

Strength and
resilience
through
partnership

2025

Annual
Report





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The year by numbers



Our members

9

government

14

industry

12

associate

Member Engagement Weeks

2

events

128

attendees



MEW September 2025

AUSVETPLAN manual review and development

5

partial updates

8

major reviews

1

new



Our programs

23

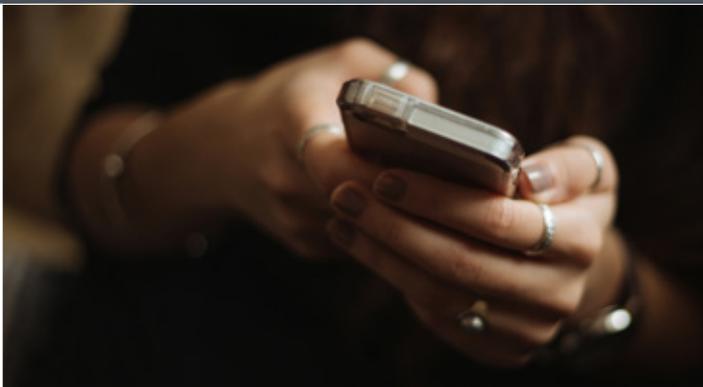
active biosecurity programs

Just under

10m

sheep inspected through the National Sheep Health Monitoring Project





Surveillance

6,711

calls made to the EAD hotline

Surveillance

4,982

animal disease investigations reported in the National Animal Health Information System



Exercise Audiatur

Training

50

NMG and CCEAD workshop participants

70

NBRT participants

179

LLI workshop participants

Online training

3,200

enrolments across all online courses

1,513

enrolments in EAD foundation and LLI eLearning resources





Chair's foreword

Developed in close consultation with members, our new Strategic Plan builds on past achievements while sharpening our focus on prevention, preparedness, surveillance, and response.

Malcolm Letts

As we reflect on the 2024–25 financial year, it's clear that Australia's animal health and biosecurity system continues to face evolving challenges. Yet, through strong partnerships and strategic leadership, Animal Health Australia (AHA) has continued to deliver on its mission to strengthen Australia's animal health system.

A key milestone this year was the conclusion of the *2020–25 Strategic Plan* and the launch of the new *2025–30 Strategic Plan*.

Developed in close consultation with members, our new Strategic Plan builds on past achievements while sharpening our focus on prevention, preparedness, surveillance, and response. Rightly so, there continues to be a strong focus on priorities one and two — (one) prepare and respond, and (two) prevent. Importantly, priority three has been realigned to ensure a greater focus on partnership, fostering collaboration across government, industry, and communities to achieve better outcomes for all. In short, this priority is the heart of our new strategic direction — a core pillar for enabling the critical work of preparing, responding, and preventing to succeed. We have also introduced a fourth strategic priority — perform — recognising the importance of our people, systems and governance in delivering impact.

The AHA Board is proud of the collaborative approach taken to shape this new direction. The updated purpose, vision and values reflect AHA's evolving role as a trusted enabler between government, industry and other stakeholders. This clarity of purpose will be essential as we navigate the increasing complexity of biosecurity risks.

This year saw a realignment of AHA's organisational structure to better support the delivery of the new strategic priorities. The refreshed structure ensures the organisation has the right expertise to meet member needs and national biosecurity objectives.

This year saw a realignment of AHA's organisational structure to better support the delivery of the new strategic priorities.



We also saw some movements on the AHA Board. Ms Sharon Starick stepped down as AHA Chair after five years in the role, and I was honoured to be appointed as the new Chair in November. Sharon's exemplary leadership and inclusive approach ensured I was able to step into the role with ease. Whilst stepping down as Chair, we were fortunate to have Sharon remain on the Board, continuing to share her invaluable expertise and experience.

At the November 2024 Annual General Meeting, we welcomed two new Board Directors — Ms Roseanne Healy and Mr Edward (Ed) Storey. Both have brought unique perspectives and invaluable expertise. This meant we farewelled Directors Ms Michelle Gorman and Dr Len Stephens, who completed their terms. We thank them both for their substantial commitment and contributions to the biosecurity system.

Looking ahead, the Board remains confident in AHA's strategic direction and operational capability. We are committed to supporting the organisation as it continues to evolve, innovate and deliver value to members.

On behalf of the Board, I would like to extend my sincere thanks to our members for their ongoing trust and collaboration, to the AHA staff for their dedication and professionalism, and to my fellow Directors for their strategic guidance. Together, we will continue to build a robust, responsive and future-ready animal health system for Australia.

Malcolm Letts
Chair
Animal Health Australia

Company overview

Role

AHA is Australia's trusted and independent national animal health body. We bring together government and industry to deliver important animal health and biosecurity programs and outcomes for the benefit of all Australians.

Vision

A strong national biosecurity system that ensures the resilience and growth of Australia's livestock industries.

Mission

To partner with government and industry to deliver programs that strengthen and protect Australia's livestock industries.

Values

Our work is guided by five core values, with employees and members at the heart of what we do.

- **Act with integrity** — build trust and respect through ethical behaviour and accountability.
- **Collaborate** — harness our collective strength and the power of individual differences.
- **Innovate** — embrace creativity and strive for continuous improvement.
- **Lead** — inspire and empower teams to achieve excellence.
- **Foster community** — take a 'one team' approach through meaningful connections and a shared purpose.

Board of Directors

Our board comprises seven non-executive part-time Directors, all of whom are committed and passionate about shaping AHA's future and the Australian animal health system. The primary role of the Board is to set and monitor the implementation of the company's strategic direction and establish goals by which the achievement of this may be measured.



Malcolm Letts (Chair)



Sharon Starick



Renata Paliskis



Lucinda Corrigan



Stuart Crockett



Roseanne Healy (Commenced 13/11/24)



Ed Storey (Commenced 13/11/24)



Michelle Gorman (Ceased 13/11/24)



Len Stephens (Ceased 13/11/24)

Our members

The key factor behind the success of our projects is the ability of our members to work together through partnerships, to strengthen animal health and biosecurity in Australia and maximise confidence in the safety and quality of Australia's livestock products in domestic and international markets, enabling outcomes that would never be possible if the parties operated alone.



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Scenes from MEW September 2025

Australian, state and territory governments



Industry members



Associate members





CEO Report

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As biosecurity challenges grow increasingly complex, our focus has remained firmly on proactive preparedness, collaborative response and delivering value to our members.



Dr Samantha Allan

The 2024–25 financial year has been one of action, renewal and strategic alignment for AHA.

As biosecurity challenges grow increasingly complex, our focus has remained firmly on proactive preparedness, collaborative response and delivering value to our members.

Throughout the year, we have continued to demonstrate leadership in preparedness and response, supporting and delivering national exercises, updating critical response plans, and coordinating industry participation in real-world emergency animal disease (EAD) events. These efforts reinforce the importance of a united front in protecting Australia's livestock industries.

Operationally, AHA continued to play a key role in the national response to high pathogenicity avian influenza (HPAI) detections in 2024 and 2025, working closely with government and industry to support containment and eradication efforts.

In June 2025, Agriculture Victoria announced that the February 2025 outbreak of HPAI H7N8 in northern Victoria had been successfully eradicated — a significant milestone that reflected the tireless efforts of state government, local industry, communities and property owners.

However, the ongoing nature of the threat highlights the importance of maintaining vigilance, coordination and readiness across jurisdictions.

AHA has been leading after-action reviews of both the 2024 and 2025 responses, to identify lessons learned and strengthen preparedness for future responses.



During this time, we continued to progress important updates to several AUSVETPLAN manuals. This included a full review of the avian influenza response strategy, incorporating lessons from recent outbreaks and global developments.

While supporting these response activities, AHA continued to deliver its core programs and essential business functions to a high standard, ensuring ongoing progress across all areas of our work.

Strategically, we're closing out the 2020–25 Strategic Plan with a final report that reflects on five years of progress, challenges and collaboration. The report showcases key achievements, highlights areas of learning, and shares insights that will inform our future direction.

Pleasingly, our close collaboration with members has allowed us to make substantial progress against the priorities outlined in the previous plan. From strengthening biosecurity systems to enhancing member engagement and delivering national programs, our collective efforts have driven meaningful outcomes for Australia's animal health sector.

As we look ahead, our focus remains on implementing the new plan, fostering collaboration, embracing innovation and strengthening Australia's biosecurity system. I am proud of what we've achieved together and grateful for the continued support of our members.

Supporting key preparedness activities, including:

HASTE	a national project developing modelling tools to assist decision-making during EAD outbreaks
Exercise Audiatur	a partnership with Agriculture Victoria to improve the delivery of the LLI function for Victorian EAD responses
National Sheep Industry Biosecurity Strategy	collaborating with WoolProducers Australia and Sheep Producers Australia to refresh the Strategy and ensure it is fit-for-purpose.
Training	supporting the recruitment of 70 new members into the National Biosecurity Response Team and Cadets Program.
3rd Australian Biosecurity Symposium	welcoming over 400 delegates to the Gold Coast and co-hosting the inaugural Biosecurity Youth Summit with Biosecurity Queensland.
National Biosecurity Week	funding and promoting the inaugural National Biosecurity Week in partnership with Plant Health Australia
Monitoring	supporting the inspection of around 10 million sheep through the National Sheep Health Monitoring Project (approximately 30% of all sheep processed in Australia).
Foot-and-mouth (FMD) vaccine bank	renewed our multi-year agreement with Boehringer Ingelheim, ensuring continued FMD vaccine supply capability aligned with Australia's risk profile.

I'd like to acknowledge the contributions of those who have helped shape AHA over the past several years – your commitment has built a solid foundation for our next chapter.

Thank you also to our Board for your strategic guidance, and to our staff, members and partners for your dedication and trust. Together, we are building a stronger, more resilient future for Australian animal health.

Dr Samantha Allan
CEO
Animal Health Australia

Financial overview

AHA recorded a net operating surplus of \$5.0m for the year ending 30 June 2025. Revenue increased by 14.7% compared to the previous year, driven by higher-than-budgeted levy income and investment returns. Total expenditure was \$3.8m below budget, largely due to seasonal factors and project timing.

Financial snapshot

\$19.6m

total revenue

\$8.7m

levies

\$8.2m

subscription and non-subscription program income

\$2.3m

interest/distributions

\$0.4m

other income

\$14.5m

total expenditure

\$7.4m

non-subscription program expenditure

\$6.0m

subscription program expenditure

\$0.5m

asset write-downs

\$0.6m

EADRA Commonwealth Levy repayment

Income



View our full financial statements by scanning here or visiting the corporate publications section of our website.

Levy income increased by \$0.7m compared to the previous year, driven primarily by a 14% increase in cattle levies and a 6% increase in sheep and lamb levies.

The EADRA levy collected was \$0.49m in 2024–25, an increase of 12% from the prior year. This is offset by the reimbursement to the Commonwealth Government. The increase reflects heightened activity following avian influenza detections in Victoria, NSW, and the ACT in May and June 2024, as well as another outbreak in Victoria in February 2025.

Subscription income from government, non-levy industry and associate members was \$3.4m, as endorsed by members at the June 2024 General Meeting.

Revenue from non-subscription programs rose to \$4.8m, an increase of 12.52% from the previous year. This includes renewal of the FMD vaccine bank agreement.

Interest income continued to be strong, increasing by \$0.3m to \$0.9m. However, this level of income is unlikely to be sustained in 2025–26 if monetary policy easing continues in Australia. Distribution income rose strongly by 108% compared to the previous year, contributing \$1.3m to total revenue.

Throughout the financial year, the Board maintained a conservative investment strategy, comprising 84% defensive and 16% medium and long-term growth assets, which has resulted in interest and distribution income.

Other income rose by \$0.2m compared to the previous year, with AHA support services contributing the majority.

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Expenditure

Total expenditure increased by 8.2% in 2024–25. Expenditure on subscription programs was consistent with the previous year. Non-subscription program expenditure rose by 13%, from \$6.5m to \$7.4m, which is proportional to revenue growth for these programs.

Overall, expenditure across both subscription and non-subscription activities was consistent with the approved 2024–25 Annual Operating Plan budgets.

Balance sheet

The operating surplus and increase in equity of \$5.0m in 2024–25 contributed to an \$8.5m increase in total assets, offset by \$3.5m in total liabilities. This asset growth was largely driven by a \$5.1m increase in cash and investments and a \$2.8 million refresh of the FMD Vaccine Bank.

The rise in liabilities reflects a \$1.2m increase in trade and other payables and a \$2.3m increase in contracted liabilities, driven by the FMD Vaccine Bank refresh. These costs will be amortised over the life of the FMD Vaccine Bank.

Summary

AHA continues to manage finances responsibly to deliver value to members. The operating surplus enables continued investment in strategic programs and supports delivery against our priorities. A strong balance sheet ensures that AHA remains well-positioned to support members in the event of an outbreak and maintain long-term financial sustainability of the company.

Wrapping up our Strategic Plan 2020–25

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Over the past five years, our Strategic Plan 2020–25 guided our efforts to strengthen Australia’s animal health and biosecurity system in the face of increasing threats, shifting trade dynamics, and evolving stakeholder needs. As we close out this period, we reflect on five years of progress, collaboration and learning.

Download the full *2020–25 Strategic Plan Final Report* at animalhealthaustralia.com.au/strategy that will be published in November 2025.

A final report, highlighting achievements, challenges and insights that have shaped our direction will be published in November 2025. Pleasingly, the collective efforts of members, partners and the AHA team allowed us to make strong progress on our 2020–25 goals.

Key 2020–25 achievements

EADRA — supported responses to H7 avian influenza; welcomed a new signatory and upheld the agreement’s national integrity.

AUSVETPLAN — updated 30+ manuals, including key priority diseases, and improved access via a refreshed website.

Preparedness exercises — delivered national exercises including Milky Way, LSD2, Argonaut, Gammalite, Tiliqua and Audiatur.

ParaBoss — consolidated eight platforms into a new website and delivered targeted producer engagement.

Biosecurity symposiums — co-hosted events in 2022 and 2024, including the first Youth Biosecurity Summit.



Member engagement — strengthened collaboration through revitalised Member Engagement Weeks and forums.

NB2 Partnership — supported Indigenous cattle producers with immersive biosecurity training.

Training and capability — ran workshops to build national response capacity.

Surveillance — developed the National Animal Health Surveillance Plan and revamped the *Animal Health in Australia* report.

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Challenges for 2020–25

COVID-19 — the pandemic reshaped how we work, requiring rapid shifts to remote operations and digital engagement to maintain delivery of strategic priorities.

Frequent EAD responses — multiple outbreaks demanded urgent attention and resources, impacting our ability to progress other strategic initiatives.

Resource constraints — more biosecurity threats and competing priorities for members and partners placed pressure on funding and capacity across the system.



Global disruption — climate change, shifting trade dynamics, emerging technologies and evolving consumer expectations created a fast-changing environment, reinforcing the need for flexibility and forward-thinking approaches.

Strategic Priority 1

Prepared and ready to respond

Key wins



Completed a comprehensive, regular external review of the National Arbovirus Monitoring Program.



Successfully activated EADRA to cost-share and coordinate national arrangements to eradicate detections of the H7 subtype of high pathogenicity avian influenza.



Convened the AUSVETPLAN Strategic Planning Workshop 2025–2030, where members confirmed the program's purpose and vision, and reaffirmed their support.



Finalised major reviews of four key AUSVETPLAN manuals, including *Disposal and Destruction of animals* operational manuals and *Avian influenza* and *Classical swine fever* response strategies.



Secured the successful renewal of the FMD vaccine bank arrangements for 2024–2029.



Successfully delivered activities that increased members EAD preparedness, including Exercise Audiatur and the NBRT Cadet project.

The NBRT Cadet Program (2022–2025) supported biosecurity agencies with

10

workshops

8

jurisdictions

282

participants



Subscription projects

Title	Purpose	Impact statement	
<p>Emergency Animal Disease Response Agreement (EADRA) Operation and Integrity</p>	<p>Ensure the EADRA remains a nationally agreed, contemporary, and legally binding Deed that enables a rapid, effective and efficient response to EADs.</p>	<p>The EADRA supported cost-shared emergency responses that supported the successful eradication of H7 high pathogenicity avian influenza (HPAI) from three jurisdictions in 2024 and one in 2025.</p> <p>Coordinated an after-action review of national arrangements for the 2024 HPAI responses to identify learnings to enhance preparedness for future outbreaks.</p> <p>The EADRA remained current and fit for purpose through several key updates and initiatives:</p> <ul style="list-style-type: none"> • All Parties signed off on Version 24 variations. • AHA published new guidance to support transition to management arrangements. • Significant progress has been made on recommendations from the fourth EADRA 5-year review, with seven of the 59 recommendations complete and seven more being progressed. 	

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Title	Purpose	Impact statement	
<p>Informing Emergency Animal Disease Responses</p>	<p>Maintain a government and industry endorsed suite of evidence-based EAD policy resources (AUSVETPLAN) which inform decision making to underpin a nationally agreed and cost-shared EAD response plan.</p>	<p>On 21 November 2024, AHA hosted the AUSVETPLAN Strategic Planning Workshop 2025–2030, bringing together industry and government members and observers. Participants reaffirmed their support for AUSVETPLAN and reached consensus on its purpose, vision, key direction and priorities for 2025–26.</p> <p>Writing groups completed major reviews of four key AUSVETPLAN manuals:</p> <ul style="list-style-type: none"> • Operational Manual: <i>Disposal</i> • Operational Manual: <i>Destruction of animals</i> • Response Strategy: <i>Avian influenza</i> • Response Strategy: <i>Classical swine fever</i> <p>Writing groups advanced major reviews of three manuals, all nearing completion:</p> <ul style="list-style-type: none"> • Response Strategy: <i>Peste des petits ruminants</i> • Response Strategy: <i>Sheep and goat pox</i> • Operational Manual: <i>Livestock welfare and management</i> <p>A consultant for the Commonwealth Department of Agriculture, Fisheries and Forestry collaborated with stakeholders to develop the new AUSVETPLAN Enterprise manual: <i>Northern Australia beef cattle industry</i>.</p> <p>Members approved partial updates to five additional AUSVETPLAN manuals.</p> <ul style="list-style-type: none"> • The AUSVETPLAN response strategies for: <ul style="list-style-type: none"> - <i>African swine fever</i> - <i>Foot-and-mouth disease</i> - <i>Bovine spongiform encephalopathy</i> - <i>Lumpy skin disease</i> • AUSVETPLAN Guidance document: <i>Declared areas and allocation of premises classifications in an emergency animal disease response</i> 	
<p>Increase Response Capability</p>	<p>Deliver tailored training and education that builds the response capability of AHA and our members.</p>	<p>AHA delivered training activities and resources to strengthen members' capability and capacity to prepare for and respond to emergency animal disease incursions. These activities focused on preparing members to confidently take on roles within the CCEAD and NMG and as LLI representatives.</p>	

Non-subscription projects

Title	Purpose	Impact statement	
Anthrax Vaccine Bank Management	Enhance Australia's preparedness for a significant anthrax outbreak by maintaining a local inventory of anthrax vaccine.	Throughout 2024–25, AHA maintained the Anthrax Vaccine Bank arrangement, which ensures immediate access to a local supply of imported anthrax vaccine (specially manufactured to Australian specifications) for use during a large-scale anthrax outbreak. While authorities have not needed to use the vaccine to date, it remains an important tool in Australia's emergency preparedness toolbox.	
Enhanced Surveillance for Significant Exotic Diseases of Pigs	Generate evidence of absence data for specified exotic pig diseases to support the Australian Government substantiate claims of our disease occurrence status and support trade negotiations.	Initiated by the pig industry, this project encouraged veterinarians to submit samples from relevant cases to support Australia's animal health status in relation to major exotic diseases of pigs. AHA submitted the final project report to Australian Pork Limited in July 2024.	
FMD Vaccine Bank Capital and Management	Enhance Australia's preparedness for an FMD outbreak by ensuring access to the appropriate FMD vaccines, if required for use in a response. Refresh the FMD Vaccine Bank within the five-year cycle.	In 2024, Australia renewed its agreement with a major veterinary pharmaceutical manufacturer in France to supply FMD vaccines in the event of an FMD response. Under the agreement, vaccines can be delivered to Australia within seven working days, ensuring rapid access. The agreement will remain in place until 2029.	
Johne's Disease (JD) and Anthrax Reference Laboratories	Provide Reference Laboratory services to support national disease management programs for animal diseases, such as JD and those with a high public health risk such as anthrax. These services underpin national control, eradication and market assurance programs, facilitate interstate and international trade, optimise public health through zoonosis recognition and support biosecurity measures.	The Johne's Disease and Anthrax Reference Laboratories continued to function as centres of excellence in diagnostic services for these regionally important diseases. They also contributed to national and international scientific collaboration.	

Cont'd

Title	Purpose	Impact statement	
Support Access to Arbovirus Sensitive Markets	Monitor the distribution of economically important arboviruses of livestock, such as bluetongue virus, and their vectors.	<p>The National Arbovirus Monitoring Program (NAMP) continued to underpin market access for livestock and germplasm.</p> <p>NAMP supported the visit of an overseas trade delegation that was reviewing bluetongue virus control in Australia.</p> <p>External consultants conducted a comprehensive, regular review of NAMP. The report concluded that NAMP plays a critical role in supporting hundreds of millions of dollars in exports and provides price support to all Australian beef producers. The program is scientifically robust, with opportunities for enhancement through investment in targeted research.</p>	
Maintain Australia's Freedom from Transmissible Spongiform Encephalopathies (TSEs)	Maintain Australia's freedom from classical bovine spongiform encephalopathy (BSE) and scrapie and the highest-level international rating. Carry out sufficient TSE surveillance to meet international requirements, assure markets that Australian animals and animal products are free of TSEs, and ensure the early detection of a TSE (should it occur). Demonstrate that no restricted animal material is fed to ruminants.	All BSE surveillance and Ruminant Feed Ban compliance data was collated and reported to DAFF, enabling their report to the World Organisation for Animal Health about Australia's ongoing freedom from BSE. Australia has maintained its negligible risk status for BSE. It has also maintained freedom from classical scrapie, with adequate surveillance in sheep and goats.	
Monitoring for an Exotic Zoonotic Pest	Conduct surveillance for screw-worm fly, monitor the risk of an incursion, and make appropriate preparations.	AHA continued to undertake targeted surveillance for screw-worm fly nationally and to promote awareness about screw worm fly to animal health stakeholders.	

Cont'd



Project Tracker



Completed



On track



Not on track

Title	Purpose	Impact statement	
National Biosecurity Response Team Program (NBRT) and NBRT Cadet Program	Build national emergency biosecurity response capabilities through collaborative partnerships, professional development and exercises.	The NBRT remains a pivotal part of Australia's biosecurity preparedness and response framework. This year, 70 new members joined the NBRT, completed induction, attended conferences, and participated in their first professional development and networking week in May.	
		The three-year NBRT Cadet Program (2022–2025) successfully supported government biosecurity agencies to maintain and strengthen emergency preparedness and response capability. The program delivered ten workshops across eight jurisdictions, engaging 282 participants nationally.	
HPAI preparedness project	Enhance Australia's preparedness to an incursion of high pathogenicity avian influenza (HPAI), through activities in the areas of mass animal (poultry) destruction and emergency vaccine stewardship.	The HPAI preparedness project has enhanced the capacity and capability of industry and government through: <ul style="list-style-type: none"> • expert engagement via an HPAI roundtable and summit • an overseas study tour informing a report on higher welfare poultry destruction methods • a report on commercially available avian influenza vaccines for poultry and wild birds • planning for an AUSVETPLAN HPAI exercise – Exercise Flight Path. 	

Strategic Priority

Better health and
biosecurity practices

24

Key wins



The Northern Breeding Business Project saw strong progress. Three producer workshops were held, a new Cattle EAD augmented reality app was developed and released, and development commenced on a cattle health check app.



Industry and government created a new five-year National Sheep Industry Biosecurity Strategy (NSIBS), identifying biosecurity gaps and developing a pathway forward to strengthen the industry.



ParaBoss Phase III was completed, delivering a producer-centric website and rolling out targeted producer communications and extension activities such as an e-newsletter, monthly webinars and workshops.



EAD crisis management planning was strengthened, with a stocktake of current EAD Crisis Management Plans of peak industry bodies and associated organisations, followed by a gap analysis report outlining gaps and areas of improvement to be made in the next phase of the project.

In 2024–25, six Farm Biosecurity Newsletters reached

3,444
subscribers

The Farm Biosecurity website had over

180,000
views



Subscription projects

Title	Purpose	Impact statement	
Better On-Farm Biosecurity	Increase the implementation of biosecurity practices on-farm and throughout the supply chain. Assist livestock producers to manage the health conditions of their animals.	<p>The Horse Venue Biosecurity Workbook was published in July 2024, and work commenced on the revision of the National Biosecurity Manual for Lot Feeding.</p> <p>In 2024–25, six editions of the Farm Biosecurity Newsletter were distributed to approximately 3,444 subscribers. Each edition featured six biosecurity-focused articles, achieving an average open rate of 48% and an average click-through rate of 19%. During the same period, the Farm Biosecurity website recorded over 180k page views.</p>	
Improving Livestock Welfare	Work cooperatively with governments, industry and welfare organisations to add value to national animal welfare initiatives and projects where they align with AHA strategic goals and priorities.	AHA participated in various national animal welfare groups, committees and forums including the workshops for the renewal of the Australian Animal Welfare Strategy and the National Animal Welfare Research Development and Extension Strategy.	

Non-subscription projects

Title	Purpose	Impact statement	
Accreditation Program for Australian Veterinarians (APAV)	Provide a contemporary, accessible online learning platform, which allows registered veterinarians to access training and become accredited to participate in government veterinary programs. Maintain a database of accredited veterinarians and business services to ensure currency and accreditation fees are paid.	The database of accredited veterinarians was maintained in support of associated animal health certification programs.	
Australian Government Accredited Veterinarian Training	Provide a contemporary, accessible online learning platform to allow private veterinarians to become accredited to undertake export certification work on behalf of governments.	The online learning platform was maintained.	
On-farm Biosecurity Extension	Provide support, tools and resources for sheep and wool producers that build awareness and understanding of farm biosecurity practices, resulting in practice change.	Limited extension capacity has posed challenges for implementation. AHA is actively reviewing its role in extension and taking a strategic approach to progressing this work over the next six months.	
Cattle Health	Provide the framework for a nationally integrated approach to health conditions and biosecurity within the Australian cattle industry.	Revision of the National Cattle Health Declaration commenced. The previously developed Cattle Disease Guide for Farmers was revamped into a northern cattle version by Biosecurity Queensland.	
Northern Breeding Business (NB2)	As part of the Northern Breeding Business Strategic RDE&A Partnership (NB2), Meat & Livestock Australia, AHA and the Indigenous Land and Sea Corporation are collaborating to support indigenous producer groups to develop innovative digital communication technologies that support 'on country' learning opportunities, promoting adoption of biosecurity and animal health practice that maximise outcomes for the breeder herd.	Three producer workshops held and a new Cattle EAD augmented reality app was developed and released in the Apple and Android app stores. Development of a cattle health check app also started and will be completed early next FY. This phase of the NB2 project is near completion.	

Cont'd



Title	Purpose	Impact statement	
Fit to Lamb	The Fit to Lamb project aims to reduce impacts of dystocia for the Australian sheep industry. The first phase involves the collation and analysis of historical data in a newly developed database that AHA will manage.	The Fit to Lamb database was developed and data from multiple sites was uploaded into it. Murdoch University (the project lead) are now analysing the data for final reporting and scoping further work.	
Goat Health	Provide the framework for a nationally integrated approach to health conditions and biosecurity within the Australian goat industry.	Minor updates to the Goat Industry Market Assurance Program (GoatMAP) were made and consultation with state coordinators on including GoatMAP data in the Endemic Disease Information System database was undertaken. Ongoing support was provided for the goat pain relief project.	
National Management of Johne's Disease (JD)	Manage the cross-sectorial issues associated with JD in alpacas, cattle, goats and sheep.	Attendance at the International Colloquium on Paratuberculosis and International Paratuberculosis Forum allowed reporting on how other countries are managing JD as well as latest research and development. Meetings of the NJDP Steering Committee and High-Throughput JD Working Group progressed relevant items.	
National Sheep Industry Biosecurity Strategy (NSIBS)	Work with Sheep Producers Australia and WoolProducers Australia to deliver the NSIBS. Identify gaps within the sheep industry related to biosecurity and either address them directly or leverage other projects to do so.	A new five-year NSIBS was developed with support of a facilitator and a large group of industry and government stakeholders at a workshop in October and then with the Steering Committee. The new strategy commenced on 1 July 2025.	
NSIBS - Tasmania	Collation and reporting on animal health surveillance information as well as providing biosecurity extension to Tasmanian producers.	The consultant delivered 12 monthly reports and had high levels of engagement in biosecurity extension at workshops and field days in Tasmania.	
ParaBoss	Assists cattle, sheep and goat producers to incorporate regionally/temporally relevant parasite management into their production process.	ParaBoss Phase III was completed having delivered a modern producer-centric website and rolling out successful tailored and targeted producer communications and extension activities such as an e-newsletter, monthly webinars and pilot producer workshops.	

Cont'd



Project Tracker



Completed



On track



Not on track

Title	Purpose	Impact statement	
Prohibited Pig Feed (PPF) Compliance & Awareness	Harmonise compliance and awareness work performed by state/territory jurisdictions and industry to prevent the potential introduction and spread of EADs due to the feeding of prohibited pig feed (swill) to pigs.	Adequate PPF compliance activities were carried out nationally with very low levels of PPF non-compliance detected and managed appropriately. Ongoing communications about the need for PPF compliance continued.	
Sheep Health	Provide the framework for a nationally integrated approach to health conditions and biosecurity within the Australian sheep industry. Monitor sheep health and productivity conditions through abattoir monitoring and facilitate reporting back to producers.	<p>Nearly 10 million sheep were inspected as part of the National Sheep Health Monitoring Project. All data is now being returned to producers via MLA's myFeedback portal.</p> <p>Revision of the National Sheep Health Declaration was completed.</p> <p>A National Ovine Brucellosis Working Group was stood up and met twice.</p>	
Scoping Parasite Resistance Database	Scoping study to engage stakeholders and assess options in developing a potential independent parasitic resistance database for producer use, distributed through the ParaBoss website.	With significant work required on delivering the final elements of ParaBoss Phase III, work on developing this project was delayed. AHA will review this project proposal early in the next financial year.	
Genetics of Foot Health in the Australian Sheep Industry	This project managed by AWI and Murdoch University will conduct a range of research aimed to greatly improve the understanding of the genetics of foot health in Merino sheep.	The second year of this four-year project was completed with testing of rams and progeny to research a breeding value for footrot and then develop an Australian Sheep Breeding Value (ASBV) for footrot by its completion. Challenging seasonal conditions meant numbers of tested animals were lower than expected. AWI has worked with the consultants on a plan to increase numbers in the next financial year, as well potentially extend the timeline to meet targets.	
Sterile Insect Technique (SIT) for Blowflies	This pilot project on Kangaroo Island, managed by the South Australian Research and Development Institute (SARDI) and funded through the MLA Donor Company, will develop a Sterile Insect Technique (SIT) to control the sheep blowfly <i>Lucilia cuprina</i> , the vector of flystrike in sheep.	The SIT facility was set up and hit a peak of releasing approximately 1 million sterile flies per week, allowing a pilot trial across one part of Kangaroo Island, where proof of concept was shown before a wider distribution of sterile flies occurred in the spring of 2025.	

Cont'd

Title	Purpose	Impact statement	
Crisis Management Planning (CMP)	To develop a suite of easy-to-use CMP documentation for industry EADRA signatories, test and refine them, provide training on them, as well as create a portal for access by industry.	<p>A comprehensive stocktake of existing EAD Crisis Management Plans of peak industry bodies and associated organisations and stakeholder mapping were completed to generate a gap analysis report summarising findings.</p> <p>CMP templates establishing minimum baseline requirements for EAD preparedness (and other crises) were developed for peak industry bodies.</p> <p>Planning for a workshop to test the CMP templates commenced.</p>	
Goat Welfare Standards & Guidelines Review	A comprehensive review of the Goat Industry Animal Welfare S&Gs as well as communications to relevant stakeholders when they are complete.	A Drafting Group was formed, which then commenced meeting monthly to review the entire Goat Industry Welfare S&Gs document.	
Development of antimicrobial stewardship (AMS) case studies	Development of two e-learning AMS case studies.	The AMR Vet Collective developed two new case studies for use by veterinarians to enhance their knowledge of AMS in beef feedlots and sheep containment feeding.	
Wool Post-farmgate Emergency Animal Disease (EAD) Preparedness RD&E Strategy Refresh	Review of the previous Strategy and develop a new 2025–2030 Strategy.	WoolProducers Australia, AHA and AgStar Projects in collaboration with a working group of government and wool industry stakeholders developed the new Wool Industry Post-farmgate Emergency Animal Disease Preparedness and Response RD&E Strategy 2025–2030.	



Project Tracker



Completed



On track



Not on track



Strategic Priority 3

Connecting systems for stronger biosecurity

32

Key wins



Effective disease investigations continued, through ongoing engagement between non-government veterinary practitioners and government agencies, improving early detection and response to significant animal diseases.



The 3rd Australian Biosecurity Symposium, held during the inaugural National Biosecurity Week, was attended by a record number of attendees and speakers and saw the successful addition of the Queensland Government Youth Biosecurity Summit — spreading even further the important message about the vital role biosecurity plays in protecting our way of life.



Member Engagement Week — inclusive of Member, Industry and Government Forums — continued to provide a twice annual essential platform for AHA and its members to collaborate and ensure alignment of national efforts to enhance animal health and biosecurity outcomes.

The 3rd Australian Biosecurity Symposium attracted

434
delegates

120+
speakers

from community, industry, government, and business.



Subscription projects

Title	Purpose	Impact statement	
Collaborative Disease Investigations	Increase engagement with private veterinarians. Deliver tailored programs to increase the quantity and quality of livestock and wildlife disease investigations reported nationally.	<p>The program continued to support the quality and quantity of veterinary investigations into significant diseases affecting livestock and wildlife.</p> <p>The program fostered effective collaboration between non-government veterinary practitioners and government agencies through targeted training and financial support for complex case investigations.</p>	
National Animal Health Laboratory Coordination	Support the development and delivery of the National Animal Health Diagnostics Business Plan, including the fulfilment of AHA commitments outlined in the plan. Participate in the Animal Health Committee (AHC) subcommittee on Animal Health Laboratory Standards (SCAHLs). Support initiatives for improving laboratory and diagnostic outcomes. Provide a means for industry concerns to be heard at SCAHLS.	AHA continued to play an important role in SCAHLS to help strengthen animal health diagnostics in Australia. This included contributing to the development of the National Animal Health Diagnostics Business Plan 2027–31.	

Cont'd

Title	Purpose	Impact statement	
Supporting Market Access (Previously National Animal Health Information Program)	Provide governance for the collation, analysis and reporting of an agreed national surveillance dataset. Maintain an online database of national animal health information that is accessible to governments to support trade negotiations and market access. Manage the production of agreed national surveillance publications.	AHA managed the agreed animal health surveillance dataset and database. AHA published national surveillance reports, including <i>Animal Health Surveillance Quarterly</i> and the <i>Animal Health in Australia Annual Report 2024</i> .	
Surveillance Support (Previously Surveillance Enhancement and Support)	Collaborate on the development, delivery and evaluation of national animal disease surveillance initiatives, including the National Animal Health Surveillance Plan and its supporting activities.	AHA contributed to national surveillance initiatives including the Northern Australian Coordination Network and the National Surveillance and Epidemiology Advisory Group's Lumpy Skin Disease Surveillance Strategy subgroup.	

Non-subscription projects

Title	Purpose	Impact statement	
Alpaca Traceability	Work with the Australian Alpaca Association (AAA) to develop and implement a traceability system for alpacas and llamas.	AHA continued to support the rollout of National Livestock Identification System (NLIS) for the alpaca industry. The alpaca industry now has access to individual ID tags and the NLIS database.	
Australian Biosecurity Symposium and Decade of Biosecurity initiatives	Meet challenges and work with the collective to future-proof Australia's biosecurity system to protect our economy, environment and way of life. Develop a platform and resources to connect government, industry and community to pave the way for transformational change over the next decade – a biosecurity mass movement.	<p>The 3rd Australian Biosecurity Symposium was held from 27–29 August 2024. It was hosted by Animal Health Australia, Invasive Species Council, Centre for Invasive Species Solutions and Plant Health Australia.</p> <p>The event was attended by 434 delegates and included over 120 speakers from across community, industry, government and business.</p> <p>AHA also partnered with the Queensland Government to deliver the first Youth Biosecurity Summit, supporting 40 students from across Queensland to attend and learn about the importance of biosecurity to Australia's economy, environment and way of life.</p> <p>The event coincided with the inaugural National Biosecurity Week, which aims to promote awareness and encouraged good biosecurity practices across the country.</p>	
Biosecurity Research, Development and Extension (RD&E) Strategy	Promote and identify cross-sectoral, collaborative RD&E opportunities where gaps exist, including the identification of funders and providers. Identify and reduce duplication of RD&E to increase the efficiency of resource allocation and use.	<p>Meetings of the National Animal Biosecurity Research, Development and Extension Strategy (NABRDES) Stakeholder Reference Group continued to promote and identify potential collaborative RD&E opportunities.</p> <p>AHA participated in the National Cross-sectoral RD&E Working Group (for animals, plants, environment and marine) and the CSIRO Catalysing Australian Biosecurity Working Groups.</p>	

Cont'd

Title	Purpose	Impact statement	
Industry Forums	Provide a forum for industry discussion and collaboration with a focus on EAD readiness, crisis management planning and exercises.	<p>AHA facilitated two face-to-face Industry Forums, with representatives from all members in attendance. Participants shared and discussed key information on emerging issues, disease responses, and preparedness.</p> <p>Members contributed to a range of important initiatives, including:</p> <ul style="list-style-type: none"> • Representing the Forum at the World Organisation for Animal Health and on national biosecurity strategy and funding committees, the AnimalPlan Steering Committee, and animal health and surveillance committees. • Championing the Crisis Management Plan project. • Planning and participating in Exercise Audiatur. • Contributing to the mid-term review of AnimalPlan. • Participating in dedicated working groups on issues relating to intensive livestock industries and animal welfare. • Providing advice on multiple AUSVETPLAN documents, training resources, and policy issues. • Supporting AHA communications through media releases and high-level correspondence. 	
National Livestock Identification System (NLIS)	Work with members and stakeholders to deliver a range of outputs relevant to NLIS business rules and SAFEMEAT initiatives.	AHA continued to support industry members in NLIS, including through participation in the NLIS Industry Reference Group and various SAFEMEAT groups.	
National Wild Dog Action Plan	Support the coordination and rollout of the National Wild Dog Management Action Plan.	All planned activities for 2024–25 were carried out by the National Wild Dog Coordinator.	

Cont'd

Title	Purpose	Impact statement	
Supporting National Veterinary Pathology Expertise	Enhance national veterinary pathology diagnostic and expert knowledge capabilities by providing pathology training, continuing education and quality assurance programs.	<p>AHA continued to maintain and enhance national veterinary diagnostic capability through initiatives such as the Australian Animal Pathology Standards Roadshow.</p> <p>In May-June 2025, Dr Gisela Martinez-Romero from Tufts University, Massachusetts, presented on cardiovascular pathology in five locations across Australia, with excellent feedback from participants.</p>	

Member and operational support

Corporate governance

In addition to Corporations Law requirements, AHA implements the following:

Appointment of directors

AHA's constitution prescribes the selection criteria for Directors of the Board and the composition of an independent selection committee with member representatives from the Commonwealth, State/Territory Governments and Industry, and a representative of the National Farmers Federation and the AHA Chair or director nominee, which recommend appointments for members' approval at a general meeting.

Board charter

Responsibilities and activities of the Board are covered in detail in the Board charter. The charter sets out the responsibilities and role of the Board, the Chairperson, the CEO and the Company Secretary, and addresses all aspects of Board appointments, activity and performance. Directors have the right of access to all company information and to the company's Executive and, subject to prior consultation with the Chairperson, may seek independent professional advice at the company's expense. The Board meets in person at least five times during the year, and additionally via teleconference or through consideration of out-of-session papers as required.

Conflicts of interest

Directors declare at each Board meeting any changes to their statement of interests, affirming that they have no specific interests that will impact on their ability as a director and that any potential or perceived conflicts of interest will be declared to the Board.

Legal compliance

Both the People Culture and Performance Committee (PCPC) and the Audit and Risk Management Committee (ARMC) are charged with different aspects of monitoring assurance systems. The Company Secretary manages compliance and reporting to both committees, which in turn provide advice and recommendations to the Board. The responsibilities of the committees are set out in their respective charters. Membership of each committee comprises of at least three Directors. The committees meet at least twice each year. Auditors are provided notice of general meetings of members and are invited to present to the ARMC when annual financial statements are considered.

Audit and Risk Management Committee (ARMC)

Financial policies and procedures

Comprehensive practices are established and included in the company's policy and procedure manuals such that all unbudgeted expenditure and commitments require prior Board approval; financial exposures are controlled; investment of funds is governed by a specific investment policy; work health and safety standards and management systems are monitored and reviewed; and business transactions are properly authorised and executed.

Risk recognition and management

Risk management

Monitoring of corporate and program risks is a specific responsibility of the ARMC. The company's process of periodic risk assessment and review covers the business environment, work health and safety, property, financial reporting, IT, including cyber security and internal control. Internal audit reviews are undertaken periodically at the direction of the ARMC.

Rights and interests of members and stakeholders

Member consultation and communication

The Board aims to ensure that all members are informed of all major developments affecting the company.

Company general meetings

The Board encourages full participation of members at the AGM. Full participation is also encouraged at a general meeting held by the company in June each year at which the Annual Operating Plan (AOP) is presented, and subscription funding is formally agreed on by members for the upcoming financial year.

Code of conduct

The Board Charter contains a Directors' Code of Conduct with which each Director is expected to comply. In addition, the company has documented standards that each manager and employee of the company is expected to operate within. The requirement to comply with these ethical standards is communicated to all employees. Directors, managers and employees are expected to always strive to enhance the reputation and performance of the company.

Enhancement of performance

Board performance evaluation

The Board is committed to the ongoing development of both individual Directors and the Board as a whole. Evaluation regularly involves the engagement of independent external expertise.

Company performance evaluation

AHA uses a monitoring and evaluation framework to report on key deliverables as outlined in the *2020–2025 Strategic Plan* to members.

Staff performance evaluation

Each staff member is employed under an employment contract that specifically calls for performance reviews every six months as part of our employee engagement cycle which is measured by the staff member's manager. The performance of the CEO is evaluated on the same basis by the Chairperson and Board.

Fair and responsible remuneration

Director's remuneration

The remuneration payable to Directors is approved at a general meeting of the company as stipulated in the constitution. There are no schemes for retirement benefits, aside from statutory superannuation.

Employee remuneration

The remuneration of the CEO is set by the Board and reviewed annually as part of the CEO performance review. The remuneration of all other staff is set and reviewed by the CEO as part of the employee engagement cycle.



Member connection and collaboration

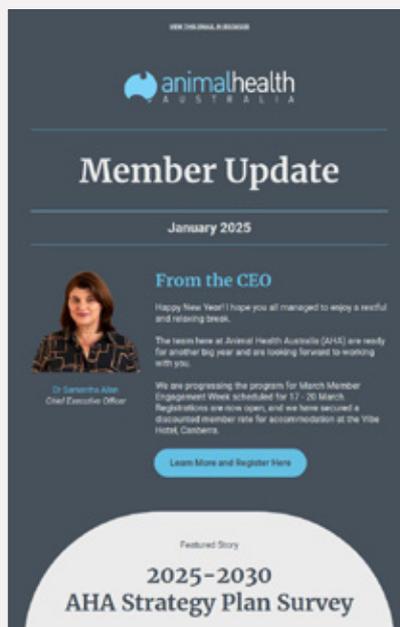
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Member Engagement Weeks (March and September)

Member Engagement Weeks continue to be a highlight on the AHA calendar. This year, we once again hosted two in-person events, bringing together 128 participants from 27 member organisations and across all nine jurisdictions. These forums, workshops and training sessions are essential for members to collaborate, share insights and strengthen connections – all vital for building a resilient, future-ready animal health and biosecurity system.

New look Member Updates

To improve member communications, we restructured our monthly Member Updates to make content easier to navigate and engage with. Enhanced tracking now helps us better understand members' needs, allowing us to deliver more timely, informative and relevant content.



2024–25 online engagement

Website page views

156k

AHA Website

180k

Farm Biosecurity

417k

ParaBoss

Social audience

 **7,602**

 **7,575**

 **1,868**

Social impressions

66k

125k

21k

Increasing member response capability

We continue to provide member targeted biosecurity and response training and resources, including:

- Liaison-Livestock Industry (LLI) training
- Consultative Committee on Emergency Animal Diseases (CCEAD) training
- National Management Group (NMG) training
- awareness and refresher training and resources
- online training.

These programs help ensure our members are equipped to respond effectively and efficiently to biosecurity challenges.

Brand refresh

In May 2025, we refreshed our corporate brand to reflect our new leadership and strategic direction. The update introduced a more professional, earthy colour palette and modern typography, enhancing clarity and stakeholder engagement while maintaining AHA's trusted reputation.



Colour Transition

Looking ahead

Strategic Plan 2025–30

Download the full 2025–30 Strategic Plan
at animalhealthaustralia.com.au/strategy



Our new Strategic Plan 2025–30, developed in close consultation with members and informed by learnings of our previous plan, sets our strategic direction for the next five years. It reflects our shared commitment to protecting animal health, supporting livestock industries, and strengthening national biosecurity.

The plan introduces four strategic priorities:



Together, these priorities will guide our work to build a resilient, future-ready animal health system.



National committee representation

National Biosecurity Committee (NBC) (observer)

- Animal Health Committee (subcommittee of NBC) (observer)
 - Animal Health Committee Subcommittee on Emergency Animal Diseases (SCEAD)
 - Subcommittee Animal Health Laboratory Standards (observer)
 - Animal Health Committee AMR Task Group (observer)
- Environment and Invasives Committee (subcommittee of NBC) (observer)
- National Biosecurity Communications and Engagement Network (subcommittee of NBC) (member)
- National Biosecurity Communications and Engagement Network behaviour change research working group (member)
- National Biosecurity Communications and Engagement Network digital working group (member)

Other committees

ABARES General Surveillance M&E Reference Group

Animal Industry Anti-Microbial Stewardship Steering Committee (observer)

AnimalPlan Steering Committee

Australian Strategic & Technical Advisory Group on AMR

Beef Sustainability Framework Consultative Committee

Catalysing Australia's Biosecurity (CAB) Data WG

CSIRO Health and Biosecurity Advisory Committee

Decade of Biosecurity Steering Committee

Emergency Animal Disease Preparedness Taskforce

FMD Vaccine Bank Contract Advisory Committee

HASTE Steering Committee

Live Export Animal Welfare Advisory Group

National Animal Health Training Reference Group (chair, secretariat, member)

National Biosecurity RD&E Cross-Strategy WG

National Biosecurity Response Team Advisory Group (secretariat, member)

National Primary Industries Animal Welfare RD&E Strategy Committee (observer)

Northern Australia Biosecurity Framework Reference Group

Northern Australia Biosecurity Strategy Animal Technical Working Group

NSW Collaborative Pig Group

Queensland Animal Biosecurity Market Access Liaison Group

Red Meat Statistics Working Group

SAFEMEAT Advisory Group (observer)

SAFEMEAT National Feed Standards WG

SAFEMEAT National Vendor Declaration WG

SAFEMEAT Partners (observer)

SAFEMEAT Risk Review WG

Southern Australian Livestock Research Council (associate member)

Vaccine Expert Advisory Group (a subcommittee of AHC).

Wildlife Health Australia Coordinator Group

Wool Industries Australia Emergency Animal Disease Preparedness Working Group

WoolProducers Health and Welfare Committee

Abbreviations

AAA	Australian Alpaca Association	NB2	Northern Breeding Business
AGM	Annual General Meeting	NBC	National Biosecurity Committee
AHA	Animal Health Australia	NBRT	National Biosecurity Response Team
AMR	antimicrobial resistance	NFF	National Farmers Federation
AMS	antimicrobial stewardship	NLIS	National Livestock Identification System
AOP	Annual Operating Plan	NMG	National Management Group
APAV	Accreditation Program for Australian Veterinarians	NSHMP	National Sheep Health Monitoring Project
ARMC	Audit and Risk Management Committee	NSIBS	National Sheep Industry Biosecurity Strategy
ASBV	Australian Sheep Breeding Value	NWDAP	National Wild Dog Action Plan
AUSVETPLAN	Australian Veterinary Emergency Plan	NZVA	New Zealand Veterinary Association
AWI	Australian Wool Industry	PCPC	People Culture and Performance Committee
BSE	bovine spongiform encephalopathy	PHA	Plant Health Australia
CCEAD	Consultative Committee on Emergency Animal Diseases	PIRSA	Primary Industries and Regions South Australia
CMP	Crisis Management Plan	PPF	prohibited pig feed
CSIRO	Commonwealth Scientific and Industrial Research Organisation	RD&E	research, development and extension
DAFF	Australian Government Department of Agriculture, Fisheries and Forestry	S&Gs	standards and guidelines
EAD	emergency animal disease	SARDI	South Australian Research and Development Institute
EADRA	Emergency Animal Disease Response Agreement	SCAHLs	Subcommittee on Animal Health Laboratory Standards
FMD	foot-and-mouth disease	SCEAD	Subcommittee on Emergency Animal Diseases
GoatMAP	Goat Industry Market Assurance Program	SIT	sterile insect technique
HASTE	Enhancing rapid decision-support for emergency animal disease outbreaks	SOPs	standard operating procedures
HPAI	high pathogenicity avian influenza	SPA	Sheep Producers Australia
JD	Johne's disease	SWF	screw-worm fly
LLI	Liaison – Livestock Industry	T2M	transition to management
LSD	lumpy skin disease	TRG	Technical Review Group
M&E	monitoring and evaluation	TSE	transmissible spongiform encephalopathy
MLA	Meat & Livestock Australia	WOAH	World Organisation for Animal Health
NABRDES	National Animal Biosecurity Research, Development and Extension Strategy	WPA	WoolProducers Australia
NAMP	National Arbovirus Monitoring Program		



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