



Annual Report 2022–23

Purpose of the report

This annual report details the financial and non-financial performance of the Wet Tropics Management Authority (the Authority) from 1 July 2022 to 30 June 2023. It describes the achievements, performance, outlook and financial position of the Authority, and satisfies the requirements of the *Financial Accountability Act 2009*, *Financial and Performance Management Standard 2009*, the detailed requirements set out in the annual report requirements for Queensland Government agencies, Queensland's *Wet Tropics World Heritage Protection and Management Act 1993* and the Commonwealth's *Wet Tropics of Queensland World Heritage Area Conservation Act 1994*.

Feedback

The annual report is an important document representing communication and accountability. The Authority values comments and welcomes feedback from readers.

Public availability

This publication can be accessed and downloaded from www.wettropics.gov.au/annual-reports. Alternatively, hard copies of this publication can be obtained by emailing wettropics@wtma.qld.gov.au.

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Further information

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The Wet Tropics Management Authority acknowledges the spirit of Country of the Wet Tropics and recognises Rainforest Aboriginal Peoples as carrying custodial responsibility. We pay our respects to their ancestors and traditions.

30 September 2023

The Hon Leanne Linard MP
Minister for the Environment and the Great Barrier Reef,
Minister for Science and Minister for Multicultural Affairs
Locked Bag 3405
Brisbane QLD 4001

Dear Minister

I am pleased to submit for presentation to the Parliament the Annual Report 2022–23 and financial statements for the Wet Tropics Management Authority.

I certify this annual report complies with:

- the prescribed requirements of the *Financial Accountability Act 2009* and the *Financial and Performance Management Standard 2019*, and
- the *Wet Tropics World Heritage Protection and Management Act 1993* (Qld), and
- the *Wet Tropics of Queensland World Heritage Area Conservation Act 1994* (Cwlth), and
- the detailed requirements set out in the annual report requirements for Queensland Government agencies.

A checklist outlining the annual reporting requirements is provided at page 34 of this annual report.

Yours faithfully



Ms Christine Grant
Chair, Wet Tropics Management Authority Board



30 September 2023

The Hon Tanya Plibersek MP
Minister for the Environment and Water
PO Box 6022
House of Representatives
Parliament House
Canberra ACT 2600

Dear Minister

I am pleased to present the Annual Report 2022–23 for the Wet Tropics Management Authority.

Under the *Wet Tropics of Queensland World Heritage Area Conservation Act 1994* (Cth) section 10 (1), ‘annual report’ means a report given to the Australian Government under section 63 of the *Wet Tropics World Heritage Protection and Management Act 1993* (Qld).

Section 10 (2) requires you, as the Minister, to cause a copy of the annual report to be laid before each House of Parliament within 15 sitting days after the report is given to the Australian Government.

In submitting this report to you today, the Authority is fulfilling its responsibilities under Australian Government legislation.

Yours faithfully

A handwritten signature in black ink that reads 'Christine T. Grant' with a stylized flourish at the end.

Ms Christine Grant
Chair, Wet Tropics Management Authority Board

Message from the Chair

The Wet Tropics of Queensland World Heritage Area (the Area) is globally significant for its outstanding natural values. It protects some of the oldest continuously surviving tropical rainforests on Earth and is home to one of the world's oldest living and evolving cultures. Rainforest Aboriginal Peoples have been sustainably managing this Country for thousands of years. However, the Area is facing serious and increasing threats including climate change, invasive species, and increasingly severe weather events. This annual report details the efforts, over 2022–23, of the Wet Tropics Management Authority (the Authority) including the Board of Directors (the Board), in close collaboration with Rainforest Aboriginal Peoples as well as a range of government agencies, land managers, research organisations, community groups, and the tourism, agriculture and conservation sectors, to meet its obligations to protect, conserve, present, rehabilitate and transmit the Area to future generations.

It is exciting to report that our Board is once again at full capacity with six voting directors, following the appointment of Mr William Enoch-Tranby. A Djabugay and Yidinji man, Mr Enoch-Tranby brings with him a wealth of experience working within the tourism industry promoting the Wet Tropics nationally and internationally. Significantly, Mr Enoch-Tranby's appointment means representation of Rainforest Aboriginal Peoples on the Board has risen to 50%—a notable milestone. Our return to a full Board comes at a fortuitous time as we begin planning for the next 5-year business strategy. Under the framework of our 10-year strategic plan, the Board will consider and fine-tune our path forward to remain adaptive to emerging threats, opportunities, and trends in the Area.

The Authority acknowledges the importance of Rainforest Aboriginal Peoples' involvement in managing the Wet Tropics and its World Heritage values. This year, the Board developed a position statement supporting a First Nations Voice to Parliament while across the Authority we continued to strengthen engagement and collaboration with Rainforest Aboriginal Peoples. One initiative is our Bama Country and Culture Project—this online educational tool will bring the voices of Rainforest Aboriginal groups to the forefront to share information and enhance awareness of Rainforest Aboriginal cultures and ongoing connections with the Area. A key aim is to raise awareness of the National Heritage-listed Indigenous cultural values of the Area by making engaging information available to tourism operators to share with visitors in a culturally appropriate way.

The Authority partnered with Terrain NRM to develop a framework for an Indigenous Advisory Committee to ensure the views, interests and aspirations of Rainforest Aboriginal Peoples are included in the delivery of strategic plans and programs of both organisations. A call for expressions of interest for membership began in May.

Significant in-roads towards eradicating yellow crazy ants from the Area and surrounds were made, with the ants officially declared eradicated from two more sites. The Authority continues to reduce the impact of this highly invasive species in the Wet Tropics and our goal of eradication remains on track. Through generous support by the Australian and Queensland governments, the Authority's Yellow Crazy Ant Eradication Program continues to demonstrate the power of partnerships in collective effort and measurable impact.

The Wet Tropics tourism industry—foundational to the region’s economy with a crucial role in elevating the protection and presentation of the Area—continues to recover post-COVID. We are supporting this through the implementation of our Wet Tropics Sustainable Tourism Plan 2021–2031. A key action that has progressed significantly is our tour guide training and development program—the Wet Tropics World Heritage Guides. Through significant innovative engagement and collaboration with partners and the industry, a brand strategy has been developed and the online learning platform build is well underway.

This year marked an exciting time for forest restoration in the Wet Tropics, with the formation of the Wet Tropics Restoration Alliance (the Alliance). As a collaborative network of partners, the Alliance was developed to build the ecological, social and financial resilience of communities and prevent the loss of biodiversity and ecosystem services. The Alliance aims to protect, connect and restore critical ecosystems across the region, to reverse biodiversity loss and to find nature-positive solutions to a warming climate.

In addition to these exciting initiatives, the Authority continued to perform statutory core functions under the *Wet Tropics World Heritage Protection and Management Act 1993* (the Queensland Act) to ensure appropriate use of the Area is balanced with protection of World Heritage values. Importantly, we worked with Queensland Parliament to amend the Queensland Act to prohibit mining activities within the World Heritage Area, and released a Board position statement regarding wind farm development adjacent to the Wet Tropics World Heritage Area.

A handwritten signature in black ink that reads "Christine T. Grant." The signature is written in a cursive style with a large, looped flourish at the end of the name.

Ms Christine Grant

Chair, Wet Tropics Management Authority Board

About the Wet Tropics

The Wet Tropics of Queensland World Heritage Area

World Heritage listing of a site is recognition by the international community that the place is such an outstanding example of the world's natural and/or cultural heritage that its conservation is of value to all people. The World Heritage List is comprised of 1,157 properties that the World Heritage Committee considers have Outstanding Universal Value—including 20 Australian properties.

The Wet Tropics of Queensland World Heritage Area (the Area) was inscribed on the World Heritage List in 1988 for its natural values, meeting all four natural criteria for World Heritage listing and fulfilling the necessary conditions of integrity¹. The Area was then also added to Australia's National Heritage List in 2007 for its natural values.

The Area is a rich, living cultural landscape for Rainforest Aboriginal Peoples, who have lived continuously in the rainforest environment for many thousands of years. It is the only Australian site where Aboriginal Peoples have permanently inhabited a tropical rainforest environment. While the World Heritage listing does not include its Indigenous cultural values², the National Heritage listing was expanded in 2012 to incorporate them.

The challenge

Threats to our globally significant Wet Tropics forests are increasing every year. Climate change impacts, such as higher extreme temperatures are driving species towards extinction even faster than previous modelling had suggested. Endangered mountain top possums, such as the Lemuroid ringtail possum, are particularly threatened by increased temperatures, as are a number of birds, frogs and reptiles that live at higher elevations. Increasingly severe and unpredictable weather events such as cyclones are becoming an existential threat to the integrity of the Area. Fires are an emerging threat to rainforest communities not previously subject to, nor adapted to, such events. Invasive pests such as pigs, plant diseases and yellow crazy ants exacerbate the impacts of these threats, and those created by the historical fragmentation of once extensive forests.

The time to take action on critical threats to the Outstanding Universal Value³ of the Wet Tropics is now.

With increasing international attention on the management of World Heritage areas, the Authority continues to demonstrate leadership and proficiency in delivering on conservation and engagement programs, and on meeting international obligations.

¹ <http://whc.unesco.org/en/list/486>

² <https://www.dcceew.gov.au/parks-heritage/heritage/places/world/wet-tropics>

³ Outstanding Universal Value means cultural and/or natural significance which is so exceptional as to transcend national boundaries and to be of common importance for present and future generations of all humanity. As such, the permanent protection of this heritage is of the highest importance to the international community as a whole. (UNESCO, *Operational Guidelines for the Implementation of the World Heritage Convention*)

However, the risks to the long-term integrity of the Area are outpacing management actions, despite the considerable work undertaken by the Authority and its many partners—including Rainforest Aboriginal Peoples, a range of government agencies, land managers, research organisations, community groups, and the tourism, agriculture and conservation sectors. It is worth noting that the 2014 and 2020 IUCN Outlook Reports rated the Area as ‘Significant Concern’. Alarming, the ‘Significant Concern’ rating is just one step away from a ‘Critical’ rating (the Great Barrier Reef World Heritage Area is now listed as ‘Critical’).

Without appropriate levels of investment, the natural and cultural significance and values of the Area are under real threat.

These World Heritage values of the Area underpin vast social and economic benefits to the Wet Tropics community, attracting visitors and supporting many local industries.

A commitment to increased resources would enable the Authority to realise its potential for world-class management and presentation of this globally significant place. This includes implementing additional on-ground actions to protect endangered species and habitats, effectively manage invasive species in critical habitat areas such as mountain tops, and protect forested catchments critical to water quality in the Great Barrier Reef World Heritage Area in the coastal zone.

Relevant legislation

The Wet Tropics of Queensland World Heritage Area is managed under the *Wet Tropics World Heritage Protection and Management Act 1993* (the Queensland Act) and the *Wet Tropics of Queensland World Heritage Area Conservation Act 1994* (the Commonwealth Act). These Acts implement Australia’s international duty for the protection, conservation, presentation, rehabilitation and transmission of the Area to future generations.

The Queensland Act established the Wet Tropics Management Authority and is the legal basis for the statutory Wet Tropics Management Plan 1998, which regulates land use activities in the Area through a zoning and permit system. The Management Scheme Intergovernmental Agreement for the Wet Tropics of Queensland World Heritage Area is an intergovernmental agreement, originally signed by the Prime Minister of Australia and the Premier of Queensland in 1990. The latest version (agreed in 2012) continues to set out broad structural and funding arrangements for the management of the Area.

Our organisation

Who we are

The Wet Tropics Management Authority (the Authority) was established to ensure Australia's obligation under the World Heritage Convention is met, in relation to the Wet Tropics of Queensland World Heritage Area (the Area).

The Authority is a body corporate, with statutory powers defined under the *Wet Tropics World Heritage Protection and Management Act 1993* (the Queensland Act). The Authority's functions are fully defined under section 10 of the Queensland Act, but include to:

- develop and implement policies, plans and programs for management of the Area
- formulate performance indicators for the implementation of approved policies and programs
- advise, make recommendations and report to the relevant ministers on the state of the Area
- facilitate and enter into cooperative management agreements
- rehabilitate and restore the Area
- gather, research, analyse and disseminate information on the Area
- develop public and community education programs
- promote the Area locally, nationally and internationally
- monitor the state of the Area.

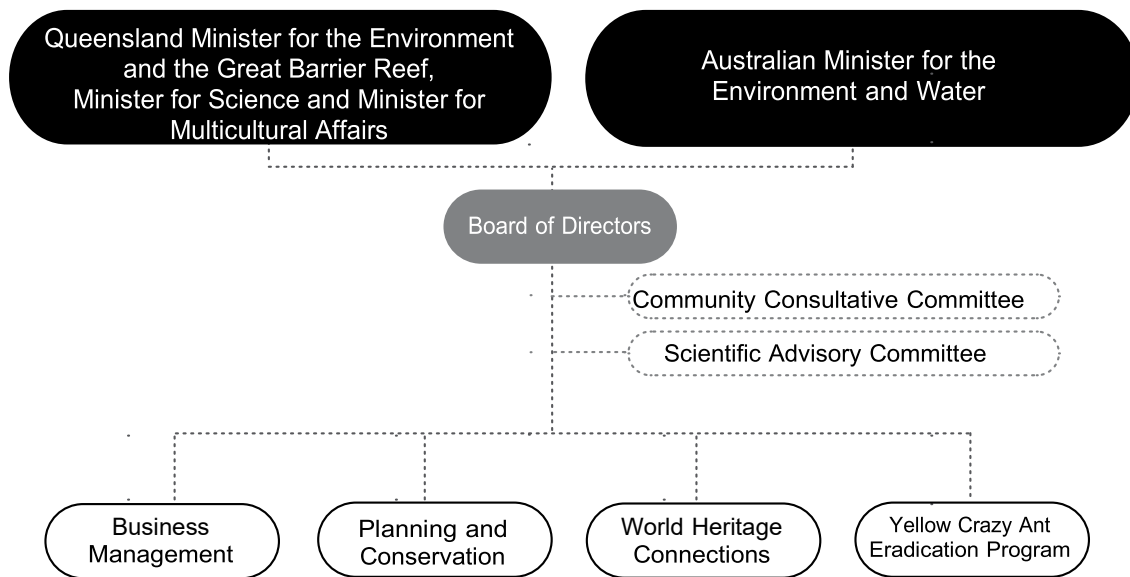
The Authority performs its functions in a way that protects the Area's natural heritage values and is consistent with the World Heritage Convention and relevant legislation.

Our structure

As a body corporate operating under the requirements of both Australian and Queensland legislation, the Authority's structure enshrines its engagement with the Queensland and Australian governments and a range of industry and community stakeholders throughout the Wet Tropics region.

The Authority operates as an administrative unit within the Queensland Government's Department of Environment and Science (DES) and is subject to Queensland public sector legislation, regulations, standards and guidelines governing administrative functions and arrangements. The Director-General of DES is the accountable officer for the Authority under the Financial and Performance Management Standard 2019. The Authority is responsible to the Director-General regarding compliance with Queensland Government administrative and financial standards.

Wet Tropics Management Authority reporting structure



Relevant ministers

The Management Scheme Intergovernmental Agreement for the Wet Tropics of Queensland World Heritage Area and the Queensland Act recognise that both the Australian Government and Queensland Government have joint interests in and responsibilities for the Area. The Authority's Board of Directors reports to two ministers:

- The Hon Leanne Linard MP, Queensland Minister for the Environment and the Great Barrier Reef, Minister for Science, and Minister for Multicultural Affairs
- The Hon Tanya Plibersek MP, Australian Minister for the Environment and Water.

Board of Directors

The Authority's Board of Directors (the Board) is established under the Queensland Act. The Board's key function is to implement programs to meet Australia's international obligation for the Area under the World Heritage Convention.

The Board consists of seven directors, six of whom are voting members and serve in a part-time capacity. The Authority's Executive Director is the seventh and non-voting director.

The Australian Government and the Queensland Government nominate two directors each—Commonwealth legislation requires that at least one Australian Government nominee is an Aboriginal person. The relevant ministers also jointly nominate a Chair and an Aboriginal director.

This year the process to appoint a male Aboriginal director was finalised in May 2023, with Mr William Enoch-Tranby being appointed. The appointment of this director is upon the nomination of the Australian Minister, and with this appointment the Board is returned to full membership.

Details on the operations of the Board and their achievements in 2022–23 are at Attachment 1 (see page 32).

Statutory committees

The Authority has two statutory advisory committees appointed by the Board under section 40 (1) of the Queensland Act—the Community Consultative Committee and the Scientific Advisory Committee. These committees meet prior to Board meetings and advise the Board on programs and research for the management of the Area. Each committee is chaired by one of the Board’s directors, providing a direct line of communication between the committees and the Board. Recruitment for the next term for both committees (2023–2026) was conducted during this reporting period and was successfully concluded with the new committee inductions held on 31 May 2023.

Our contribution to government objectives

The vision of the Authority is: ‘to protect the values of the Wet Tropics through collaboration, culture, knowledge and passion’.

Consistent with its legislative roles and functions, the Authority endeavours to ensure that its service delivery initiatives contribute to Australian and Queensland government objectives for the Wet Tropics community.

The Authority’s direction and service delivery contribute to the Queensland Government’s objectives for the community by:

- supporting good, secure jobs in the tourism, Indigenous and natural resource management sectors
- investing in skills by refreshing our tour guide training program and partnering with universities
- protecting our environment, safeguarding this world-recognised natural landscape for future generations
- growing our region by attracting investment in science, education, nature-based and Indigenous tourism
- honouring and embracing our rich cultural history through partnerships and opportunities for Rainforest Aboriginal Peoples.

Reporting

As required under section 63 (1) of the Queensland Act and section 10 of the *Wet Tropics of Queensland World Heritage Area Conservation Act 1994* (the Commonwealth Act), each year the Authority prepares an annual report (this report) which includes the financial statements and administration of the Acts. The Authority also prepares a yearly State of Wet Tropics report.

Our performance

This annual report outlines the Wet Tropics Management Authority's (the Authority) progress against the Wet Tropics Strategic Plan 2020–2030 (the Strategic Plan). The Strategic Plan details how the Authority will work with partners and the community to effectively manage and protect the World Heritage values of the Wet Tropics of Queensland World Heritage Area and ensure cooperative management with Rainforest Aboriginal Peoples.

Five high-level strategies of the Authority are identified in the Strategic Plan, and the Authority's achievements in 2022–23 are detailed in accordance with these:

- Strategy 1—Climate change and other threats (see page 8)
- Strategy 2—Support Rainforest Aboriginal Peoples (see page 10)
- Strategy 3—Involve the community (see page 12)
- Strategy 4—World-class tourism and recreation (see page 14)
- Strategy 5—Minimise impacts (see page 17)

To ensure financial and business planning appropriately supports and enhances the achievement of strategic goals, the Authority's commitment to excellence in corporate governance and management is also reported against:

- High quality executive, partnership and governance work to ensure the Authority remains an accountable and capable organisation (see page 19).

The 2022–23 financial year was the final year of the previous 5-year business planning cycle and funding agreement between the Australian and Queensland governments. The Federal budget included funding for World Heritage properties for the next five years, albeit without CPI adjustments. The Australian and Queensland governments have yet to enter into a formal arrangement for this funding, however, it is expected that a new 5-year business plan and reporting framework will be produced during the 2023–24 financial year. The Authority has been fortunate to be able to supplement the budget provided by the Australian and Queensland governments with various grant and project funding, to deliver on strategic actions and obligation, however this funding is not guaranteed. Increasingly, base funding is allocated to staffing and other fixed costs as these increase year on year. The Authority will continue to seek additional funds to allow for the full implementation of the Strategic Plan and 5-year business plan, and to take additional actions required to address emerging threats.

Strategy 1—Climate change and other threats: respond to the impacts of climate change and priority cross-tenure threats to the Area

Evidence has shown an accelerating decline in the unique rainforest biodiversity of the Wet Tropics of Queensland World Heritage Area (the Area) because of climate change. Based on long-term monitoring, the abundance and range of upland endemic plants and animals of the Area is declining with the distribution of a number of upland rainforest species already reduced.

The impacts of a changing climate on the Area are compounded by other existing and emerging threats. These include invasive species, inappropriate or unplanned fire, and fragmentation of habitat adjacent to the Area through inappropriate planning and development. The scale required to deliver truly adaptive management across the Area is huge. Given natural systems are constrained in their ability to rapidly adapt to changes in climate, dual approaches of limiting emissions as well as proactive, regionally-inclusive adaptive actions are essential.

Over the 2022–23 reporting period, the Wet Tropics Management Authority (the Authority) worked in partnership with many Wet Tropics stakeholders and communities to coordinate and align resources that supported adaptive management of the Area. Some key outcomes included:

- Improved research and monitoring for adaptive management
 - Collaboration with Queensland Parks and Wildlife Service and Partnerships (QPWS&P) and James Cook University (JCU) on a long-term key monitoring program that provides critical data on the threat of climate change to rainforest possum species and supports appropriate adaptive management responses.
 - Dispersed \$10,000 in Climate Action Grants (through a competitive process) to JCU to monitor the Wet Tropics most threatened upland frog species.
 - Continued collaboration with the Australian Tropical Herbarium and partners on the Tropical Mountain Plant Science Project, including novel research on seed banking strategies, genetic diversity and plant tolerance of extreme climates.
 - Development of proposals for priority work for the National Environment and Science Program (NESP) with regional research institutions, Terrain NRM, QPWS&P and Rainforest Aboriginal groups.
 - Assisted the Australian Tropical Herbarium with *Phytophthora cinnamomi* monitoring at established long-term plots in Mount Lewis National Park to gain insights on forest recovery post-dieback and long-term impacts on forest structure.
- Progressed work to eradicate yellow crazy ants from the Area
 - Two site eradications were made, bringing the total area of eradication to 90ha across six sites.
 - Surveys were conducted over 233 days, covering 3,385.2ha comprising of a total of 1.04 million survey points.
 - Seven sites transitioned from broadscale treatment to surveys and spot treatment, increasing the area under transition to 1,719.3ha, or 70% of the total area under management.
 - The overall area under management increased from 2,244.8ha to 2,472.8ha due to the detection of three new infestations (two of which extended into the Area, bringing infestation inside the Area to 221.4ha).
 - Secured an additional 4-year, \$24 million commitment from the Australian and Queensland governments to continue the work to eradicate yellow crazy ants from the Area.
 - The odour-detection dog teams (four dogs and two handlers) surveyed 113ha including 163 residential properties.
 - Built public awareness and capacity of the varied stakeholder base through targeted advertising (such as the monthly Canegrowers magazine), toolbox talks with industry (nine delivered), and workshops with Indigenous Ranger groups (nine completed as part of a pilot program).

- Collaborated with other ant management programs including those run by Biosecurity Queensland, Townsville City Council, Whitsunday Regional Council, Brisbane City Council and the City of Gold Coast.
- Improved coordination and planning for threatened species management and recovery in the Wet Tropics
 - Led the coordination of the new Cassowary Recovery Plan 2023–2033.
 - Worked with species recovery teams (including spectacled flying-fox, northern bettong, mahogany glider, and southern cassowary teams), the Magnificent Broodfrog Action Group, and Littoral Rainforest Threatened Ecological Community Recovery Team.
 - Contributed to a two-day Northern Bettong Recovery Team workshop at Mount Zero-Taravale Sanctuary, hosted by the Australian Wildlife Conservancy.
 - Participated in the Far North Queensland Threatened Species Symposium, including a keynote address from our Board Chair.
- Increased restoration and rehabilitation in the Wet Tropics bioregion
 - Launched the Wet Tropics Restoration Alliance (the Alliance)—with support from over 25 regional organisations, including core partners Terrain NRM and JCU— to scale up restoration work in priority climate refugia across Wet Tropics.
 - The Authority facilitated a field day with Jabalbina Yalanji Aboriginal Corporation and key stakeholders to guide current and future investment in restoration and carbon sequestration projects in the Daintree lowlands.
 - Commenced work with Jabalbina Yalanji Aboriginal Corporation to develop the framework for a place-based restoration plan on Eastern Yalanji traditional lands (to be finalised in 2023).
 - Engaged experts to deliver a carbon assessment for the Wet Tropics bioregion to identify more accurate carbon sequestration measurements.
 - Published the State of the Wet Tropics Report 2021–22 ‘The restoration economy: enhancing climate adaptation through natural capital markets’, which provides an outline of the types of environmental markets available and of their utility to restoration activities.
 - Engaged North Queensland Land Management Services to undertake restoration and rehabilitation works (supporting water quality outcomes) on the southern Atherton Tableland through the Reef Assist Program 2.0 (funded by the Queensland Government for \$969,000).

Strategy 2—Support Rainforest Aboriginal Peoples: promote and incorporate the rights, interests and aspirations of Rainforest Aboriginal Peoples in the management of the Area

The Wet Tropics Management Authority (the Authority) values the critical role of Rainforest Aboriginal Peoples in the management of the Area and recognises that active incorporation and promotion of Rainforest Aboriginal Peoples’ rights, interests and aspirations is essential to successful collaborative management. Supporting Rainforest Aboriginal Peoples’ aspirations for Country is central to the approach taken to meet the Authority’s obligations to protect, conserve, present, rehabilitate and transmit the Wet Tropics World Heritage Area (the Area) for future generations. The Authority actively supports staff and stakeholders to better understand, recognise and embed Rainforest Aboriginal Peoples’ connections, perspectives and management approaches into the delivery of our programs.

Key outcomes delivered by the Authority during 2022–23 included:

- Embedded a rights-based approach with Rainforest Aboriginal Peoples, including alignment with Queensland’s *Human Rights Act 2019*
 - Increased the voice of Rainforest Aboriginal Peoples in the management of the Area through the recruitment of a new Indigenous (male) Board Director, and recruitment of two Indigenous-identified positions in the World Heritage Connections team.
 - In partnership with Terrain NRM, developed the framework for an Indigenous Advisory Committee to ensure the rights, interests and priorities of Rainforest Aboriginal Peoples are included in the delivery of both organisation’s plans, policies and programs at a strategic level.
 - Ensured appropriate engagement with Rainforest Aboriginal Peoples and consideration of World Heritage values and Indigenous cultural values in the QPWS&P Values Based Management Framework working group for Crater Lakes National Park, Wooroonooran National Park and Danbulla National Park and State Forest.
 - Hosted the Rainforest Aboriginal Peoples’ Regional Forum in October 2022, to discuss management priorities for the Area with Rainforest Aboriginal groups and partner agencies.
- Partnered with Rainforest Aboriginal Peoples to support positive wellbeing and livelihood outcomes and key priority projects
 - Secured Reef Assist funding of \$622,000 to extend two contracts (including one with Gunggandji-Mandingalbay Yidinji Aboriginal Corporation that won a 2022 Department of Environment and Science Director-General’s Excellence Award), enabling the continued employment of 10 field officers for six months to undertake conservation and land management activities.
 - Continued the Cultural Landscapes Hub project—now known as the Bama Country and Culture Project—co-developed with Rainforest Aboriginal Peoples via a \$395,000 Australian Heritage Grant, \$80,000 of which was allocated to 2022-23. A steering committee of Rainforest Aboriginal Peoples with expertise in cultural values management and cultural protocols was established and a project plan, engagement plan and budget endorsed. The Authority has engaged with over 15 groups across the region to date and work so far has focused on Indigenous Cultural and Intellectual Property Rights, advice and development of agreements, product development and design, and branding.
 - Provided significant support to Giringun Aboriginal Corporation in the development of a draft Cultural Values Management Plan as members of the steering committee.
 - Continued to work with the Djabugay Nation and the Department of Tourism, Innovation and Sport on benefit agreements relating to the Wangetti walking and mountain biking trail.
- Worked with Rainforest Aboriginal Peoples to manage the Area
 - Developed a proposal and secured funding to support a return to Country planning process for Eastern Kuku Yalanji Peoples to live on Aboriginal freehold land within the Area north of the Daintree River. This planning project will be delivered in collaboration with Jabalbina Yalanji Aboriginal Corporation during 2023–2025.
 - Continued engagement and employment of Gimuy Walubara Yidinji and other First Nations Peoples on Country to eradicate yellow crazy ants from the Area and surrounds.
 - Launched a pilot program to train Indigenous ranger groups to survey for yellow crazy ants— throughout the delivery of nine workshops, 52 rangers were engaged.

Strategy 3—Involve the community: optimise community participation and connection with the Area through innovative interpretation, with a focus on education, volunteering and social inclusion

The Wet Tropics of Queensland World Heritage Area (the Area) stretches over 450km along the coast of North Queensland and encompasses over 890,000 hectares of mostly tropical rainforest. With a range of tenures and diverse neighbours, the Wet Tropics Management Authority (the Authority) must collaborate and partner with Rainforest Aboriginal Peoples, landholders, land management agencies, the private sector, conservation groups, volunteers and the wider community to ensure management is consistent with the objectives for the Area. The Authority recognises the valuable role these groups play in managing the Area. In delivering on this strategy, the Authority's achievements included:

- Community engagement at key events
 - Participated in NAIDOC in the Park in July 2022 celebrating Rainforest Aboriginal culture.
 - Attended Carnival on Collins in September 2022—an annual street party celebrating life in the tropics that attracts over 25,000 people—and, together with the Yellow Crazy Ant Community Taskforce, delivered strong messaging around yellow crazy ant identification and eradication.
 - Delivered the 19th Cassowary Awards in October 2022, celebrating 30 nominees across nine award categories with more than 160 enthusiastic attendees. This is the only awards program in Australia to recognise community contributions to World Heritage management.
 - Hosted the Rainforest Aboriginal Peoples' Regional Forum in October 2022, which brought together 50 Rainforest Aboriginal Peoples and 15 representatives from government and partner organisations to discuss management of the natural and cultural values of the Area. Presenters included: Jabalbina Yalanji Aboriginal Corporation, Dawul Wuru Aboriginal Corporation, Gunggandji-Mandingalbay Yidinji Peoples Prescribed Body Corporate, Firesticks Alliance, Mungalla Station, and Jumbun Limited.
 - Worked with Riversleigh World Heritage Area to deliver a special lecture by Prof. Michael Archer at James Cook University sharing the insights of Riversleigh's fossils into the future of the Wet Tropics in November 2022.
 - Proud silver sponsors of the Far North Queensland Threatened Species Symposium held in Cairns in March 2023—Senior Project Officer Terry Carmichael spoke to the 200+ attendees about the challenges and opportunities for the Cassowary Recovery Team and Board Chair Chrissy Grant gave a keynote address.
 - Promoted National Reconciliation Week in May/June 2023 at the Authority's office with two events. Staff from Queensland Parks and Wildlife Service and Partnerships, Tourism and Events Queensland, Tourism Tropical North Queensland, Advance Cairns, the State Development Office and Ports North joined Authority staff for a Walk for Reconciliation. The Authority also hosted a BBQ lunch with presentations by special guests—Ray Rosendale spoke about the Queensland Government's Interim Truth and Treaty Body, and Daniel Rosendale presented information about the Voice to Parliament referendum.

- Partnered with Cairns Regional Council for Ecofiesta in June 2023— Queensland’s premier sustainability festival, with around 20,000 attendees. A free giveaway of local plant species featured yellow crazy ant messaging, and the Yellow Crazy Ant Community Taskforce and Abiculture joined the Authority in raising awareness of the Area and its natural and cultural values.
- Promoted awareness of the threat of yellow crazy ants and the Authority’s work to eradicate them at a variety of community events: Rotary Field Days (Mareeba), Cairns Canine Carnival, Million Paws Walk (Brinsmead), Festival of the Knob (Yorkeys Knob), Queensland Biosecurity Partners Forum (online event), Tinaroo Falls Dam Open Day and Cairns Botanical Gardens plant sales.
- Developed a range of products to promote the Area
 - Regular media releases on a range of issues relating to the Area and its values, resulting in coverage from TV, radio, print and online media outlets which included interviews with Authority representatives.
 - A range of e-newsletters (including for the Restoration Program and the Yellow Crazy Ant Eradication Program) to 1000+ subscribers, the Rainforest Aboriginal News, four Board communiques, the Yellow Crazy Ant Eradication Program’s annual report card, Reef Assist communiques, and news items posted on our website.
 - An educational display board series about yellow crazy ants, developed for shopping centre stalls, toolbox talks and presentations at schools and universities.
 - Consistent social media presence with 13,000+ followers across Facebook, Instagram, LinkedIn and Twitter.
- Supported collaborative governance for the Area
 - Establishment of the Wet Tropics Restoration Alliance including an interim steering committee involving key partner agencies James Cook University, Terrain NRM and restoration practitioners from across the Wet Tropics bioregion.
 - Partnered with Terrain NRM to develop a framework for an Indigenous Advisory Committee, including terms of reference. Expressions of interest for this skill-based, non-statutory committee began in May 2023.
 - The Chair of the Authority’s Board conducted a half-day forum session for Indigenous Peoples across all Australian World Heritage properties at the Australian World Heritage Forum 2022 held in Canberra in November 2022. The Australian World Heritage Forum 2022 was hosted by the Department of Climate Change, Energy, the Environment and Water.
- Meaningfully engaged the community through statutory committees
 - The Community Consultative Committee (CCC) met four times to provide advice on community aspirations and interests in the management of the Area. Achievements included:
 - helped inform a position statement on wind farm development adjacent to the Area.
 - prepared draft ethical funding guidelines for the Authority to seek and accept external funds.
 - provided advice on restoration initiatives, the State of Wet Tropics Report and the Wet Tropics Restoration Alliance.
 - ensured feedback from Rainforest Aboriginal Peoples is included in all advice from the CCC.

- The Scientific Advisory Committee (SAC) met three times during the reporting period to provide expert scientific advice to the Board. Achievements included:
 - hosted a National Environment and Science Program priority research workshop involving SAC members, and several high-profile subject matter experts.
 - workshopped options for progressing a nomination for upland forests of the Wet Tropics to be listed as an endangered ecological community.
- Recruitment for the next term for both committees (2023–2026) was conducted during this reporting period and was successfully concluded with inductions of the new committees held on 31 May 2023.
- Embedded messaging with a particular focus on climate change and respect for Country
 - Delivered key messaging on landscape restoration, the Yellow Crazy Ant Eradication Program and collaborative partnerships with Rainforest Aboriginal Peoples through relevant social media and communication collateral.
 - The keynote address delivered by the Board Chair at the North Queensland Threatened Species Symposium highlighted the importance of Rainforest Aboriginal Peoples' participation in threatened species management.
- Increased engagement and participation of youth in the protection and management of the Area
 - Published a discussion paper 'Green Shoots: creating opportunities for young people in nature-based programs across the Wet Tropics', that was submitted to the then Queensland Minister for the Environment and the Great Barrier Reef, Minister for Science, and Minister for Youth Affairs to consider as part of the state's youth engagement strategy review.
 - Continued support for the Global Gifted Green program which aims to increase primary school students' skills and competencies using the UN Global Goals for Sustainable Development as the framework.
 - Presented at the Australian World Heritage Forum in Canberra in November 2022 about youth engagement and the Wet Tropics World Heritage Guides.
 - Partnered with Parramatta State School to design and deliver an Australian curriculum-aligned Science, Technology, Engineering and Maths (STEM) package based on yellow crazy ants.

Strategy 4—World-class tourism and recreation: enhance World Heritage presentation and support opportunities for natural and cultural tourism and recreation

Tourism and recreation bring significant environmental, social, cultural and economic benefits to the Wet Tropics community. The Tropical North Queensland (TNQ) region demonstrated a strong post-COVID recovery for the year ending March 2023, as 2.5 million domestic visitors continued to fill lost international market share. Overnight visitor expenditure across TNQ rose to \$4.3 billion (up 44.4% over the year), well above pre-COVID figures (up 71.5% for the same period). This was driven by growth in both visitation (up 20.7% over the year) and spend per visitor (up 19.6% to \$1,723)⁴. Despite this, the industry is still in recovery mode and many in the industry are still facing significant challenges.

⁴ <https://teq.queensland.com/content/dam/teq/corporate/corporate-searchable-assets/industry/research/other-research/Domestic%20Tourism%20Snapshot%20-%20Mar%202023%20v2.pdf>

The Wet Tropics of Queensland World Heritage Area (the Area) is an essential visitation driver for the region. The Wet Tropics Management Authority (the Authority) plays a central role in ensuring that the presentation and transmission of the outstanding natural and cultural values are sustainable, appropriate and well-managed for the benefit of our communities, fragile environments and the visitor experience.

The Wet Tropics Sustainable Tourism Plan 2021–2031 provides direction for a collaborative approach to turn visitors into advocates, protect and conserve the natural and cultural assets, and create a sustainable and resilient future with a vibrant visitor economy. Key achievements to support these aspirations included:

- Supported a unified effort to enhance presentation of the Wet Tropics and build awareness of its World Heritage status, unique regions and values
 - Commenced the development of a Wet Tropics visual identify style guide (VISG) including production of the first two identity columns to be installed at key Wet Tropics national parks, as part of a Queensland-wide World Heritage VISG to create consistency and connection with the World Heritage brand.
 - Provided resources on the Area to Tourism Tropical North Queensland (TTNQ) to support a delegation visit to Japan and livestream event with Tourism and Events Queensland's (TEQ) China office and Chinese travel trade.
 - Participated in the Department of Environment and Science's (DES) David Fleay Wildlife Park Master Planning working group and supported the concept planning to showcase the Area as part of a focus on Queensland's five World Heritage sites.
 - Advocated to Queensland Parks and Wildlife Service and Partnerships (QPWS&P) for a range of infrastructure upgrades that have secured funding for planning works, and will continue to collaborate with QPWS&P throughout the planning process.
 - Contributed to TEQ's refreshed Wet Tropics Toolkit (launched March 2023), supported by three educational and promotional videos that describe the unique regions and outstanding values of the Wet Tropics.
 - Built awareness of the Area's values by participating in and presenting to internal working group monthly meetings (World Heritage Presentation group and DES Community of Practice), the Riversleigh World Heritage Advisory Committee, and the Mareeba and Kuranda visitor centre staff.
- Implemented priority actions of the Wet Tropics Sustainable Tourism Plan 2021–2031 in collaboration with partners
 - In partnership with DES and TEQ, significantly progressed development of the new Wet Tropics World Heritage Guides (WTWHG), evolving the former Wet Tropics Tour Guide Program:
 - Contracted interpretative experts, Kelp Creative, to support development of the WTWHG including delivery of a research and evaluation report that informed design of the concept plan.
 - Supported by targeted consultations with key stakeholders and subject matter experts, the WTWHG online production is underway.
 - Engaged a local First Nations designer to build on an initial concept to include cultural elements, which delivered a WTWHG brand strategy and supporting program assets.

- Participated in an inter-agency working group for ecotourism projects (including DES, Department of Tourism, Innovation and Sport, and Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships) presenting the role of the Authority in management of the Area and identifying ecotourism risks and opportunities.
- Influenced a range of key tourism industry strategies and planning documents, ensuring that World Heritage matters are appropriately considered, including:
 - Towards Tourism 2032 Strategy and Phase 1 Implementation Plan, bringing World Heritage to the forefront, highlighting and leveraging World Heritage branding
 - Paluma to Wallaman Falls Trail Business Case and Implementation Framework
 - the Queensland First Nations World Heritage Strategy
 - Ecotourism Plan for Queensland's Protected Areas.
- Accepted membership on Australia's Tourism and Parks Agencies Forum, a national network of tourism and parks managers created to enhance and increase the significant range of environmental, social and economic benefits to the public, industry and government.
- Attended relevant industry events, raising the profile of the Authority and ensuring continued connection with tourism activities and stakeholders whilst advocating for World Heritage matters, and key activities and outcomes sought by the Plan including the: TNQ Regional Tourism Workforce Plan consultation, TEQ's Conversations with Industry and Global Markets Briefing, and TTNQ's My Qld Tourism Conference, Sustainable Tourism and Destination Management Planning workshops plus a range of networking opportunities.
- Collaborated with Rainforest Aboriginal Peoples, the tourism industry and management agencies to produce engaging and powerful interpretive products
 - Participated as a member of the TTNQ Indigenous Experiences Cluster Group and contributed to the TNQ First Nations Tourism Action Plan 2023–2025 (launched in May 2023).
 - Provided support and advice to the Department of Tourism Innovation and Sport on the development of a tourism industry First Nations relationships guide (still under development).
 - Commenced the Bama Country and Culture Project which will deliver an interactive story map on the rich cultural landscape of the Area and be a complementary resource for the WTWHG providing engaging information to tourism operators to share with visitors in a culturally appropriate way.
 - Collaborated with QPWS&P on three new signs installed at Lake Barrine, Crater Lakes National Park incorporating World Heritage messaging, including one sign dedicated to the Area and its values.
 - Provided input to QPWS&P, for presentation to Jabalbina Yalanji Aboriginal Corporation, on the draft Daintree National Park (CYPAL) Visual Identity Style Guide, highlighting World Heritage branding, the potential for National Heritage List profiling, and included consideration of entry statement signage for the Area.

Strategy 5—Minimise impacts: appropriately manage activities that may have an impact on the World Heritage Area’s values through a regulated permit and zoning system

Minimising impacts on the Wet Tropics of Queensland World Heritage Area (the Area) is a core function of the Wet Tropics Management Authority (the Authority) under the *Wet Tropics World Heritage Management and Protection Act 1993*. The Authority works with landowners, Rainforest Aboriginal Peoples, tourism businesses and associations, government departments, and other stakeholders to strike the balance between ensuring protection of the Outstanding Universal Value of the Area, and allowing appropriate usage and development for essential community and visitor infrastructure (including for tourism and recreation). The Authority works with private landholders to allow appropriate land uses within the Area and supports Rainforest Aboriginal Peoples’ aspirations to live and work on Country.

During 2022–23, the Authority undertook a range of actions to fulfil statutory functions, including:

- Assessed new permit applications, ensuring compliance with environmental management plans and that local and state government planning is consistent with the Wet Tropics Management Plan:
 - Conducted ten pre-application meetings with a range of service providers, Rainforest Aboriginal organisations, and electricity and communications providers.
 - Issued six permits for maintenance and construction of new community services infrastructure.
 - Ongoing audit of compliance with permit conditions with existing permit holders.
 - Conducted numerous site visits and provided advice to stakeholders on how to undertake activities to mitigate impacts on the Area.
 - Conducted pre-application/renewal discussions with Cook Shire Council, Douglas Shire Council, Cassowary Coast Regional Council and Tablelands Regional Council regarding maintenance permit renewals.
 - Conducted six training sessions for community service infrastructure providers on the requirements of the Wet Tropics Management Plan and their maintenance permit conditions with Cook Shire Council, Mareeba Shire Council, Cassowary Coast Regional Council, Queensland Police Service, Miles Electronics and Rad Connect.
 - Provided submissions in response to the public environment reports for the Chalumbin and Upper Burdekin wind farm projects, which are being assessed under the *Environment Protection and Biodiversity Conservation Act 1999*, including possible impacts on the Area.
- Implemented a strategic compliance approach to addressing priority compliance issues across the Area in partnership with Queensland Parks and Wildlife Service and Partnerships (QPWS&P)
 - Conducted four joint compliance patrols with partners, including Jabalbina Yalanji rangers.
 - Undertook in-house staff compliance capacity assessment, training and mentoring for the Authority’s six authorised officers.

- Proactively engaged with a number of stakeholders to encourage the timely reporting of compliance detections in the Area, including through:
 - Jabalbina Yalanji Aboriginal Corporation joint management fire, pest and compliance meeting
 - Tableland Yidinji workshop to develop fire, pest, monitoring/research
 - Compliance and visitor strategies for the Danbulla area
 - Monthly compliance forum toolbox sessions
 - Bimonthly partnership meetings.
- Successfully prosecuted, in the Cairns Magistrates Court, an incidence of illegal logging in the Shipton's Flat area (investigation commenced in 2020). This resulted in a fine of \$10,000 and the state's legal costs awarded for unauthorised logging inside the Area.
- Supported ongoing investigations into compliance issues in the Area related to unauthorised clearing of native vegetation, trail construction, and forestry operations.
- Supported Cooperative Management Agreement negotiations and requests
 - Collaborated with the Jabalbina Yalanji Aboriginal Corporation to develop an approach to develop a planning process to support return to Country for Eastern Kuku Yalanji Peoples on Aboriginal freehold areas north of the Daintree River.
 - Signed a cooperative management agreement with the Australian Department of Defence to allow reasonable ongoing use of the Area in the Paluma and Tully Training Areas.
- Supported the ongoing implementation of the Wet Tropics World Heritage Management Plan
 - Delivered training sessions to key stakeholders including local and state government agencies, the Queensland Environmental Law Association, several business units within the Department of Resources, the Department of Environment and Science, the Department of State Development Infrastructure, Local Government and Planning, and to planning and environment students at James Cook University.
 - Contributed to the development of the Cairns Regional Council planning scheme amendment process, the Queensland Energy and Jobs Plan, Queensland renewable energy zone planning, the Far North Queensland Regional Plan review, the State Infrastructure Strategy, and the State Planning Policy Wind Farm Code.
 - Managed the data within the digital boundary of the Area and zoning map to ensure that the statutory mapping layer remains accurate.
- Ensured the *Wet Tropics World Heritage Protection and Management Act 1993* (the Queensland Act) remains contemporary and is consistent with the Wet Tropics Management Plan 1998 (the Management Plan) and other State and Commonwealth legislation
 - Prepared two sets of amendments to the Queensland Act that were passed by Queensland Parliament in the *Nature Conservation and Other Legislation Act 2022* (NCOLA) and the *Environmental Protection and Other Legislation Act 2022* (EPOLA).
 - Some of the amendments from each have commenced; others will commence by proclamation later in 2023 alongside the consequential amendments to the Management Plan.

- The EPOLA included a key amendment to the Queensland Act that bans mining in the Area. During the most recent review of the Management Plan, there was extensive public consultation around the proposal to prohibit mining, with almost unanimous support from the community and industry.
- Began work on a third set of amendments to the Queensland Act which will be consulted in more detail with relevant stakeholders during the 2023–24 financial year.

High quality executive, partnership and governance work to ensure the Authority remains an accountable and capable organisation

The Wet Tropics Management Authority (the Authority) is committed to excellence in corporate governance and management to ensure financial and business planning appropriately supports and enhances the achievement of strategic goals. All the Authority's work is underpinned by its commitment to delivering high standards of corporate governance, prioritising workplace health and safety, and ensuring that financial management demonstrates transparency and accountability.

Financial overview 2022–23

The Authority recorded an operating deficit of \$81,000 for the 2022–23 financial year, noting that this follows an operating surplus in 2021-22 and relates to the timing of expenses funded from own source revenue.

Table 1: Wet Tropics Management Authority operating statement

Controlled revenue and expenses	2022–23	2021–22
Revenue	\$'000	\$'000
Revenue from government		
Payments for outputs	5,418	6,461
Subtotal government revenue	5,417	6,461
Own source revenue		
Grants and other contributions*	6,051	5,669
Other revenue	40	3
Subtotal own source revenue	6,091	5,672
Total revenue	11,509	12,133
Expenses	\$'000	\$'000
Operating expenses		
Wet Tropics Management Authority	11,582	11,970
Subtotal operating expenses	11,582	11,970
Non-operating expenses		
Depreciation	8	9
Asset write-downs/loss on disposal		
Subtotal non-operating expenses	8	9
Total expenses	11,589	11,979
Operating result	-81[^]	154

*Commonwealth funding provided to the Authority is recorded as Commonwealth Appropriation paid via Queensland Treasury. For transparency purposes, these payments are reflected as 'own source revenue'. Any funding unspent at the end of the financial year is returned to the Authority in the next financial year for allocation to expenditure.

[^] Reported deficit is a result of actual expenditure against Commonwealth and external funding (own source) exceeding revenue for the reportable financial year.

Revenue

The Authority's 2022–23 recorded revenue of \$11.509 million consists of Commonwealth appropriation funding which is distributed to the Authority via Queensland Treasury totalling \$5.971 million (includes carry over funds from previous financial year), and other minor external funds totalling \$40,000. This funding ensures the continuity of vital daily operations for the Authority including the Yellow Crazy Ant Eradication Program.

The Commonwealth Government also provided \$80,000 to fund the Wet Tropics Cultural Landscape Hub—a program that aims to educate and enhance awareness and recognition of the cultural landscape and Indigenous heritage values of the Wet Tropics of Queensland World Heritage Area (the Area).

Funding from the Queensland Government comprised of \$1.8 million for the WTMA–QPWS Partnership Agreement to support our contribution to the management, protection, and rehabilitation of the Area, and \$2.794 million as a co-contribution to the Yellow Crazy Ant Eradication Program.

Other funds from the Queensland Government included a Department of Environment and Science (DES) contribution of \$201,498 for our accelerating landscape restoration program, and additional revenue of \$622,040 as a grant allocation to continue our Reef Assist Program.

Table 2. Wet Tropics Management Authority revenue sources		2022–23
Commonwealth Government and Other Revenue		\$'000
Commonwealth - National Federation Funding—Wet Tropics World Heritage Area		2,854
Commonwealth - National Federation Funding—Yellow Crazy Ant Eradication Program		3,117
Commonwealth - Australian Heritage Grant—Wet Tropics Cultural Landscape Hub		80
Other external funds		40
Total Commonwealth Government and other Revenue		6,091
Queensland Government		\$'000
WTMA–QPWS Partnership Agreement *		1,800
Accelerating landscape restoration across the Wet Tropics		202
Reef Assist Program		622
Yellow Crazy Ant Eradication Program		2,794
Total Queensland Government revenue		5,418

* The total Queensland Government contribution to the WTMA–QPWS Partnership Agreement is provided to Queensland Parks and Wildlife Service and Partnerships in accordance with the Partnership Agreement.

Expenses

The Authority's total 2022–23 expenses of \$11.590 million primarily consist of employee expenses, corporate costs and operating expenses relating to the supply of goods and services, grants, and outsourced delivery of labour. Of this total, \$5.911 million is allocated to the Yellow Crazy Ant Eradication Program. Continued and appropriate funding has enabled this program to flourish and achieve success both in its operations and technical service delivery.

It should be noted that approximately 90% of the non-CPI adjusted National Federation Funding - Wet Tropics World Heritage Area (\$2.854) is consumed by employee expenses and fixed costs.

Employee expenses totalling \$4.837 million include salaries, travel, training and development, information technology (network and computers), and Board and committee costs (sitting fees, travel and allowances), representing 41.74% of total expenses.

Corporate costs totalling \$792,000 pertain to the leasing of accommodation and related expenses, vehicle leasing, telecommunications, and asset depreciation, representing 6.83% of total expenses.

Of the operational costs, totalling \$5.961 million, incurred during the year, the significant

expenses include:

- annual WTMA–QPWS Partnership Agreement of \$1.8 million—administered in full to Queensland Parks and Wildlife Service to deliver specific services
- contracted services delivery of \$2.559 million—seasonal field service for the Yellow Crazy Ant Eradication Program
- analytical and data collection services of \$263,333—costs associated with yellow crazy ant monitoring, including assessment of impacts on off-target species, and Wet Tropics rainforest carbon assessments
- grants of \$614,614—distributed to Aboriginal corporations and other Wet Tropics natural resource management service providers.

Other operational expenses include engaging Traditional Owner services for cultural advice (\$82,823), engaging contractors for expert advice and service delivery related to strategic planning, Board governance training, report writing and website redevelopment (\$242,209), and other project costs of \$397,643 related to running the Authority’s programs.

Operational costs occupy 51.43% of the Authority’s total expenditure.

Table 3: Wet Tropics Management Authority expenditure		2022–23
		\$'000
Employee expenses		4,837
Corporate costs		792
Operational costs		5,961
	Total expenses	11,590

Financial management

As a statutory body, the Authority’s overall fiscal transactions are incorporated into the DES financial statement for 2022–23. The full-time equivalent (FTE) data—including Authority staff—are included in the financial statements for DES employee expenses.

Internal and external audit

Internal audit is a key component of the Authority’s corporate governance. The Authority adopts a systematic and disciplined approach to evaluate and improve the effectiveness of risk management, internal controls, and governance. This approach safeguards the Director-General of DES in discharging his responsibilities as set out in section 78 (1) of the *Financial Accountability Act 2009*.

The Authority must be compliant and meet its obligations by ensuring the operations of its business group are carried out efficiently, effectively, and economically. The Authority is subject to DES’s controlled self-assessment process and internal audits, in conjunction with external requests from the Queensland Audit Office.

Information systems and record keeping

Information is a critical asset enabling the Authority to deliver its services effectively, efficiently, and consistently. Data integrity, management and security through proprietary systems support all aspects of the Authority's operations. The Authority complies with the *Public Records Act 2002*, *Public Sector Act 2022*, and the Queensland State Archives Records Governance Policy and keeps complete and accurate records of its activities.

The Authority has a record-keeping policy which defines the expectations of staff in the day-to-day management of its records by:

- documenting decision-making and actions
- mitigating exposure to risk
- safeguarding the Authority's history and knowledge.

The Authority maintains additional critical information systems to support its services, including:

- the paper-based and electronic document and records management system (eDocs) to manage and secure administrative and core business records. Administrative records are disposed of appropriately and in accordance with the Queensland Government's General records and disposal schedule.
- an online mapping system to define the statutory zoning map for the Wet Tropics Management Plan 1998 (the Management Plan). The system also supports interpretive information that assists Rainforest Aboriginal Peoples to understand this zoning in relation to their own Native Title interests. It allows boundary maintenance of the Area in Queensland Globe to ensure that these resources are available to the public and can be used with other state and local government mapping.
- a comprehensive database to maintain accurate records of permit applications assessed and granted under the Management Plan. These permits aim to minimise impacts on the Area and values during development and maintenance of community services infrastructure and other essential activities.
- the Department's whole-of-government SAP (Systems, Applications and Processes) data management tool for financial performance management and Aurion for human resource management.

The Authority's Yellow Crazy Ant Eradication Program collects a great deal of information while undertaking surveys, research and treatment activities. This data is used—along with data from other sources such as Queensland Spatial Catalogue and industry partners such as MSF Sugar—to evaluate the effectiveness of program activities, to guide decision-making, and to create visual products like digital and paper maps. The functionality of the field data collection system used to date (Konec) has now been replaced with solutions configured on ESRI's ArcGIS Online and ArcGIS Pro systems, aligning with DES, Department of Agriculture and Fisheries, Department of Resources, and others.

This eliminates the costs of Konec licencing, better utilises the existing investment in departmental software licencing, and facilitates better collaboration with other government agencies and program partners.

As a statutory body, the Authority complies with DES information security requirements. DES incorporates the Authority into the preparation and lodgement of its 2022–2023 Information Security Annual Return.

Integrated services through robust governance practices

Public sector ethics

The Authority's staff are public sector employees and are bound by the *Public Sector Act 2022*, the *Public Sector Ethics Act 1994*, and the Code of Conduct for the Queensland Public Service (the code of conduct).

The code of conduct requires Authority staff to:

- act with integrity and impartiality by being honest, fair and respectful, and ensuring decisions are unprejudiced, unbiased and just
- promote the public good when delivering the programs and services that benefit the people of Queensland
- commit to the system of government with respect for government and its institutions and by upholding the law
- be accountable and transparent when taking responsible action and making decisions that can be explained and easily understood.

The DES Workforce Relations and Integrity team provides general advice to the Authority on a variety of issues including the code of conduct, ethical dilemmas, conflict of interest and other employment. Its objective is to support and promote a culture of integrity and accountability. This team also investigates and reports misconduct and corruption, liaises with the Crime and Corruption Commission Queensland and leads public interest disclosure protection.

The DES Workforce Strategy and Capability team supports the Authority through their oversight of the department's integrity framework and their focus on fraud and corruption prevention.

Education and training

The Authority continues to build a strong and accountable workforce by ensuring high ethical standards and values, and adherence to the code of conduct.

All new staff complete the DES Corporate Induction Program, and ongoing staff undertake mandatory annual refreshers in the code of conduct as well as emergency safety, fraud and corruption awareness, and information security and privacy awareness.

In 2022–23, staff completed other training regarding workplace health and safety, cultural awareness, unconscious bias, public sector management, human rights, procurement, disability awareness, and domestic and family violence. Regular skills updates undertaken included four-wheel drive training (basic and advanced), and first aid training from basic through to specialised isolated emergency care.

The Authority invested in specialist capability development such as safety skills for remote area working, and Civil Aviation Safety Authority accredited drone pilot training. Maintaining up-to-date knowledge to support the specialist expertise was also targeted and this included conference attendance, presentations, and workshops across key areas such as threatened species and environmental markets.

Procedures and practices

Under subdivision 4 of the *Public Sector Ethics Act 1994* and DES administrative procedures and management practices, the Authority must have proper regard to the values and principles of the Public Sector Ethics Act. These are reflected in the Authority's:

- human resource management policies, practices, and procedures
- organisational culture which includes a growth mindset, and policies addressing diversity and inclusion, commitment to end domestic and family violence, the *Human Rights Act 2019*, and respectful workplaces
- performance and capability including performance and development planning, reward and recognition, leadership capability and competencies framework.

Human rights

The Authority continues to build a human rights-based culture that clearly demonstrates its ongoing commitment to protect, respect and promote human rights. All new and reviewed policies, operational procedures, and decision-making frameworks of the Authority are checked to ensure that they reflect the principles and intent of Queensland's *Human Rights Act 2019* (the Human Rights Act) as a matter of practice.

Through the Authority's induction process new staff are made aware of obligations under the Human Rights Act and the rights for Aboriginal Peoples and Torres Strait Islander Peoples of Queensland as Australia's first people. The Authority applies a rights-based approach in the delivery of all programs to ensure the rights and interests of Rainforest Aboriginal Peoples are reflected in all that we do.

The Authority works closely with Rainforest Aboriginal Peoples and pays regard to the cultural rights of Rainforest Aboriginal Peoples as the first peoples of the Wet Tropics. Staff are provided with opportunities for cultural capacity training and, through inductions and training, are made aware of the importance of Aboriginal Peoples and Torres Strait Islander Peoples as Australia's first peoples. The Authority acknowledges Rainforest Aboriginal Peoples' distinctive and diverse spiritual, material and economic relationship with their traditional lands, waters, and other natural resources.

The Authority consults and cooperates in good faith with Rainforest Aboriginal Peoples, through their own representative bodies, to obtain their free, prior, and informed consent before adopting and implementing legislative or administrative measures that may affect them. This includes when undertaking of projects that affect Rainforest Aboriginal Peoples' rights to land and resources, including the utilisation of natural resources, and their native title rights as described in the *Native Title Act 1993* (Cth).

In everyday practices across the Authority, and in the decisions of the Board, consideration is given to the impact of these actions on human rights. During the past year, two sets of amendments were made to the *Wet Tropics World Heritage Protection and Management Act 1993* which were accompanied by a human rights statement of compatibility. Over the course of the year, the Board makes decisions that require assurance that the impact on human rights and the observation of the principles and intent of the Human Rights Act have been assessed and applied. The Board induction and governance training includes the Human Rights Act and discussion of its practical implications for the business the Authority.

Since commencement of the Human Rights Act, the Authority has not received any human rights complaints and therefore has not needed to engage in complaints reporting under section 97(2)(b) of this Act.

Governance—human resources

Workforce profile

The Authority, as at 30 June 2023, included 41 staff across full-time and part-time positions (active paid employees only), delivering a total of 38.13 full-time equivalent positions (FTE). Further workforce profile details are provided in tables 4–9 below.

Table 4: Occupation types by FTE

Occupation type	FTE	Percentage of total workforce
Corporate	7.73	20.27%
Frontline and frontline support	30.40	79.73%
Total	38.13	100.0%

Table 5: Appointment types by FTE

Appointment type	FTE	Percentage of total workforce
Permanent	30.53	80.07%
Temporary	6.60	17.13%
Contract	1	2.62%
Casual	0	0%
Total	38.13	100%

Table 6: Employment status by headcount

Employment status	Headcount	Percentage of total workforce
Full-time	35	85.37%
Part-time	6	14.63%
Casual	0	0%
Total	41	100%

Table 7: Gender

Employment status [^]	Headcount	Percentage of total workforce
Women *	NR	NR
Men *	NR	NR
Non-binary *	NR	NR

*Not Reported (NR)

[^]Note. The Authority supports inclusive and respectful workforces and aims for diversity in its workforce. The gender of the staff reflects this diversity, including people who identify as male, female and non-binary. As well as respecting diversity the Authority also respects privacy as an important consideration in a small organisation. Just over half the staff identify as male.

Table 8: Diversity target group data*

Diversity groups	Headcount	Percentage of total workforce
Women ^	NR	NR
Aboriginal Peoples and Torres Strait Islander Peoples	<5	<5
People with a disability	<5	<5
Culturally and linguistically diverse—speak a language at home other than English#	<5	<5

* To ensure privacy, in tables where there are less than 5 respondents in a category, specific numbers have been replaced by <5.

^ The Authority supports inclusive and respectful workforces and aims for diversity in its workforce. The gender of the staff reflects this diversity, including people who identify as male, female and non-binary. As well as respecting diversity the Authority also respects privacy as an important consideration in a small organisation. Just under half the staff identify as female.

This includes Aboriginal and Torres Strait Islander languages or South Sea Islander languages spoken at home.

Table 9: Target group for women in senior leadership roles*

Group^ #	Headcount	Percentage of total leadership cohort
Senior Officers (Classified and s122 equivalent combined)	0	0%
Senior Executive Service and Chief Executives (Classified and s122 equivalent combined)	0	0%

*To ensure privacy, in tables where there are less than 5 respondents in a category, specific numbers should be replaced by <5.

^Women in senior leadership roles are positions of Senior Officer or equivalent and above, noting that there are no Senior Officer roles in the Authority's structure, and there is only one Senior Executive role.

Note that for the AO6 level and above (leadership roles) in the Authority, the percentage of women represented is 54%.

Strategic workforce planning and performance

The Authority continues to empower, support, and equip staff to successfully deliver its services into the future. The Authority reviews and updates its strategic workforce planning framework annually to maintain alignment with the needs of a diverse workforce.

The annual workforce plan integrates common workforce themes, challenges, and solutions to articulate the Authority's future workforce vision.

The annual workforce plan covers:

- inclusion and diversity
- talent retention
- building capability and cultural awareness
- flexible working arrangements
- Performance development plans (PDP) participation.

The Authority strives to continuously improve workforce inclusion and diversity, including fostering a workplace culture that supports and promotes the interests of First Nations Peoples.

The tenets of diversity and inclusion are woven through the Authority's programs and initiatives. The Authority acknowledges and promotes the benefits of gender equity, including women in leadership. In 2022–23, of the 12 leadership roles at A06/PO4 or higher, seven (54%) are held by women as their substantive role. There are three Indigenous-identified positions delivering important work through a number of critical projects with Rainforest Aboriginal Peoples.

Additionally, the Authority recognises and promotes cultural and generational diversity, LGBTQIA+ inclusion and working with people with a disability as set out in strategies such as the Gurra Gurra Framework, the Cultural Capability Action Plan, the Reconciliation Action Plan, the Disability Service Plan and Queensland public sector LGBTQIA+ inclusion strategy.

Over the reporting period, the Authority has focused on retaining talent and expertise through increasing the level of permanency in the workforce from 25.5% to 42%.

This strategy has provided employment security in a very tight labour market.

Strategies employed to ensure capability development across the organisation include:

- supporting staff to access a range of opportunities, including further education, conferences, and seminars
- encouraging the utilisation of on-the-job development opportunities through higher duties, and secondments
- leveraging staff expertise through in-house sessions on subjects like the Outstanding Universal Value of World Heritage sites, the Wet Tropics Management Plan, yellow crazy ant identification, International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT), using Microsoft Teams, and writing, grammar, style and branding as well as authorised officer skills refresher training.

The Authority has continued to refine the practical implementation of flexible working arrangements to improve and adapt communication strategies that ensure staff connection, team building and quality service delivery.

PDPs are one of the tools that assist managers to have meaningful career and personal development conversations with staff and to encourage them to consider the full range of development opportunities open to them. Management set a goal of all Authority staff having an approved PDP in place in the new iLearn template by 30 July 2023—by the end of June, 61% of staff had PDPs that were in process or completed, and managers committed to achieving 100% by 30 July 2023.

Leadership and management development

The Authority's managers and leaders have a vital role in delivering business outcomes and building the capabilities of staff. Over the reporting period, the development needs of managers focused on opportunities related to their program specialisation, and leadership skills in communication were aligned to the whole of organisation commitment to implementing PDPs. These initiatives are reflected in conference, symposium and workshop attendance covering strategic thinking, environmental markets, threatened species and the leadership uptake of the Public Sector Commission's full-day Performance Conversations workshop.

Working for Queensland Survey

The annual Working for Queensland Survey is designed to explore employee perceptions of the workplace climate in areas such as employee engagement, job satisfaction and leadership within the public service. In 2022–23, 100% of the Authority’s workforce participated in the survey.

Our strengths

- Across 36 categories (ranging from the autonomy to carry out your work, the opportunity to use your skills and knowledge, the effectiveness of your work group, respect within your team, and the support of your manager), nearly half received 80% or greater favourable responses.
- 92% of staff agreed that they understand how their work contributes to the organisation’s strategic objectives. Staff indicated that they are more comfortable (increase of 15% positive) with their flexible work arrangements and in seeking to work flexibly.
- In wellbeing terms, 89% of staff feel comfortable in speaking up and sharing ideas in their team and feel that they enjoy a respectful relationship with their colleagues.

Improvement focus for 2023

- Regarding PDPs and discussing professional development, the Working for Queensland Survey held in 2022 identified that less than 40% of staff had a PDP and up to 56% of staff were either new or did not have a professional development discussion with their manager in the last six months. The Authority responded with a PDP project aimed at supporting staff and managers to take up the new iLearn online PDP system, setting a target of 100% of staff having an online PDP by 31 July 2023.
- A significant number of staff viewed the internal processes of backfilling roles and recruitment more generally as neutral to unfavourable, relating to transparency and the view of fairness and equity in these processes. The Authority has responded by making staff aware of upcoming employment openings as a matter of practice and sending out all-staff communiques advising of new positions being advertised as expressions of interest or SmartJobs listings.

Overall, the result for employee engagement across the Authority came in at 78% favourable responses. This reflects staff attachment to the organisation, a supportive work environment, and a good balance between resources to do the work and peoples’ time and energy. This result was a 13% improvement on the previous year. Staff rated the organisation across five key engagement questions, including staff motivation, attachment to the organisation and pride in their work. Positive responses in these individual elements increased between 8% and 24% from the 2021–22 results.

Reward and recognition

The Authority values its employees and recognises that their success and achievements contribute to the Authority’s continued high performance. Reward and recognition help to maintain a healthy and positive workplace culture. During 2022–23 at weekly staff briefings, email and online, Authority staff—including the Executive Director and managers—regularly acknowledge the positive behaviours, personal achievements, and the outstanding, challenging, and important work of their colleagues. It was with pride that a nominee from the Authority won the DES DG Safety Behaviour Award 2022, and was acknowledged across the department for their outstanding contribution to building a safety culture.

Employee health and wellbeing

The Authority is committed to cultivating a supportive workplace that demonstrates a strong commitment to staff health, safety, and wellbeing. It utilises risk management techniques and processes, follows and adapts DES procedures, and engages in processes to identify, manage, and reduce risk, hazards and work-related incidents.

The new SHINE (System for Hazard and Incident Notification and Evaluation) management system has been implemented and fortnightly reports are made to our management forum. Incidents and mitigations are regularly reviewed and worked through with operational staff. This promotes staff awareness of hazards and risks and commitment to their mitigations. It also helps in the active refinement of risk reduction strategies to incorporate the changing environments in which field staff work.

Management and staff take a proactive approach to welfare to support colleagues who may be vulnerable. The Authority promotes best practice in early intervention strategies to appropriately manage injury and illness cases and ensure the best possible return-to-work outcomes. Staff accessed the DES wellness program including free skin cancer checks, flu vaccinations and mental health awareness sessions.

Staff are supported in ergonomically-sound practices to ensure optimal comfort, and to reduce exposure to workstation-related injuries. They are encouraged to use stand-up desks that are installed at workstations around the office when required.

The Authority's Workplace Health and Safety Team ensured legislative compliance through adherence to relevant policies and procedures. Working with the improved risk register, the team updated the natural disaster policy to mitigate risks and support coordinated safe practices in the event of cyclones and floods identified in the register.

Flexible working arrangements

Providing flexible working arrangements is a key enabler of an inclusive and productive workforce. Responsiveness and adaptation characterise the Authority's ongoing review and refinement approach to its flexible working arrangements. Over the past year staff, team and organisational flexible work practices have evolved and matured. More effective use is being made of the available enabling technology and more consistent communication protocols are now in place. The Working for Queensland Survey conducted in 2022 indicated that 86% of staff felt they have the flexibility they need in their working arrangements.

The impact of the changed work practices has meant that regional and remote staff have more work and less commute time in their working week. The Authority has adapted to the changed use of the office by converting many workstations to 'hot desks'. Staff from other government agencies are now regular casual occupants of the hot desks. This has delivered strengthened and expanded intra and inter-government networks, connections, and relationships with the influx of these staff into the office.

In line with the Public Sector Commission principles for flexible working arrangements, all staff are expected to be in the office 50% of their fortnightly working time, unless otherwise approved. We also ensure that there are times when all staff are in the office to maintain positive relationships. The Authority continues to support comprehensive occupational health and safety processes to mitigate the risks involved in off-site and remote work and flexible work agreements are reviewed annually.

As at June 2023, 68% of non-frontline staff have flexible work agreements in place. The Authority has management procedures and practices to ensure clear and effective communication within teams, and across the organisation to support effective working relationships and productivity.

Industrial and employee relations framework

The Authority abides by the tenets of the DES industrial and employee relations frameworks. The *Industrial Relations Act 2016* provides a framework for co-operative industrial relations setting out the minimum employment standards for employees, and the *Public Sector Act 2022* prescribes arrangements and responsibilities specific to public service employees.

Employee conditions are detailed in the Queensland Public Service Officers and Other Employees Award—State 2015, and all staff are covered by the State Government Entities Certified Agreement—State 2019.

Early retirement, redundancy, and retrenchment

No redundancy, early retirement or retrenchment packages were paid during the reporting period.

Attachment 1—Wet Tropics Management Authority Board of Directors

<i>Wet Tropics Management Authority Board</i>	
Act or instrument	The Board's authority is prescribed in the <i>Wet Tropics World Heritage Protection and Management Act 1993</i> (the Queensland Act) and the Wet Tropics Management Plan 1998
Functions	<p>The Wet Tropics Management Authority (the Authority) was established to ensure Australia's obligation to the World Heritage Convention is met in relation to the Wet Tropics of Queensland World heritage Area (the Area).</p> <p>The specific functions of the Authority are detailed in section 10 (1) of the <i>Wet Tropics World Heritage Protection and Management Act 1993</i> (the Queensland Act).</p> <p>The Authority has a Board of Directors (the Board) that is responsible for the way in which the Authority performs its functions and exercises its powers. The specifics of the Board are detailed in divisions 2-5 of the Queensland Act.</p>
Achievements	<ul style="list-style-type: none"> • Welcomed one new Indigenous Director, Mr William Enoch-Tranby, with Board membership now having 50% representation of Rainforest Aboriginal Peoples • Supported two sets of changes to the Queensland Act, which were approved by Parliament • Progressed the consequential amendments to the Wet Tropics Management Plan 1998, which result from the changes made to the Queensland Act • Commenced and progressed the Wet Tropics Restoration Alliance with support from over 25 regional organisations, including core partners Terrain NRM and James Cook University • Supported an interagency working group to implement priority actions of the Wet Tropics Sustainable Tourism Plan 2021–2031 • Supported collaboration with Tourism and Events Queensland and Queensland Parks and Wildlife Service and Partnerships to develop a plan to evolve the Wet Tropics tour guide program • Continued to provide advice and oversight on the eradication of yellow crazy ants from the Area • Secured ongoing funding for the important Yellow Crazy Ant Eradication Program—the Australian and Queensland governments committed to a further four years of funding support • Championed a rights-based approach to refresh the Wet Tropics of Queensland Regional Agreement with Rainforest Aboriginal Peoples • Significantly enhanced meaningful and productive relationships with citizen scientists, scientific and broader community • Developed position statements supporting a First Nations Voice to Parliament, and regarding wind farm development adjacent to the Area.
Financial reporting	The Authority provides audited financial statements as required under the Financial Accounting Regulation 2009

Remuneration					
Position	Name	Meetings/sessions attendance	Approved annual, sessional or daily fee*	Approved sub-committee fees if applicable	Actual fees received^
Chair	Christine Grant	Number of meetings attended: 4	\$520 daily	N/A	\$15,158
Director	Dr Sally Driml	Number of meetings attended: 4	\$400 daily	N/A	\$2,300
Director	Ailsa Lively	Number of meetings attended: 4	\$400 daily	N/A	\$2,500
Director	Robin Clark	Number of meetings attended: 4	\$400 daily	N/A	\$2,300
Director	Professor Stephen Williams	Number of meetings attended: 4	\$400 daily	N/A	\$3,500
Director *New appointment June 2023	William Enoch-Tranby	N/A	\$400 daily	N/A	\$0
Director *Retired August 2022	Professor Iain Gordon	Number of meetings attended: 1	\$400 daily	N/A	\$400
Director *Retired August 2022	Mr Phil Rist	Number of meetings attended: 1	\$400 daily	N/A	\$400
Total sitting fees					\$26,558
No. scheduled meetings/sessions	<p>The Board met on four separate occasions in 2022-23:</p> <ul style="list-style-type: none"> • 25–26 August 2022 (meeting #120): 1.5-day virtual meeting • 7 October 2022 (meeting #121): 1-day meeting in Cairns • 10 March 2023 (meeting #122): 1-day meeting in Cairns • 2 June 2023 (meeting #123): 1-day meeting in Cairns <p>Other activities: 1 June 2023 Board governance training (1 day) and consideration of out-of-session papers 443, 444, 445, and 446 (virtual deliberation).</p>				

<p>Total out of pocket expenses</p> <p>* Chair and Director fees approved by Cabinet and Governor in Council—see Queensland Government Remuneration Procedures for Part-time Chairs and Members of Queensland Government Bodies – Regulation, Administration and Advice Level 2 (Daily)</p>	<p>The Chair and Board Directors were reimbursed a combined total of \$4,484.56 for out-of-pocket expenses including taxi fares and travel allowances.</p> <p>The Board is fully funded by the Australian Government. The Queensland Government does not contribute to the operational costs of the Board.</p>
<p>^ In addition to daily fees to attend Board meetings, the Chair and Board Directors are eligible to be remunerated for additional work time required to carry out their role (i.e. to prepare for meetings, write reports or correspondence, undertake consultation, represent the Authority and/or to provide specific strategic advice). This may include chairing the Authority’s advisory committees. Chairs and members may also be compensated for their travel time to attend the Authority’s meetings and/or other strategic events on behalf of the Authority.</p>	

Attachment 2—Compliance checklist

Summary of requirement	Basis for requirement*	Annual report reference
Letter of compliance		
A letter of compliance from the accountable officer or statutory body to the relevant Minister/s	ARRs—section 7	Page iii
Accessibility		
Table of contents	ARRs—section 9.1	Page ii
Glossary		Page 37
Public availability	ARRs—section 9.2	Page i
Interpreter service statement	Queensland Government Language Services Policy ARRs—section 9.3	Page i
Copyright notice	Copyright Act 1968 ARR—section 9.4	Page i
Information licensing	Queensland Government Enterprise Architecture Information Licensing ARRs—section 9.5	Page i
General information		
Introductory information	ARRs—section 10	Page 3-5
Non-financial performance		
Government objectives for the community and whole-of-government plans/specific initiatives	ARRs—section 11.1	Page 7
Agency objectives and performance indicators	ARRs—section 11.2	Page 8
Agency service areas, service standards	ARRs—section 11.3	Refer DES AR
Financial performance		
Summary of financial performance	ARRs – section 12.1	Page 19
Governance—management and structure		
Organisational structure	ARRs—section 13.1	Page 6
Executive management	ARRs—section 13.2	Page 5
Government bodies (statutory bodies and other entities)	ARRs—section 13.3	Page 6–7
<i>Public Sector Ethics Act 1994</i>	ARRs—section 13.4	Page 24
<i>Human Rights Act 2019</i>	ARRs—section 13.5	Page 25
Queensland Public Service values	ARRs—section 13.6	Refer DES AR

Summary of requirement	Basis for requirement*	Annual report reference
Governance—risk management and accountability		
Risk management	ARRs—section 14.1	Refer DES AR
Audit committee	ARRs—section 14.2	Refer DES AR
Internal audit	ARRs—section 14.3	Page 22
External scrutiny	ARRs—section 14.4	Page 22
Information systems and record keeping	ARRs—section 14.5	Page 22-23
Information security attestation	ARRs—section 14.6	Page 23
Governance—human resources		
Strategic workforce planning and performance	ARRs—section 15.1	Page 27-28
Early retirement, redundancy and retrenchment	Directive No.04/18, Early retirement Redundancy and retrenchments ARR Section 15.2	N/A
Open data		
Statement advising publication of information	ARRs – section 16.0	N/A
Consultancies	ARRs—section 31.1	N/A
Overseas travel	ARRs—section 31.2	N/A
Queensland Language Services Policy	ARRs—section 31.3	N/A
Financial statements		
Certification of financial statements	FAA—section 62 FPMS—section 38, 39 and 46 ARRs—section 17.1	Refer DES AR
Independent Auditor's report	FAA—section 62 FPMS—section 46 ARRs—section 17.2	Refer DES AR

* ARR
DES AR
FAA
FPMS

Annual report requirements for Queensland Government agencies
Department of Environment and Science Annual Report
Financial Accountability Act 2009
Financial and Performance Management Standard 2019

Glossary

Term	Meaning
Area	Wet Tropics of Queensland World Heritage Area
Authority	Wet Tropics Management Authority
Board	Wet Tropics Management Authority Board of Directors
CCC	Community Consultative Committee
Commonwealth Act	<i>Wet Tropics of Queensland World Heritage Area Conservation Act 1994</i>
CYPAL	Cape York Peninsula Aboriginal Land
DES	Department of Environment and Science
IUCN	International Union for Conservation of Nature
QPWS&P	Queensland Parks and Wildlife Service and Partnerships
Queensland Act	<i>Wet Tropics World Heritage Protection and Management Act 1993</i>
SAC	Scientific Advisory Committee
Strategic Plan	Wet Tropics Strategic Plan 2020–2030
Terrain NRM	Terrain Natural Resource Management
Tourism Plan	Wet Tropics Sustainable Tourism Plan 2021–2031
TEQ	Tourism and Events Queensland
TTNQ	Tourism Tropical North Queensland
World Heritage Convention	Convention Concerning the Protection of the World Cultural and Natural Heritage



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The Wet Tropics Management Authority is able to undertake its work in the Wet Tropics of Queensland World Heritage Area with the assistance of the Australian Government and Queensland Government.