part of ordinary annual services and are not separately identified in the Appropriation Acts. In 2023-24, \$7,053,075 of DCBs was subject to a movement of funds whereby unspent 2022-23 and 2021-22 funds were reduced and reappropriated to 2023-24 by *Appropriation Act (No. 3) 2023-24* (Departmental Capital Budget \$631,000 and operating \$3,401,000) and the remaining amount reappropriated in 2024-25 *Appropriation Act (No. 1) 2023-24*.
- The variance of \$4,943,000 for Administered funds remained as unspent and will be returned to consolidated revenue.

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	2025 \$'000	2024 \$'000
4.1B: Unspent annual appropriations ('Recoverable GST exclusive')		
Departmental		
Cash at bank	1,060	216
Supply Act (No.1) 2024-25 (Capital Budget - DCB) - Non Operating	351	-
Supply Act (No.1) 2023-24 (Capital Budget - DCB) - Non Operating	-	2,606
Supply Act (No.3) 2023-24 (Capital Budget - DCB) - Non Operating	-	631
Total departmental	1,411	3,453
Administered		
Appropriation Act (No.1) 2024-25	4,208	-
Appropriation Act (No.1) 2023-24	4,943	4,943
Supply Act (No. 1) 2022-2023	-	1,678
Supply Act (No. 3) 2022-2023	-	3,406
Total administered	9,151	10,027

4.2: Special accounts

	AFMA Special Account (Departmental) ¹		AFMA Services for Other Entities and Trust Moneys Special Account (Special Public Money) ²	
	2025 \$'000	2024 \$'000	2025 \$'000	2024 \$'000
Balance brought forward from previous period	13,309	13,010	-	27
Increases				
Appropriation for the reporting period	31,349	28,202	-	-
Levies and licensing charges (<i>Fisheries Administration Act 1991</i> - Section 94C)	14,725	13,832	-	-
Other increases	8,415	7,362	10	-
Total increases	54,489	49,396	10	-
Available for payments	67,798	62,406	10	27
Decreases				
Employee payments	(23,420)	(23,331)	-	-
Supplier payments	(25,064)	(22,653)	-	-
Interest payments on lease liabilities	(158)	(78)	-	-
Purchase of property, plant and equipment	(1,932)	(1,494)	-	-
Principal repayments on lease liabilities	(1,223)	(1,541)	-	-
Repayments debited from the special account	-	-	-	(27)
Total decrease	(51,797)	(49,097)	-	(27)
Total balance carried to the next period	16,001	13,309	10	-
Balance represented by:				
Cash held in the Official Public Account	14,941	13,093	-	-
Cash held in AFMA bank accounts	1,060	216	10	-
Total balance carried to the next period	16,001	13,309	10	-

¹ Appropriation: PGPA section 80. Establishing Instrument: *Fisheries Administration Act 1991*; section 94B. Purpose: Payment or discharge of the costs, expenses or other obligations incurred in the performance or exercise of the functions and powers of the Authority.

² Appropriation: AFMA Services for Other Entities and Trust Moneys Special Account (Special Public Money) Establishing Instrument: PGPA section 78. Purpose: For amounts that are held on trust or otherwise for the benefit of a person other than the Commonwealth. The closing balance of AFMA Services for Other Entities and Trust Moneys Special Account represents amounts held in trust. See note 7.2A Assets Held in Trust for more information.

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Notes to the financial statements

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4.3: Regulatory charging summary

	2025 \$'000	2024 \$'000
Amounts applied		
Departmental		
Special appropriations (including special accounts)	15,376	14,610
Total amounts applied	15,376	14,610
Expenses		
Departmental	15,816	15,030
Total expenses	15,816	15,030
External revenue		
Departmental	15,376	14,610
Total revenue	15,376	14,610

Cost recovered activities:

- management of domestic commercial fisheries
- data collection and management
- licensing administration and revenue collection
- research
- policy support

Documentation (Cost Recovery Implementation Statement) for the above activities is available at <https://www.afma.gov.au/sites/default/files/2024-07/AFMA-CRIS-2024-25.pdf>

4.4: Net cash appropriation arrangements

	2025 \$'000	2024 \$'000
Total comprehensive income/(loss) - as per the Statement of Comprehensive Income	716	(1,611)
Plus: depreciation/amortisation of assets funded through appropriations (departmental capital budget funding and/or equity injections) ¹	858	803
Plus: depreciation of right-of-use assets ²	1,182	1,452
Less: lease principal repayments ²	(1,223)	(1,541)
Net Cash Operating Surplus/(Deficit)	1,533	(897)

1. Depreciation and amortisation expenditure represented above refers to the Government funded portion of AFMA's total depreciation and amortisation charges. AFMA's depreciation charges funded by cost recovery arrangements for 2024-25 was \$367,000 (2023-24: \$346,000).
2. The inclusion of depreciation/amortisation expenses related to ROU leased assets and the lease liability principal repayment amount reflects the impact of AASB 16 *Leases*, which does not directly reflect a change in appropriation arrangements.

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People and relationships

This section provides a range of employment and post-employment benefits provided to our people and our relationships with other key people.

5.1: Employee provisions

	2025 \$'000	2024 \$'000
5.1A: Employee provisions		
Leave	5,353	5,579
Total employee provisions	5,353	5,579

Accounting policy

Liabilities for short-term employee benefits and termination benefits expected within twelve months of the end of reporting period are measured at their nominal amounts.

Other long-term employee benefits are measured as net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.

Leave

The liability for employee benefits includes provision for annual leave and long service leave.

The leave liabilities are calculated based on employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including AFMA's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

The liability for long service leave has been determined by reference to the 'short-hand method' as outlined in the Resource Management Guide No. 125 - Commonwealth Entities Financial Statements Guide as at 30 June 2025. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation and is discounted using the 10-year Government bond rate at 30 June 2025.

Separation and redundancy

Provision is made for separation and redundancy benefit payments. AFMA recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations.

Superannuation

AFMA's staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation (PSS), the PSS accumulation plan (PSSap) or other superannuation funds held outside the Australian Government.

The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme.

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.

AFMA makes employer contributions to the employees' defined benefit superannuation scheme rates determined by an actuary to be sufficient to meet the current cost to the Government. AFMA accounts for the contributions as if they were contributions to defined contribution plans.

The liability for superannuation recognised as at 30 June represents outstanding contributions.

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5.2: Key management personnel remuneration

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of AFMA directly or indirectly, including any director (whether executive or otherwise) of AFMA.

AFMA has determined the key management personnel to be Commissioners, Executive Officers, General Managers and the Chief Executive Officer. Key management personnel remuneration is reported in the table below:

	2025 \$'000	2024 \$'000
5.2: Key management personnel remuneration		
Short-term employee benefits	1,525	1,484
Post-employment benefits	188	195
Other long-term employee benefits	41	30
Total key management personnel remuneration expenses¹	1,754	1,709

¹ The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by AFMA.

The total number of key management personnel that are included in the above table are 10 (2024:11).

The calculation of remuneration since the 2018-19 financial year has resulted in the overpayments of \$67,160. Recovery actions for the overpayments have commenced and the amount of \$67,160 is recognised as a receivable as at 30 June 2025, refer note 2.1. This has resulted in the restatement of the 2024 post-employment benefits and total key management personnel remuneration expenses by a decrease of \$10,000.

5.3: Related party disclosures

Related party relationships

AFMA is an Australian Government controlled entity. Related parties to AFMA are Key Management Personnel including the Portfolio Minister and Executive, and other Australian Government entities.

Transactions with related parties

Given the breadth of Government activities, related parties may transact with the government sector in the same capacity as ordinary citizens. Such transactions include the payment or refund of taxes, receipt of a Medicare rebate or higher education loans. These transactions have not been separately disclosed in this note.

Significant transactions with related parties can include:

- the payments of grants or loans;
- purchases of goods and services;
- asset purchases, sales transfers, or leases;
- debts forgiven, and
- guarantees.

Giving consideration to relationships with related entities, and transactions entered during the reporting period by AFMA, it has been determined that there are no related party transactions to be separately disclosed, with the exception of the \$67,160 owing from key management personnel associated with the overpayment of remuneration, refer note 5.2.

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Notes to the financial statements

For the period ended 30 June 2025

Managing uncertainties

This section analyses how AFMA manages financial risks within its operating environment.

6.1: Contingent assets and liabilities

Quantifiable contingencies

AFMA has no quantifiable contingent assets and contingent liabilities at 30 June 2025 (2024: nil).

Unquantifiable contingencies

AFMA has no unquantifiable contingent assets and contingent liabilities at 30 June 2025 (2024: nil).

Accounting Policy

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the notes. They may arise from uncertainty as to the existence of a liability or asset or represent an asset or liability in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain and contingent liabilities are disclosed when settlement is greater than remote.

6.2: Financial instruments

AFMA's financial assets consist of cash and cash equivalents, accrued revenues and statutory receivables. Receivables for statutory charges are not financial instruments. Examples of statutory charges include GST, levies, rates and fines. However, the initial recognition and measurement of statutory receivables is treated as if they are financial instruments under AASB 9 *Financial Instruments*.

AFMA's financial liabilities include trade creditors and accrued expenses.

Accounting policy

Financial assets

In accordance with AASB 9 *Financial Instruments*, AFMA classifies its financial assets in the following categories:

- a) financial assets at fair value through profit or loss
- b) financial assets at fair value through other comprehensive income, and
- c) financial assets measured at amortised cost.

The classification depends on both AFMA's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when AFMA becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date.

Comparatives have not been restated on initial application.

Financial assets at amortised cost

Financial assets included in this category need to meet two criteria:

1. the financial asset is held in order to collect the contractual cash flows, and
2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount.

Amortised cost is determined using the effective interest method.

Effective Interest Method

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

Impairment of financial assets

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to *lifetime expected credit losses* where risk has significantly increased, or an amount equal to *12-month expected credit losses* if risk has not increased.

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Impairment of financial assets (continued)

The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.

A write-off constitutes a derecognition event where the write-off directly reduces the gross carrying amount of the financial asset.

Financial liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Financial liabilities at amortised cost

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).

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Other information

7.1: Current/non-current distinction for assets and liabilities

	2025 \$'000	2024 \$'000
7.1A: Current/non-current distinction for assets and liabilities		
Assets expected to be recovered in:		
No more than 12 months		
Cash and cash equivalents	16,001	13,309
Trade and other receivables	2,789	4,740
Other non-financial assets	274	497
Total no more than 12 months	19,064	18,546
More than 12 months		
Land	2,475	2,475
Buildings	8,396	10,423
Plant and equipment	672	925
Computer software	3,730	2,569
Total more than 12 months	15,273	16,392
Total assets	34,337	34,938
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	5,755	4,368
Other payables	721	645
Leases	985	1,289
Employee provisions	2,043	1,550
Total no more than 12 months	9,504	7,852
More than 12 months		
Leases	2,924	4,030
Employee provisions	3,310	4,029
Other provisions	192	189
Total more than 12 months	6,426	8,248
Total liabilities	15,930	16,100

7.1B: Administered - current/non-current distinction for assets and liabilities

Assets expected to be recovered in:		
No more than 12 months		
Trade and other receivables	5	184
Total no more than 12 months	5	184
Total assets	5	184
Liabilities expected to be settled in:		
No more than 12 months		
Suppliers	1	1,644
Total no more than 12 months	1	1,644
Total liabilities	1	1,644

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7.2: Assets held in trust

	2025 \$'000	2024 \$'000
7.2A: Assets held in trust		
Monetary assets		
Cash at bank - monetary asset		
As at 1 July	-	27
Receipts	10	-
Payments	-	(27)
As at 30 June	<u>10</u>	<u>-</u>
Total monetary assets held in trust	<u>10</u>	<u>-</u>

Financial assets held in trust are also disclosed in note 4.2 Special accounts and note 2.1 Financial assets.

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Management and accountability

Corporate governance

The Minister for Agriculture, Fisheries and Forestry appoints the chair, part-time Commissioners and the CEO. Following advice from the chair, the minister appoints a part-time commissioner as deputy-chair. The minister is also the approving authority for AFMA's corporate plan, annual operational plan and all Fishery Management Plans determined by AFMA.

Our CEO is responsible for performing and exercising AFMA's foreign compliance functions and powers and assisting the Commission, including giving effect to the decisions of the Commission. Our staff are responsible for supporting the CEO to meet the CEO's responsibilities as AFMA's accountable authority under the PGPA Act and the agency head for the purposes of the Public Service Act 1999. The Commission is subject to limited government policy direction as stated in section 91 of the FAA.

The Commission is responsible for performing and exercising the domestic fisheries management functions and powers of AFMA. The AFMA Commission oversees AFMA's domestic fisheries management functions including the determination of TACs and TAEs, and domestic compliance and monitoring programs. The Commission comprises six independent Commissioners with expertise in natural resource management, economics, legal and governance matters, research, and fishing industry operations and the CEO.

External advisory committees

To support AFMA's Executive to ensure organisational accountability and transparency, AFMA has a range of committees to oversee specific areas of risk. The committees document their considerations and report to the Executive through summary reports and meeting minutes and their terms of reference are reviewed every one to two years.

Since last financial year, four senior management committees did not operate in 2024–25 (the Data Transformation Business Reference Group, the Information Management Governance Committee, Economics Working Group and Ecological Risk Management Steering Group), primarily due to changes in the working context that originally necessitated their formation.

Resource Advisory Groups (RAGs)

cover each fishery. These groups provide advice and recommendations to management advisory committees, AFMA management, the AFMA Commission and the AFMA Research Committee on the status of fish stocks, substocks, species (target and non-target), fishery economics and on the impact of fishing on the marine environment. These groups also give advice on the type of information required for specific stock assessments.

Members of these groups include fishery scientists, industry members, fishery economists, AFMA management and other interest groups.

Management Advisory Committees (MACs)

are statutory committees established by AFMA under section 56 of the FAA. Each fishery is covered by a Management Advisory Committee:

- Bass Strait Central Zone Scallop Fishery MAC
- Great Australian Bight Trawl Sector MAC
- Northern Prawn Fishery MAC
- South East MAC
- Southern Bluefin Tuna MAC
- Sub-Antarctic Fisheries MAC
- Tropical Tuna MAC

The MACs provide advice to AFMA and the AFMA Commission on fishery operations and any scientific, economic, or other issues regarding the fishery. This advice is required to be evidence-based and address biological, economic, and wider ecological factors affecting the performance of the fishery. Committee advice assists AFMA and the AFMA Commission in its role to regulate commercial fishing in Commonwealth fisheries, particularly the setting of catch limits and conditions. The membership of MACs is available on AFMA's website.

Internal management committees

Research Committee advises the AFMA Commission on the strategic directions, priorities and funding for monitoring and research relevant to meeting AFMA's objectives.

Governance Forum comprises the Senior Managers and the Executive cohort, providing a cross-agency perspective on the various governance practices. The forum creates an opportunity for feedback on implementing AFMA's performance measures, risk management framework, and other governance measures.

Security Governance Committee reviews and monitors AFMA's security governance arrangements against the security threats and vulnerabilities identified by the Australian government and faced by AFMA in delivering its objectives.

Work Health and Safety Committee provides comprehensive advice and guidance to the AFMA decision makers on managing hazards and risks in the workplace to meet the AFMA obligations outlined in the *Work Health and Safety Act 2011*, *Work Health and Safety Regulations 2011* and AFMA's Health and Safety Management Arrangements (HSMAs).

Workplace Consultative Committee reviews and monitors the implementation of the AFMA's Enterprise Agreement and associated guidelines and policies. The committee is represented by employees, agency and union workplace delegates and AFMA management.

Audit and Risk Committee

AFMA’s Audit and Risk Committee provides independent advice to the CEO on the appropriateness of AFMA’s:

- financial reporting
 - performance reporting
 - systems of risk oversight and management, and
 - systems of internal controls.
- The Committee meets at least four times per year and arrangements are in place for out of session consideration of matters throughout the year. The Committee is authorised, within the scope of its role and responsibilities, to:
- obtain any information it requires from any employee or external party (subject to any legal obligation to protect information)

- discuss any matters with the external auditor, or other external parties (subject to confidentiality considerations)
- request the attendance of any employee, including the CEO, at Committee meetings, and
- obtain legal or other professional advice, as considered necessary to meet its responsibilities.

The Committee has no executive powers, supervisory functions, or decision-making authority in relation to the operations of AFMA. The AFMA Audit and Risk Committee Charter is available at: <https://www.afma.gov.au/sites/default/files/2025-02/AFMA-Audit-and-Risk-Committee-Charter-2025.pdf>

Table 9: Audit and Risk Committee information

Name	Qualifications, knowledge, skills, experience	Number of meetings attended	Total remuneration (GST inc)
Mr Geoff Knuckey	Significant Board and Audit Committee experience in the private and public sector. Strong financial reporting and management skills attained through professional and management roles. Highly developed appreciation of business, financial and reputational risk and appropriate governance frameworks.	4/4	\$5,500

Name	Qualifications, knowledge, skills, experience	Number of meetings attended	Total remuneration (GST inc)
Ms Diana Hamono	Involved in the profession of internal audit, specialising in IT audit, for 36 years, both in the public and private sector. Former Internal Audit Partner of a professional services firm in Canberra. Master's degree in Information Studies (Knowledge Management), Diploma in Security (Risk Management), certified in the governance of enterprise ICT, a Certified Information Systems Auditor, and Professional Member of the Institute of Internal Auditors (Australia). Specialises in information, knowledge, and data management and improving data and information management practices to allow for more efficient decision making and use of government resources. Accredited Department of Finance Gateway Assurance Reviewer having conducted numerous reviews of major and complex Government programs in recent years.	4/4	\$4,584
Ms Susan Ryan	More than 25 years' experience in risk and advisory firms, including as a Principal in a Big 4 accounting firm and as a Managing Director of a global consulting firm. Held positions in the Senior Executive Service in two Australian Government agencies. Strong background in internal audit, risk advisory and assurance services to a range of public and private sector organisations, including in the natural resource management sector. Chartered Accountant, Diploma of Fraud Control, member of the Australian Institute of Company Directors, and a member of the Institute of Internal Auditors (Australia). Specialises in risk management, fraud prevention and detection and internal control redesign.	4/4	\$4,584

Strategic planning framework

AFMA's corporate plan, including annual operational plan, is our primary planning document that sets out how we will achieve our purpose over a four-year period. The corporate plan is consistent with the Portfolio Budget Statements and government expectations expressed through the responsible Minister's Statement of Expectations as well as government policy applicable to all Commonwealth regulators. The responsibilities and inputs of various parties and the outputs of our strategic planning framework are shown below in Figure 2.

Figure 2: AFMA’s Strategic Planning Framework



Risk management arrangements

AFMA's Risk Management Framework consists of the Risk Management Policy, Risk Management Procedure, Accountable Authority Instructions, Risk Appetite Statement, Enterprise Risk Register and Risk Management Portal.

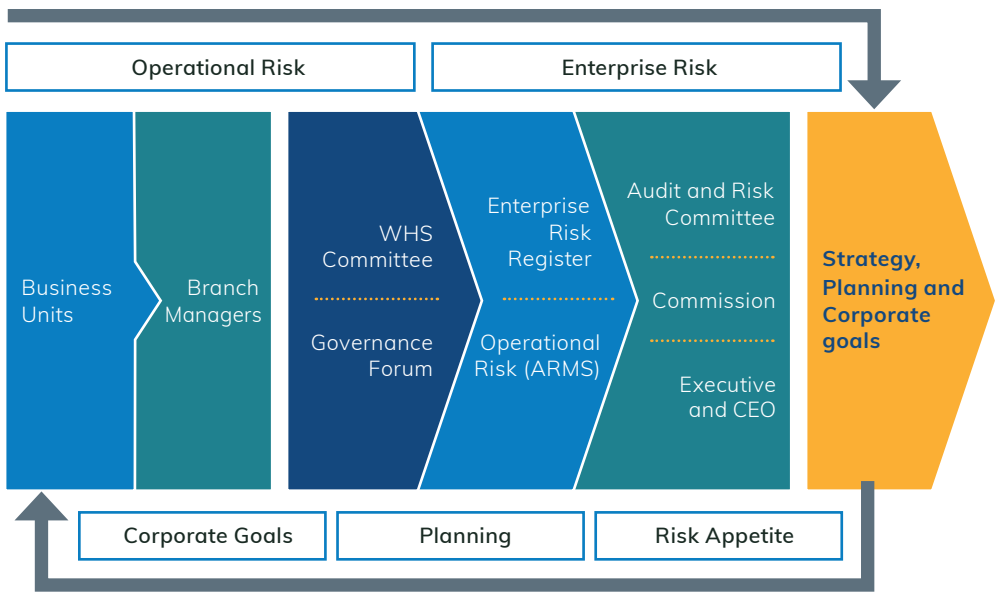
The requirements underpinning our arrangements arise from the PGPA Act, the Commonwealth Risk Management Policy and best practice outlined in the Australian and New Zealand Standard on Risk Management Systems (AS/NZ ISO 31000:2018) Risk Management – Guidelines.

AFMA's management of risk is embedded into business-as-usual processes, with all staff able to contribute risks to a register at enterprise level. Risk champions (senior managers in business units) keep proactive open dialogue with their teams and encourage a proactive risk culture. Branch Managers own and monitor risks in their branch and regularly review the

effectiveness of risk controls in their branch. Entries in risk registers are overseen by AFMA's Governance Forum comprised of executive and senior manager representatives from across AFMA. AFMA's Audit and Risk Committee reviews the appropriateness of AFMA's system of risk oversight and management and system of internal controls. The Commission is responsible for the risks associated with the performance and exercising of the domestic fisheries management functions and powers of AFMA. It must also consider risks with determining management arrangements and regulatory services.

Following review of Accountable Authority Instructions in 2024–25, AFMA also reviewed its Risk Management Policy and Procedure during 2024–25. In the past financial year, there were no major changes to the governance structure for the management and reporting of risk.

Figure 3: AFMA's risk management responsibilities



Internal audit

AFMA's Strategic Internal Audit Plan sets out AFMA's internal audit strategy for the coming three calendar years and is updated annually based on emerging risks and areas of focus.

The past financial year was the third year of AFMA's Strategic Internal Audit Plan 2023–25, covering the period 1 January 2023 to 31 December 2025. To develop this plan, AFMA's executive considered portfolio priorities, prior-year audits and areas for improvement suggested by audits, as well as emerging operational and financial risks. AFMA's Audit and Risk Committee also progressively reviewed the plan and suggested areas for audit attention.

The internal audit service provider role involves providing independent and objective assurance to add value and improve AFMA's operations. AFMA's Audit and Risk Committee reviews all finalised internal audit reports and so informed, provides advice to the CEO.

In 2024–25, our internal auditor completed an audit of AFMA's privacy and access to information. The report made nine recommendations, which were all agreed by management.

Business continuity

To address the risk of significant disruption to business operations that would disrupt our ability to achieve our purpose, AFMA has a Business Continuity Plan which is tested, reviewed, and updated annually, and monitored by the AFMA Audit and Risk Committee.

The Business Continuity Plan was refreshed in April 2025 and includes emergency contacts, response and recovery procedures for our varied offices. The Business Continuity Plan works in parallel with AFMA's ICT Disaster Recovery Plan, which focuses on the recovery of our technology infrastructure and platforms, such as critical applications, databases and servers.

Fraud and corruption control

In 2024–25 there were no substantial changes in the structure, functions or activities of AFMA that triggered an assessment of fraud and corruption risks. A periodic review of our fraud control arrangements culminated in July 2024 with a refreshed Fraud Policy and Control Plan 2024–26.

Ethics policy and practices

All AFMA staff are required to comply with the APS Values and Code of Conduct as set out in the *Public Service Act 1999*. AFMA employees are expected to maintain the highest standards of business and personal ethics. We have in place compulsory annual training, staff policies and guidelines to help our staff to understand their obligations and support good workplace behaviour.

Conflicts of interest and probity

We require new starters to complete declarations of real or apparent conflicts of interest as part of their onboarding procedures. Each year we require our staff to complete refreshed declarations of real or apparent conflicts of interest. In 2024–25, 52 per cent of employees completed declarations in which 28 disclosures were made.

When conducting procurements, staff involved in assessing procurements are required to follow the principles and processes on our procurement intranet site. Complex or high value procurements require the completion of probity and conflict of interest declarations from staff involved in evaluating the responses before they assess responses. Complex procurements have access to probity advice from our procurement team or specialised external probity (legal) advisers.

Fraud control and prevention

AFMA's governance structures and processes to effectively oversee and manage risks of fraud and corruption are available to all staff on our intranet, as are contact details for officials responsible for managing risks of fraud and corruption reports. Our staff are made aware of what constitutes fraud and corruption and how to report suspected fraud and corruption through training and periodic reminders by management.

In our annual report 2023–24, we reported that we were planning to enhance fraud awareness among staff through various mechanisms in 2024–25. We achieved this in 2024–25 by

- refreshing our internal fraud and corruption intranet material,
- offering staff three webinars during International Fraud Awareness Week (in November 2024) titled 'The face of fraud is changing', 'Embracing technology to counter fraud', and 'Collaboration is more important than ever'.

Gifts and benefits

Our staff are asked to think carefully before accepting gifts, especially where there may be a perceived or actual conflict of interest. AFMA's Code of Conduct and Ethics Policy requires our staff to report any gifts or benefits which have a value less than \$50 to the Senior Manager, Human Resources who will decide on their acceptance or disposal. Any gifts or benefits which have a value greater than \$50 or where there is an identified issue must be declared to the Chief Executive Officer.

In 2024–25, twelve gifts were declared.

External scrutiny

Significant non-compliance issues with finance law

During 2024–25, AFMA did not report any significant issue to the responsible Minister that relates to non-compliance with the finance law.

External scrutiny

There were no significant developments in external scrutiny of AFMA during 2024–25. The Auditor-General Report No.38 2024–25 *Ministerial Statements of Expectations and Responding Statements of Intent* reported that while awaiting confirmation of the incoming minister's preferred approach to the outgoing minister's Statement of Expectations, AFMA did not have a finalised Statement of Intent in place.

Significant judicial decisions

There were no judicial decisions, or decisions of administrative tribunals or the Australian Information Commissioner, made during 2024–25 that have had, or may have, a significant effect on AFMA's operations.

Management of human resources

Managing and developing employees

AFMA assesses its effectiveness in managing and developing employees to achieve entity objectives through a variety of mechanisms and strategies.

Workforce planning

AFMA's Strategic Workforce Plan 2022–25 provides the framework for initiatives supporting development of AFMA employees. The implementation of this multi-year plan aims to ensure we continue to have a workforce that is equipped to meet future priorities and demands.

As at 30 June 2025, AFMA employed 185 employees. Of these 139 were ongoing and 46 were non-ongoing employees. This compares with 170 employees last year, of which 136 were ongoing and 34 were non-ongoing.

At the end of the reporting year, 56 per cent of our workforce were 45 years of age or under, 46 per cent were women and the highest proportion of employees were at the APS Level 6 classification. Women comprised 53 per cent of the Executive Level cohort and the percentage of employees who have self-reported as having a disability is 2.16 per cent and 2.7 per cent identifying as being Aboriginal or Torres Strait Islander.

Diversity and inclusion

During 2024–25, AFMA supported diversity with:

- provisions in AFMA's Enterprise Agreement 2024–27 (EA) that support employees' caring responsibilities, religious commitments, and attendance at cultural events
- recruitment of people from diverse backgrounds
- development of a specific Diversity and Inclusion Strategy to further drive progress and implement commitments to whole of APS Diversity and Inclusion strategies
- standard flexible working arrangements in the EA, and
- 20 Individual Flexibility Arrangements supporting alternative work hours.

Employment programs

We partnered with the Australian Public Service Commission (APSC) in the recruitment and delivery of the annual Graduate Development Program. The program includes a combination of on-the-job-training, mentoring, and a formal training program. We engaged two graduates in the 2024 and 2025 intakes. We also continued our partnership with DAFF in enabling AFMA graduates to complete a rotational placement at DAFF, and offering DAFF graduates the opportunity to complete a placement at AFMA. We continued to support and participate in the Australian Government Graduate Program.

Mandatory learning

All AFMA employees were required to complete AFMA's 'Essentials' annual mandatory training in line with End-Cycle Performance Assessments. The mandatory training program focuses on building and/or maintaining foundational capability skills for APS employees and includes:

- AFMA Finance Essentials
- AFMA Finance Fundamentals
- APS Essentials – Work Health and Safety
- APS Essentials – Privacy Awareness
- APS Essentials – Security Awareness
- APS Foundations – Fraud and Corruption
- APS Foundations – Integrity in the APS
- APS Foundations – Records Management
- Introduction to Risk in the Commonwealth
- SBS Inclusion – Appropriate Workplace Behaviours
- AI in Government Fundamentals

In 2024–25, all new starters completed the 'Induction to AFMA' program which includes an orientation to the workplace, the 'Essentials' eLearning program and continuous support and guidance during their commencement within AFMA.

Performance and development

AFMA has a mandatory annual performance and development cycle which commences in July each year, ends in the following June and has one formal review point in December. All ongoing and non-ongoing employees are required to participate in the scheme with reference to the APS Integrated Leadership System. The performance and review cycle emphasises regular and constructive performance discussions take place between managers and employees.

The overarching purpose of the performance cycle is to support the continuous development of a skilled, effective and professional workforce. In 2024–25, most employees completed their performance and development cycles with a rating of 'meeting expectations' or above, demonstrating effective performance planning and alignment of employees' work with AFMA's goals.

Employee engagement survey

In 2025, AFMA employees participated in the Census and achieved an employee participation rate of 77 per cent.

AFMA's engagement level results revealed that 86 per cent of employees are willing to go the extra mile for the agency and 84 per cent feel committed to AFMA's goals. The agency's wellbeing index decreased to 66 per cent, and the agency's innovation index stands at 66 per cent. Employees' responses to the survey indicated that further work needed to be done in relation to communication of change, internal communications, health and wellbeing, and recognition.

In the prior financial year, AFMA publicly released for the first time a Census Action Plan, which detailed priority action areas for further improvement across the agency. Implementation of commitments in AFMA's Census Action Plan 2024 included system and process improvements; review and enhancement of our process of regular informal performance and workplace discussions to include issues of work life balance and psycho-social risks; completion of our ICT strategy and continued investment in cyber-security to increase usability of our technology; increased visibility of information sharing, including communications from Executive members; and review of key administrative processes to reduce excessive administrative burden.

Rewards and recognition

AFMA recognises building a culture that values its employees, recognises performance, and celebrates the achievements and success of its employees is critical to employee engagement and retaining the best people.

As part of AFMA's Strategic Workforce Plan, AFMA's Reward and Recognition guidelines help managers and employees identify different ways in which AFMA can recognise, acknowledge and reward its employees. It demonstrates ways in which appreciation can be shown for the contributions made by staff at all levels and how to incorporate reward and recognition activities into everyday management practices.

In 2024–25 AFMA recognised and rewarded:

- thirty employees through branch recognition awards
- twenty-one employees through formal AFMA Achievement Awards across six categories
- one ten-year Length of Service Award.

Work Health and Safety

AFMA recognises its responsibility and obligations as outlined in the *Safety, Rehabilitation and Compensation Act 1988*, *Work Health and Safety Act 2011* (WHS Act) and *Work Health and Safety Regulations 2011* (WHS Regulations) and is committed to creating and maintaining a safe and healthy environment for all its employees, contractors, consultants, and visitors.

AFMA's Work Health and Safety (WHS) Committee is a joint committee comprising management representatives and Health and Safety Representatives (HSRs) that:

- assists with the development, implementation, review, and update of internal policies and procedures in relation to WHS
- reviews all incident reporting, and
- oversees the implementation of preventive measures to improve safety performance.

The WHS Committee met four times during 2024–25.

We maintain a network of several specialist roles delegated to professionally trained employees, including HSRs, First Aid Officers, Mental Health First Aid Officers, Harassment Contact Officers, and Fire Wardens.

During 2024–25, AFMA participated in a Proactive Engagement Inspection by Comcare which monitored compliance with the WHS Act and WHS Regulations. This is to ensure AFMA has systems and/or arrangements in place to enable us to meet our duties under the WHS Act in relation to Consultation, Co-operation and Coordination requirements.

The inspection identified several areas of non-conformance which have been rectified through consultation with HSRs, employees and the WHS Committee.

During the reporting year, further legislative amendments to the *Fair Work Legislative Amendment (Closing Loopholes) Act 2024*, had an impact on the WHS Act 2011 and the *Safety Rehabilitation and Compensation Act 1988*. AFMA consulted with the WHS Committee and updated relevant agency policies, procedures and the intranet to incorporate the new legislative provisions.

In 2024–25, there were no Provisional Improvement Notices (PINs) issued by HSRs under the WHS Act. Further, there were no PINs issued by Comcare (the regulator) under the WHS Act during this period.

Health and safety initiatives

During 2024–25, AFMA's annual Health and Wellbeing program included:

- annual Health Week – during the week employees had the opportunity to participate in various social physical activities as well as information and awareness sessions promoting and encouraging mental and nutritional health

- Healthy Lifestyle Initiative – this is offered in recognition of the mutual benefits for both employees and AFMA. Through the initiative, financial assistance was offered to employees to maintain and improve their health and wellbeing
- annual Influenza (flu) vaccinations – all employees and contractors offered opportunity to be vaccinated, and
- monthly promotion of a range of webinars and other services on offer and accessible for employees through AFMA’s employee assistance provider.

The program is further supported by a range of available resources on AFMA’s intranet including information on the employee assistance program services.

Incidents and hazards

AFMA is required under the WHS Act to create and maintain a safe and healthy work environment for all workers and record WHS data relating to incidents and hazards. In 2024–25, we recorded 13 incidents relating to workplace injuries and illnesses (see Figure 4). AFMA monitors and assesses all incidents and hazards and reports to the Commission and the WHS Committee. Remediation measures are taken to prevent recurrence or minimise risks.

Work Health and Safety statistics provide AFMA with measurable insights into the physical and psychological safety of employees, which is a key component in assessing how effectively AFMA manages and supports its workforce.

Figure 4: AFMA Work Health and Safety incidents reports for 2024–25

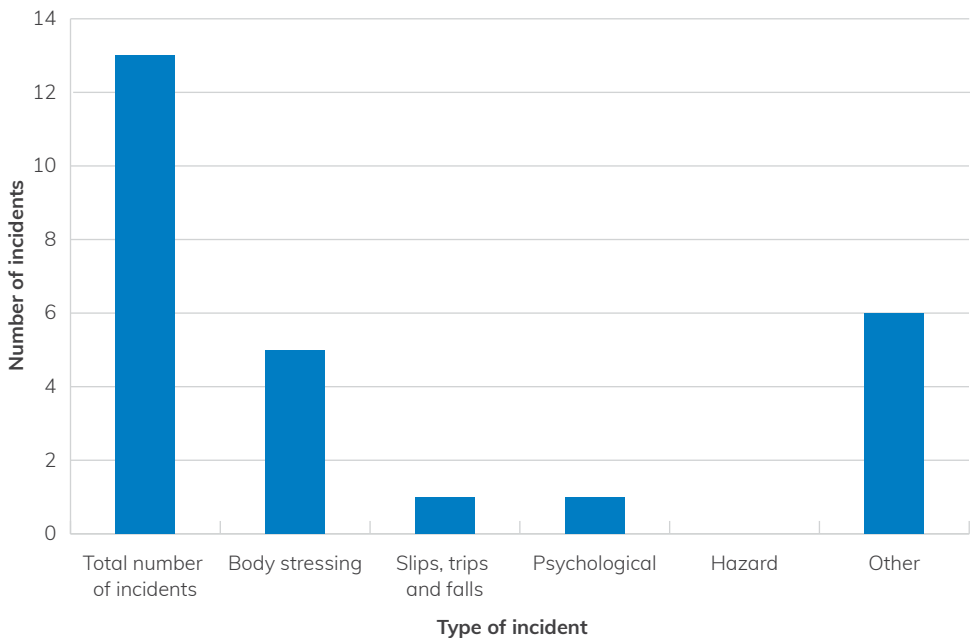
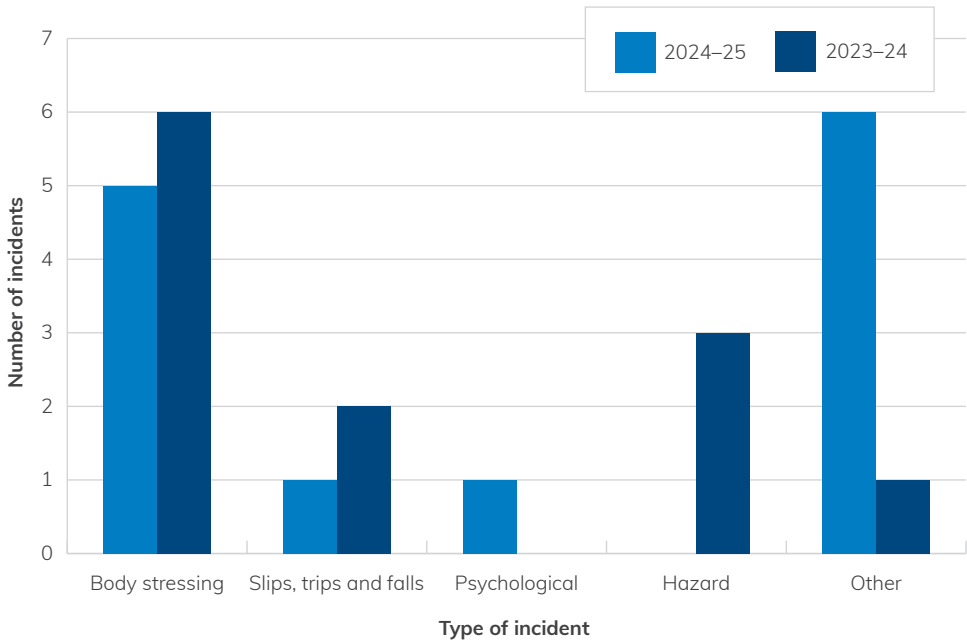


Figure 5: AFMA Work Health and Safety incidents reports comparisons



Notifiable incidents in 2024-25

In accordance with the WHS Act, AFMA has a duty to notify the regulator, Comcare, about a notifiable incident arising out of AFMA business undertakings. A notifiable incident includes the death of a person, serious injury or illness, or a dangerous incident that occurred to an AFMA employee in the course of their employment. This also applies to third parties undertaking work for AFMA and visitors to AFMA premises. In 2024-25, there was one notifiable incident reported.





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APPENDIX 1: Entity resource statement and expenses for outcomes

Entity resource statement for 2024–25

	Current available appropriation (a)	Payments made (b)	Balance remaining (a) - (b)
	\$'000	\$'000	\$'000
Departmental			
Annual appropriations – ordinary annual services	31,700	31,349	351
Prior year appropriations available – ordinary annual services	0	0	0
Total departmental annual appropriations (c)	31,700	31,349	351
Total departmental special appropriations (d)	0	0	0
Opening balance – special accounts	13,309	0	13,309
Special account receipts	54,489	51,797	2,692
Total special accounts (e)	67,798	51,797	16,001
less departmental appropriations drawn from annual/special appropriations and credited to special accounts (f)	(31,349)	(31,349)	0
Total departmental resourcing (c+d+e-f)	68,149	51,797	16,352
Administered			
Annual appropriations – ordinary annual services	6,265	2,057	4,208
Total administered annual appropriations (g)	6,265	2,057	4,208
Total administered special appropriations (h)	0	0	0
Opening balance – special accounts	0	0	0
Special account receipts	0	0	0
Total special accounts receipts (i)	0	0	0
less administered appropriations drawn from annual/special appropriations and credited to special accounts (j)	0	0	0
less payments to corporate entities from annual/special appropriations (k)	0	0	0
Total administered resourcing (g+h+i-j-k)	6,265	2,057	4,208
Total resourcing and payments for AFMA	74,414	53,854	20,560

Expenses for outcome 1

Outcome 1: Ecologically sustainable and economically efficient Commonwealth fisheries, through understanding and monitoring Australia's marine living resources and regulating and monitoring commercial fishing, including domestic licensing and deterrence of illegal foreign fishing	Budget*	Actual	Variation
	2024–25 \$'000	2024–25 \$'000	2024–25 \$'000
Program 1.1: Australian Fisheries Management Authority	(a)	(b)	(c)
Administered expenses			
Ordinary annual services (Appropriation Act Nos. 1, 3 and 5)	6,265	592	5,673
Administered total	6,265	592	5,673
Departmental expenses			
Departmental appropriation			
Ordinary annual services (Appropriation Act Nos. 1, 3 and 5)	29,608	29,608	0
Special accounts	19,712	19,754	(42)
Expenses not requiring appropriation in the Budget year ¹	1,242	813	429
Departmental total	50,562	50,175	387
Total expenses for Program 1.1	56,827	50,767	6,060
	2024–25	2024–25	
Average staffing level (number)	177	163	

* Full-year budget, including any subsequent adjustment made to the 2024–25 budget at Additional Estimates.

¹ Expenses not requiring appropriation in the budget year are made up of make good expenses, audit fees, and can include depreciation/amortisation expenses not requiring an appropriation

APPENDIX 2:
Employee statistics and workplace agreements

PGPA Rule Paragraph 17AG(4)(aa) – Management of Human Resources

All Ongoing Employees (2024–25)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	2
Qld	3	0	3	2	1	3	0	0	0	0	0	0	0	0	0	6
SA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vic	2	0	2	0	1	1	0	0	0	0	0	0	0	0	0	3
WA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ACT	51	2	53	51	8	59	0	0	0	0	0	0	0	0	0	112
NT	12	0	12	4	0	4	0	0	0	0	0	0	0	0	0	16
External Territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	69	2	71	58	10	68	0	0	0	0	0	0	0	0	0	139

All Non-Ongoing Employees (2024–25)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
NSW	0	11	11	0	1	1	0	0	0	0	0	0	0	0	0	12
Qld	0	4	4	0	0	0	0	0	0	0	0	0	0	0	0	4
SA	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Tas	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	2
Vic	1	3	4	0	0	0	0	0	0	0	0	0	0	0	0	4
WA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ACT	7	0	7	13	3	16	0	0	0	0	0	0	0	0	0	23
NT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
External Territories	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overseas	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	8	21	29	13	4	17	0	0	0	0	0	0	0	0	0	46

PGPA Rule Paragraph 17AG(4)(b) – Management of Human Resources

PGPA Rule Subparagraphs 17AG(4)(b)(i)-(iv) – Australian Public Sector (APS) Classification and Gender

Australian Public Service Act Ongoing Employees (2024–25)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
SES 1	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	2
EL 2	10	0	10	6	0	6	0	0	0	0	0	0	0	0	0	16
EL 1	14	1	15	13	1	14	0	0	0	0	0	0	0	0	0	29
APS 6	33	1	34	24	7	31	0	0	0	0	0	0	0	0	0	65
APS 5	8	0	8	4	2	6	0	0	0	0	0	0	0	0	0	14
APS 4	3	0	3	8	0	8	0	0	0	0	0	0	0	0	0	11
APS 3	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
APS 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	69	2	71	58	10	68	0	0	0	0	0	0	0	0	0	139

Australian Public Service Act Non-Ongoing Employees (2024–25)

	Man/Male			Woman/Female			Non-binary			Prefers not to answer			Uses a different term			Total
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	
SES 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL 2	0	0	0	1	2	3	0	0	0	0	0	0	0	0	0	3
EL 1	2	0	2	6	1	7	0	0	0	0	0	0	0	0	0	9
APS 6	5	0	5	3	0	3	0	0	0	0	0	0	0	0	0	8
APS 5	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
APS 4	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1
APS 3	1	5	6	0	0	0	0	0	0	0	0	0	0	0	0	6
APS 2	0	16	16	1	1	2	0	0	0	0	0	0	0	0	0	18
APS 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	8	21	29	13	4	17	0	0	0	0	0	0	0	0	0	46

PGPA Rule Subparagraphs 17AG(4)(b)(i)-(iii) – Employment type by Full time and Part time Status

Australian Public Service Act Employees by Full time and Part time Status (2024–25)

	Ongoing			Non-Ongoing			Total
	Full time	Part time	Total Ongoing	Full time	Part time	Total Non-Ongoing	
SES 3	0	0	0	0	0	0	0
SES 2	1	0	1	0	0	0	1
SES 1	2	0	2	0	0	0	2
EL 2	16	0	16	1	2	3	19
EL 1	27	2	29	8	1	9	38
APS 6	57	8	65	8	0	8	73
APS 5	12	2	14	1	0	1	15
APS 4	11	0	11	1	0	1	12
APS 3	1	0	1	1	5	6	7
APS 2	0	0	0	1	17	18	18
APS 1	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Total	127	12	139	21	25	46	185

PGPA Rule Subparagraph 17AG(4)(b)(v) – Employment type by Location

Australian Public Service Act Employment type by location (2024–25)

	Ongoing	Non-Ongoing	Total
NSW	2	12	14
Qld	6	4	10
SA	0	1	1
Tas	0	2	2
Vic	3	4	7
WA	0	0	0
ACT	112	23	135
NT	16	0	16
External Territories	0	0	0
Overseas	0	0	0
Total	139	46	185

PGPA Rule Subparagraph 17AG(4)(b)(vi) – Indigenous Employment

Australian Public Service Act Indigenous Employment (2024–25)

	Total
Ongoing	5
Non-Ongoing	0
Total	5

PGPA Rule Subparagraph 17AG(4)(c)(i) – Employment Arrangements of SES and Non-SES employees

Australian Public Service Act Employment arrangements (2024–25)

	SES	Non-SES	Total
Enterprise Agreements	0	182	182
S24(1) Determinations	3	0	3
Total	3	182	185

PGPA Rule Subparagraph 17AG(4)(c)(ii) – Salary Ranges by Classification level

Australian Public Service Act Employment salary ranges by classification level (Minimum/Maximum) (2024–25)

	Minimum Salary	Maximum Salary
SES 3	0	0
SES 2	0	\$308,948
SES 1	\$231,403	\$256,984
EL 2	\$145,318	\$169,418
EL 1	\$123,864	\$137,667
APS 6	\$100,690	\$111,345
APS 5	\$90,042	\$95,368
APS 4	\$81,702	\$87,354
APS 3	\$72,292	\$78,568
APS 2	\$66,043	\$70,491
APS 1	\$54,516	\$61,602
Other	0	0
Minimum/Maximum range	\$54,516	\$308,948

PGPA Rule Subparagraphs 17AG(4)(d)(iii)-(iv) – Performance Pay by Classification level

Australian Public Service Act Employment Performance Pay by classification level (2024–25)

	Number of employees receiving performance pay	Aggregated (sum total) of all payments made	Average of all payments made	Minimum payment made to employees	Maximum payment made to employees
SES 3	0	0	0	0	0
SES 2	0	0	0	0	0
SES 1	0	0	0	0	0
EL 2	0	0	0	0	0
EL 1	0	0	0	0	0
APS 6	0	0	0	0	0
APS 5	0	0	0	0	0
APS 4	0	0	0	0	0
APS 3	0	0	0	0	0
APS 2	0	0	0	0	0
APS 1	0	0	0	0	0
Other	0	0	0	0	0
Total	0	0			

APPENDIX 3:
Key management personnel remuneration
PGPA Rule Subsection 17AD(da) – Executive Remuneration

Information about remuneration for key management personnel

Name	Position title	Short-term benefits			Post-employment benefits		Other long-term benefits		Termination benefits	Total remuneration
		Base salary	Bonuses	Other benefits and allowances	Superannuation contributions		Long service leave	Other long-term benefits		
Wez Norris	Chief Executive Officer	408,499	0	2,916	29,685		14,965	0	0	456,065
Anna Willock	Deputy Chief Executive Officer	322,415	0	4,388	48,335		12,745	0	0	387,883
Mira Bacelj	Chief Operating Officer	246,708	0	4,388	39,752		6,594	0	0	297,442
Justin Bathurst	General Manager	227,755	0	4,388	35,795		6,241	0	0	274,179
Helen Kroger	Commissioner (Chair)	86,254	0	0	9,832		0	0	0	96,086
Brett McCallum	Commissioner	43,132	0	0	4,917		0	0	0	48,049
Scott Spencer	Commissioner	43,132	0	0	4,917		0	0	0	48,049
Sevaly Sen	Commissioner	43,132	0	0	4,917		0	0	0	48,049
Ian Dutton	Commissioner	44,463	0	0	5,165		0	0	0	49,628
Sally Troy	Commissioner	43,132	0	0	4,960		0	0	0	48,092
		1,508,622	0	16,080	188,275		40,545	0	0	1,753,522

Information about remuneration for senior executives

Total remuneration bands	Number of senior executives	Short-term benefits			Post-employment benefits		Other long-term benefits			Termination benefits	Total remuneration
		Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration		
\$0–\$220,000	6	50,541	0	0	5,785	0	0	0	0	56,326	
\$220,001–\$245,000	0	0	0	0	0	0	0	0	0	0	
\$245,001–\$270,000	0	0	0	0	0	0	0	0	0	0	
\$270,001–\$295,000	1	227,755	0	4,388	35,795	6,241	0	0	0	274,179	
\$295,001–\$320,000	1	246,708	0	4,388	39,752	6,594	0	0	0	297,442	
\$320,001–\$345,000	0	0	0	0	0	0	0	0	0	0	
\$345,001–\$370,000	0	0	0	0	0	0	0	0	0	0	
\$370,001–\$395,000	1	322,415	0	4,388	48,335	12,745	0	0	0	387,883	
\$395,001–\$420,000	0	0	0	0	0	0	0	0	0	0	
\$420,001–\$445,000	0	0	0	0	0	0	0	0	0	0	
\$445,001–\$470,000	1	408,499	0	2,916	29,685	14,965	0	0	0	456,065	
\$470,001–\$495,000	0	0	0	0	0	0	0	0	0	0	
\$495,001–\$520,000	0	0	0	0	0	0	0	0	0	0	

Information about remuneration for other highly paid staff

		Short-term benefits			Post-employment benefits	Other long-term benefits		Termination benefits	Total remuneration
Total remuneration bands	Number of other highly paid staff	Average base salary	Average bonuses	Average other benefits and allowances	Average superannuation contributions	Average long service leave	Average other long-term benefits	Average termination benefits	Average total remuneration
\$260,000–\$270,000	0	0	0	0	0	0	0	0	0
\$270,001–\$295,000	0	0	0	0	0	0	0	0	0
\$295,001–\$320,000	0	0	0	0	0	0	0	0	0
\$320,001–\$345,000	0	0	0	0	0	0	0	0	0
\$345,001–\$370,000	0	0	0	0	0	0	0	0	0
\$370,001–\$395,000	0	0	0	0	0	0	0	0	0
\$395,001–\$420,000	0	0	0	0	0	0	0	0	0
\$420,001–\$445,000	0	0	0	0	0	0	0	0	0
\$445,001–\$470,000	0	0	0	0	0	0	0	0	0
\$470,001–\$495,000	0	0	0	0	0	0	0	0	0
\$495,001–\$520,000	0	0	0	0	0	0	0	0	0

APPENDIX 4: Purchasing

Consultancy and non-consultancy contract expenditure reporting

During 2024–25, 14 new reportable consultancy contracts were entered into involving total actual expenditure of \$1.650 million (inclusive of GST). In addition, 21 ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$4.445 million (inclusive of GST).

The main category of purpose for which consultants were selected and engaged was research.

AFMA's policies and procedures for selecting and engaging consultants are based on the Commonwealth Procurement Rules. AFMA's procurement process for goods, services, and consultancy services (or combinations of these) generally involves four core steps.

These steps are: planning, approaching the market, evaluating, approving, and entering into an arrangement, and managing the arrangement.

To procure research, we identify research needs through our Resource Assessment Groups and Management Advisory Committees after reviewing AFMA's five-year strategic research plan and specific fishery research plan. AFMA's Research Committee evaluates proposals and recommends projects for funding to the AFMA CEO.

Selection and engagement of research consultants is through a limited tender process because of the small pool of qualified providers for these specialised services.

More details about the research process and timeline are available on AFMA's website at www.afma.gov.au/afmas-research/advice-researchers

Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website.

During 2024–25, 63 new reportable non-consultancy contracts were entered into involving total actual expenditure of \$5.650 million (inclusive of GST). In addition, 85 ongoing reportable non-consultancy contracts were active during the period, involving total actual expenditure of \$18.139 million (inclusive of GST).

Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website.

PGPA Rule Subparagraphs 17AG(7)(a)(i)-(iv) – Reportable Consultancy Contracts

Expenditure on Reportable Consultancy Contracts (2024–25)

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	14	1,650
Ongoing contracts entered into during a previous reporting period	21	2,795
Total	35	4,445

PGPA Rule Subparagraph 17AG(7A)(a)(i)-(iv) – Reportable Non-Consultancy Contracts

Expenditure on Reportable Non-Consultancy Contracts (2024–25)

	Number	Expenditure \$'000 (GST inc.)
New contracts entered into during the reporting period	63	5,650
Ongoing contracts entered into during a previous reporting period	91	12,536
Total	154	18,186

PGPA Rule Subsections 17AGA(2)-(3) – Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts

Organisations Receiving a Share of Reportable Consultancy Contract Expenditure (2024–25)

Name of Organisation	Organisation ABN	Expenditure \$'000 (GST inc.)
CSIRO (Division of Fisheries)	41 687 119 230	2,326
University of Tasmania	30 764 374 782	933
Fish Ageing Services Pty Ltd	77 134 707 145	293
Southern Shark Industry Alliance Inc	34 764 367 785	142
Fishwell Pty Ltd	49 674 230 669	68

Organisations Receiving a Share of Reportable Non-Consultancy Contract Expenditure (2024–25)

Name of Organisation	Organisation ABN	Expenditure \$'000 (GST inc.)
MTP Services Pty Ltd	61 610 143 863	2,288
Ventia Property Pty Ltd	16 618 028 676	1,661
Archipelago Asia Pacific Pty Ltd	33 169 201 192	1,457
Indigs Pty Ltd	28 623 990 778	1,050
A23 PTY. LTD.	81 612 329 781	829

APPENDIX 5: Other management issues

Australian National Audit Office access clauses

All contracts valued at \$100,000 or more (GST inclusive) that were executed during 2024–25 included standard Auditor-General access clauses.

Exempt contracts

The CEO did not exempt any contracts entered during 2024–25 from being published on AusTender on the basis that publication would disclose exempt matters under the *Freedom of Information Act 1982*.

Small business

AFMA supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website.

To ensure fair treatment and ample opportunities for small and medium enterprises (SMEs), AFMA implements procurement policies that uphold non-discrimination during competitive procurement processes.

In our day-to-day interactions with the fishing industry and the wider community, we recognise the importance of engaging with SMEs.

To support their involvement in procurement activities, we encourage our officials to prioritise value for money considerations and take into account the following factors:

- Benefits of engaging with competitive SMEs when specifying requirements and assessing value for money.
- Identification and mitigation of barriers to entry that may hinder SMEs from competing, such as costly preparation of submissions.
- Dividing large projects into smaller packages, providing more competitive opportunities for SMEs.
- Evaluating SMEs' capabilities and their commitment to local or regional markets.
- Commitment to improving on-time payment capabilities through the use of payment cards and implementing electronic invoicing, enabling five-day payment terms for suppliers who submit e-invoices.

By adopting these practices, we aim to foster increased participation of small and medium enterprises in procurement activities, contributing to a thriving and diverse business ecosystem. The statistics on small and medium enterprise participation in our procurement processes are accessible on the Department of Finance's website, demonstrating our commitment to transparency and accountability in supporting small businesses.

Advertising and market research

During 2024–25, we did not conduct any advertising campaigns reportable to or by the Department of Finance, or any advertising under the *Commonwealth Electoral Act 1918*.

AFMA purchased some promotional merchandise this year to support staff when representing the agency at events, career days and conferences around Australia, including exhibition stands where promotional merchandise is required.

Grants

Information on grants is available at [Grant Awards: GrantConnect \(grants.gov.au\)](#).

AFMA does not administer any grants under the *Commonwealth Grants Rule and Guidelines 2017*.

Disability reporting mechanism

Australia's Disability Strategy 2021–2031 (the Strategy) is the overarching framework for inclusive policies, programs, and infrastructure that will support people with disability to participate in all areas of Australian life. The Strategy sets out where practical changes will be made to improve the lives of people with disability in Australia. It acts to ensure the principles underpinning the United Nations Convention on the Rights of Persons with Disabilities are incorporated into Australia's policies and programs that affect people with disability, their families, and carers.

All levels of government have committed to deliver more comprehensive and visible reporting under the Strategy. A range of reports on progress of the Strategy's actions and outcome areas will be published and available at www.disabilitygateway.gov.au/ads.

Disability reporting is included the Australian Public Service Commission's State of the Service reports and the APS Statistical Bulletin. These reports are available at www.apsc.gov.au.

Freedom of information

Entities subject to the *Freedom of Information Act 1982* (FOI Act) are required to publish information to the public as part of the Information Publication Scheme (IPS). This requirement is in Part II of the FOI Act and has replaced the former requirement to publish a section 8 statement in an annual report. Each agency must display on its website a plan showing what information it publishes in accordance with the IPS requirements.

Further information about the IPS is available on our website at [Information publication scheme | Australian Fisheries Management Authority \(afma.gov.au\)](#).

Remediation of information published in previous annual reports

The previous annual report did not contain any significant statement on a matter of fact that has proved to be wrong in a material respect.

APPENDIX 6: Information required by other legislation

Environment Protection and Biodiversity Conservation Act 1999

Section 516A of the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act) requires that Australian Government entities include a section detailing their environmental performance and contribution to ecologically sustainable development in their annual report.

The EPBC Act requires Commonwealth agencies to report against:

- how the agency accords with and contributes to the principles of ecologically sustainable development, and
- the environmental performance of the agency, including the impact of its activities on the natural environment, how these are mitigated, and how they will be further mitigated.

Contribution to ecologically sustainable development

AFMA is responsible for the efficient management and sustainable use of Commonwealth fisheries on behalf of the Australian community. AFMA's legislated objectives are prescribed in the FAA and the FMA, and these objectives, along with those of the EPBC Act, are given effect by a number of subsequently developed fisheries policies and guidelines, principally the:

- Commonwealth Fisheries Bycatch Policy 2018 (BP) and Guidelines for the Implementation of the Commonwealth Fisheries Bycatch Policy 2018 (BP Guidelines),
- Commonwealth Fisheries Harvest Strategy Policy 2018 and Guidelines for the Implementation of the Commonwealth Fisheries Harvest Strategy Policy 2018 (HSP Guidelines), and
- Guidelines for the Ecologically Sustainable Management of Fisheries (ESMF Guidelines).

Commonwealth legislation requires that we pursue ecologically sustainable development and as one part of this, ensure the ecological sustainability of species, populations, and ecosystems with which our fisheries interact. This requirement sits alongside other legislative objectives that we pursue, as outlined above.

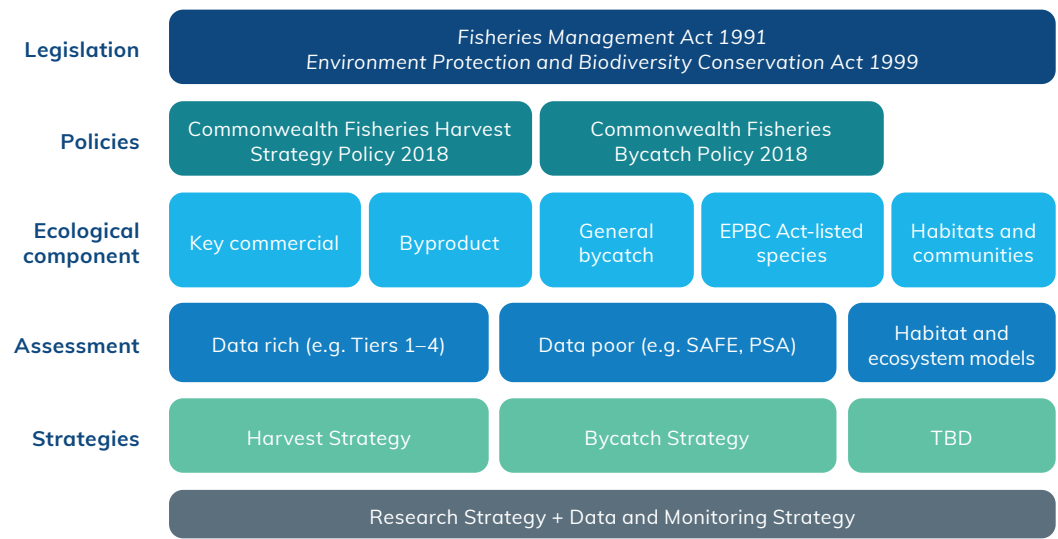
In collaboration with the fishing industry, we pursue ecological sustainability through the implementation of:

- Ecological Risk Management (ERM) responses which provides for the management of fishing interactions with commercial species, bycatch species, habitats and communities, as well as supporting strategies for research, data and monitoring, and

- a scientific risk assessment process (within ERM) referred to as the Ecological Risk Assessment for the Effects of Fishing to identify and quantify these risks to ecological sustainability.

ERM has multiple components and processes. The figure below outlines AFMA's ERM and its relationship with fisheries legislation and policies, assessment, and management processes.

Figure 6: Key components and processes of AFMA's ERM



To ensure that AFMA meets objectives relating to ecological sustainability in a changing climate, AFMA commenced a program of work in 2021–22 to more strategically incorporate climate impacts into the management of Commonwealth fisheries. This program of work includes more explicit and structured integration of information on climate change into AFMA's decision-making processes and pursuing climate adaptive management arrangements across Commonwealth fisheries. More information is available on our website.

Outcome contributing to ecological sustainable development

AFMA's outcomes are directed at Commonwealth fisheries being ecologically sustainable, improving the net economic returns from Commonwealth fisheries, and managing efficiently and effectively. This approach reflects our commitment to pursuing management of Commonwealth fisheries in accordance with our legislative objectives and in partnership with others who also have an interest in sustainable management.

Effect of actions on the environment

All of AFMA's managed fisheries are currently accredited under three parts of the EPBC Act.

Part 10 of the EPBC Act requires that all Commonwealth and Torres Strait Fisheries must be strategically assessed before a management plan is determined (Section 148) or where a determination is made that a management plan is not required for a Commonwealth fishery (Section 149). If a management plan is amended or replaced, or management arrangements change significantly in a fishery without a management plan, then a further assessment is required (Section 152). If a management plan remains unchanged no further strategic assessment is required. This process involves assessment of the impact of the fishery on matters of national environmental significance with particular emphasis on the impact on the Commonwealth marine environment. Without this approval, a management plan cannot take effect.

Part 13 of the EPBC Act defines a number of offences in relation to listed threatened species and ecological communities and also provides for accreditation of management plans or regimes (Sections 208A, 222A, 245, 265). The effect of accreditation is that certain actions are not offences if they are carried out in accordance with management plans or regimes. There is no requirement to remake the accreditation decisions unless the management plans or regimes change.

These accreditations impose a requirement on fishers to report any interactions with protected species to AFMA through our logbooks, which we in turn provide regular reports to the DCCEE on fishers' behalf, thus reducing unnecessary duplication of reporting.

Part 13A of the EPBC Act covers the international movement of wildlife specimens. It provides for controls over the movement of regulated native specimens that are not on the list of exempt native specimens. Currently products from all assessed Commonwealth fisheries are on the list of exempt native specimens, although some are subject to the condition that the listing applies only while a wildlife trade operation is in force. This allows exports of marine species to be carried out while ensuring that they have been taken sustainably.

Actions to minimise impact on the environment

We take an ecosystem-based approach to fisheries management to minimise the impact of commercial fisheries on the marine environment. The ERM Policy, and accompanying Ecological Risk Management Guide, provide a science and evidence-based structure for managing the impact of fishing on the marine environment. The framework uses ERA for the effects of fishing as the primary means of assessing the risks that fisheries may pose and provides a mechanism for the identification and management of any identified risks.

Revised methodologies in the ERA for the effects of fishing framework are being applied to fisheries as they are reassessed. The results of these assessments are reported in the performance section.

Mechanisms for reviewing

A number of mechanisms exist for reviewing the effect of fishing on the environment. AFMA reviewed and the Commission approved its guide to Ecological Risk Management (Fisheries Management Paper 14) in September 2024. When it meets, the ERM Steering Group reviews individual elements of the ERM Framework and provides strategic advice to the AFMA Commission and AFMA management on the direction, development, coordination, and implementation of AFMA's risk management framework. The ERM Steering Group did not meet in 2024–25. We are also subject to reassessment of all AFMA fisheries under Part 13A of the EPBC Act. DCCEEW undertakes the reassessments on a regular basis, ranging from a ten-year review cycle for fisheries granted exemptions to a more regular review process for fisheries granted wildlife trade operations.

Australian Public Service Net Zero 2030

Greenhouse gas emissions reporting has been developed with methodology that is consistent with the Whole-of-Australian Government approach as part of the APS Net Zero 2030 policy.

Greenhouse gas emissions inventory

2024–25 Greenhouse gas emissions inventory – location-based method

Emission Source	Scope 1 t CO ₂ -e	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e
Electricity* (Location Based Approach)	N/A	103.90	10.20	114.09
Natural Gas	-	N/A	-	-
Solid Waste ⁺	-	N/A	-	-
Refrigerants [†]	-	N/A	N/A	-
Fleet and Other Vehicles	5.57	N/A	1.37	6.94
Domestic Commercial Flights	N/A	N/A	214.27	214.27
Domestic Hire Car ^{*^}	N/A	N/A	4.01	4.01
Domestic Travel Accommodation	N/A	N/A	58.46	58.46
Other Energy	-	N/A	-	-
Total t CO₂-e	5.57	103.90	288.30	397.76

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

The transition of property service providers under the Whole of Australian Government arrangements during the reporting period may result in incomplete property data. Any such incomplete data and resulting changes to emissions calculations will be addressed within the Amendments Process, which is due to take place in the first half of 2026.

* Due to the billing cycles not aligning with the end of the financial year, some electricity data was not available during the initial collection process in July-August 2025. Adjustments to the data may be required in future reports.

+ Solid waste data was unavailable at the time of the report and amendments to data may be required in future reports.

^ Emissions from hire cars for 2024-25 have been sourced from a third party and is partially incomplete. The quality of this data is expected to improve over time as emissions reporting matures.

† Indicates optional emission source for 2024–25 emissions reporting.

2024–25 Electricity greenhouse gas emissions

Emission Source	Scope 2 t CO ₂ -e	Scope 3 t CO ₂ -e	Total t CO ₂ -e	Electricity kWh
Electricity (Location Based Approach)	103.90	10.20	114.09	152,231.90
Market-based electricity emissions	46.93	6.37	53.30	57,939.92
Total renewable electricity consumed	N/A	N/A	N/A	94,291.98
Renewable Power Percentage ¹	N/A	N/A	N/A	27,698.59
Jurisdictional Renewable Power ^{2,3}	N/A	N/A	N/A	66,593.38
GreenPower ²	N/A	N/A	N/A	-
Large-scale generation certificates ²	N/A	N/A	N/A	-
Behind the meter solar ⁴	N/A	N/A	N/A	-
Total renewable electricity produced	N/A	N/A	N/A	-
Large-scale generation certificates ²	N/A	N/A	N/A	-
Behind the meter solar ⁴	N/A	N/A	N/A	-

Note: the table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods. CO₂-e = Carbon Dioxide Equivalent. Electricity usage is measured in kilowatt hours (kWh).

- 1 Listed as Mandatory renewables in 2023-24 Annual Reports. The renewable power percentage (RPP) accounts for the portion of electricity used, from the grid, that falls within the Renewable Energy Target (RET).
- 2 Listed as Voluntary renewables in 2023-24 Annual Reports.
- 3 The Australian Capital Territory is currently the only state with a jurisdictional renewable power percentage (JRPP).
- 4 Reporting behind the meter solar consumption and/or production is optional. The quality of data is expected to improve over time as emissions reporting matures.

Fisheries Administration Act 1991, sub paragraphs 87(b)(ii) and (iii)

According to sub paragraphs 87(b)(ii) and (iii) of the FAA, AFMA must include in its annual report particulars of any significant changes to existing plans of management and new plans of management and the effectiveness or otherwise of the operation of plans of management during a financial year. The following statement satisfies these requirements.

NOTE: we manage some fisheries (Coral Sea Fishery and North West Slope Trawl and Western Deepwater Trawl Fishery) without a legislative instrument/ management plan. Some management plans (Eastern Tuna and Billfish Fishery, Southern Bluefin Tuna Fishery and Western Tuna and Billfish Fishery) that we jointly manage do not contain performance criteria that are required to be included in our annual report.



AFMA managed fisheries:

Bass Strait Central Zone Scallop Fishery
Coral Sea Fishery
Macquarie Island Toothfish Fishery
Northern Prawn Fishery
North West Slope Trawl and Western Deepwater Trawl Fisheries
Small Pelagic Fishery
Southern and Eastern Scalefish and Shark Fishery
Southern Squid Jig Fishery

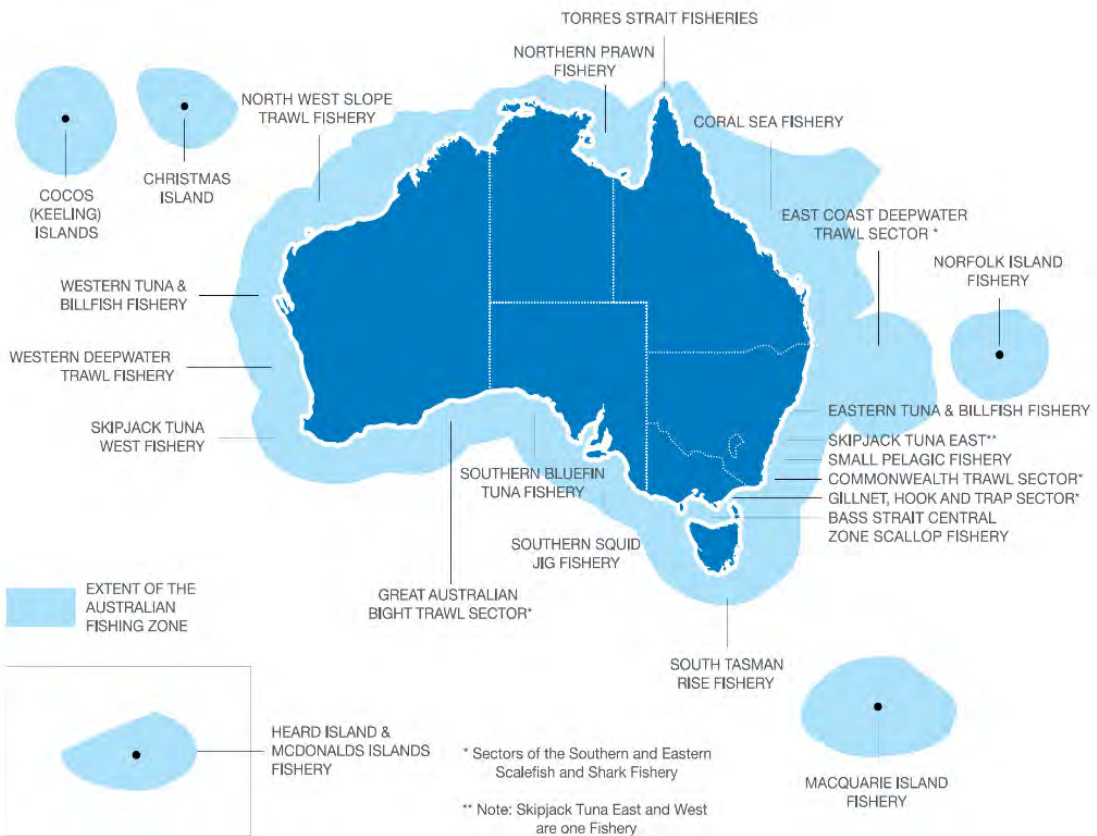
Joint managed fisheries:

Eastern Tuna and Billfish Fishery
Southern Bluefin Tuna Fishery
Western Tuna and Billfish Fishery
Heard Island and McDonald Islands Fishery

High seas permits

Non-operational fisheries:

Norfolk Island Fishery
Skipjack Tuna Fishery
South Tasman Rise Fishery



Map of Commonwealth Fisheries
Photo courtesy AFMA Media Library

Effectiveness or otherwise of the operation of plans of management during 2024–25

AFMA-only managed fishery	Management plan	Performance criteria in management plan	
		Criterion theme	Comment
Bass Strait Central Zone Scallop Fishery 	<u>Bass Strait Central Zone Scallop Fishery Management Plan 2002</u>	Rebuilding depleted stocks	N/A
	NOTE: • No significant changes to 2002 plan • No new plan in 2024–25	Total Allowable Catch (TAC)	Four area closures were implemented to protect adult and juvenile Commercial Scallop, based on the outputs of the biomass survey in combination with a 3,887 tonne TAC for Commercial Scallop for the 2024 fishing season. A total of 1,015 tonnes were caught representing about 26 per cent of TAC. The TAC of 100 tonnes was set for Doughboy Scallop for the 2024 season, of which zero kilograms was landed.
		Strategic research	In consultation with the Bass Strait Central Zone Scallop Fishery (BSCZSF) Harvest Strategy Working Group, Scallop RAG and Scallop MAC, we are undertaking a review of the Bass Strait Central Zone Scallop Fishery Harvest Strategy. The review is focused on developing a strategy that better reflects the current state of the fishery, with decision rules that are scalable and can respond to changes in biomass, sustainability, and economic factors over time.
		Timely data collection and analysis	Strategies to maintain or increase the fishery's resources were based primarily on data collected and analysed as part of the annual preseason biomass survey and fishers' logbooks. Modification of these strategies will be based on data collected as part of the survey and through industry reporting.

AFMA-only managed fishery	Management plan	Performance criteria in management plan	
		Criterion theme	Comment
Bass Strait Central Zone Scallop Fishery (continued)		Bycatch action plan	A bycatch action plan was implemented in 2009 and reviewed periodically, including in 2025. The most recent update used data and outputs from the Ecological Risk Assessment, which informed the revised workplan. Data collected as part of the pre-season survey and through fishery reporting enables an assessment of the impact of harvesting scallop on the marine environment.
		Economic efficiency	Management continues to be simple and minimal to allow fishers the flexibility to best decide how to catch their quota. To support the Bass Strait Central Zone Scallop Fishery Harvest Strategy, ABARES is developing an economic conditions index to inform management of the fishery, noting that it does not directly inform the TAC setting process but rather provides contextual information that can be considered by us when making management decisions.
		Budgetary objectives	The AFMA Commission sets the Total Allowable Catch (TAC) for the BSCZSF in consultation with the ScallopRAG and ScallopMAC. This process supports budgetary objectives focused on ecological sustainability and economic efficiency. The budgetary objectives of the fishery were achieved in 2024–25.
		Statutory fishing rights	Quota statutory fishing rights were granted for Commercial Scallop: 444,500 (conversion factor 8.74466 (kg/SFR) and for Doughboy Scallop: 455,000 (conversion factor 0.219778 (kg/SFR)).

AFMA-only managed fishery	Performance criteria in management plan	
	Criterion theme	Comment
Coral Sea Fishery	N/A	
Macquarie Island Toothfish Fishery	Management plan	
	Nil	
	Macquarie Island Toothfish Fishery Management Plan 2006	
	NOTE:	
	• No significant changes to 2002 plan • No new plan in 2024–25	
	Range and cost of services	In 2024–25, AFMA provided management, compliance, administrative, data collection, research and consultation services with details of these services available in other areas of this report.
	Periodically assessed as cost effective	AFMA consults with CFA on AFMA's fisheries management and, as reported in our Annual Report 2023–24, was acknowledged by key stakeholders to be pursuing cost-effective service.
	Sustainable reference point	The most recent stock assessment (2023) estimated Patagonian Toothfish population numbers were at 73 per cent of unfished biomass, above the target reference point of 50 per cent of unfished biomass.
	Total Allowable Catch (TAC)	In November 2023, the AFMA Commission set the Macquarie Island Toothfish Fishery (MITF) TAC for Patagonian Toothfish at 468 tonnes for the 2024–25 and 2025–26 fishing seasons based on the 2023 stock assessment results and advice from the Sub-Antarctic Resource Assessment Group (SARAG) and Sub-Antarctic Management Advisory Committee (SouthMAC).
	Statutory fishing rights	Twenty-thousand statutory fishing rights units were granted to eligible persons following implementation of the Macquarie Island Toothfish Fishery Management Plan 2006.
	Number of boats	No more than 3 boats operate in the fishery. AFMA did not authorise more in 2024–25.
	Rebuilding depleted stocks	Not applicable – Patagonian Toothfish stocks are not depleted.

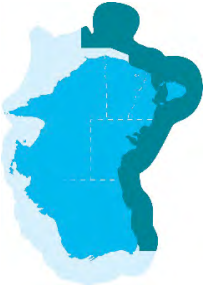
AFMA-only managed fishery	Management plan	Performance criteria in management plan	
		Criterion theme	Comment
Macquarie Island Toothfish Fishery (continued)		Ecological sustainability	Patagonian Toothfish is currently assessed as not overfished or subject to overfishing. There are no species assessed as being at high risk from fishing in the fishery. The fishery has been assessed and accredited under Part 13 of the EPBC Act. The management of the fishery is certified as sustainable by the Marine Stewardship Council. The MITF was recertified as sustainable by the Marine Stewardship Council in January 2023 with reassessment due by 19 January 2028. A surveillance audit was conducted in January 2025 and confirmed the fishery continues to meet the Marine Stewardship Council Fisheries Standard.
	Strategic research		Cost-effective and high-quality research was carried out in relation to the fishery in accordance with identified research priorities. Research was undertaken to progress a management strategy evaluation of alternate harvest strategies and data was collected to support the 2025 stock assessment.
	Monitoring		Data was collected in accordance with the fishery assessment plan.
	Timely data collection and analysis		Data was collected in 2024–25 to feed into the 2025 stock assessment. The assessment uses a spatial model that fits to data from the entire MITF, and assumes a single reproductive stock, but takes into account spatial structuring of the population within the region.

AFMA-only managed fishery	Management plan	Performance criteria in management plan	
		Criterion theme	Comment
Macquarie Island Toothfish Fishery (continued)		Economic efficiency – periodic assessment	Management measures implemented for the fishery, as considered by the SouthMAC in 2024–25, allow the holders of statutory fishing rights to pursue practices consistent with maximising economic efficiency in the fishery. ABARES provided commentary on likely and estimated Net Economic Returns (NER) trends the fishery for 2024–25.
		Economic efficiency – management measures	See above.
		Levies	AFMA prepared an annual budget for 2024–25 and levies in accordance with its Cost Recovery Implementation Statement (CRIS) 2024–25.
		Cost recovery targets	The government's targets for cost recovery were achieved.
		Budgetary objectives	Services for the fishery were achieved within budget.
Northern Prawn Fishery	 Northern Prawn Fishery Management Plan 1995 NOTE: - No significant changes to 1995 plan - No new plan in 2024–25	Economic efficiency	The GVP in the NPF has had an overall downward trend over the last decade, reducing to \$87 million in 2023–24 (a \$33 million reduction from just under \$120 million in 2022–23). The recent reductions were driven by higher fuel prices and lower prawn prices. Based on the latest ABARES preliminary economic analysis, the economic returns from the NPF have remained positive, although variable, in recent years. Further economic assessment has been undertaken, although the results are not available for this report.

AFMA-only managed fishery	Management plan	Performance criteria in management plan	
		Criterion theme	Comment
Northern Prawn Fishery (continued)		Biological resources and environmental conditions	An updated Tiger Prawn Fishery stock assessment was completed in 2024, determining that the stocks are not overfished or subject to overfishing. Three stocks are considered in the base case assessment (Brown Tiger, Grooved Tiger and Blue Endeavour Prawns), with Red Endeavour Prawns assessed as a sensitivity. All stocks were assessed as above B_{MSY} except for Brown Tiger Prawns which were just below B_{MSY} but well above the limit reference point. The total catch of Tiger Prawns in 2024 was 1,205 tonnes, slightly below the 2023 catches of 1,242 tonnes. The 2023 and 2024 catches were both slightly below the average catches since 2018. The total catch of Banana Prawns significantly decreased from 6,774 tonnes in 2023 to 3,875 tonnes in 2024. The low catch levels resulted from the late arrival of the monsoon and overall low rainfall across key catchments during the 2023–24 summer.
		Cost effectiveness	AFMA consults with CFA on AFMA's fisheries management and, as reported in our Annual Report 2023–24, was acknowledged by key stakeholders to be pursuing cost-effective service. As part of the NPFI co-management arrangement, AFMA and NPFI assess the cost effectiveness of management arrangements, with potential improvements considered by the Northern Prawn Fishery Management Advisory Committee as appropriate.

AFMA-only managed fishery	Management plan	Performance criteria in management plan	
		Criterion theme	Comment
North West Slope Trawl and Western Deepwater Trawl Fisheries	Nil	N/A	
Small Pelagic Fishery	Small Pelagic Fishery Management Plan 2009 NOTE: • No significant changes to 2009 plan. • No new plan in 2024–25	Range and cost of services	The range and cost of AFMA's services in the fishery are reviewed annually and are outlined in the CRIS 2024–25 [https://www.afma.gov.au/sites/default/files/2024-07/AFMA-CRIS-2024-25.pdf]. This document demonstrates that the management of the fishery has been carried out in a cost-effective manner.
		Risk assessments	In 2023, an ecological risk assessment (ERA) was completed for the purse seine sector of the Small Pelagic Fishery (SPF). These results and the updated Fisheries Management Paper 14 informed an update of the Bycatch and Discard Workplan (BCDWP) in 2024, which is expected to be finalised in 2025.
		Plan for high risks	There are no high-risk species in this fishery. The SPF Dolphin Strategy remained in effect throughout 2024–25 period.
		Catch limits or other measures	Catch limits are set in accordance with the harvest strategy.
		Accord with Harvest Strategy	The Small Pelagic Fishery Harvest Strategy was reviewed in 2024. The outcomes from the review included updated reference points and exploitation rates that take account of new information and are designed to meet the biological, ecological, and economic requirements of the fishery.
		Statutory fishing rights	SFRs for each quota species were granted to eligible persons.

AFMA-only managed fishery	Management plan	Performance criteria in management plan	
		Criterion theme	Comment
Small Pelagic Fishery (continued)		Total Allowable Catch (TAC)	The total allowable catches (TACs) for each of the seven target stocks continue to be under-utilised. Over the past three fishing seasons, overall catches have ranged between 20,000 and 28,000 tonnes, up to a maximum of 50 per cent caught.
		Consultation	An ERA for the midwater sector is scheduled for 2025–26 and together with the upcoming review of the Commonwealth Fisheries Bycatch Policy will help shape future updates to the BCDWP.
		Cost recovery	The costs of managing the fishery that are attributable to the fishing industry were recovered through cost-recovery arrangements. These include levies and fees paid by commercial fishers, which help cover expenses such as compliance, research, and administration. This approach ensures that those who benefit from access to the resource contribute to its sustainable management.
		Maximise net economic returns	The objective of the SPF Harvest Strategy is safe from an ecosystem perspective but explicitly recognises that it is sub-optimal from an economic perspective. The management framework remains simple and scalable to the level of commercial interest in the fishery.
		Management changes assessed	There were no changes to the Small Pelagic Fishery Management Plan 2009 in 2024–25.

AFMA-only managed fishery	Management plan	Performance criteria in management plan	
		Criterion theme	Comment
Southern and Eastern Scalefish and Shark Fishery 	Southern and Eastern Scalefish and Shark Fishery Management Plan 2003	Strategic research	Funding is being sought for the second stage of the MSHS project entitled 'Evaluation and application of a preferred multi-species harvest strategy in the SSSF'. The purpose of the work being to design, specify, and test a number of harvest strategies specifically tailored to the SSSF, using different combinations of the 'Pretty Good Maximum Sustainable Yield', 'Trigger Species' and 'Indicator Species' approaches, coupled with various data, monitoring and assessment regimes.
	NOTE: • No significant changes to 2003 plan. • No new plan in 2024–25	Timely data collection and analysis	Fishery data is collected on a shot-by-shot basis and analysed throughout 2024 to enable evaluation of the effectiveness of the harvest strategy, rebuilding strategies and management strategies.
		Discard estimates	Discards are taken into account when setting TACs for each species. The most recent discard estimates are available SSSF-Species-Summaries-2025-July.pdf .
		Ecological sustainability	The catch of non-target species is reduced to, or kept at, a minimum by limiting the number of fishing concessions, spatial closures, gear modifications and incentives to avoid and minimise interactions with listed species. This is below a level that will allow stocks of those species to be maintained at ecologically sustainable levels.
		Plan for high risks	Commercial species are managed in accordance with the harvest strategy, non-target species are managed in accordance with the sector-specific bycatch and discarding workplans or where required, specific management strategies.

AFMA-only managed fishery	Management plan	Performance criteria in management plan	
		Criterion theme	Comment
Southern and Eastern Scalefish and Shark Fishery (continued)		Impact on marine environment	Management actions have ensured that the impacts of fishing activities on the marine environment are minimised by limiting the number of fishing concessions, spatial closures, gear modifications and incentives to avoid and minimise interactions with listed species.
		Sustainable reference points	Stocks status of quota species, and other species for which reference points have been determined available [SESSF-Species-Summaries-2025-July.pdf].
		Rights and permits granted	156 transferable boat and 44,969,539 quota statutory fishing rights and 1,664,991 Individual Transferrable Quota (ITQ) and 232 fishing permits were granted to eligible persons in 2024–25.
		Management responses	Seabird mitigation rules were revised in the Great Australian Bight Trawl Sector. Access to upper-slope dogfish closures was reviewed resulting in access for low-impact fishing gear.
		Fishing concessions	We limited access to the fishery through regulating the number of fishing concessions.
		Total Allowable Catch (TAC)	TACS were set for the fishing year in March 2024 and the amount of fish of each species that was permitted to be taken in that year, was not exceeded.
		Concession entitlements	Concession entitlements constrain catch and anyone who exceeds their entitlement is subject to compliance investigation.
		Recovery strategies	Commonwealth rebuilding strategies are in place for Blue Warehou, Eastern Gemfish, Redfish, School Shark and Orange Roughy. Strategies are being developed for Jackass Morwong and John Dory, noting that response actions are already in place.

AFMA-only managed fishery	Management plan	Performance criteria in management plan	
		Criterion theme	Comment
Southern and Eastern Scalefish and Shark Fishery (continued)		Communication strategy	AFMA advised concession holders of the 2024–25 TACs on 26 March 2024. Other correspondence was provided as required.
		Timely communication	Information is distributed in a timely manner through letters sent electronically noting a small number are sent via post.
		Stakeholder satisfaction	We are aware through positive feedback at consultative meetings and directly by telephone and email that our stakeholders are generally satisfied with the level of accountability and communication regarding management of the fishery.
		International agreements	Management measures are consistent with international agreements.
		Budget consultation	The South East and Great Australian Bight MACs were consulted on inputs into the budget for the fishery.
		Budgetary objectives	The budgetary objectives of the fishery are to implement efficient and cost-effective management. This objective was continuously pursued in 2024–25 by ensuring that management is commensurate to the level of risk posed by the fishery, not introducing unnecessary regulation and reviewing the need for existing regulation.
		Levies and fees	Levies and fees were collected to enable AFMA to recover costs for the fishery in accordance with government policy.
		Economic efficiency	Economic efficiency is considered each time a management plan is made, including TACs being set.
		Cost effectiveness	Cost effectiveness is considered each time a management plan is made, including TACs being set.

AFMA-only managed fishery	Management plan	Performance criteria in management plan	
		Criterion theme	Comment
Southern Squid Jig Fishery	Southern Squid Jig Fishery Management Plan 2005 NOTE: • No significant changes to 2005 plan. • No new plan in 2024–25 	Strategic research	The SSJF Harvest Strategy was reviewed in 2022 to simplify and include an additional catch and effort trigger that more closely reflects the current state of the SSJF. A broader, more holistic review of the SSJF Harvest Strategy will be considered once additional data has been collected to inform appropriate analyses.
		Cost effective service	The management of the fishery is acknowledged by government and key stakeholders to be pursuing a cost-effective service, remaining simple and appropriate for the low level of risk posed by this fishery.
		Timely data collection and analysis	Effort and catch in the SSJF is collected daily when fishing occurs however fishing continues to vary between seasons and has been relatively low in recent years for economic reasons. An ongoing challenge for the squid fishery is locating commercially viable aggregations of squid, an issue exacerbated by a small fleet size.
		Bycatch	A Bycatch and Discard Workplan was implemented in 2021 and is due for review in October 2026.
		Data collection and verification (squid take)	The SSJF Data and Monitoring Strategy 2022 (the Data Strategy) outlines a clear plan for ongoing data collection that supports evidence-based fishery management decisions in the SSJF. The Data Strategy is reviewed annually by AFMA and Squid Resource Assessment Group (SquidRAG).

AFMA-only managed fishery	Management plan	Performance criteria in management plan	
		Criterion theme	Comment
Southern Squid Jig Fishery (continued)		Risk to ecological sustainable development	Ecological risks in the SSJF are managed using the precautionary principle, due to limited scientific knowledge and data availability for Gould's squid. Despite these data limitations, the fishery is currently considered to be low risk due to the very low levels of fishing effort.
		Statutory fishing rights	4,800 gear SFRs were granted to eligible persons.
		Data collection and analysis (NER)	Data about the current and potential net economic returns of the fishery is not currently collected and analysed.
		Budgetary objectives	The budgetary objectives of the fishery are to implement efficient and cost-effective management. This objective was continuously pursued in 2024–25 by ensuring that management is commensurate to the level of risk posed by the fishery and not introducing unnecessary regulation.

Jointly managed fishery		Management plan	Performance criteria in management plan	
			Criterion theme	Comment
Heard Island and McDonald Islands 		Heard Island and McDonald Islands Fishery Management Plan 2002	Sustainable reference points	The most recent stock assessment (2024) estimated a Mackerel Icefish population size of 16,051t. The most recent stock assessment (2024) results for Patagonian Toothfish provided population estimates of 38 per cent of unfished biomass, noting that there are some key uncertainties in the model, which are likely demonstrating a downward bias and therefore providing a more pessimistic view of the stock. However, this is still above the limit reference point.
		NOTE: • No significant changes to 2002 plan. • No new plan in 2024–25	Total Allowable Catch (TAC)	The AFMA Commission set the Heard Island and McDonald Islands (HIMI) Fishery TAC at 2,120 tonnes for Patagonian Toothfish and 1,824 tonnes for Mackerel Icefish for the 2024–25 fishing year based on the stock assessments results and advice from the August SARAG meeting, outcomes of the 43 rd meeting of the Commission for the Conservation of Antarctic Marine Living Resources (CCAMLR), and advice from the November 2024 SouthMAC meeting.
			Rights granted	Sixty-thousand statutory fishing rights units were granted to eligible persons following implementation of the HIMI Fishery Management Plan 2002; fishing rights are not granted each year.
			Minimum quota and statutory fishing rights	For people using trawl methods, the minimum quota for trawl methods were held. For people using non-trawl methods appropriate statutory fishing rights were held.

Jointly managed fishery	Management plan	Performance criteria in management plan	
		Criterion theme	Comment
Heard Island and McDonald Islands (continued)		Rebuilding strategies	Not applicable.
		Ecological sustainability	Patagonian Toothfish and Mackerel Icefish are currently assessed as not overfished or subject to overfishing. There are no species assessed as being at high risk from fishing in the fishery. The fishery has been assessed and accredited under Part 13 of the EPBC Act. The management of the fishery is certified as sustainable by the Marine Stewardship Council (MSC). A surveillance audit was conducted in January 2025 and confirmed the fishery continues to meet the Marine Stewardship Council Fisheries Standard.
		Strategic research	Cost-effective and high-quality research was carried out in relation to the fishery in accordance with identified research priorities. Research was undertaken to progress improvements to the toothfish stock assessment and data was collected to support this and the 2024 Mackerel Icefish stock assessment.
		Monitoring	The monitoring required by the fisheries assessment plan was undertaken.
		Timely data collection and analysis	Data was collected and analysed in 2024–25 and fed into the 2024 stock assessments. The assessment for Mackerel Icefish at HIMI was updated in 2024 using data and results from the 2024 random stratified trawl survey (RSTS). The integrated stock assessment of toothfish in the HIMI was updated in 2024 using data collected up to 2024.

Jointly managed fishery	Management plan	Performance criteria in management plan	
		Criterion theme	Comment
Heard Island and McDonald Islands (continued)		Cost effective management	AFMA consults with CFA on AFMA's fisheries management and, as reported in our Annual Report 2023–24, was acknowledged by key stakeholders to be pursuing cost-effective service.
		Economic efficiency	Management measures implemented for the fishery, as considered by the SouthMAC in 2024–25, allow the holders of statutory fishing rights to pursue practices consistent with maximising economic efficiency in the fishery. Overall assessment of economic efficiency is available in other areas of this report.
		Budgetary objectives	Services for the fishery were achieved within budget.

APPENDIX 7:
Northern Territory Fisheries Joint Authority Annual Report

**Northern Territory Fisheries Joint Authority
Annual Report**

1 July 2024 to 30 June 2025

Fisheries Management Act 1991
(Commonwealth)

Fisheries Act 1988
(Northern Territory)



Anna Willock, Deputy Chief Executive
Officer, Fisheries, Australian Fisheries
Management Authority

Deputy to the Commonwealth Member,

The Hon. Julie Collins MP, Minister for
Agriculture, Fisheries and Forestry



Matthew Osborne, Senior Executive
Director, Fisheries, Northern Territory
Department of Agriculture and Fisheries

Deputy to the Northern Territory
Member,

The Hon. Gerard Maley MLA, Minister for
Agriculture and Fisheries

Introduction

This is the annual report of the Northern Territory Fisheries Joint Authority (NTFJA) and details the activities undertaken during the period 1 July 2024 to 30 June 2025 as well as information on the status of the fisheries.

The NTFJA has responsibility for the management of the Timor Reef Fishery, Demersal Fishery and Offshore Net and Line Fishery in waters adjacent to the Northern Territory.

Enabling legislation

The NTFJA was established in February 1983, under the then Commonwealth legislation (*Fisheries Act 1952*) to provide for the Commonwealth and the Northern Territory to jointly manage declared fisheries and fisheries resources in waters adjacent to the Northern Territory.

On 3 February 1995, the NTFJA, subject to the provisions of the Commonwealth [Fisheries Management Act 1991](#) and the Northern Territory [Fisheries Act 1988](#), assumed responsibility, in waters adjacent to the NT, for the Demersal, Timor Reef, Offshore Net and Line and Finfish Trawl Fisheries (the Finfish Trawl Fishery merged with Demersal Fishery in 2012). Day to day administration of these fisheries is provided by the Fisheries Division of the NT Department of Agriculture and Fisheries (DAF).

Report on the status of fisheries managed by the Joint Authority

Tables 1 and 2 present a summary of the catches and status of the fisheries managed by the NTFJA. Detailed catch, effort and status information for each fishery are compiled regularly and published in the Status of Key Australian Fish Stocks Reports at: <http://fish.gov.au/reports/species>

The **Demersal Fishery** targets mainly red snappers (*Lutjanus malabaricus*, *L. erythropterus*) and goldband snappers (*Pristipomoides spp.*). Painted sweetlips (*Diagramma pictum*) and cods (*Family Serranidae*) are key byproduct species. Fish traps and finfish trawl gear are the main fishing methods used in the fishery.

The **Timor Reef Fishery** primarily targets the higher-valued goldband snapper (*P. multidentis*) and other *Pristipomoides* species. Significant quantities of red snappers (*L. malabaricus*, *L. erythropterus*), red emperors (*L. sebae*) and cods (*Family Serranidae*) are also harvested. The main fishing method used is fish traps, however between 2014 and 2018, a finfish trawl trial in the Timor Reef Fishery resulted in an increase in red snapper catch (Table 1).

The **Offshore Net and Line Fishery** targets black-tip sharks (*Carcharhinus tilstoni* and *C. limbatus*), spot-tail sharks (*C. sorrah*) and grey mackerels (*Scomberomorus semifasciatus*). A variety of other sharks and pelagic finfish are also caught as byproduct.

Exploitation by the Fishing Tour Operator and recreational sectors is considered to be low across all three fisheries.

NTFJA Annual Report 2024–2025

In the TRF and DF there are 3 stocks of Saddletail Snapper, 3 stocks of Crimson Snapper and 4 stocks of Goldband Snapper. The stock assessment update published in 2024 on the Status of Key Australian Fish Stocks Reports, classified all stocks of the target snapper species as sustainable. The ONLF target species (Grey Mackerel, Australian and Common Blacktip Shark, and Spot-tail Shark) were also classified as 'sustainable', with the exception of the Gulf of Carpentaria Australian and Common Blacktip Shark stocks, which were classified as 'undefined'.

Table 1 Commercial catches (tonnes) of finfish from 2015–2024 by calendar year for DF- Demersal Fishery; TR- Timor Reef Fishery; ONLF- Offshore Net and Line Fishery.

Species/stock	Fishery	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Goldband snappers	DF	280	324	341	291	223	230	194	283	252	189
	TR	305	222	194	382	256	254	423	334	156	245
Red snappers (<i>L. malabaricus</i> , <i>L. erythropterus</i>)	DF	2300	2518	2397	2526	2685	2653	2097	2489	2325	2359
	TR	250	408	337	391	136	62	149	143	106	86
Group (other) species	DF	527	724	729	672	621	825	751	756	783	735
	TR	250	268	262	202	123	91	128	108	65	107
Blacktip sharks (<i>C. tilstoni/ limbatus</i>)	ONLF	37	36	63	30	44	138	112	69	27	42
Spot-tail sharks (<i>C. sorrah</i>)	ONLF	10	4	15	12	23	40	37	19	12	13
Grey mackerel (<i>S. semifasciatus</i>)	ONLF	407	330	496	499	361	420	494	349	514	317
Other shark spp	ONLF	28	49	18	9	65	144	114	35	30	47
Other fin fish spp	ONLF	18	44	48	45	54	45	41	41	18	24

Table 2 Summary of status of assessed stocks in NTFJA Fisheries for DF - Demersal Fishery; TR - Timor Reef Fishery; ONLF - Offshore Net and Line Fishery.

Species/stock	Stock Status
Goldband snappers (<i>P. multidentis</i>) (DF/TR)	Sustainably fished (2023)
Red snappers (<i>L. erythropterus</i>) (DF/TR)	Sustainably fished (2023)
Red snappers (<i>L. malabaricus</i>) (DF/TR)	Sustainably fished (2023)
Blacktip sharks (<i>C. tilstoni</i> , <i>C. limbatus</i> , <i>C. sorrah</i>) (ONLF)	Sustainably fished (2023)
Grey Mackerel (<i>S. semifasciatus</i>) (ONLF)	Sustainably fished (2023)

Report on activities of the Joint Authority during the reporting period

An annual meeting of the NTFJA is aimed to be held each financial year (reporting period), or as required. At each meeting key issues within the NTFJA fisheries are discussed and decisions regarding these issues may be made. No formal NTFJA meeting was held in 2024/25, with previous NTFJA meeting minutes and decision record at: <https://www.afma.gov.au/fisheries/joint-authority-fisheries>. The Commonwealth and Territory members of the NTFJA for the 2024–25 reporting period, along with the deputies for both members, are listed in Table 3.

Table 3 NTFJA Members and Deputies for the period 2024–25.

Role	Commonwealth	Northern Territory
Member	Senator the Hon. Murray Watt, Minister for Agriculture, Fisheries and Forestry (1 June 2022 – 29 July 2024) The Hon. Julie Collins MP Minister for Agriculture, Fisheries and Forestry (29 July 2024 – present)	The Hon. Mark Monaghan MLA, NT Minister for Agribusiness and Fisheries (1 July – 27 August 2024) The Hon. Gerald Maley MLA, NT Minister for Agriculture and Fisheries (28 August 2024 – present)
Deputy	Anna Willock, Deputy Chief Executive Officer, Fisheries, Australian Fisheries Management Authority	Matthew Osborne, Senior Executive Director, Fisheries, Northern Territory Department of Agriculture and Fisheries

Relevant OCS for the Northern Territory Joint Authority Fisheries

The links to the OCS for the NTFJA are below:

- Northern Shark Fishery (ONLF)
 - o <https://www.afma.gov.au/sites/default/files/2023-07/Arrangement-Between-the-Commonwealth-and-NT-for-the-Northern-Shark-Fishery.pdf>
- Demersal and Timor Reef Fishery
 - o <https://www.afma.gov.au/sites/default/files/2023-07/Arrangement-Between-the-Commonwealth-and-NT-for-the-Demersal-and-Timor-Reef-Fishery.pdf>

APPENDIX 8:
Western Australia Fisheries Joint Authority Annual Report

**Western Australia Fisheries Joint Authority
Annual Report**

1 July 2024 to 30 June 2025

Fisheries Management Act 1991
(Commonwealth)

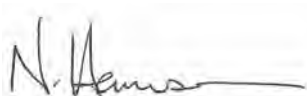
Fish Resource Management Act 1994
(Western Australia)



Anna Willock, Deputy Chief Executive
Officer, Fisheries, Australian Fisheries
Management Authority

Deputy to the Commonwealth Member,

The Hon. Julie Collins MP Minister for
Agriculture, Fisheries and Forestry



Nathan Harrison, Executive Director,
Department of Primary Industries and
Regional Development, Western
Australia

**Deputy to the Western Australian
State Member,**

The Hon. Jackie Jarvis, Western
Australian Minister for Agriculture and
Food; Fisheries; Forestry; Small
Business; and Mid West.

Introduction

This is the 23rd annual report of the Western Australia Fisheries Joint Authority (WAFJA). This report details the activities undertaken during the period 1 July 2024 to 30 June 2025 and information on the status of the fisheries in the most recently available reporting period.

The WAFJA has responsibility for the management of the Joint Authority Northern Shark Fishery.

Enabling legislation

Sections 61-70 of the Commonwealth [Fisheries Management Act 1991](#) set out the establishment, functions, administration and reporting requirements for Joint Authorities.

Part 3 of the Western Australia [Fish Resources Management Act 1994](#) sets out complementary State legislation and other matters relating to the establishment, functions, administration and reporting requirements of the Joint Authority and the management of Joint Authority fisheries in Western Australia (WA).

Report on the status of fisheries managed by the Joint Authority

Table 1 presents a summary of the status of the fisheries managed by the WAFJA. Note the Joint Authority Northern Shark Fishery has been inactive since 2008–2009.

Table 1 Species status and catch for the Joint Authority Northern Shark Fishery

Species	Status	Catch (2024–25)	Tonnes
Sandbar shark	Recovering	Total Sharks	0
Blacktip shark	Adequate		0
Fishing level	Acceptable		

Report on activities of the Joint Authority during the reporting period

An annual meeting of the WAFJA is aimed to be held each financial year (reporting period), or as required. At each meeting key issues within the WAFJA fisheries are discussed and decisions regarding these issues may be made. No formal WAFJA meeting was held in 2024–25, with previous WAFJA meeting minutes and decision record at: <https://www.afma.gov.au/fisheries/joint-authority-fisheries>. The Commonwealth and State members of the WAFJA for the 2024–25 reporting period, along with the deputies for both members, are listed in Table 2.

Table 2 WAFJA Members and Deputies for the period 2024–25

Role	Commonwealth	Western Australia
Member	Senator the Hon. Murray Watt, Minister for Agriculture, Fisheries and Forestry (1 June 2022 – 29 July 2024) The Hon. Julie Collins MP Minister for Agriculture, Fisheries and Forestry (29 July 2024 – present)	The Hon. Donald (Don) Punch, Minister for Regional Development; Disability Services; Fisheries; Seniors and Ageing; Volunteering (July 2024 - March 2025). The Hon. Jackie Jarvis, Western Australian Minister for Agriculture and Food; Fisheries; Forestry; Small Business; and Mid-West (March 2025 – June 2025).
Deputy	Anna Willock, Deputy Chief Executive Officer, Fisheries, Australian Fisheries Management Authority	Nathan Harrison, Executive Director, Fisheries and Aquaculture, Department of Primary Industries and Regional Development, Western Australia.

Relevant OCS for the Western Australia Joint Authority Fisheries

Following the transition of the Southern Demersal Gillnet and Demersal Longline Managed Fishery to sole WA jurisdiction in 2018, only one fishery remains under the WAFJA. The OCS for the Western Australian Joint Authority Northern Shark Fishery can be found on the AFMA website at: <https://www.afma.gov.au/fisheries/joint-authority-fisheries>.

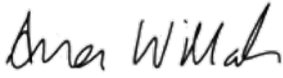
APPENDIX 9:
Queensland Fisheries Joint Authority Annual Report

**Queensland Fisheries Joint Authority Annual
Report**

1 July 2024 to 30 June 2025

Fisheries Management Act 1991
(Commonwealth)

Fisheries Act 1994
(Queensland)



Anna Willock, Deputy Chief Executive
Officer, Fisheries, Australian Fisheries
Management Authority



Pauline Jacob, Deputy Director-General,
Fisheries and Forestry, Department of
Primary Industries

Deputy to the Commonwealth Member,

The Hon. Julie Collins MP, Minister for
Agriculture, Fisheries and Forestry

**Deputy to the Queensland State
Member,**

The Hon. Anthony (Tony) Perrett MP,
Minister for Primary Industries

Report on activities of the Joint Authority during the reporting period

This report of the Queensland Fisheries Joint Authority (QFJA) meets the legislative requirements for Joint Authorities to report on the activities undertaken and decisions made during the relevant period, in this case 1 July 2024 to 30 June 2025. The Commonwealth and State members of the QFJA for the 2024–25 reporting period, along with the deputies for both members, are listed in Table 1 below.

The Commonwealth and the State of Queensland have been working to abolish the QFJA. The termination agreements for the Gulf of Carpentaria Grey Mackerel Fishery and the Gulf of Carpentaria Northern Demersal and Pelagic Finfish Fishery and new OCS agreements were signed by both parties during 2021 resulting in no fisheries being under the authority of the QFJA. Due to this change, no meeting was held during the 2024–2025 financial year.

The termination agreements for the Gulf of Carpentaria Northern Demersal and Pelagic Finfish Fishery and the Gulf of Carpentaria Grey Mackerel Fishery appeared in the Commonwealth Gazette on 19 November 2021 and 22 November 2021 and can be found at:

- Grey Mackerel Fishery: <https://www.legislation.gov.au/Details/C2021G00880>
- Northern Demersal and Pelagic Finfish: <https://www.legislation.gov.au/Details/C2021G00876>

The formal abolition of the Joint Authority is expected in late 2025.

Table 1 QFJA Members and Deputies for the period 2024–25

Role	Commonwealth	Queensland
Member	Senator the Hon. Murray Watt, Minister for Agriculture, Fisheries and Forestry (1 June 2022 – 29 July 2024) The Hon. Julie Collins MP Minister for Agriculture, Fisheries and Forestry (29 July 2024 – present)	The Hon. Mark Furner MP, Minister for Agricultural Industry Development and Fisheries (12 November 2020 – 27 October 2024) The Hon. Anthony (Tony) Perrett MP, Minister for Primary Industries (1 November 2024 – present)
Deputy	Anna Willock, Deputy Chief Executive Officer, Fisheries, Australian Fisheries Management Authority	Pauline Jacob, Deputy Director-General, Fisheries and Forestry, Department of Primary Industries







References

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List of requirements

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(g)	Letter of transmittal		
17AI	Pages iii–iv	A copy of the letter of transmittal signed and dated by accountable authority on date final text approved, with statement that the report has been prepared in accordance with section 46 of the Act and any enabling legislation that specifies additional requirements in relation to the annual report.	Mandatory
17AD(h)	Aids to access		
17AJ(a)	Page v	Table of contents (print only).	Mandatory
17AJ(b)	Page 177	Alphabetical index (print only).	Mandatory
17AJ(c)	Page 172	Glossary of abbreviations and acronyms.	Mandatory
17AJ(d)	Page 160	List of requirements.	Mandatory
17AJ(e)	Page ii	Details of contact officer.	Mandatory
17AJ(f)	Page ii	Entity's website address.	Mandatory
17AJ(g)	Page ii	Electronic address of report.	Mandatory
17AD(a)	Review by accountable authority		
17AD(a)	Pages 2–6	A review by the accountable authority of the entity.	Mandatory
17AD(b)	Overview of the entity		
17AE(1)(a)(i)	Page 10	A description of the role and functions of the entity.	Mandatory
17AE(1)(a)(ii)	Pages 13–14	A description of the organisational structure of the entity.	Mandatory
17AE(1)(a)(iii)	Pages 10, 20–21	A description of the outcomes and programmes administered by the entity.	Mandatory
17AE(1)(a)(iv)	Page 11	A description of the purposes of the entity as included in corporate plan.	Mandatory
17AE(1)(aa)(i)	Pages 15–19	Name of the accountable authority or each member of the accountable authority	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AE(1)(aa)(ii)	Pages 15–19	Position title of the accountable authority or each member of the accountable authority	Mandatory
17AE(1)(aa)(iii)	Pages 15–19	Period as the accountable authority or member of the accountable authority within the reporting period	Mandatory
17AE(1)(b)	N/A	An outline of the structure of the portfolio of the entity.	Portfolio departments – mandatory
17AE(2)	N/A	Where the outcomes and programs administered by the entity differ from any Portfolio Budget Statement, Portfolio Additional Estimates Statement or other portfolio estimates statement that was prepared for the entity for the period, include details of variation and reasons for change.	If applicable, Mandatory
17AD(c) Report on the Performance of the entity			
Annual performance Statements			
17AD(c)(i); 16F	Pages 24–48	Annual performance statement in accordance with paragraph 39(1)(b) of the Act and section 16F of the Rule.	Mandatory
17AD(c)(ii) Report on Financial Performance			
17AF(1)(a)	Page 52	A discussion and analysis of the entity's financial performance.	Mandatory
17AF(1)(b)	Appendix 1	A table summarising the total resources and total payments of the entity.	Mandatory
17AF(2)	N/A	If there may be significant changes in the financial results during or after the previous or current reporting period, information on those changes, including: the cause of any operating loss of the entity; how the entity has responded to the loss and the actions that have been taken in relation to the loss; and any matter or circumstances that it can reasonably be anticipated will have a significant impact on the entity's future operation or financial results.	If applicable, Mandatory.

PGPA Rule Reference	Part of Report	Description	Requirement
17AD(d)	Management and Accountability		
Corporate Governance			
17AG(2)(a)	Page 96	Information on compliance with section 10 (fraud and corruption systems)	Mandatory
17AG(2)(b)(i)	Page iv	A certification by accountable authority that fraud and corruption risk assessments and fraud and corruption control plans have been prepared.	Mandatory
17AG(2)(b)(ii)	Page iv	A certification by accountable authority that appropriate mechanisms for preventing, detecting incidents of, investigating or otherwise dealing with, and recording or reporting fraud and corruption that meet the specific needs of the entity are in place.	Mandatory
17AG(2)(b)(iii)	Page iv	A certification by accountable authority that all reasonable measures have been taken to deal appropriately with fraud and corruption relating to the entity.	Mandatory
17AG(2)(c)	Pages 90–91	An outline of structures and processes in place for the entity to implement principles and objectives of corporate governance.	Mandatory
17AG(2)(d)–(e)	Page 98	A statement of significant issues reported to Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with Finance law and action taken to remedy non-compliance.	If applicable, Mandatory
Audit Committee			
17AG(2A)(a)	Page 92	A direct electronic address of the charter determining the functions of the entity's audit committee.	Mandatory
17AG(2A)(b)	Pages 92–93	The name of each member of the entity's audit committee.	Mandatory
17AG(2A)(c)	Pages 92–93	The qualifications, knowledge, skills or experience of each member of the entity's audit committee.	Mandatory
17AG(2A)(d)	Pages 92–93	Information about the attendance of each member of the entity's audit committee at committee meetings.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(2A)(e)	Pages 92–93	The remuneration of each member of the entity's audit committee.	Mandatory
External Scrutiny			
17AG(3)	Page 98	Information on the most significant developments in external scrutiny and the entity's response to the scrutiny.	Mandatory
17AG(3)(a)	Page 98	Information on judicial decisions and decisions of administrative tribunals and by the Australian Information Commissioner that may have a significant effect on the operations of the entity.	If applicable, Mandatory
17AG(3)(b)	Page 98	Information on any reports on operations of the entity by the Auditor-General (other than report under section 43 of the Act), a Parliamentary Committee, or the Commonwealth Ombudsman.	If applicable, Mandatory
17AG(3)(c)	N/A	Information on any capability reviews on the entity that were released during the period.	If applicable, Mandatory
Management of Human Resources			
17AG(4)(a)	Pages 98–101	An assessment of the entity's effectiveness in managing and developing employees to achieve entity objectives.	Mandatory
17AG(4)(aa)	Appendix 2	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: (a) statistics on full-time employees; (b) statistics on part-time employees; (c) statistics on gender; (d) statistics on staff location.	Mandatory
17AG(4)(b)	Appendix 2	Statistics on the entity's APS employees on an ongoing and non-ongoing basis; including the following: • statistics on staffing classification level; • statistics on full-time employees; • statistics on part-time employees; • statistics on gender; • statistics on staff location; • statistics on employees who identify as Indigenous.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(4)(c)	Appendix 2	Information on any enterprise agreements, individual flexibility arrangements, Australian workplace agreements, common law contracts and determinations under subsection 24(1) of the Public Service Act 1999.	Mandatory
17AG(4)(c)(i)	Appendix 2	Information on the number of SES and non-SES employees covered by agreements etc identified in paragraph 17AG(4)(c).	Mandatory
17AG(4)(c)(ii)	Appendix 2	The salary ranges available for APS employees by classification level.	Mandatory
17AG(4)(c)(iii)	Appendix 2	A description of non-salary benefits provided to employees.	Mandatory
17AG(4)(d)(i)	Appendix 2	Information on the number of employees at each classification level who received performance pay.	If applicable, Mandatory
17AG(4)(d)(ii)	Appendix 2	Information on aggregate amounts of performance pay at each classification level.	If applicable, Mandatory
17AG(4)(d)(iii)	Appendix 2	Information on the average amount of performance payment, and range of such payments, at each classification level.	If applicable, Mandatory
17AG(4)(d)(iv)	Appendix 2	Information on aggregate amount of performance payments.	If applicable, Mandatory
Assets Management			
17AG(5)	N/A	An assessment of effectiveness of assets management where asset management is a significant part of the entity's activities	If applicable, mandatory
Purchasing			
17AG(6)	Appendix 4	An assessment of entity performance against the Commonwealth Procurement Rules.	Mandatory
Reportable consultancy contracts			
17AG(7)(a)	Appendix 4	A summary statement detailing the number of new reportable consultancy contracts entered into during the period; the total actual expenditure on all such contracts (inclusive of GST); the number of ongoing reportable consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
17AG(7)(b)	Appendix 4	A statement that "During [reporting period], [specified number] new reportable consultancy contracts were entered into involving total actual expenditure of \$[specified million]. In addition, [specified number] ongoing reportable consultancy contracts were active during the period, involving total actual expenditure of \$[specified million]".	Mandatory
17AG(7)(c)	Appendix 4	A summary of the policies and procedures for selecting and engaging consultants and the main categories of purposes for which consultants were selected and engaged.	Mandatory
17AG(7)(d)	Appendix 4	A statement that "Annual reports contain information about actual expenditure on reportable consultancy contracts. Information on the value of reportable consultancy contracts is available on the AusTender website."	Mandatory
Reportable non-consultancy contracts			
17AG(7A)(a)	Appendix 4	A summary statement detailing the number of new reportable non-consultancy contracts entered into during the period; the total actual expenditure on such contracts (inclusive of GST); the number of ongoing reportable non-consultancy contracts that were entered into during a previous reporting period; and the total actual expenditure in the reporting period on those ongoing contracts (inclusive of GST).	Mandatory
17AG(7A)(b)	Appendix 4	A statement that "Annual reports contain information about actual expenditure on reportable non-consultancy contracts. Information on the value of reportable non-consultancy contracts is available on the AusTender website."	Mandatory
17AD(daa)	Additional information about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts		
17AGA	Appendix 4	Additional information, in accordance with section 17AGA, about organisations receiving amounts under reportable consultancy contracts or reportable non-consultancy contracts.	Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
Australian National Audit Office Access Clauses			
17AG(8)	Appendix 5	If an entity entered into a contract with a value of more than \$100 000 (inclusive of GST) and the contract did not provide the Auditor-General with access to the contractor's premises, the report must include the name of the contractor, purpose and value of the contract, and the reason why a clause allowing access was not included in the contract.	If applicable, Mandatory
Exempt contracts			
17AG(9)	Appendix 5	If an entity entered into a contract or there is a standing offer with a value greater than \$10 000 (inclusive of GST) which has been exempted from being published in AusTender because it would disclose exempt matters under the FOI Act, the annual report must include a statement that the contract or standing offer has been exempted, and the value of the contract or standing offer, to the extent that doing so does not disclose the exempt matters.	If applicable, Mandatory
Small business			
17AG(10)(a)	Appendix 5	A statement that "[Name of entity] supports small business participation in the Commonwealth Government procurement market. Small and Medium Enterprises (SME) and Small Enterprise participation statistics are available on the Department of Finance's website."	Mandatory
17AG(10)(b)	Appendix 5	An outline of the ways in which the procurement practices of the entity support small and medium enterprises.	Mandatory
17AG(10)(c)	N/A	If the entity is considered by the Department administered by the Finance Minister as material in nature—a statement that "[Name of entity] recognises the importance of ensuring that small businesses are paid on time. The results of the Survey of Australian Government Payments to Small Business are available on the Treasury's website."	If applicable, Mandatory

PGPA Rule Reference	Part of Report	Description	Requirement
Financial Statements			
17AD(e)	Page 55–86	Inclusion of the annual financial statements in accordance with subsection 43(4) of the Act.	Mandatory
Executive Remuneration			
17AD(da)	Appendix 3	Information about executive remuneration in accordance with Subdivision C of Division 3A of Part 2–3 of the Rule.	Mandatory
17AD(f) Other Mandatory Information			
17AH(1)(a)(i)	N/A	If the entity conducted advertising campaigns, a statement that “During [reporting period], the [name of entity] conducted the following advertising campaigns: [name of advertising campaigns undertaken]. Further information on those advertising campaigns is available at [address of entity’s website] and in the reports on Australian Government advertising prepared by the Department of Finance. Those reports are available on the Department of Finance’s website.”	If applicable, Mandatory
17AH(1)(a)(ii)	Page 123	If the entity did not conduct advertising campaigns, a statement to that effect.	If applicable, Mandatory
17AH(1)(b)	Page 123	A statement that “Information on grants awarded by [name of entity] during [reporting period] is available at [address of entity’s website].”	If applicable, Mandatory
17AH(1)(c)	Page 123	Outline of mechanisms of disability reporting, including reference to website for further information.	Mandatory
17AH(1)(d)	Page 123	Website reference to where the entity’s Information Publication Scheme statement pursuant to Part II of FOI Act can be found.	Mandatory
17AH(1)(e)	Page 123	Correction of material errors in previous annual report	If applicable, mandatory
17AH(2)	Appendix 6	Information required by other legislation	Mandatory

Abbreviations and acronyms

The following table describes the abbreviations and acronyms used throughout the report.

Abbreviation	Explanation
AASB	Australian Accounting Standards Board
ABARES	Australian Bureau of Agricultural and Resource Economics and Sciences
ABF	Australian Border Force
AFMA	Australian Fisheries Management Authority
AFZ	Australian Fishing Zone
AI	Artificial Intelligence
ANAO	Australian National Audit Office
APS	Australian Public Service
BCDWP	Bycatch and Discard Work Plan
Bmey	Stock biomass required to produce maximum economic yield from the fishery
Bmsy	A proxy of 0.48 times the unfished biomass, or 1.2 times the biomass at maximum sustainable yield
BP	Bycatch Policy
BSCZSF	Bass Strait Central Zone Scallop Fishery
CCAMLR	Commission for the Conservation of Antarctic Marine Living Resources
CCSBT	Commission for the Conservation of Southern Bluefin Tuna
CDPP	Commonwealth Director of Public Prosecutions
CEO	Chief Executive Officer
CFA	Commonwealth Fisheries Association
CPI	Consumer Price Index
CRF	Climate Risk Framework
CRIS	Cost Recovery Implementation Statement
CSIRO	Commonwealth Scientific and Industrial Research Organisation
CSS	Commonwealth Superannuation Scheme

Abbreviation	Explanation
CTS	Commonwealth Trawl Sector
DAFF	Department of Agriculture, Fisheries and Forestry
DCB	Departmental Capital Budget
DCCEEW	Department of Climate Change Environment Energy and Water
DT&EM	Data Transformation and Electronic Monitoring Program
EM	Electronic Monitoring
EPBC Act	<i>Environment Protection and Biodiversity Conservation Act 1999</i>
ERA	Ecological Risk Assessment
ERAEF	Ecological Risk Assessment for the Effects of Fishing
ERM	Ecological Risk Management
ESD	Ecologically Sustainable Development
ESG	Environmental, Social and Governance
FAA	<i>Fisheries Administration Act 1991</i>
FBT	Fringe Benefits Tax
FMA	<i>Fisheries Management Act 1991</i>
FOI	Freedom of Information
FRDC	Fisheries Research Development Corporation
FRR	Financial Reporting Rule
GVP	Gross Value of Production
HIMI	Heard Island and McDonald Islands
HSP	Harvest Strategy Policy
HSR	Health and Safety Representative
ICEP	International Compliance and Engagement Program
ICT	Information and Communications Technology
IFMO	International Fisheries Management Organisations
IMAS	Institute for Marine and Antarctic Studies
IOTC	Indian Ocean Tuna Commission

Abbreviation	Explanation
IPS	Information Publication Scheme
IUU	Illegal, Unreported and Unregulated
MAC	Management Advisory Commission
MBC	Maritime Border Command
MCS	Monitoring, Control and Surveillance
MEY	Maximum Economic Yield
MITF	Macquarie Island Toothfish Fishery
MOU	Memorandum of Understanding
MSHS	Multi-Species Harvest Strategy
MYEFO	Mid-Year Economic and Fiscal Outlook
NCEP	National Compliance and Enforcement Program
NER	Net Economic Returns
NPF	Northern Prawn Fishery
OCS	Offshore Constitutional Settlement
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PIN	Provisional Improvement Notice
PSS	Public Sector Superannuation
PSSap	Public Sector Superannuation accumulation plan
PZJA	Torres Strait Protected Zone Joint Authority
RAG	Resource Assessment Group
ROU	Right of Use
RSTS	Random Stratified Trawl Survey
SARAG	Sub-Antarctic Resource Assessment Group
SES	Senior Executive Service
SESSF	Southern and Eastern Scale fish and Shark Fishery
SFRs	Statutory Fishing Rights
SIOFA	Southern Indian Ocean Fisheries Agreement

Abbreviation	Explanation
SME	Small and Medium Enterprises
SMRCA	Sustainable Marine Research Collaboration Agreement
SPF	Small Pelagic Fishery
SPFRAG	Small Pelagic Fishery Resource Assessment Group
SPRFMO	South Pacific Regional Fisheries Management Organisation
SSJF	Southern Squid Jig Fishery
TAC	Total allowable catch
TAE	Total allowable effort
TEP	Threatened, Endangered and Protected species
TI	Thursday Island
TSPF	Torres Strait Prawn Fishery
VMS	Vessel Monitoring System
WCPFC	Western and Central Pacific Fisheries Commission

Glossary

Australian Fishing Zone

Under the *Fisheries Management Act 1991*, the Australian fishing zone means:

- (a) the waters adjacent to Australia within the outer limits of the exclusive economic zone adjacent to the coast of Australia, and
- (b) the waters adjacent to each external territory within the outer limits of the exclusive economic zone adjacent to the coast of the external Territory

but does not include:

- (c) coastal waters of, or waters within the limits of, a State or internal Territory, or
- (d) waters that are excepted waters.

Biomass

Total weight of a stock or a component of a stock.

Biomass limit reference point

The point below which the risk to the stock is regarded as unacceptably high.

Bycatch

Species taken incidentally in a fishery where other species are the target, and which are always discarded.

Byproduct

Any part of the catch that is kept or sold by the fisher but is not the target species.

Demersal

Found on or near the sea floor (c.f. Pelagic).

Discard

Any part of the catch returned to the sea, whether dead or alive.

Effort

A measure of the resources used to harvest a fishery's stocks. The measure of effort appropriate for a fishery depends on the methods used and the management arrangements. Common measures include the number of vessels, the number of hooks set or the number of fishing days.

Electronic monitoring

Electronic monitoring uses sensors and cameras to monitor and record information on fishing activity in a targeted way. Sensor data and video footage is analysed retrospectively to provide information and verify logbooks according to the needs identified for that fishery.

Fisheries Management Act 1991

One of the two main pieces of legislation (along with the *Fisheries Administration Act 1991*) that detail AFMA's responsibilities and powers.

Fishing concession

A Statutory Fishing Right, or a fishing permit, or a foreign fishing boat licence granted under the provisions of the *Fisheries Management Act 1991*.

Fishing permit

A type of fishing concession granted under Section 32 of the *Fisheries Management Act 1991* to a person, authorising the use of a specified Australian boat by that person, or a person acting on that person's behalf, for fishing in a specified area of the Australian Fishing Zone or a specified fishery for specified species, using specified equipment.

Fishing season

The period during which a fishery can be accessed by fishers.

Gillnet

Type of passive fishing gear consisting of panels of net held vertically in the water column, in contact with the seabed, such that fish attempting to swim through the net are entangled. The mesh size of the net determines the size range of fish caught, as smaller fish can swim through the meshes and larger fish are not enmeshed.

GoFish

GoFish is AFMA's online business facility for fishers to submit their applications, view their record of fishing concessions as held by us, keep their contact details up to date, view quota and catch information, receive messages from AFMA and monitor progress of applications lodged with AFMA.

Harvest strategy

Strategy outlining how the catch in a fishery will be adjusted from year to year depending on the size of stock, the economic or social conditions of the fishery, conditions of other interdependent stocks or species, and uncertainty of biological knowledge. Well-managed fisheries have an unambiguous (explicit and quantitative) harvest strategy that is robust to the unpredictable biological fluctuations to which the stock may be subject.

Incidental catch

Any part of the catch that is not the target species, including bycatch and by-product.

Individual transferable quotas

Individual portions of a total allowable catch – units of quota – that allow the holder to catch that portion of the total allowable catch each season. The weight value of the individual transferable quotas changes in proportion to changes in the total allowable catch set for a species each season. Individual transferable quotas are fully tradeable and can be sold or leased to other fishers.

Key commercial species

A species that is, or has been, specifically targeted and is, or has been, a significant component of a fishery.

Logbook

Official record of catch-and-effort data completed by fishers. In many fisheries, a licence condition makes the return of logbooks mandatory.

Longline

Fishing gear in which short lines (branch lines or droppers) carrying hooks are attached to a longer main line at regular intervals. Pelagic longlines are suspended horizontally at a predetermined depth with the help of surface floats. The main lines can be as long as 100 kilometres and have several thousand hooks. Droppers on demersal longlines (set at the seabed with weights) are usually more closely spaced.

Maximum economic yield

The sustainable catch or effort level for a commercial fishery that allows net economic returns to be maximised. Note that for most practical discount rates and fishing costs maximum economic yield will imply that the equilibrium stock of fish is larger than that associated with maximum sustainable yield. In this sense maximum economic yield is more environmentally conservative than maximum sustainable yield and should in principle help protect the fishery from unfavourable environmental impacts that may diminish the fish population.

Maximum sustainable yield

The maximum average annual catch that can be removed from a stock over an indefinite period under prevailing environmental conditions.

Memorandum of Understanding (MOU) box

The area of the Australian Fishing Zone where traditional fishing by Indonesian nationals is permitted.

Nautical mile

A unit of distance derived from the angular measurement of one minute of arc of latitude but standardised by international agreement as 1,852 metres.

Net economic returns

A fishery net economic returns over a particular period are equal to fishing revenue less fishing costs.

Non-target species

Species that are unintentionally taken by a fisher or not routinely assessed for fisheries management. See also Bycatch.

Offshore Constitutional Settlement

An agreement between one or more states and the Australian Government giving individual or joint jurisdiction for a particular fishery that is in both coastal waters and the Australian Fishing Zone. When no Offshore Constitutional Settlement agreement has been reached, the fishery remains under the jurisdiction of the state out to three nautical miles, and of the Australian Government from three nautical miles to 200 nautical miles.

Output controls

Restrictions imposed on the quantity of fish that can be taken from a fishery within a specified period of time. This can be by either a competitive total allowable catch or a total allowable catch allocated to participants as individual transferable quotas.

Overfished

A fish stock with a biomass below the biomass limit reference point. 'Not overfished' implies that the stock is not below the threshold and is now used in place of the status classification of 'fully fished' or 'underfished'.

Overfishing

A fish stock that is subject to fishing mortality that exceeds the fishing mortality reference point.

Pelagic fish

Inhabiting surface waters rather than the sea floor; usually applied to free swimming species such as tunas and sharks.

Precautionary principle

A principle asserting that a degree of scientific uncertainty should not be used as a reason for postponing measures to prevent environmental degradation in situations where there are threats of serious or irreversible environmental damage.

Quota

Amount of catch allocated to a fishery as a whole (total allowable catch) or to an individual fisher or company (individual transferable quota).

Quota management

A method of management based on output controls that allocates the total allowable catch among eligible operators as shares in the annual total allowable catch.

Reference point

An indicator of the level of fishing (or stock size), used as a benchmark for interpreting the results of an assessment.

Statutory Fishing Rights

Rights granted under Section 21 of the *Fisheries Management Act 1991*. The nature of Statutory Fishing Rights in a fishery is detailed in the plan of management that creates those rights. A Statutory Fishing Right may be a right to use a boat, a unit of fishing gear or a quantity of catch, or other rights as identified in the management plan.

Species

Members of a species of fish that can breed with one another and produce fertile (capable of reproducing) offspring. In this way, a species maintains its 'separateness' from other species; for example, the Yellowfin Tuna and Bigeye Tuna are two distinct tuna species whereas the general term 'tuna' includes all tuna species.

Stock

A functionally discrete population of a species that is largely distinct from other populations of the same species. Such a population may be regarded as a separate entity for management or assessment purposes. Some species form a single stock (e.g., Southern Bluefin Tuna) while others form several stocks (e.g., Albacore Tuna in the Pacific Ocean are divided up into separate Northern Pacific and Southern Pacific stocks).

Targeting

Fishing selectively for particular species or sizes of fish.

Target species

The species being actively sought by fishers.

Torres Strait Protected Zone Joint Authority

An authority comprising the Commonwealth Minister for Agriculture, Fisheries and Forestry, the Queensland Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities and the Chair of the Torres Strait Regional Authority. The authority is responsible for monitoring the condition of the jointly managed fisheries in the Torres Strait and the formulation of policies and plans for their management.

Total allowable catch

The amount of fish of a particular species that can be taken from a fishery in a prescribed period. Total allowable catches are set for fish species managed either through individual transferable quotas or through competitive total allowable catches.

Uncertain

Status of a fish stock for which there is inadequate or inappropriate information to make a reliable assessment.

Undercatch and overcatch

Undercatch and overcatch provide for 'carry over' or 'carry under' of an amount of end of season quota between fishing seasons thereby allowing fishers the flexibility to catch a certain amount of fish over or under their quota, and debit or credit this to or from the following season's quota.

Vessel monitoring system

Electronic device that transmits the identity and location of a vessel.

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