



Annual Report 2024–25

Environment, Planning and
Sustainable Development
Directorate



The ACT Government acknowledges the Ngunnawal people as traditional custodians of the ACT and recognise any other people or families with connection to the lands of the ACT and region. We acknowledge and respect their continuing culture and the contribution they make to the life of this city and this region.

Acknowledgement of Country

Yuma

*Dhawura nguna ngurumbangu gunangu Ngunnawal.
Nginggada dindi dhawura Ngunnawalbun yindjumaralidjinyin.
Mura bidji mulanggaridjindjula.
Naraganawaliyiri yarabindjula.*

Hello

*This country is Ngunnawal (ancestral/spiritual) homeland.
We all always respect elders, male and female, as well as
Ngunnawal country itself.
They always keep the pathways of their ancestors alive.
They walk together as one.*

We acknowledge the Ngunnawal people as Traditional Custodians of the ACT and recognise any other people or families with connection to the lands of the ACT and region. We respect the Aboriginal and Torres Strait Islander people, particularly our Aboriginal and Torres Strait Islander staff, and their continuing culture and the contribution they make to the life of this city and this region.



Artwork

Artwork from Dreaming by Richard Allan is incorporated throughout this publication.

Dreaming

By Richard Allan

Dreaming is a story about Ngunnawal Country and how Ngunnawal people walk many different pathways to sacred areas and meeting places. The symbols are pathways, sacred areas and meeting places. Dreaming gains from Mother Earth and Father Sky. We walk from Dreaming healing people, animals and the land on Ngunnawal country, this is our journey.

Contact for this report

General enquiries about this report should be directed to: epsddperformance@act.gov.au

Freedom of information

Freedom of information requests can be made by emailing: CEDFOI@act.gov.au

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Information about the Directorate and an electronic version of this annual report can be found on the website <https://www.planning.act.gov.au/about>

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Acronyms

AASB – Australian Accounting Standards Board

ACAT – ACT Civil and Administrative Tribunal

ACT – Australian Capital Territory

ACTMapi – ACT Mapping and Spatial Data Application

ACTPS – ACT Public Service

AMSC – Strategic Asset Management Steering Committee

ANU – Australian National University

ARC – Audit and Risk Committee

ARIns – Attraction and Retention incentives

ATSIPP – Aboriginal and Torres Strait Islander Procurement Policy

BOP – Bushfire Operations Plan

CHIP – Catchment Health Indicator Program

CED – City and Environment Directorate

CEMP – Conservation Effectiveness Monitoring Program

CIT – Canberra Institute of Technology

CMTEDD – Chief Minister, Treasury and Economic Development Directorate

CMP – Conservation Management Plan

CMT – Crisis Management Team

CO₂-e – Carbon dioxide equivalent

CRA – City Renewal Authority

CRP – Controlled Recurrent Payment

CSC – Commonwealth Superannuation Corporation

CSS – Commonwealth Superannuation Scheme

DA – Development application

DDTS – Digital, Data and Technology Solutions Group

DPA – Draft Plan Amendment

DNCCC – Dhawura Ngunnawal Caring for Country Committee

DDGSC – Digital and Data Steering Committee

DRG – Data Reform Group

EAP – Employee Assistance Program

EBT – Expenses on Behalf of the Territory

EEIS – Energy Efficiency Improvement Scheme

EIS – Environmental Impact Statement

EMB – Executive Management Board

EPBC Act – *Environment Protection and Biodiversity Conservation Act 1999* (Commonwealth)

EPSDD – Environment, Planning and Sustainable Development Directorate (ACT Government)

ESP – Enterprise Sustainability Platform

EV – Electric Vehicle

FOI – Freedom of Information

FMA – *Financial Management Act 1996*

FTE – Full-time Equivalent

FY – Financial Year

GST – Goods and Services Tax

GSO – ACT Government Solicitor's Office

HCOANZ – Heritage Chairs and Officials of Australia and New Zealand

ICT – Information and Communication Technology

IDAHOBIT – International Day against Homophobia, Biphobia, Interphobia and Transphobia

IPDS – Infrastructure Planning Development Scenarios

JACS – Justice and Community Safety Directorate

LGC – Large-scale generation certificates

LMA – Land Management Agreement

LPG – Liquid petroleum gas

LREG – Large-Scale Renewable Energy Generator

LVC – Lease Variation Charge

MPA – Major Plan Amendment

MWh – Megawatt hours

NAIDOC – National Aboriginal and Islander Day Observance Committee

NC Act – *Nature Conservation Act 2014*

NCDRP – National Capital Design Review Panel

NEPC – National Environmental Protection Council

NEPM – National Environment Protection Measure

NERL – National Energy Retail Law

NES – National Environmental Significance

NRM – Natural Resource Management

NSW – New South Wales

OAIS – Open Access Information Scheme

OCSE – Office of the Commissioner for Sustainability and the Environment

OSGLI – Office of the Surveyor-General and Land Information

PHEV – Plug-in hybrid vehicle

PCS – Parks and Conservation Service

PSS – Public Sector Superannuation Scheme

PSSAP – Public Sector Superannuation Scheme Accumulation Plan

RAP – Reconciliation Action Plan

REIF – Renewable Energy Innovation Fund

RFT – Request for Tender

RIS – Regulatory Impact Statement

RFMP – Regional Fire Management Plan

SDMS – Spatial Data Management System

SERBIR – Senior Executive Responsible for Business Integrity Risk

SLA – Suburban Land Agency

TBA – Territory Banking Account

TCCS – Transport Canberra and City Services Directorate

TPA – Territory Planning Authority

WHS – Work Health and Safety

WSUD – Water sensitive urban design

ZEG – ZEG Fund

ZEV – Zero Emissions Vehicle



Director-General Foreword

I am immensely proud to look back on the achievements of the past year; a year of innovation, dedication and collaboration across all areas of the Directorate. Our teams worked seamlessly to deliver impactful projects that not only align with our vision and mission, but also enrich the lives of the communities we serve.

Our teams respond to our changing climate, nurture our existing natural environment and provide buildings and spaces for the people of this city that are designed for our modern lifestyle. There is a lot for this organisation to be proud of.

As we prepare to transition into the new City and Environment Directorate from 1 July 2025, I am filled with optimism for the future. I am confident that the same spirit of collaboration and innovation will drive us forward, enabling us to build on our successes and embrace new challenges.

To everyone who has been part of this remarkable journey, not only in 2024–25 but over the 8 years that I've had the privilege of leading EPSDD, thank you for your commitment and passion. Together, we have set a standard of excellence that will continue to inspire and guide our work for years to come.

Ben Ponton



Ben Ponton
Director-General

Part A

Transmittal Certificate







AI Transmittal Certificate

OFFICIAL



Mr Chris Steel MLA
Minister for Planning and Sustainable
Development
Minister for Heritage

Ms Suzanne Orr MLA
Minister for Climate Change, Environment,
Energy and Water

Ms Tara Cheyne MLA
Minister for City and Government Services

Dear Ministers,

2024-25 Environment, Planning and Sustainable Development Directorate Annual Report

This report has been prepared in accordance with section 6(1) of the *Annual Reports (Government Agencies) Act 2004* and in accordance with the requirements under the Annual Reports (Government Agencies) Directions 2025.

It is noted that, following Machinery of Government changes, the former Environment, Planning and Sustainable Development Directorate (EPSDD) is no longer an entity and its functions now operate as part of the City and Environment Directorate. This report has been prepared in conformity with other legislation applicable to the preparation of the annual report by the former EPSDD Directorate.

I certify that the information in the attached report and information provided for whole of government reporting, is an honest and accurate account and that all material information on the operations of EPSDD has been included for the period 1 July 2024 to 30 June 2025.

I hereby certify that fraud prevention has been managed in accordance with the *Public Sector Management Standards 2006 (repealed)*, Part 2.3 (see section 113, *Public Sector Management Standards 2016*).

Section 13 of the *Annual Reports (Government Agencies) Act 2004* requires that you present the Annual Report to the Legislative Assembly within 15 weeks after the end of the reporting year.

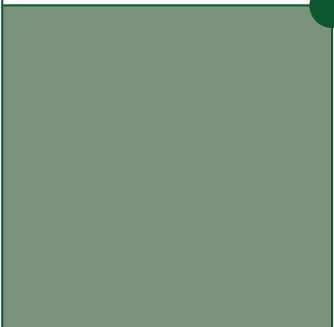
Yours sincerely

Dave Peffer
Director-General
City and Environment Directorate
1 October 2025



Part A2

Compliance Statement





A2 Compliance Statement

The Environment, Planning and Sustainable Development Directorate (EPSDD) must comply with the Annual Report Directions (the Directions) made under section 8 of the *Annual Reports (Government Agencies) Act 2004*. The Directions are found at the ACT Legislation Register: www.legislation.act.gov.au.

The Compliance Statement indicates the subsections, under Parts 1 to 5 of the Directions, that are applicable to EPSDD and the location of information that satisfies these requirements.

Part 1 Directions Overview

The requirements under Part 1 of the Directions relate to the purpose, timing and distribution, and records keeping of annual reports. The EPSDD Annual Report complies with all subsections of Part 1 under the Directions.

To meet Section 15 Feedback, Part 1 of the Directions, contact details for EPSDD are provided within the EPSDD Annual Report to provide readers with the opportunity to provide feedback.

Part 2 Reporting entity Annual Report Requirements

The requirements within Part 2 of the Directions are mandatory for all reporting entities and EPSDD complies with all subsections. The information that satisfies the requirements of Part 2 is found in the EPSDD Annual Report as follows:

- a. Transmittal Certificate, see page 9
- b. Organisational Overview and Performance, inclusive of all subsections, see page 16
- c. Financial Management Reporting, inclusive of all subsections, see page 190.

Part 3 Reporting by Exception

EPSDD has nil information to report by exception under Part 3 of the Directions for the 2024–25 reporting year.

Part 4 Directorate and Public Sector Body Specific Annual Report Requirements

The following subsections of Part 4 of the Directions are applicable to the EPSDD and can be found within the EPSDD Annual Report:

- D1 Ministerial and Director-General Directions:
 - Directions given under the *Planning Act 2023* are reported in the Chief Planner’s Annexed Report, see page 355
 - Directions given under the *Nature Conservation Act 2014* are reported in the Conservator of Flora and Fauna’s Annexed Report, see page 346
- D2 Public Land Management Plans, see page 340.

Part 5 Whole of Government Annual Reporting

All subsections of Part 5 of the Directions apply to the EPSDD. Consistent with the Directions, the information satisfying these requirements is reported in the one place for all ACT Public Service directorates, as follows:

- Bushfire Risk Management, see the annual report of the Justice and Community Safety Directorate
- Human Rights, see the annual report of the Justice and Community Safety Directorate
- Legal Services Directions, see the annual report of the Justice and Community Safety Directorate
- Public Sector Standards and Workforce Profile, see the annual State of the Service Report
- Territory Records, see the annual report of the Chief Minister, Treasury and Economic Development Directorate.

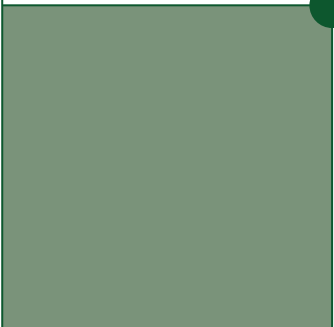
ACT Public Service Directorate annual reports are found at the following web address: <https://www.act.gov.au/open/annual-reports>.

Part B

Organisational Overview
and Performance

Part B1

Organisational Overview





B1 Organisational Overview

In 2024, the Chief Minister announced that changes would be made to better align the ACT Public Service (ACTPS) to ACT Government priorities.

The ACTPS 2025 Taskforce was established to undertake a review of the ACTPS structure and report on the most effective way to achieve change. The government responded to the [ACTPS 2025 Taskforce Report](#) recommendations through a set of actions that resulted in the revised Administrative Arrangements (Machinery of Government changes) effective from 1 July 2025.

As a result of these arrangements the City and Environment Directorate (CED) was formed through the amalgamation of Access Canberra, the Better Regulation Taskforce, Environment, Planning and Sustainable Development Directorate (EPSDD) and Transport Canberra and City Services Directorate (TCCS). The Heritage Library function transferred from TCCS to the Chief Minister, Treasury and Economic Development Directorate (CMTEDD).

Consequently, EPSDD ceased to exist as a directorate at the conclusion of the 2024–25 reporting period. This is the last annual report of EPSDD.

Vision

We shaped the ACT's future while acknowledging and respecting our natural environment

Under its final strategic plan, EPSDD's vision focused on the wellbeing of citizens and visitors by providing planning, land and building policy and services, renewed urban spaces and access to and experiences of our heritage and natural and cultural environments.

Purpose

Together we planned, delivered and sustained our natural and built environments to make the ACT a place of choice today and into the future

We put quality of life at the forefront of our considerations in planning for a Canberra where people live, work, enjoy nature and experience connection to country, and have a climate-proof future. Our directorate made an enormous contribution to Canberra continuously being considered one of the most liveable cities in the world.

Values

We were informed, connected, adaptive and innovative in everything we did

EPSDD's approach was shaped by the ACTPS values of respect, integrity, collaboration and innovation. Our people talked and walked these values every day. We enacted these values through our approach to be informed, connected, adaptive and innovative in everything we did. We expressed our approach in 2 critical ways: out to the ACT community; and internally in the way we worked with each other.

Role, Functions and Services

EPSDD worked to take care of Canberra, the Canberra region, its citizens, animals, plants, land and waterways.

EPSDD was responsible for a wide range of policies and/or programs relating to climate change, energy, nature conservation, environment protection, water, heritage, strategic and statutory planning, development approvals, building, land and urban design. Through the ACT Parks and Conservation Service (PCS), we managed nature reserves, national parks, plantation forests and rural lands to provide the ACT with safe open spaces that contribute to quality of life for the community.

We provided support to the Suburban Land Agency (SLA) and City Renewal Authority (CRA) until their transition to the Chief Minister, Treasury and Economic Development Directorate (CMTEDD) during the reporting period.

We played a central role in making Canberra a liveable city and a place of choice to live. We did this through:

- integrated strategic planning, urban design and land investigation
- well-considered statutory planning
- development of policy and programs to manage sustainability and climate change
- programs to improve ACT's water and energy services
- sound environmental management, land management and conservation
- effective management of ACT's parks and reserves.

Strategic Planning Framework

EPSDD Strategic Plan 2022–25

The [EPSDD Strategic Plan 2022–25](#), was revised in April 2024. The plan had an ambitious vision informed by the ACT Government's priorities on climate change action, planning and building reform, sustainability, providing a healthy environment and a focus on working collaboratively with Traditional Custodians.

The directorate's work was aligned with the government's priorities and commitments for the 11th Legislative Assembly, [CBR Switched On: ACT Economic Development Priorities 2022–2025](#) and the [ACT Wellbeing Framework](#).

To achieve the plan, EPSDD continued to invest in a highly valued, skilled and safe workforce that built trust and confidence with all stakeholders by being informed, connected, adaptive and innovative in everything we did.

The revised plan introduced new and updated strategic objectives to reflect the directorate's core priorities and business. The 6 strategic objectives and associated strategic indicators are listed below.

Strategic Objective 1 – Deliver a compact, efficient and sustainable city to be enjoyed now and into the future

Strategic Indicator 1.1: A well planned and compact city

Strategic Indicator 1.2: Quality of development proposals for large and significant development applications

Strategic Indicator 1.3: An efficient planning system

Strategic Indicator 1.4: Facilitate land supply for residential, commercial, community, industrial and other uses in existing and future urban areas*

*This indicator was discontinued due to transfer of the function to SLA.

Strategic Objective 2 – Enhance Canberrans’ wellbeing by conserving and experiencing nature and culture

Strategic Indicator 2.1: Improvement in ecosystem condition

Strategic Indicator 2.2: Health of water catchments

Strategic Indicator 2.3: Connection to nature – visitor experience satisfaction

Strategic Indicator 2.4: Enhanced community safety

Strategic Objective 3 – Create our climate-ready city

Strategic Indicator 3.1: Reduce greenhouse gas emissions towards net zero emissions

Strategic Indicator 3.2: Increased community adaptation and resilience to climate change

Strategic Indicator 3.3: Maintain provision of affordable renewable energy

Strategic Indicator 3.4: Increased electrification of transport

Strategic Indicator 3.5: Increased energy efficiency and electrification of low-income households

Strategic Objective 4 – Work collaboratively with Ngunnawal and other First Nations people to build a strong and shared future

Strategic Indicator 4.1: Building stronger partnerships

Strategic Indicator 4.2: Promoting and respecting First Nations culture

Strategic Indicator 4.3: Promoting language through the place naming process

Strategic Objective 5 – Build trust and confidence with all of our Canberra community

Strategic Indicator 5.1: Responsiveness to customers

Strategic Indicator 5.2: Improved access to government information

Strategic Indicator 5.3: Informed and engaged community

Strategic Indicator 5.4: Stakeholder awareness of directorate priorities and projects

Strategic Objective 6 – Continue investment in a highly valued, skilled and safe workforce

Strategic Indicator 6.1: A capable, trained and competent workforce

Strategic Indicator 6.2: An effective and high performing workforce

Strategic Indicator 6.3: Safe workplaces promoting holistic wellbeing

Strategic Indicator 6.4: An inclusive work environment

Summary of Performance

The directorate delivered many significant achievements during the reporting year. The highlights are summarised below under the 6 strategic objectives. Further detail and analysis of performance against strategic objectives, strategic indicators and output classes are in [Section B2 – Performance Analysis](#).

Strategic Objective 1 – Deliver a compact, efficient and sustainable city to be enjoyed now and into the future

1. EPSDD continued to progress work on the Minister’s Statement of Planning Priorities to enable diverse housing choices (such as missing middle housing) and plan for more housing in and around key precincts, shops (commercial centres) and rapid transport connections (transit-oriented development).
2. A proposed package of missing middle housing reforms was released for public consultation on 20 May 2025. The reforms include a draft Missing Middle Housing Design Guide (MMHDG) and a draft major plan amendment (MPA) to the Territory Plan.
3. Planning frameworks for the Southern Gateway and City and Gateway corridors were advanced to support development near rapid transport routes, aligning urban growth with public transport infrastructure.
4. Reforms to the building regulatory system were implemented to improve compliance with building standards for health, safety, amenity and sustainability and to introduce residential building works insurance and registration schemes for property developers and professional engineers.
5. The first Demonstration Housing Project was completed in February 2025; Stellulata is a small-scale medium density co-housing project in Ainslie.

Strategic Objective 2 – Enhancing Canberrans’ wellbeing by conserving and experiencing nature and culture

1. The 2020 Black Summer Bushfire Recovery Program was finalised, bringing an end to the 5-year program of environmental, social and economic resilience projects including works undertaken to restore and improve Namadgi National Park’s infrastructure.
2. The *Biosecurity Act 2023* commenced on 15 May 2025, replacing outdated laws and regulations, improving the Territory’s ability to manage biosecurity threats and aligning with national standards.
3. A new data visualisation and tracking tool to monitor threatened species’ population trends, the ACT Threatened Species Index (ACT-TSX), was developed, applying methodology developed for the National Threatened Species Index (TSX).
4. The Conserving Canberra initiative continued to restore habitat for threatened species including multiple planting days involving ParkCare groups, Cultural Advisers, catchment groups, the Ngunnawal community, the Ngunnawal works crew and the public.
5. The Healthy Waterways program delivered the Belconnen Oval wetland and progressed the ‘Options for Restoring Lake Tuggeranong’ report, which identifies pollution mitigation options to reduce or eliminate toxic blue-green algal blooms in the lake.
6. ACT Heritage substantially updated ACT Heritage’s Terms of Reference and Governance Arrangements framework and guidelines to clarify and enable more robust operation of governance policies, procedures and structural relationships of the Heritage Council, ACT Heritage Branch and heritage stakeholders.

Strategic Objective 3 – Create our climate-ready city

1. The ACT Greenhouse Gas Inventory for 2023–24, published in December 2024, showed the Territory’s emissions were 50% lower than the 1990 baseline level, which met the June 2025 interim target. The delivery of actions under the Climate Change Strategy 2019–25, including 100% renewable electricity, helped achieve this.
2. Everyday Climate Choices incentive programs continued to deliver support and financial incentives for the Canberra community, with 5,404 households and 442 businesses participating in government initiatives delivered through community and business support programs.
3. The ACT Government committed a further \$1,075,406 under the Public EV Charging Infrastructure Fund to deliver publicly accessible EV chargers across the Territory. In May 2025, it was announced that the target of at least 180 public EV chargers in the ACT by 2025 had been exceeded.
4. The Zero Emissions Government Loan Fund approved 7 projects. The Electrification of Gas Assets Program removed 84 gas assets, with a further 36 "identification and investigation" reports completed.

Strategic Objective 4 – Work collaboratively with Ngunnawal and other First Nations people to build a strong and shared future

1. The Dhawura Ngunnawal Caring for Country Committee (DNCCC) paused in September 2024 to enable an independent review of functions. This review will determine areas to improve effectiveness of the committee and aims to further improve Closing the Gap outcomes in the Territory.
2. EPSDD’s Procurement and Contracts team encouraged and supported staff undergoing procurements to consider engaging Aboriginal Community-Controlled Organisations (ACCOs). As a result, 9.28% of the directorate’s financial year addressable spend was with Aboriginal and Torres Strait Islander Enterprises.
3. Two roads were named to honour Aboriginal and Torres Strait Islander individuals, promoting recognition of First Nations contributions through the ACT’s place-naming process.
4. EPSDD partnered with ANU, CSIRO, and the Ngunnawal community to launch a First Nations-led cultural burning program in grassy woodlands. The project, which will run until 2029, aims to restore ecosystems, build community capacity and integrate Indigenous and western land management practices.
5. As part of the Healing Country, Healing Community Project, 4 Ngunnawal Cultural Advisors were engaged to work with ecologists and land managers to develop an ecocultural project bringing Indigenous knowledge and western science together to restore Country. The project successfully trialled a model for Ngunnawal engagement and co-developed key documents including a Code of Care, Cultural Advisor Agreement and a ‘restoration wheel’ to measure the success of ecological and cultural values in restoration efforts.

Strategic Objective 5 – Build trust and confidence with all of our Canberra community

1. EPSDD conducted 7 engagements through the year including consultation on missing middle housing reforms, solar backstop capability and the ACT Water Strategy review. Additional education and awareness campaigns included the Avian Influenza Biosecurity Response, Make Your Next Choice Electric, Electric Vehicle Drive Days and the Healthy Waterways campaign to reduce pollution in stormwater drains.
2. Major improvements in digital and data governance included the rollout of Microsoft Power Automate and enhancements to geospatial tools like the Geospatial Homepage and GeoHub to make it easier to access and understand location-based information.
3. EPSDD continued to demonstrate its commitment to upholding the principles of open government and the community’s right to access government information, with 100% of access applications determined in accordance with statutory requirements.
4. EPSDD continued to respond to planning enquiries to allow timely progression of development proposals, with 97% enquiries responded to within accepted government service standards and timeframes.

Strategic Objective 6 – Continue investment in a highly valued, skilled and safe workforce

1. 80% of staff completed Essentials training and 93% of staff had active Performance and Development Plans, reflecting strong engagement with learning and development and alignment with strategic workforce capability goals.
2. EPSDD launched its Gender Action Plan 2025–28 and achieved a gender pay gap of -0.5%, indicating pay equity across the workforce.
3. Diversity and inclusion were promoted through 4 active inclusion networks fostering belonging and cultural awareness and through events like NAIDOC Week, Wear it Purple Day, Harmony Week and IDAHOBIT.
4. A full review of EPSDD’s Work Health and Safety Management System was undertaken, aligning it with current legislation and improving accessibility through a redesigned intranet. New guidelines were developed for incident management, hazardous chemicals, working at heights and communicable diseases.

Outlook

As noted above, ACTPS went through administrative changes, resulting in the establishment of a new directorate. The City and Environment Directorate (CED) amalgamated Access Canberra, the Better Regulation Taskforce, Environment, Planning and Sustainable Development Directorate (EPSDD) and Transport Canberra and City Services Directorate (TCCS).

Because EPSDD ceased to exist as a directorate on 30 June 2025, there were no EPSDD specific priorities for 2025–26. CED will determine its strategic priorities during 2025–26 in line with ACT Government priorities in the city and environment space as part of developing its strategic plan. However, CED will continue reforms in:

- sustainable urban planning and development
- leading transition to a zero emissions future
- protecting and conserving our environment
- working collaboratively with Nggunawal and other First Nations people to build a strong and shared future.

Internal Accountability

Executive responsibilities for the directorate are discussed below and illustrated in the organisational chart as at 30 June 2025.

Director-General – Mr Ben Ponton

The Director-General provided overarching leadership and support to the management of the organisation, including its statutory responsibilities and development and delivery of government policy and programs. As Director-General, Mr Ponton was responsible for the ongoing integrity and accountability of the organisation.

In addition to his responsibilities as EPSDD's Director-General, Mr Ponton had administrative oversight of the Suburban Land Agency and the City Renewal Authority until their transition to CMTEDD.

Mr Ponton had a direct reporting line for both Deputy Directors-General and the Executive Branch Manager, Communications, Engagement and Media branch. The latter coordinated all public messaging on policy and programs and delivered engagement activities with community, stakeholders and local industry groups. The branch was a touch point for all groups within the directorate for forward-facing liaison.

Mr Ponton also had a direct reporting line with the ACT Government Architect and the directorate's internal audit function.

The Director-General was the Technical Regulator of Utility Services in the ACT. Technical regulation was provided by the Technical Regulator under the [Utilities \(Technical Regulation\) Act 2014](#). The Technical Regulator produced an annual compliance report, published on the Access Canberra website.

Deputy Director-General, Planning and Sustainable Development — Dr Erin Brady

The Deputy Director-General, Planning and Sustainable Development had responsibility for the Planning and Urban Policy, Statutory Planning, and Development and Implementation groups, with a focus on delivering planning and development outcomes to inform and support the continued sustainable growth of our city, delivering a compact and efficient city and enhancing our existing urban areas.

Dr Erin Brady was the Deputy Director-General from 10 February 2025. Mr Sam Engele performed Deputy Director-General duties from 1 July 2024 to 9 February 2025.

Planning and Urban Policy provided advice and undertook strategic urban planning and policy, Territory Plan administration, policy development for high quality urban design, City Centre planning, unit title reform, building and construction policy and reform and design policy. It administered the [National Capital Design Review Panel](#) and supported the [ACT Government Architect](#).

Statutory Planning undertook development assessment and leasehold management on behalf of the Territory Planning Authority. The implementation of legislation and policy to the application processes promoted and facilitated economically productive, sustainable, attractive, safe and well-designed urban and rural environments in the ACT. Statutory Planning was also responsible for the functions of the [ACT Surveyor-General](#).

Development and Implementation was responsible for undertaking significant programs relating to the planning and sustainable development of our city. Key areas of focus included: the identification, investigation and preparation of key precincts and individual projects for development; prioritisation of projects based on community need; and the undertaking of feasibility studies, infrastructure planning and project delivery including demolition and minor works. This included preparation of the Housing Supply and Land Release Program 2025–26 to 2029–30, which set out the government's indicative program for land release.

The Development and Implementation group was also responsible for the delivery of the [Loose-fill Asbestos Insulation Eradication Scheme](#) and for direct sales.

Deputy Director-General, Environment, Water and Emissions Reduction — Mr Geoffrey Rutledge

The Deputy Director-General, Environment, Water and Emissions Reduction had responsibility for the Environment, Heritage and Parks; Climate Change, Energy and Water; and the Corporate Services and Operations groups which focus on conserving our natural areas, reducing emissions, and providing corporate support to EPSDD.

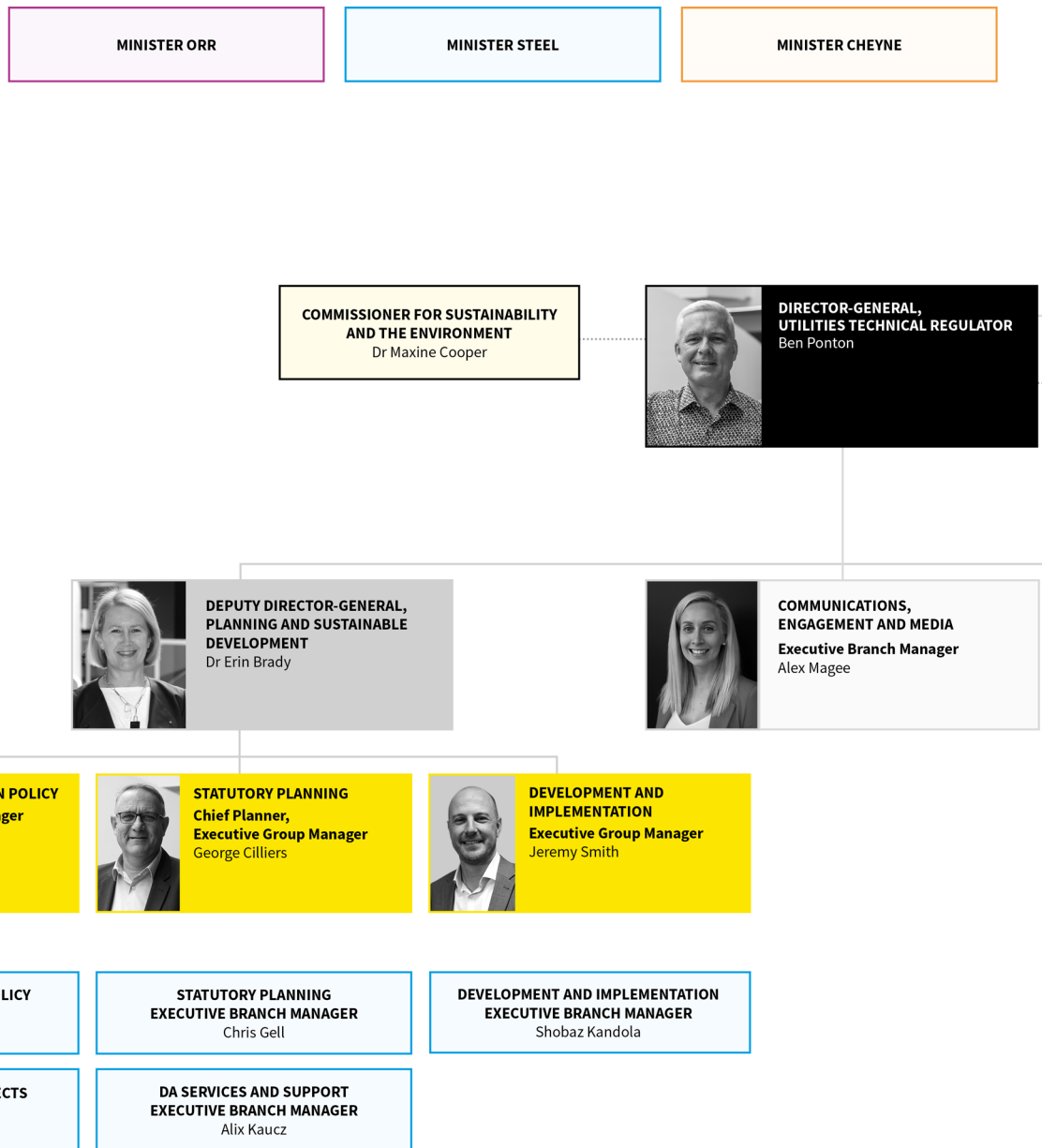
Mr Geoffrey Rutledge was the Deputy Director-General throughout 2024–25.

Environment, Heritage and Parks was responsible for the development, implementation and management of legislation, policies and programs that protected, conserved and enhanced the ACT's natural environment including culture and heritage. The group's functions included parks and reserves, nature conservation, scientific research, heritage, environment protection policy, biosecurity, rural services and natural resource management. The group worked in close partnership with the Ngunnawal community, volunteer environmental groups and the wider Canberra community.

Climate Change, Energy and Water took the lead in the transition to a net zero emissions Territory. It was responsible for developing, implementing and managing legislation, policies and programs that aimed to reduce carbon emissions, minimise energy use, promote renewable energy, encourage environmentally sound transportation choices, reduce waste, improve information on climate change and enhance climate resilience. In addition to maintaining the ongoing supply of 100% renewable electricity in the ACT, the group had policy oversight of the ACT's energy sector, ensuring electricity, gas and liquid fuel supplies were reliable, sustainable and efficient. As our climate changes, the risk of extreme events such as fires, floods and storms escalates, with this group strongly contributing to action taken now to prepare our city. The group also included the Office of Water, responsible for water policy and planning.

Corporate Services and Operations provided centralised and coordinated enabling support and services across the EPSDD Portfolio. The group built, implemented and continuously enhanced and refined core enabling financial, digital, data, workforce capability, safety and governance frameworks, systems and processes to provide Ministers, the directorate's executive and the broader community with confidence that work programs were delivered in a transparent and accountable manner. The group had 4 branches: People and Capability; Governance, Compliance and Legal; Digital, Data and Information; and Finance and Business Services.

Organisational Structure





AREAS OF INDEPENDENT STATUTORY RESPONSIBILITY

INTERNAL AUDIT

GOVERNMENT ARCHITECT
Catherine Townsend



**DEPUTY DIRECTOR-GENERAL,
ENVIRONMENT, WATER AND
EMISSIONS REDUCTION**
Geoffrey Rutledge



**CORPORATE SERVICES AND
OPERATIONS**
Executive Group Manager
Carolyn O'Neill



**ACT PARKS AND
CONSERVATION SERVICE**
Executive Branch Manager
Michaela Watts



**ENVIRONMENT, HERITAGE,
AND PARKS**
Executive Group Manager
Bren Burkevics



**CLIMATE CHANGE, ENERGY
AND WATER**
Executive Group Manager
Fiona Wright

PEOPLE AND CAPABILITY
Executive Branch Manager
Jaime Elton

FINANCE AND BUSINESS SERVICES
Chief Financial Officer
Melissa Tetley

GOVERNANCE, COMPLIANCE AND LEGAL
Executive Branch Manager
Craig Weller

DIGITAL, DATA AND INFORMATION
Chief Information Officer
Veronica Morados

CLIMATE CHANGE AND ENERGY POLICY
Executive Branch Manager
Bethal Sendaba

CLIMATE CHANGE AND ENERGY PROGRAMS
Executive Branch Manager
Ros Malouf

OFFICE OF WATER
Executive Branch Manager
Kieran Lawton

Significant governance committees

A number of governance committees operated in the directorate, with significant committees outlined below.

Executive Management Board

The Executive Management Board (EMB) was the directorate's peak decision-making body, responsible for significant operational, policy and resourcing decisions. EMB established and reviewed the directorate's strategic direction and monitored performance in key areas, including financial and business performance and risk.

EMB was chaired by the Director-General and met fortnightly.

Strategic Asset Management Steering Committee

The Strategic Asset Management Steering Committee (AMSC), a sub-committee of EMB, provided strategic direction and oversight of the directorate's approach to enhancing lifecycle asset management in alignment with its strategic objectives and priorities. The committee was informed and supported by EPSDD's Asset Management Working Group, which had representation from across the directorate, key external stakeholders and the whole of government Asset Management Working Group.

The AMSC was stood down in June 2025 due to the Machinery of Government changes with a proposal to reassess its functions once the new directorate is formed.

AMSC met quarterly and was chaired by the Executive Group Manager, Corporate Services and Operations.

Digital and Data Governance Steering Committee

The Digital and Data Governance Steering Committee (DDGSC), a sub-committee of EMB, was established in September 2024 to increase the directorate's digital and data maturity level at a strategic level and instil positive digital and data culture across EPSDD to fully leverage the value of our data holdings and maximise investment to technology solutions.

DDGSC was informed and supported by EPSDD's Technology Advisory Group, the Geospatial Ecosystem Steering Committee, the ACT Government Data Reform Group (DRG) and the Technology Governance Group (TGG).

The Executive Group Manager, Corporate Services and Operations was chair of the committee and EPSDD's representative on DRG and TGG.

Safety and Wellbeing Committee

The Safety and Wellbeing Committee provided leadership, support and direction to the directorate's management and implementation of safety and wellbeing systems and processes. The committee's primary objective was to provide overarching support and direction for the directorate's safety and wellbeing strategies.

Other responsibilities included: providing a forum for managers and workers to consult on safety and wellbeing concerns and prevention strategies; supporting implementation of safety and wellbeing best practice for improved compliance; and undertaking other activities agreed between EMB and the Safety and Wellbeing Committee.

The Executive Group Manager, Corporate Services and Operations was chair of the committee.

Audit and Risk Committee

The Audit and Risk Committee oversaw the directorate's governance, risk and internal control environment on behalf of the Director-General. It operated in accordance with the Audit and Risk Committee Charter and the [ACT Government Framework for Internal Audit Committee and Function 2020](#).

All members of the committee were independent of the directorate, with the Chair and Deputy Chair remunerated through contracts for consultancy services. Six meetings were convened during 2024–25.

Crisis Management Team

The Crisis Management Team (CMT) was established under the Emergency Management Plan, Crisis Management Plan and Business Continuity Plan. Activated to manage response to emergencies, the CMT was under the leadership of the Response Director (Deputy Director-General, Environment, Water and Emissions Reduction). The CMT oversaw activities related to continuity management, work health, safety and wellbeing management and strategic performance management as well as the provision of surge staffing to support other areas of the ACT Public Service.

During the reporting period, CMT was activated from June 2024 to January 2025 to assist with the directorate's response and recovery activities associated with the Avian Influenza H7 outbreak. Regular meetings were conducted, with secretariat support provided by the Governance and Business Resilience team.

Directorate Consultative Committee

The Directorate Consultative Committee aimed to promote cooperation, improve communication, encourage greater productivity and job satisfaction and provide input into workplace and employment matters for staff at all levels. The committee operated with formal terms of reference agreed between the directorate and the unions and under the provisions of the relevant enterprise agreements.

The Executive Group Manager, Corporate Services and Operations was chair of the committee.



Part B2

Performance Analysis





B2 Performance Analysis

Strategic Objective 1 – Deliver a compact, efficient and sustainable city to be enjoyed now and into the future

The directorate contributed significantly to Canberra being an efficient and sustainable city. Canberra is growing and we carefully planned for this growth by implementing the new planning system, which will deliver outcomes for all residents of Canberra. A key focus was limiting urban sprawl and increasing density by building at least 70% of new housing within Canberra's existing footprint, which included along major transport routes, while supporting housing diversity for greater choice. This commitment informed our modern planning system so we could deliver a liveable and sustainable city.

Delivering planning priorities

The directorate continued to progress work on the Minister's Statement of Planning Priorities, including:

- enabling diverse housing choices and the missing middle
- planning for more housing in and around key precincts, shops (commercial centres) and rapid transport connections (transit-oriented development)
- planning for the growth of Canberra's newest regions (greenfield sites and major developments)
- progressing major plan amendments to the Territory Plan
- implementing, monitoring and evaluating the new planning system.

Missing Middle housing reforms

The directorate worked to deliver on the Minister's Statement of Planning Priorities by developing a package of ['Missing Middle' housing reforms](#) to support the government's commitment to deliver new housing opportunities and greater choice, such as town houses, low-rise apartments and dual- and tri-occupancy housing. The reforms include a draft Missing Middle Housing Design Guide (MMHDG) and associated changes to the Territory Plan through a draft major plan amendment.

The proposed reforms, which were released for public consultation on 20 May 2025, will remove planning barriers to the development of missing middle housing typologies and support the delivery of well-designed, sustainable and comfortable housing that provides opportunities for individuals, couples and families to find homes close to transport, jobs, schools, parks and health care and for older Canberrans to age in place.

Transit-oriented development

The directorate continued to progress work on transit-oriented development through:

- progressing work on developing the [Southern Gateway Planning and Design Framework](#), which will inform future planning and guide development on the land along and adjacent to the Light Rail Stage 2B and Rapid Bus corridor
- advancing planning work to progress changes contemplated by the [City and Gateway Planning and Design Framework 2018](#) along the northern gateway to Canberra, specifically on the eastern side of Northbourne Avenue and the Federal Highway.

Implementing the Planning Strategy and District Strategies

The directorate continued implementing the [ACT Planning Strategy](#) and [District Strategies 2023](#) through:

- investigating the western edge of the ACT to ascertain the extent of possible future sustainable urban development, nature reserves, environmental offsets and other uses such as rural, broadacre and major infrastructure
- investigating the eastern broadacre area including progressing the draft Eastern Broadacre Strategic Assessment; the draft assessment, to be submitted to the Australian Government for consideration, is the next step in the process of understanding land use opportunities in the area
- progressing Territory-wide planning studies to incorporate into future planning work to better understand future land use requirements, including commercial and community land use, as the population grows.

ACT Planning System Evaluation Framework

- The directorate continued implementing the new planning system through the [ACT Planning System Evaluation Framework 2024–29](#), which sets out high-level aims and principles that will guide monitoring and evaluation of the planning system from July 2024 to June 2029.

Housing supply and land release

Each year the government publishes the [Housing Supply and Land Release Program](#), which indicates ACT Government land that may be released for a range of uses over the next 5 years. The program identifies land for both single dwellings and multi-unit developments. It supports the government’s commitment of delivering at least 70% of new housing within the existing urban footprint. It also identifies community, commercial and industrial land for development.

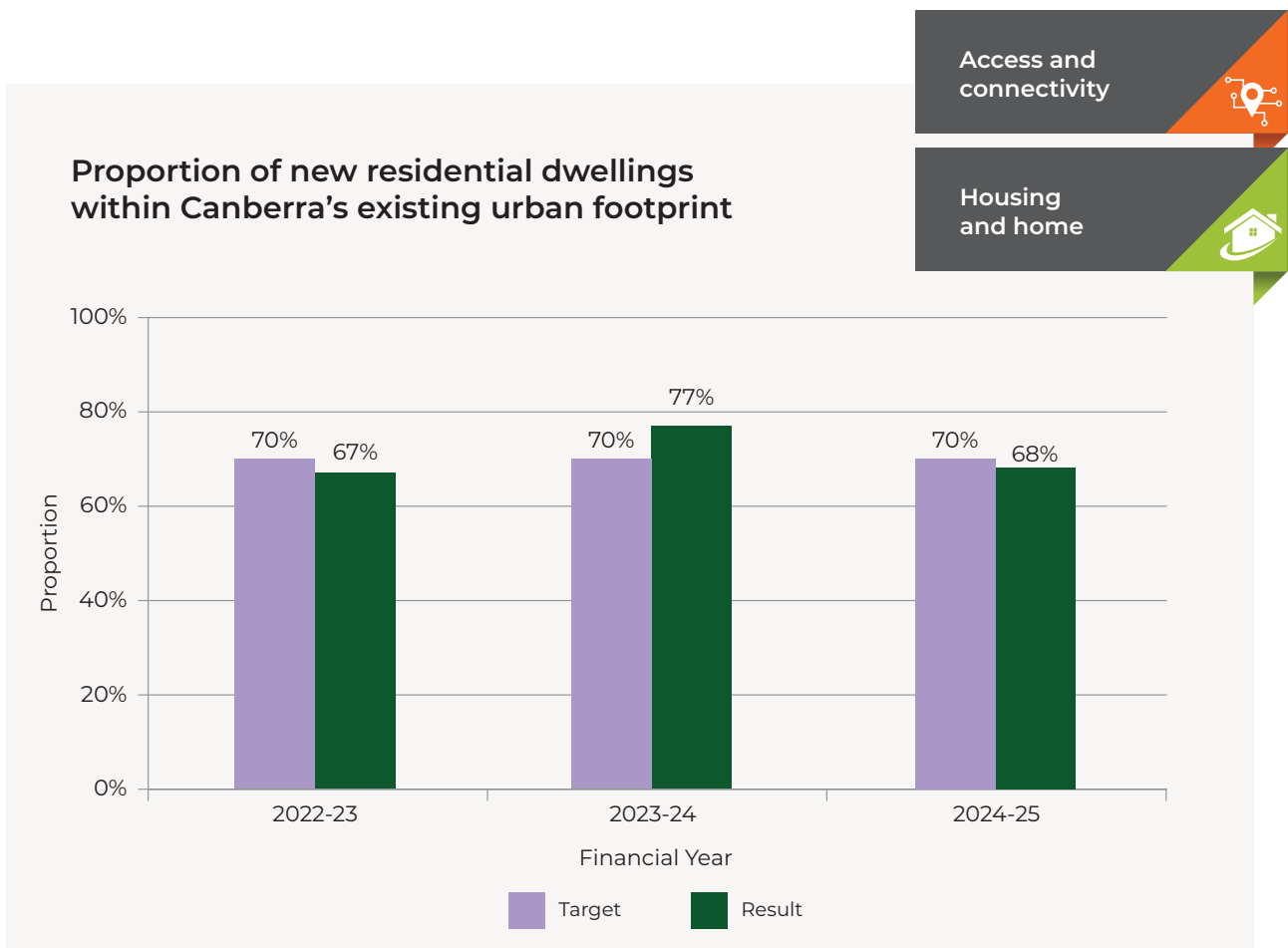
The 9 district strategies are based on analysis and research on future housing needs. They identify potential appropriate development sites for future growth across the Territory, including sites for future release. They inform the land release program.

While the land release program is fundamental to ongoing development activity, the private sector also plays a critical role in complementing the supply of land for a variety of uses, most importantly, residential dwellings, for example, through redevelopment of existing land.

The commitment of 70% of new housing within Canberra’s existing urban footprint seeks to deliver a more compact, efficient and sustainable city. The delivery of more housing within the existing urban footprint allows efficient use of transport, utilities and other infrastructure and ensures more housing in suitable and liveable locations.

On average over the past 3 years, this commitment has been met, with 68% of new residential dwellings approved in 2024–25 being in the existing urban footprint.

Figure B2.1 – Strategic Indicator 1.1: A well planned and compact city



Significant developments

Some development proposals are classified as 'significant'. Significant development is defined under the [Planning Act 2023](#) as development applications (DAs):

- for a subdivision design application
- that require consultation with the [National Capital Design Review Panel \(NCDRP\)](#)
- that require an [environmental impact statement \(EIS\)](#).

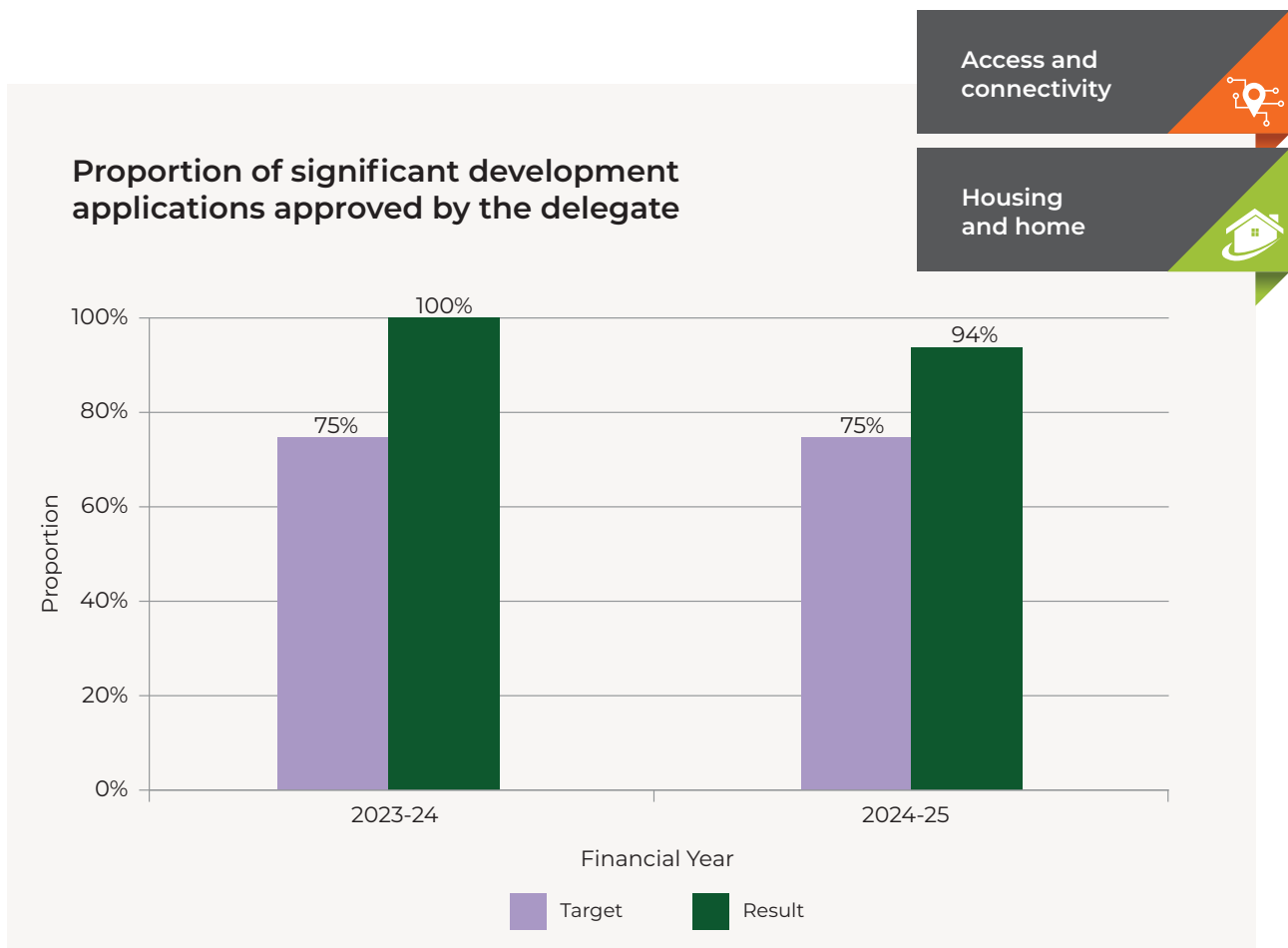
A significant DA includes additional complexities and longer timeframes to consider. There are also 2 stages of public notification, which provides the community an opportunity to comment further on the proposal.

Strategic Indicator 1.2 is measured by the proportion of significant DAs approved by the delegate. A delegate refers to a delegated decision-maker of the Territory Planning Authority as outlined in the [Planning \(Territory Planning Authority\) Delegation](#) instrument notified on the ACT Legislation Register.

Significant DAs were introduced when the [Planning Act](#) took effect in November 2023. They represent a small proportion of DAs determined within the reporting period. Extended timeframes for significant DAs may be attributed to factors such as the complexity of the proposal, entity requirements and additional information required by applicants. As familiarity with the new system increases, timeframes for these applications are expected to improve, as is the standard of applications and documentation.

Only one of the 18 determined significant DAs was refused. However, the applicant applied for a reconsideration application that was subsequently approved with conditions.

Figure B2.2 – Strategic Indicator 1.2: Quality of development proposals for large and significant development applications



National Capital Design Review Panel

The directorate continued to support the National Capital Design Review Panel ([NCDRP](#)) and the [ACT Government Architect](#). The NCDRP, a joint initiative between the ACT Government and the Australian Government National Capital Authority, provides design advice for major development proposals to enhance the design quality of the built environment across Canberra. The NCDRP promotes design excellence in the built and urban environment, seeking the best possible outcomes for development for the benefit of all Canberrans.

Strategic Indicator 1.3: An efficient planning system

Strategic Indicator 1.3 is measured by the proportion of development proposals receiving design advice within 10 business days following NCRDP consideration. One development proposal is considered per NCRDP design review session. For all 34 design review sessions, panel advice was issued within 10 working days, leading to a 100% result.

Economy



Access and connectivity



eDevelopment system

The directorate progressed work on delivering a new electronic planning application lodgement system to replace the existing eDevelopment platform. The new system is designed to provide a more efficient, transparent and user-friendly digital portal for a range of planning applications, including development applications and building approvals.

Key milestones during the year included the completion of design workshops and the commencement of system configuration in partnership with the selected vendor. These activities marked a significant step toward modernising the planning application process and improving service delivery for the community.

Spatial data

The directorate continued to improve geospatial information management. Key achievements included:

- reducing aerial imagery publication times from 2 weeks to 3 days through business process improvement and technology changes
- integrating ACTmapi with the Geospatial Data Catalogue, making open location information more accessible
- completing major migration of ACTmapi from a data centre to a SaaS/Cloud hybrid solution.

Demonstration Housing

Important work in the Demonstration Housing space continued. Key milestones were achieved:

- Construction of the first of the Demonstration Housing projects, Stellulata, was completed in February 2025. The project is small-scale medium density co-housing in Ainslie.
- A request for tender for Section 76 Watson Cohousing site (Block B) was released in January 2025 to Cohousing Canberra under a restricted class tender. The request for tender is due to close on 23 July 2025.

Other Demonstration Housing projects continued to progress. These aim to test innovative forms of housing to address emerging needs of Canberrans. Further information about each project can be found on the [Demonstration Housing website](#).

Direct sales

The directorate considered a vast range of direct sale processes in this high priority, high volume space. To fulfil the need for land from community organisations across the Territory, a Community Facility Request for Expression of Interest process was undertaken. The first stage of this 2-stage process was completed in early 2025; the second stage, which will deem applicants suitable for development, will be completed in 2025–26.

Shop-top housing

A range of initiatives were progressed to enable more housing in and around local and group centres.

Territory Plan changes were worked on to improve:

- feasibility of ‘shop-top’ housing (also referred to as mixed-use)
- economic uplift at group and local centres as identified through the district strategies.

In addition, work continued to facilitate private sector investment. The directorate worked with owners to test hypothetical outcomes using the Territory’s leasing system and review development feasibility options. The team offered advice (both internally and externally) about the use of planning levers, additional land parcels and the consideration of possible Territory Plan amendments to facilitate the desired levels of urban densification in specific areas to both increase economic activity and the overall development opportunities in these key areas.

Section 76 Watson

The government continued to deliver sustainable urban renewal on Section 76 Watson. The Maliyan Neighbourhood Park opened in 2024 and site services for new medium density housing were incorporated into the site.

On 11 April 2025, the Territory Planning Authority conditionally approved the Subdivision Design Application for Section 76 Watson. The conditions of approval were to confirm specific items including land use zoning for a small block, tree replacement and turning circles for waste vehicles. The conditions did not require the directorate to alter or amend the planned subdivision. The directorate released a request for tender on 6 June 2025 to engage a contractor to undertake detailed design and construction of site services. The works at Section 76 Watson have facilitated the release of land for 200 dwellings by the Suburban Land Agency.

Strategic Indicator 1.4: Facilitate land supply for residential, commercial, community, industrial and other uses in existing and future urban areas

Strategic Indicator 1.4 was designed around the due diligence activities undertaken on sites prior to the transfer of land to the Suburban Land Agency for release. In 2024, this function was transferred to the Suburban Land Agency and therefore will no longer be measured and reported in the directorate’s annual report. The directorate continued to identify suitable land for development.

Economy



Professional Engineers Act

The ACT’s [Professional Engineers Registration Scheme](#) commenced on 6 March 2025.

All engineers providing professional engineering services in a prescribed area of engineering are required to be registered and meet ongoing obligations, including continuing professional development. Registered engineers are now subject to compliance and enforcement activity.

Developer licensing and regulation

The [Property Developers Act 2024](#), which commenced on 11 July 2024, regulates individuals and entities that engage as property developers in residential development activity.

The Act brings property developers into the regulatory chain of accountability for building work on their development projects. The scheme was informed by targeted consultation with key industry stakeholders as well as policy advice from expert consultants. Work is ongoing to implement the licensing scheme.

Climate ready and environmentally sustainable buildings

The [ACT Sustainable Buildings Pathway](#) was released in August 2024.

The pathway is a plan to make buildings in Canberra more sustainable. It includes making better choices in building, operating and renovating to make sure all buildings are resilient to the effects of climate change. The ACT Government aims to reach net zero emissions by 2045 and the pathway helps achieve this goal by working with industry and the community to address emissions in the building and construction sector.

Residential building work insurance

The directorate progressed work to deliver on the government's commitment to implement reforms following the review of residential building work insurance. The review report, tabled in the ACT Legislative Assembly in June 2024, made 12 recommendations to government, including clarifying regulatory responsibilities, updating legislative instruments, appointing a consumer representative and enhancing complaints management procedures.

Building and construction legislation

Through the passage of the [Building and Construction Legislation Amendment Act 2025](#), the directorate implemented improvements to the ACT's building regulatory system.

The reforms included:

- establishing a compliance framework for regulation of medical gas systems
- offences for failing to comply with the regulatory framework for medical gas systems
- updates to the ACT's building regulatory system to reflect current drafting practices and administrative processes that reduce the administrative burden on government and industry.

The Office of the Surveyor-General and Land Information (OSGLI)

The ACT Surveyor-General is a statutory role appointed by the directorate's Director-General under the [Surveyors Act 2007](#). The office is responsible for:

- regulating the surveying profession within the ACT in accordance with the Surveyors Act and associated Practice Directions and Surveyor-General Guidelines
- extending and maintaining the ACT survey control mark network
- providing accessible and accurate spatial data information analytics to government, industry and the community including maintenance of the Spatial Data Management System and the main viewing application, ACTmapi
- facilitating the naming of suburbs and public places on Territory land in the ACT in accordance with the [Public Place Names Act 1989](#).

During the year, OSGLI:

- received 46 X-Plans and completed 56 plans (an X-plan is a Plan of Survey that has been lodged with the directorate for examination, prior to becoming a Deposited Plan)
- registered 296 land parcels including:
 - 242 greenfield blocks
 - 46 stratum
 - 56 infill blocks
 - 3 rural blocks
 - 7 holding lease blocks
- determined the names of 28 public places which included:
 - 13 women
 - 13 men
 - 3 non-personal names
 - 2 First Nations peoples
 - no First Nations vocabulary
 - 6 people from culturally diverse backgrounds
- provided assistance to name 4 government properties (Housing ACT complexes).

The Survey Practice Advisory Committee met 3 times (31 July 2024, 14 November 2024 and 1 April 2025).

The 2024–2027 ACT Place Names Advisory Committee met 4 times (25 July 2024, 14 November 2024, 20 March 2025 and 26 June 2025).

Survey plans are examined as efficiently as possible to try to achieve standard timeframes published by the Surveyor-General. The published standard timeframes for sending the first round of requisitions for various plan types were:

- greenfield plans – 10 to 15 working days
- infill plans – 15 to 20 working days
- infill (stratum) plans – 25 to 30 working days
- rural plans – 30 to 35 working days.

During 2024–25, 81% (169 of 209) survey plans lodgements/re-lodgements were examined within the published timeframes. This included examination for:

- initial lodgement – 52 examinations, 19 within time (37%)
- re-lodgement – 157 examinations, 150 within time (96%).

Strategic Objective 2 – Enhance Canberrans’ wellbeing by conserving and experiencing nature and culture

The protection and conservation of, and connection to, the ACT’s natural and cultural environment are fundamental to Canberra’s status as a liveable city and the wellbeing of its citizens. The directorate continued to protect and conserve critically endangered grasslands, woodlands, forests and waterways and their fauna through a variety of programs and partnerships with the community. These initiatives incorporated traditional knowledge into land management practices, improving water quality, delivering threatened species recovery programs and extending invasive species management programs.

The directorate conserved heritage in a way that harmonised with the present and future development needs of the ACT and engaged the Canberra community and visitors in creating opportunities to access, explore and learn from our natural environment and connection with Country.

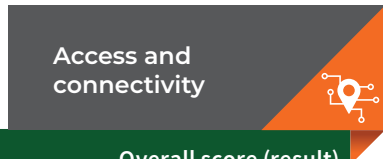
Ecosystem condition

Ecosystem condition is scored from the combined assessment of condition across broad ecosystem groupings in the ACT. It is assessed through the [Conservation Effectiveness Monitoring Program](#) framework and is calculated by averaging condition scores of multiple key aspects within those ecosystems. Condition scores are 1–4, where 4 is good, 3 is good with some concerns, 2 is moderate and 1 is poor.

The most recent assessment of ecosystem condition, in 2022–23, resulted in a score of 2.26 out of 4; that is, moderate condition of ecosystems and within the target. The drop from 2020–21 to 2022–23 does not represent a real drop in ecosystem quality but represents 2 additional ecosystem assessments included in the analysis since 2020–21.

There was no new data in 2024–25 as no new ecosystem assessments were completed. A new indicator assessing a climate-adjusted vegetation score was introduced to better use annual monitoring to represent annual change (see Output Class 2.1).

Table B2.1 – Strategic Indicator 2.1: Improvement in ecosystem condition



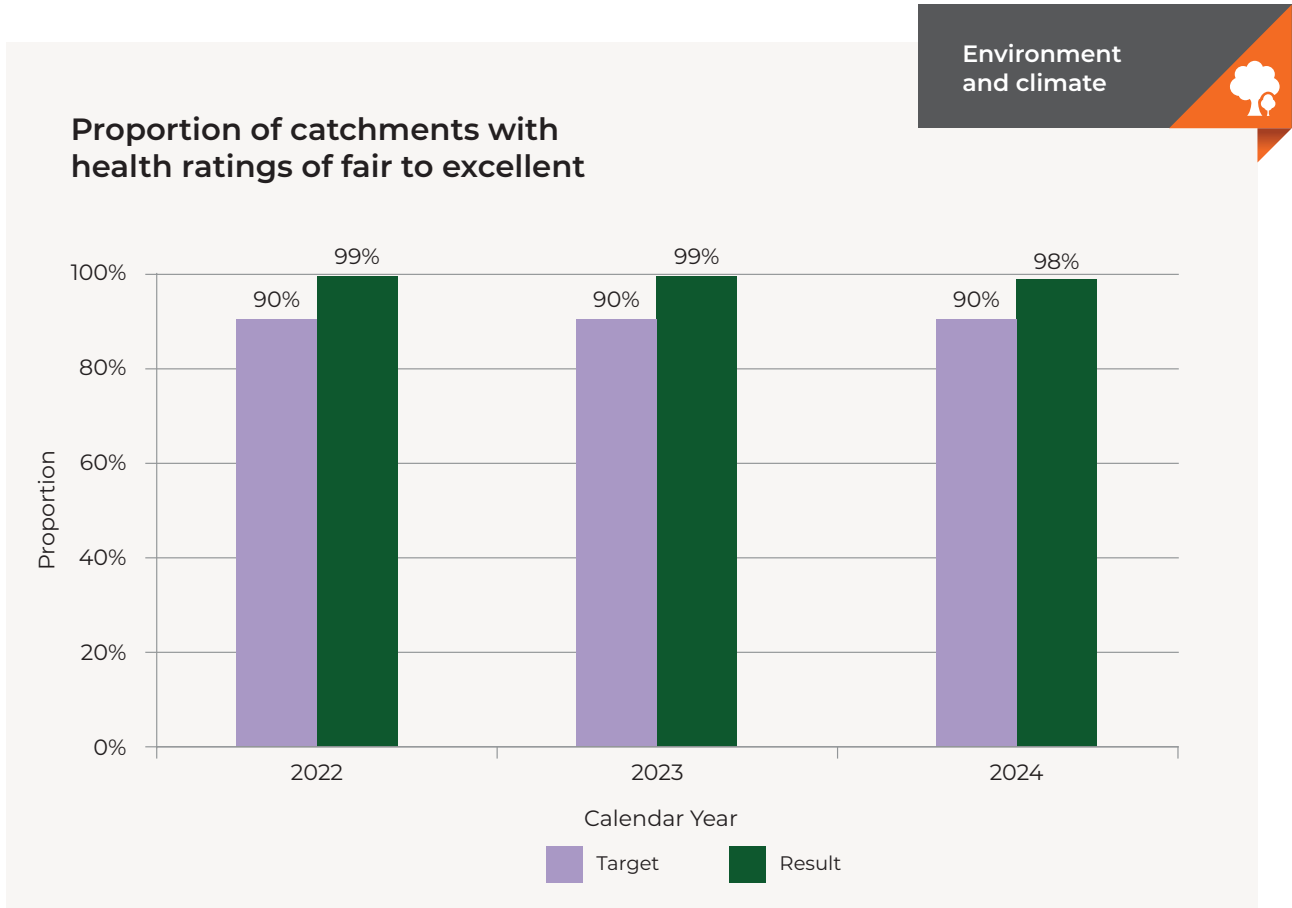
Financial year	Year of ecosystem assessment	Ecosystems considered	Overall score (result)
2019–20	2017	Lowland Grasslands	2.93
	2019	Upland Grasslands	
2020–21	2017	Lowland Grasslands	2.49
	2019	Upland Grasslands	
	2020	Aquatic and Riparian	
2021–22	<i>No ecosystem assessments were completed</i>		
2022–23	2017	Lowland Grasslands	2.26
	2019	Upland Grasslands	
	2020	Aquatic and Riparian	
	2023	Bogs and Fens	
2023–24	<i>No ecosystem assessments were completed</i>		
2024–25	<i>No ecosystem assessments were completed</i>		

Health of water catchments

Catchment health is largely driven by the prevailing climatic conditions, use of the catchment and how well it is managed. Strategic Indicator 2.2 is measured through the Catchment Health Indicator Program (CHIP) monitoring. The Waterwatch CHIP indicator is a unitless number between 1 and 5, where 1 is excellent, 2 is good, 3 is fair, 4 is poor and 5 is degraded. Detailed information can be found in the [CHIP reports](#).

Since mid-2020, increased annual rainfall, driven by La Nina weather patterns, has resulted in improved water catchment conditions, leading to the condition of 98% of water catchment reaches being scored as fair to excellent since 2022.

Figure B2.3 – Strategic Indicator 2.2: Health of water catchments



Healthy Waterways

The [Healthy Waterways](#) program delivered the Belconnen Oval wetland, a new water quality asset that will have water sensitive urban design and biodiversity benefits.

The directorate is preparing 4 Healthy Waterways plans for managing water quality problems in our urban lakes. The first plan scheduled for delivery is the 'Options for Restoring Lake Tuggeranong'. It identifies pollution mitigation options to reduce or eliminate toxic blue-green algal blooms. The options are underpinned by extensive research, the monitoring of waterways and water quality assets and major updates to water quality models. The research focussed on the sources of nutrient pollution in the Lake Tuggeranong catchment and on the effectiveness of street sweeping as a pollution mitigation measure. Trials explored the benefits of enhancing street sweeping to reduce the amount of leaves entering roadside drains and reducing residents' use of fertiliser.

The directorate started developing a Healthy Waterways plan for Lake Burley Griffin. The University of Canberra was contracted to research the extent that pollution from lake sediments or tributaries drives toxic blue-green algal blooms in the lake. A catchment plan for the lake is being drafted.

Biosecurity Act 2023

The [Biosecurity Act 2023](#) (the Act) commenced on 15 May 2025. The new Act replaces the *Plant Diseases Act 2002*, *Animal Diseases Act 2005* and *Pest Plants and Animals Act 2005* and their regulations. These acts were no longer considered effective in supporting the Territory's evolving biosecurity risk management and operational response requirements.

The Act is supported by regulations and disallowable and notifiable instruments including the [Biosecurity Regulation 2025](#), the [Biosecurity \(Pests\) Declaration 2025](#) and the [Biosecurity \(Notifiable and Prohibited Biosecurity Matter\) Declaration 2025](#).

The Act and subordinate legislation provide the legislative framework to manage current and emerging biosecurity issues, improve interoperability with NSW and other jurisdictions, ensure compliance with national obligations and safeguard the community, environment and economy from biosecurity threats.

Implementation of the Act has been supported by the appointment and training of staff from operational and compliance areas of EPSDD, TCCS and CMTEDD as 'authorised people', enabling them to carry out their duties under the Act. The Act also introduces the concept of a general biosecurity duty, recognising that biosecurity is a shared responsibility across government, industry and the community.

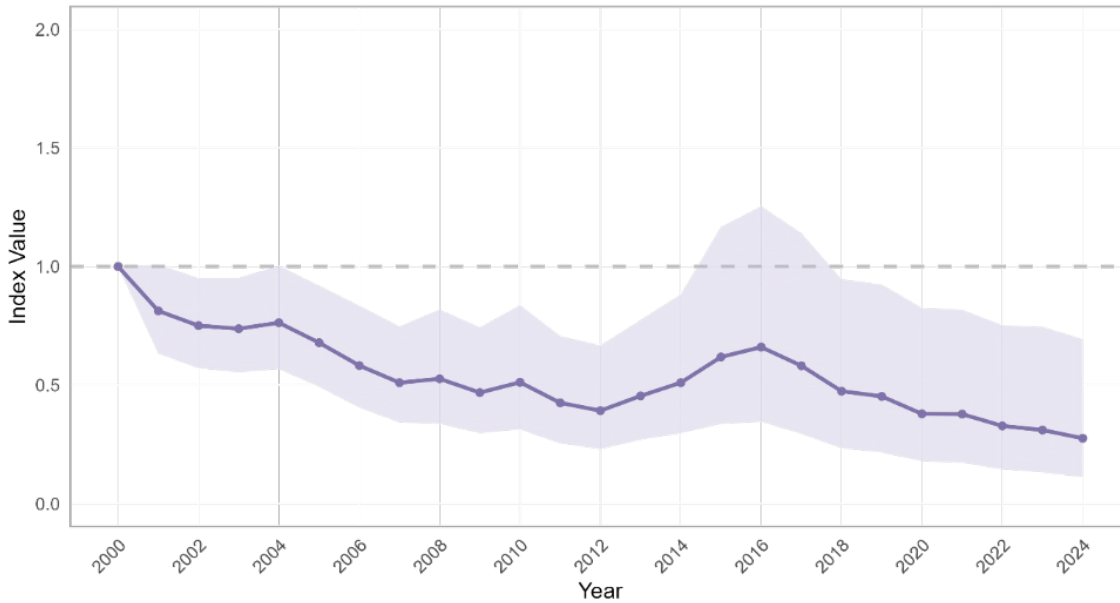
Threatened species highlights

Data visualisation tool

The ACT has many threatened species which, despite intense and focussed efforts, continue to decline in the face of key threats of habitat loss and fragmentation due to urban expansion and densification, weeds, pests and newer challenges such as wildlife diseases. The decline is highlighted in a new data visualisation and tracking tool developed this year by EPSDD called the ACT Threatened Species Index (ACT-TSX), applying the methodology developed for the [National TSX](#).

Preliminary assessment reveals overall 72% reduction in the abundance of ACT threatened species since 2000, broadly in line with national trends. This is an aggregated average of all systematic threatened species monitoring undertaken by EPSDD with some species groups trending much better than the ACT-TSX average (for example, threatened fish have increased in abundance since 2000) while others have trended worse (for example, threatened reptiles).

Figure B2.4 – The ACT Threatened Species Index 2024 – all species



The ACT Threatened Species Index 2024 is based on the data provided for all species monitored by EPSDD. The main line shows the average change in relative abundance compared to the baseline year of 2000, where the index value is set to 1. The shaded areas show the confidence limits.

Figure B2.5 – Number of species to calculate the ACT Index 2024

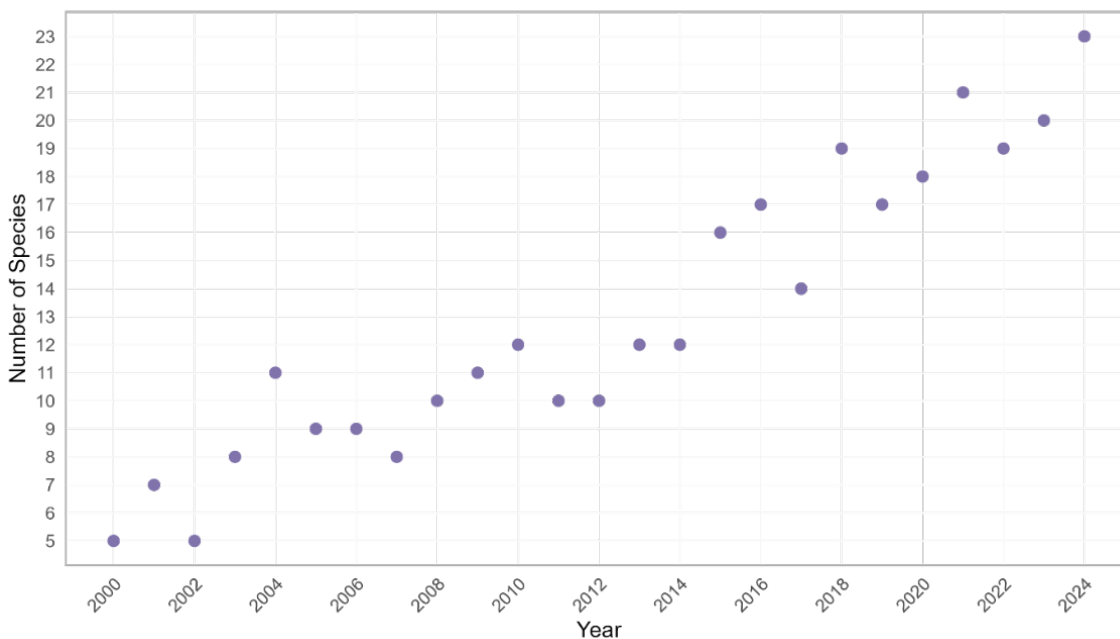


Figure B2.5 shows the number of species used to calculate the ACT index for each year (25 species were included in 2024). Their population-level changes in relative abundance were used to calculate the 2024 index value.

2025 was a productive and busy year that put a number of species on a more secure footing for recovery. EPSDD released a new ACT Action Plan for the Canberra Grassland Earless Dragon in May that describes critical recovery actions needed to save this species and progressed key applied research to support reintroduction.

Case study

Yellow-footed Antechinus seen after 50 years

The discovery of populations of Yellow-footed Antechinus, not seen in the ACT since 1975, is exciting news with implications for how landscapes are managed to ensure its survival.

Six animals were trapped (4 female, 2 male) at Kowen Escarpment and Rob Roy Nature Reserve by ecologists from the Office of Nature Conservation. Given these are currently the only known populations of the species within the ACT, they will need to be protected through careful management.

Antechinus are small native carnivorous mammals. They usually live for a single year; males die after expending all their energy during breeding while females live long enough to raise their offspring.

Two Antechinus species (Yellow-footed and Agile) were once present across the lowland forests and woodlands of Canberra, but both have undergone precipitous declines, likely due to urban expansion and other threats such as loss of habitat, predators and inappropriate fire. Agile Antechinus remains rare but persists in isolated locations.

Yellow-footed Antechinus forage through leaf litter for insects and beetles and require trees and logs for den sites. Disturbance to these habitat features through clearing or inappropriate fire can lead to further losses of the species from lowland areas. Landscape management will need to ensure small native species survival.



Female Yellow-footed Antechinus captured during monitoring at Kowen Escarpment Nature Reserve.
(Photo credit: Chris Malam, Office of Nature Conservation)

Case study

Southern Brush-tailed Rock-Wallaby success

Since 2017, the ACT Parks and Conservation Service (PCS) Threatened Species team at Tidbinbilla Nature Reserve has been implementing a breeding program to improve the genetic status of the genetically depauperate Southern Brush-tailed Rock-wallaby.

In June 2024, 3 males and 5 females bred from this program were released into the brand new 120-hectare Jedbinbilla safe haven at the reserve for the first time. These animals are thriving in their new home and have already produced offspring, a clear indication of success. Additional animals were released in 2025 to ensure the number of founder animals is sufficient, to minimise inbreeding and maximise genetic diversity.

There are now 13 founder Southern Brush-tailed Rock-wallabies in the safe haven, with more animals to be added to the population until 20 founders are established.



These wallabies are free to live natural lives protected from predation by foxes, a major threat to this species. The safe haven's ultimate goal is to sustain a population of at least 100 Southern Brush-tailed Rock-wallabies that provides insurance against extinction and a source of genetically robust animals for recovery programs, including future reintroduction into the ACT native species survival.

Southern Brush-tailed Rock-wallabies have been released into a new 120 ha safe haven at Tidbinbilla Nature Reserve. (Photo credit: Rebecca Mack, PCS)

Success stories

Working with the Australian National Botanic Gardens, the directorate successfully propagated and translocated more than 600 endangered Small Purple Pea (*Swainsona recta*) plants back into the wild. The translocated plants grew well and began to seed, potentially leading to natural regeneration.

Monitoring efforts for the iconic and endangered koala, or Gula in Ngunnawal language, wrapped up a multi-year effort. Gula were detected at multiple locations in the ACT and nearby Googong. Continued monitoring will inform recovery efforts. Gula work is being collaboratively developed with the Ngunnawal community. The inaugural Gula Gathering with the Ngunnawal community was held, sharing knowledge about monitoring and caring for this species on Country.

Successful 'Blackfish bungalows' were installed in the Cotter River to re-establish habitat for threatened fish after massive sedimentation due to the Orroral Valley bushfire of 2020.

Case study

Blackfish Bungalows attract new residents

Fish habitat structures, nicknamed 'Blackfish Bungalows', were designed and installed in the Upper Cotter River in 2024 by the Office of Nature Conservation and PCS to support recovery of the threatened Two-spined Blackfish (Wagar in the Ngunnawal language).

Found only in this river, the fish have been struggling to recover since their habitat was destroyed by the 2020 Orroral Valley fires, which led to massive dumping of sediment into the Cotter River, smothering the river's rocky bottom. Two-spined Blackfish need clear, clean cobbles with spaces under the rocks to shelter, feed and breed. Since the fires, numbers have dropped by 80% and, until now, almost no breeding has occurred.

These new homes have been a smash hit. Monitoring in March 2025 detected adult and juvenile Two-spined Blackfish using these structures. Half the Two-spined Blackfish caught during monitoring along the Upper Cotter River were from the new structures, despite the structures only consisting of 3% of the sampling area.

This pioneering work is helping to fill a key knowledge gap of how to improve recovery of threatened fish in montane rivers following catastrophic fires.



Office of Nature Conservation aquatic staff backpack electro-fishing around a structure to monitor fish usage of the habitats

Habitat restoration

Office of Nature Conservation staff have been leading an initiative to restore habitat for threatened species, funded through the 'Conserving Canberra' budget initiative. This project invests in strategic restoration to avert species decline, restore resilience and connectivity and avoid species reaching the point of needing expensive and uncertain last-ditch interventions.

Three focal sites were selected in partnership with PCS:

- Mount Ainslie/Mount Majura Nature Reserves
- Urambi Hills/Bullen Range Nature Reserves
- the grassy valleys of Namadgi National Park.

This work is integrating the knowledge and values of the Ngunnawal community through the appointment of Cultural Advisers (see [Section B9 – Aboriginal and Torres Strait Islander Reporting](#) for further information).

In collaboration with PCS and ACT Natural Resource Management (NRM), multiple planting days were held involving ParkCare groups, the Cultural Advisers, catchment groups, the Ngunnawal community, the Ngunnawal works crew and the general public. Work included:

- planting more than 6,000 trees and shrubs for woodland connectivity and bird habitat
- planting more than 2,000 grasses and forbs to increase biodiversity
- removing 5.5 km of agricultural fences at Urambi
- strategically controlling weed at all sites
- conducting a control trial of Sweet Vernal Grass, a new and challenging invasive grass
- undertaking habitat log placement in Gudgenby to assist with the movement of reptiles and small mammals across previously cleared sites
- conducting multiple ecological burns
- running an expert scoping workshop focussed on the feasibility of reintroduction of a key ecosystem engineer – emus – into Namadgi National Park.



Volunteers improving our natural environment at a tree planting event hosted by Office of Nature Conservation at Urambi Hills Nature Reserve (photo credit: Richard Snashell)

Connection to nature – visitor experience satisfaction

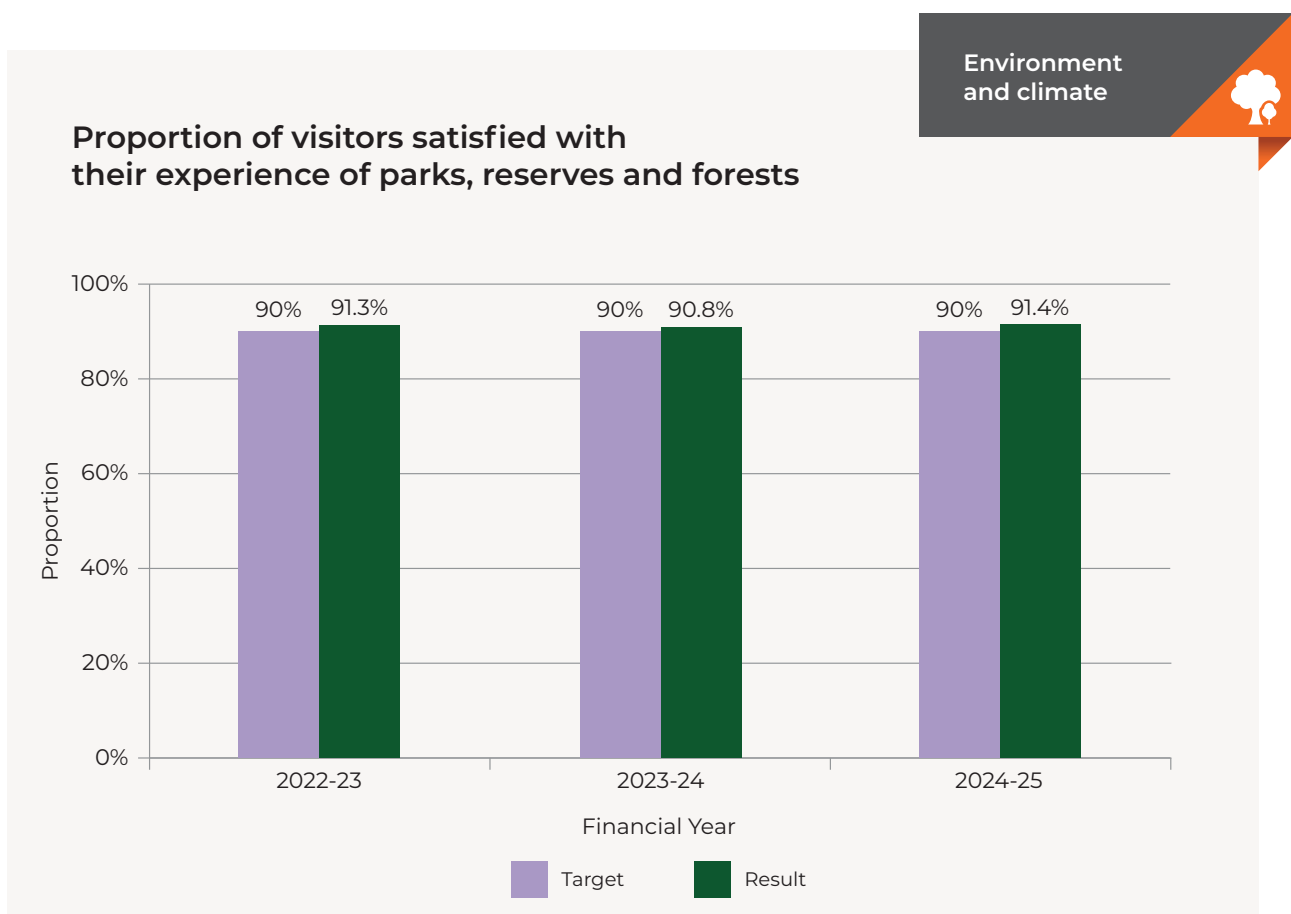
Strategic Indicator 2.3 is measured through the PCS biannual visitor experience survey, usually conducted during autumn and spring. The 2024–25 results were sourced from one PCS Visitor Experience Survey in autumn 2025. The usual spring survey was not possible due to the ACT Government Caretaker period.

In 2024–25, 91% of respondents agreed or strongly agreed that ACT parks, reserves and plantations met their needs for ‘better health and wellbeing’. The highest ranked motivation for visitors was to ‘spend time in nature’, followed by ‘for physical exercise’ and ‘to relax and escape’. All these motivations contribute to greater wellbeing.

The results show that 91.4% of visitors were satisfied with their experience of parks, reserves and plantations and that these locations continued to provide important and enjoyable places for people to spend time relaxing, exercising, exploring and learning.

Volunteering, via ParkCare groups, allows local community connection through conservation, visitor interpretation and threatened species activities.

Figure B2.6 – Strategic Indicator 2.3: Connection to nature – visitor experience satisfaction



School and student engagement

PCS continued to support school and student engagement through a variety of initiatives, including ranger-led activities, school visits, the Jerrabomberra Wetlands Young Ranger Program, work experience placements and formal internships.

There is sustained high demand for both established and newly requested programs across parks and reserves. PCS renewed its focus on engaging local school communities to inspire environmental stewardship, foster connections with nature and promote conservation through education and hands-on experiences.

Ranger-led student engagement

Tidbinbilla Nature Reserve remained a popular destination for ranger-led school visits. During 2024–25, the reserve hosted 10 ranger-facilitated sessions, engaging approximately 340 students from ACT schools.

In addition, informal agreements for regular reserve access and use were supported by the urban reserves' teams, supporting active learning within the reserve network.

Several outreach opportunities for rangers to attend local schools saw rangers engage with students across topics including fire awareness and swooping bird education. The Canberra Grassland Earless Dragons outreach engaged 177 students.

Jerrabomberra Wetlands Young Ranger Program

The Jerrabomberra Wetlands continued to host its annual Young Ranger Program, coordinated by the Senior Ranger. The program targets children aged 7 to 15 with a passion for nature and offers 10 themed activities throughout the year.

The program delivered sessions ranging from nocturnal bat walks and frog identification to first aid awareness and environmental clean-up days. A total of 144 students participated in these events, which were delivered in partnership with various environmental stakeholders across the ACT.

Formal university internships

PCS provided valuable experiential learning opportunities via formal university student internships that allowed students to apply theoretical knowledge in a practical, professional setting across the network of parks and reserves.

Internships were supported across various programs, including the Rosenberg Monitor mapping within urban reserves.

PCS Work Experience Program

PCS continued to offer work experience placements via its [Work Experience Program](#) for year 10–12 students and Canberra Institute of Technology (CIT) students enrolled in relevant diploma programs. Sixteen placements were facilitated across the parks and reserves network.

Natural Resource Management

ACT Natural Resource Management (ACT NRM) is one of 54 regional NRM organisations across Australia under the Australian Government's Regional Delivery Partnerships (RDP). ACT NRM works with government agencies, delivery partners, volunteers, the broader ACT and regional community and other stakeholders to deliver programs. ACT NRM is focused on biodiversity conservation, sustainable agriculture and First Nations programs.

Significant work continued to address biodiversity restoration. RDP funding is directing \$4.25 million to grassland, woodland and alpine bogs and fens restoration projects. Work continued on other important biodiversity projects related to habitat connectivity, threatened species conservation and cultural fire.

Sustainable agriculture is a priority, with significant funding directed to ensuring regeneration and diversification of food and fibre systems across the Territory and assisting the farming community to transition towards more resilient outcomes. The Future Drought Fund, RDP program and National Soil Program aim to improve regenerative farming practices and improve soil carbon, biology and landscape rehydration.

The ACT NRM program continued to provide culturally safe spaces and pathway programs for young First Nations people from primary school age through to early adulthood. The program works closely with the Ngunnawal community to facilitate on-Country cultural heritage activities. Further information on First Nations programs is provided in [Section B9 – Aboriginal and Torres Strait Islander Reporting](#).

A range of community programs strengthened environmental and community stewardship. The annual ACT Environmental Grants were among the many programs that harnessed the dedication and expertise of volunteers and community groups to deliver critical environmental outcomes. Further information on the Environmental Grants is provided in [Section B8 – Community Engagement and Support](#).

Case study

Bogs and fens recovery post bushfire

Namadgi National Park's endangered High-Country Bogs and Associated Fens community continued to show positive signs of recovery following extensive impact from the 2020 Orroral Valley fire.

The monitoring and management program found that key flora species are regenerating, including sphagnum. Stream stabilisation has occurred, assisted by favourable rainfall and effective on-going rehabilitation works by PCS and Office of Nature Conservation teams.

Site monitoring helped staff identify threats, evaluate management effectiveness and check that decisions were based on the best available evidence and knowledge.

Observations during the 2024–25 field season led to:

- 4 occurrences of a Weed of National Significance in the bog communities being successfully treated
- a number of rare and significant flora records made
- records of vertebrate pest presence at a number of remote bog locations, which fed into planning for the Thermally Assisted Aerial Control program.

The PCS team also collaborated with research institutions to use innovative monitoring and management solutions to ensure the long-term survival of this ecological community. This program is funded by the Australian Government Natural Heritage Trust through ACT NRM until the end of 2027–28.



Sphagnum moss and stream banks are recovering following the 2020 Orroral Valley bushfire. (Photo credit: Nathan Kay, PCS)

Disaster resilient visitor infrastructure

The Disaster Ready Fund (DRF) is the Australian Government's flagship initiative for disaster resilience and risk reduction. The directorate was granted DRF funding of \$2.1 million over 3 years (2023–26), with co-contribution from the ACT Government of \$2.3 million, to investigate, plan and design climate-resilient improvements to visitor infrastructure and high-use water crossings across ACT parks and reserves. The program has funded numerous asset upgrades that demonstrate disaster-ready design and facilitate safe passage of recreational users and emergency services personnel. Various community, government and commercial stakeholders were engaged as works progressed. Progress made in the year included the following.

Climate-ready infrastructure

Critical infrastructure upgrades were made to endangered species' breeding facilities at Tidbinbilla Nature Reserve. The Corroboree Frog Breeding Facility now has backup power supply proven to withstand storm events and frequent lightning strikes. Design and construction works were completed at Jedbinbilla to prevent predator animals getting into the enclosure for critically endangered Brush-tailed Rock-wallabies.

To enhance resilience in Canberra's critical water catchment areas, CCA-treated pine steps and edging were removed from walking tracks and trails and replaced with durable rock. This upgrade improves long-term sustainability, reduces maintenance and protects surrounding ecosystems from chemical leaching during flood or fire events.

A flood resilient feasibility study was scoped to provide options for pedestrians and recreational trail users to cross the Murrumbidgee River between Casuarina Sands and the Cotter Campground. This may be incorporated into the later stages of the Stromlo to Cotter Mountain Bike trail experience that is in development.

Recreational trail upgrades

The DRF Program invested in recreational trail resilience upgrades to improve visitor safety and experience and allow for ecological and environmental outcomes.

The initiative included upgrading surface quality, installing and repairing steps and improving drainage systems to strengthen the durability and resilience of trails in line with the [Australian Walking Track Standards](#). Trail re-alignments replaced sections of trail that were unsafe, causing damage to the environment or vulnerable to natural disaster impacts.

Track and trail upgrades occurred across multiple PCS parks and reserves including Canberra Nature Park, Tidbinbilla Nature Reserve, Murrumbidgee River Corridor, Canberra Centenary Trail and Googong Foreshore.

PCS tracks and trails manual

The DRF Program funded the development of the ACT Parks and Conservation Service Tracks and Trails Manual, which provides essential guidance to PCS staff and contractors involved in the development, design, construction and management of recreational tracks and trails within ACT parks, reserves and plantation forests.

Completion of the 2020 Bushfire Recovery Program

The Black Summer Bushfire Recovery Program was finalised during 2024–25, bringing an end to the 5-year program of environmental, social and economic resilience projects. As shown below, works were undertaken to restore and improve Namadgi National Park's infrastructure, support community and cultural connections, enhance visitor access and strengthen the ACT's capacity to manage future risks.

Recovery and resilience of the built environment

Work on Namadgi walking tracks and visitor amenities supported the ACT Government's 'build back better' approach through the realignment of walking tracks, the upgrade of reserve infrastructure and the design and development of visitor amenity improvements at key recreational precincts.

Access for fire management and visitor safety was improved through resilience upgrades for critical management trail assets at vulnerable locations within the Namadgi management trail network. These upgrades ensure essential vehicular access for fire mitigation and suppression actions and imperative land management functions.

Social recovery and resilience

In collaboration with the Ngunnawal people, work progressed to recognise and safeguard the cultural values of the reserve estate in the ACT. Additionally, these engagement initiatives include an ongoing, culturally informed fire management framework including training, workshops, on-Country programs and broader community engagement actions.

Economic recovery and resilience

The new visitor engagement framework and water supply protection projects supported post-fire economic recovery and resilience. Projects included catchment remediation works contributing to the protection of the Cotter River water supply, commercial accommodation upgrades and a visitor framework that improves visitor access and supports tourism opportunities within the reserve estate.

Bushfire Operations Plan

The [2024–25 EPSDD Bushfire Operations Plan \(BOP\)](#) identified bushfire preparedness activities to be undertaken over the financial year. The BOP covers all areas of fire management including fuel management, access management, infrastructure, equipment purchase, training, auditing and monitoring, planning and research, education, response and standby.

Throughout autumn, PCS delivered a range of prescribed burns. Finding suitable windows for prescribed burning provided a challenge because, although the weather was ideal for much of autumn, fuel moisture levels were very low until rainfall in early April. Twelve burns across 1,798 hectares were completed in autumn, with other burns occurring in winter.

The burns were successful, with large-scale hazard reduction burns in northern Namadgi National Park, reserves around the north-west of Canberra and Pinnacle Nature Reserve and Googong Foreshores in New South Wales. PCS also supported burns by the New South Wales Parks and Wildlife Service and conducted ecological burns to improve habitat condition in grasslands near Crace and Bonner. The ACT Ambulance Service, Fire and Rescue, State Emergency Service and the Rural Fire Service provided support, collaboration and participation opportunities.

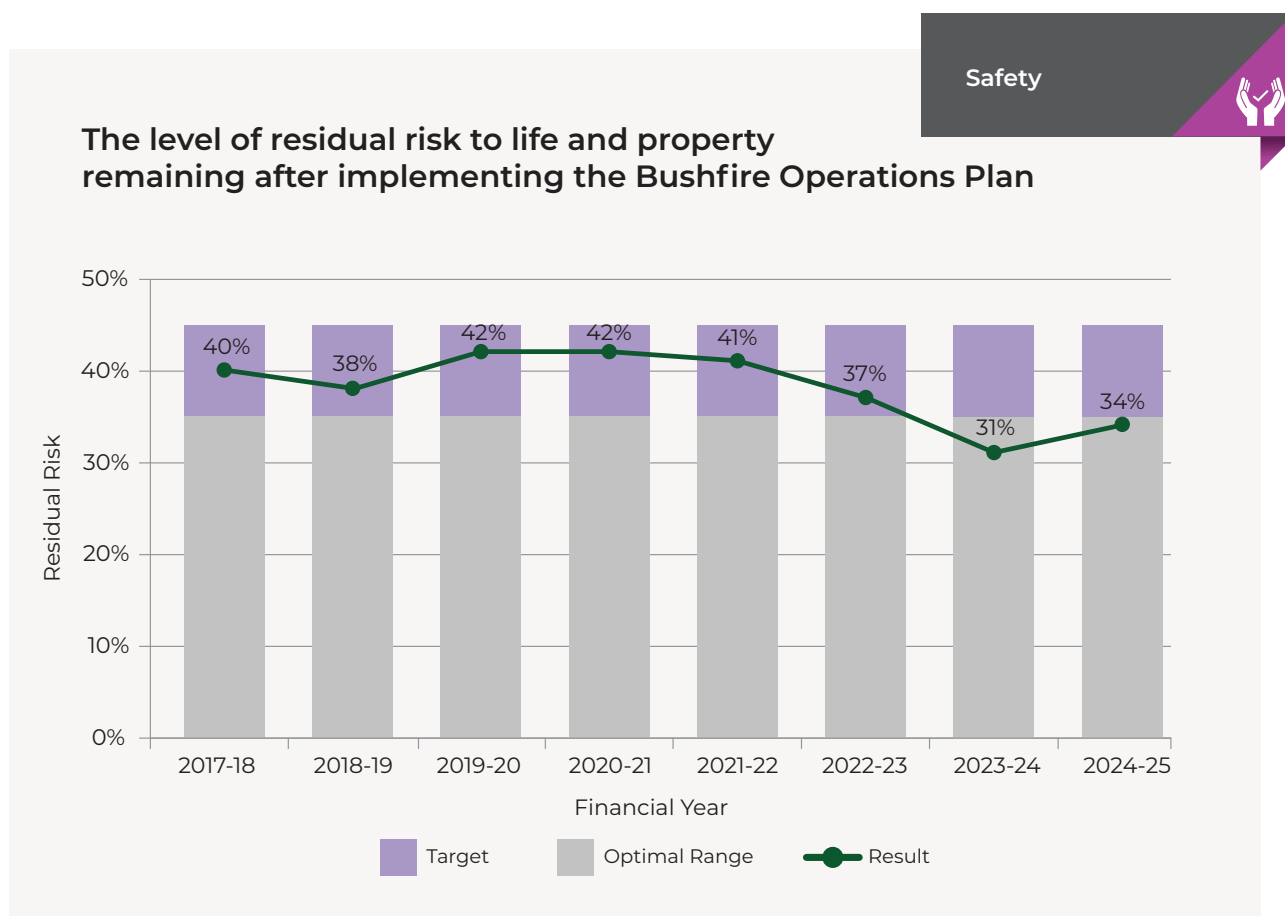
Innovative techniques and new approaches were used throughout the burns. At Googong Foreshores, PCS worked with the NSW Rural Fire Service to trial a firefighting boat to protect riparian vegetation and deploy field personnel to remote areas across the dam. The Old Mill burn combined careful aerial incendiary lighting patterns, waterbombing and remote personnel to achieve the required fuel reduction without impacting sensitive Alpine Ash and Snow Gum regeneration sites.

Based on the 2024–25 BOP activities, the residual risk for the 2025–26 bushfire season is calculated at 34% (up from 31% last season). This year’s strategic burns included blocks in the Lower Cotter Catchment, Northern Namadgi and Uriarra Forest, as well as a burn at Googong Foreshores to protect the water catchment from future wildfires. Some planned burns including Black Mountain, Mount Taylor and Denman Prospect will occur in the new financial year, further lowering the risk percentage figure.

The 34% figure is lower than EPSDD’s target band of 35–45%, which reflects the directorate’s commitment to managing bushfire risk to the community and environment while balancing sound ecological management. The management of risk to the ACT community is an ongoing challenge as the landscape continues to mature following the 2003 and 2020 bushfires; 34% represents a significant achievement in maintaining bushfire risk through use of prescribed burning in the landscape.

Further information about risk reduction and residual risk can be found in the [Regional Fire Management Plan 2019–28](#). A review of the plan is being undertaken to update the plan for the second half of its life, with revisions due to be published in the second half of 2025.

Figure B2.7 – Strategic Indicator 2.4: Enhanced community safety



Canberra Region Local Food Strategy

The ACT Government commenced implementation of the [Canberra Region Local Food Strategy 2024–2029](#). Key achievements included:

- a feasibility study on establishing a food hub in the ACT
- a project to identify and address policy, planning and regulatory barriers to support ACT farmers to adapt to drought
- a study investigating production and consumption data about the ACT and local region’s food system.

Outcomes from these studies will inform future strategy implementation actions.

ACT Heritage activities

Governance and policy activities

ACT Heritage managed the appointment process for 5 new members of the Heritage Council, including a new chairperson and deputy chairperson.

The Policy and Governance team designed and substantially updated the ACT Heritage Terms of Reference and Governance Arrangements framework and updated the Heritage Council Taskforce Procedures. These guidelines clarify and enable more robust operation of governance policies, procedures and structural relationships of the Heritage Council, ACT Heritage Branch and heritage stakeholders.

The new Guide to Lodging Applications with the ACT Heritage Council for Development Works was designed and launched. The guide will help users gain a clear understanding of information and procedural requirements for planning and development proposals for heritage listed properties and objects and greenfield sites in the ACT.

The Policy and Governance team will continue to update several policies that will support important heritage processes in the heritage community.

Community engagement

The 2025 Canberra and Region Heritage Festival (18 April to 11 May) involved 142 events hosted by 75 participating organisations. Participants included community groups, not for profit organisations, ACT and Australian government agencies and private tourism operators.

Thirteen community projects received a share of \$206,500 through the annual ACT Heritage Grants program to celebrate and conserve the ACT's rich and storied shared history. Further information is provided in [Section B8 – Community Engagement and Support](#).

Belconnen Library heritage registration

Following provisional registration of the Belconnen Library in February 2024, the ACT Heritage Council added the place to the ACT Heritage Register on 16 December 2024. The registration recognised its significance as a good example of the Late Twentieth Century International Style of architecture by renowned architect Robin Gibson. The decision was appealed in the ACT Civil and Administrative Tribunal (ACAT) and upheld, with the ACAT decision noting the thoroughness and integrity of the Council's decision-making process.

Details of nominations and register decisions are provided in the [Heritage Council Annexed Report](#).

Advice and approvals on development impacts to heritage places

Heritage advice timeframes continued to improve as the result of additional resources within ACT Heritage and reform activities, with:

- more than half of private owner submissions receiving a response within 30 working days
- Council heritage advice issued increasing from 680 in 2023–24 to 857 in 2024–25.

Through the provision of heritage advice and approvals, ACT Heritage has supported the planning and delivery of several major ACT Government projects including the Canberra Brickworks Precinct redevelopment, the Canberra Theatre redevelopment, the Monaro Highway duplication and centenary upgrades at Gorman House.

Significant public consultation occurred for the provisional registration of the early Kingston shops, including receiving and considering 55 public submissions. A final decision is due by 27 August 2025.

Strategic Objective 3 – Create our climate-ready city

Through policies and programs that included active engagement with the community, we sought to reduce energy use, support renewable energy, promote environmentally sound transport choices, reduce waste and improve waste management, improve information on climate change and increase resilience to our changing climate.

The directorate continued to develop a smart, modern and highly liveable net zero emissions ACT. It continued to advance projects that support the pathway to electrification in the ACT by 2045 while maintaining an affordable renewable energy supply and 100% renewable electricity. Continued implementation of the ACT's Zero Emissions Vehicles Strategy 2022–30 supported the transition to zero emissions vehicles (ZEVs). A range of programs, including the Sustainable Household Scheme and the Home Energy Support Program, continued to deliver support and financial incentives for the Canberra community.

Reduce greenhouse gas emissions

The ACT's emission reduction targets are legislated by the [Climate Change and Greenhouse Gas Reduction Act 2010](#) and include a target of zero net emissions in the ACT by 30 June 2045. The [Climate Change and Greenhouse Gas Reduction \(Interim Targets\) Determination 2018](#) established interim targets to reduce greenhouse gas emissions in the ACT as:

- 50–60% less than 1990 emissions by 30 June 2025
- 65–75% less than 1990 emissions by 30 June 2030
- 90–95% less than 1990 emissions by 30 June 2040.

Strategic Indicator 3.1 is measured by the reduction in greenhouse gas emissions from 1990 levels in total emissions. Total emissions are calculated in kilotonnes of carbon dioxide equivalent (kt CO₂-e).

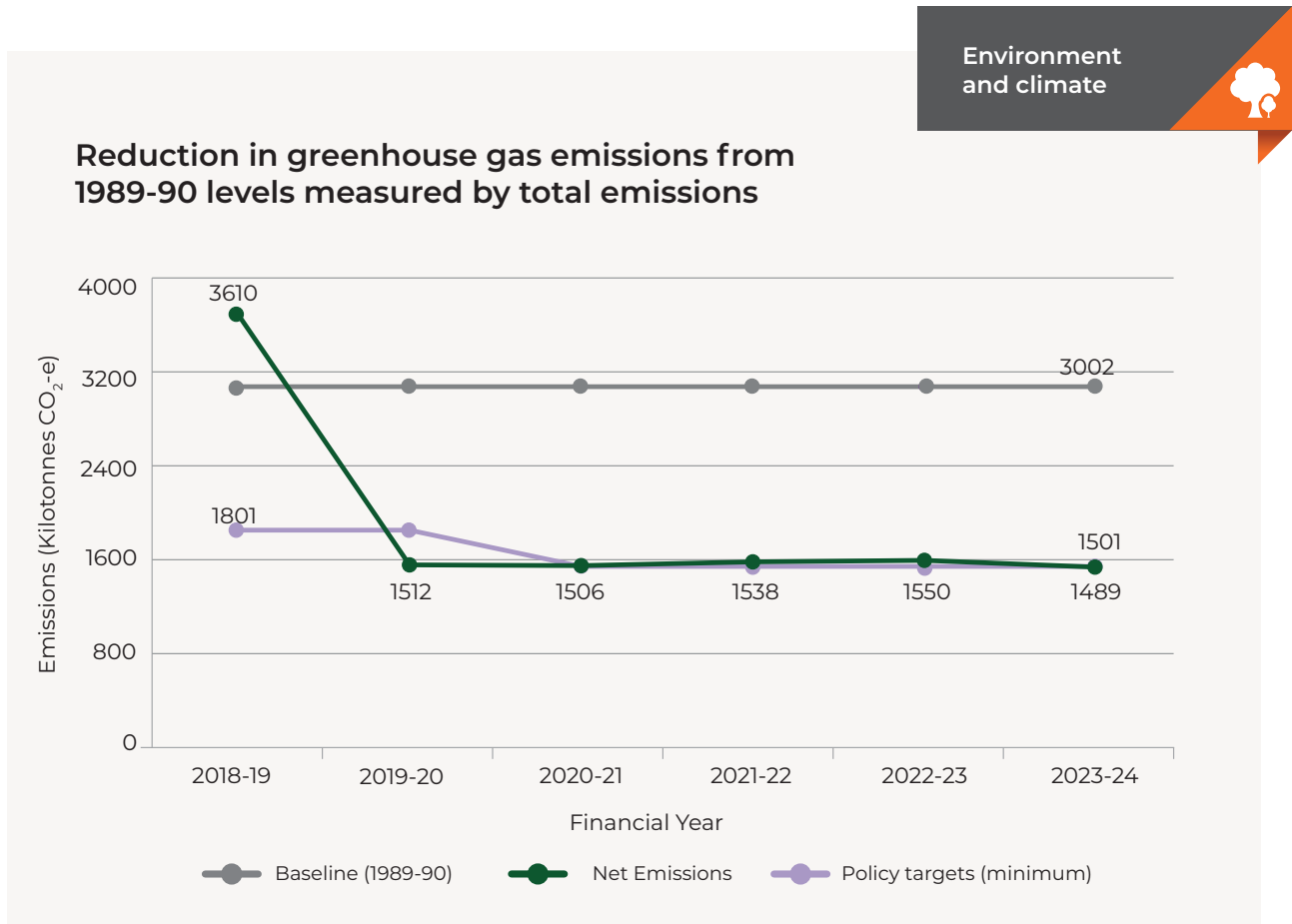
The 1990 level is defined as the total emissions produced in the financial year 1989–90. The 1989–90 levels were reported as 3,002 kt CO₂-e in the ACT Greenhouse Gas Emissions Inventory Report 2023–24 published in December 2024. By 30 June 2025, total emissions generated in a financial year needed to reduce to 1,501 kt CO₂-e to achieve the interim target of 50% less than the revised 1990 emissions baseline.

The ACT Greenhouse Gas Inventory and the associated measurement method are reviewed, updated and improved every year. Any changes in historically reported emissions figures, including the baseline, would be a result of improvements to the measurement method.

The ACT largely achieved the 2020 target of 40% emissions reduction (from 1990 levels) through 100% renewable electricity. This amount of emissions has been maintained since 2020. Emissions in 2023–24, the latest data, were 1,489 kt CO₂-e, which is 50% below the revised 1990 baseline.

Emissions were 4% below the previous year.

Figure B2.8 – Strategic Indicator 3.1: Reduce greenhouse gas emissions towards net zero emissions



*Note: Latest data available is for 2023–4, published in December 2024

Integrated Energy Plan

In June 2024, the government released the [Integrated Energy Plan 2024–30](#), a key milestone in Canberra’s pathway to an all-electric, net zero emissions future. The plan was shaped by robust community and industry consultation that included public surveys, targeted workshops, focus groups and an industry forum. This engagement process ensured the perspectives of vulnerable community members, industry stakeholders and those most impacted by the transition away from fossil fuel gas were incorporated. The insights gathered informed the plan’s guiding principles and actions, supporting a fair and equitable energy transition for all Canberrans.

The Integrated Energy Plan sets out a staged roadmap for transforming the ACT’s energy systems, with the first stage (2024–30) focused on accelerating electrification, supporting vulnerable energy consumers and maintaining secure, reliable and affordable energy. The plan’s objectives include enabling all households and businesses to benefit from electrification, prioritising support for those least able to transition independently, and removing barriers to the energy transition.

To ensure continued progress and adaptability, the government has committed to a mid-point review of the plan in 2027 that will assess achievements and update actions as needed to keep the Territory on track towards its legislated net zero emissions target by 2045.

Emissions reduction in ACT Government facilities

The Zero Emissions Government Loan Fund (ZEG Fund) and Electrification of Government Gas Assets Program (EoGGA) are key funding mechanisms to improve the energy performance of government buildings, reduce emissions and support the transition to net zero by 2045.

While the EoGGA Program focuses specifically on electrifying government facilities to reduce gas emissions, the ZEG Fund supports crucial energy efficiency works, installation of solar PV and battery technology and projects that generate savings, offset electricity demand and reduce the cost of the net zero transition. The EoGGA Program and ZEG Fund are complementary. Infrastructure Canberra has managed delivery of the EoGGA Program since 2023.

Seven projects were approved under the ZEG Fund. These projects, which are expected to generate combined annual savings of \$109,276 each year, include:

- Solar PV – Bimberi Youth Justice Centre
- Solar PV and Battery – West Belconnen Child and Family Centre
- Electric Forklifts – Stromlo, Tidbinbilla and Major Projects Canberra depots
- LED lighting upgrade – Bonython Primary School
- Solar PV – Bonython Primary School
- Solar PV – Domestic Animal Services
- Solar PV – Condor Health Centre.

Under the EoGGA Program, 84 gas assets were removed across ACT Government sites, with a further 36 'Identification and Investigation' reports completed.

Case study

100% Renewable – West Belconnen Child and Family Centre

The West Belconnen Child and Family Centre project combined energy efficiency, electrification and renewable energy projects to become a 100% renewable, all-electric facility.

A new solar PV and battery system was installed in 2025 under the ZEG Fund, building on previous LED lighting upgrades, existing solar PV and wind turbine systems, electric vehicle charging installation and hot water system electrification under the EoGGA Program.

The 78.32 kW solar PV and 51.2 kW battery system offset increasing electricity demand as the site transitioned off gas. The facility can now generate 124% of its energy needs, thereby reducing impacts on the grid. The project is expected to deliver annual savings of \$19,176 with a payback period of 9 years. Over the expected 25-year lifespan of the panels, this system will achieve savings of \$479,400, with an additional \$5,862 per year in battery returns.



West Belconnen Child and Family Centre, Holt.

No new fossil gas network connections

A regulation preventing new connections to the fossil gas network was enacted in the Territory in December 2023. Made under the Climate Change and Greenhouse Gas Reduction Act, the Regulation prevents new connections to all residential, commercial and community facility land planning zones in the Territory. It is a key instrument to prevent growth in, and facilitate the reduction of, emissions from fossil gas.

A transition period for properties that had been designed with gas and actively commenced planning to lodge development and building approval applications ended on 1 March 2024. Those connections can proceed, provided the connection is sought within 5 years (December 2028).

It is a condition of Evoenergy's utility licence that it complies with the Regulation. The Independent Competition and Regulatory Commission is responsible for monitoring and reporting compliance against licence conditions.

The Regulation includes an exemptions framework that allows proponents in commercial and community facility land planning zones to apply to the Minister for an exemption. The exemption process is facilitated by the Climate Change, Energy and Water Division. The exemption process requires applicants to contact the Sustainable Business Team for advice prior to submitting an application. The process ensures businesses have access to information about electrification options, as well as providing broader advice and information on a range of efficiency and sustainable business matters, including access to rebates and other resources.

Since the introduction of the Regulation, Climate Change Energy and Water has facilitated applications as shown in Table B2.2.

Table B2.2 – Exemptions from Climate Change and Greenhouse Gas Reduction Regulation

Interactions with Sustainable Business Team	2023-24	2024-25
Pre-application electrification advice sought by business sector:		
• Hospitality (café/restaurant)	3	14
• Laundromat	0	1
• Total	3	15
Exemption applications requested by business sector:		
• Hospitality (café/restaurant)	1	5
Total	1	5
Exemption applications under assessment at end of financial year*	1	2
Exemption evaluation completed	0	4
Exemptions refused	0	4
Exemptions granted	0	0

*Note: Applications received towards the end of the financial year may be assessed and finalised in the following financial year.

Community adaptation and resilience to climate change

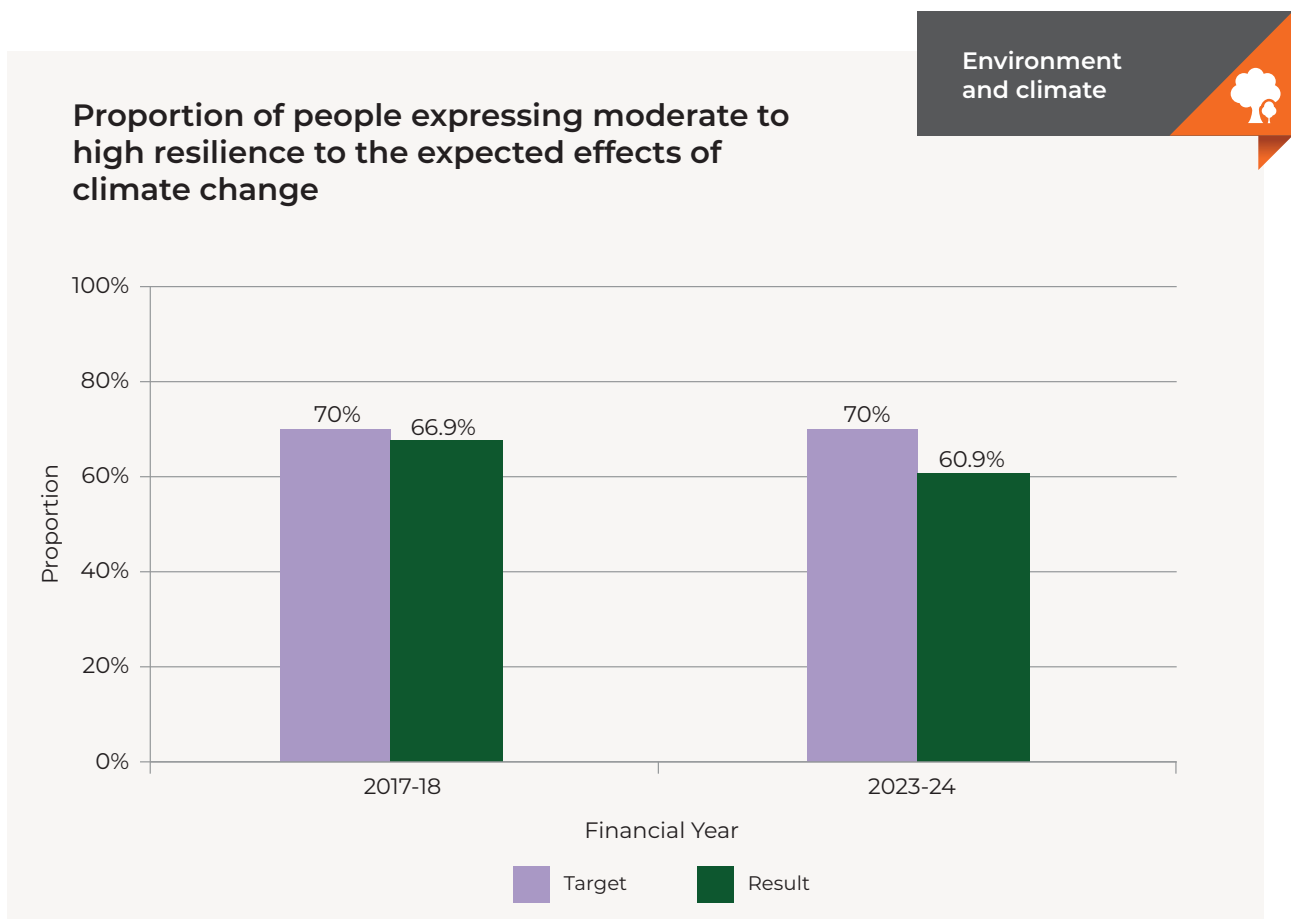
Climate change will increase both average temperatures and the frequency and intensity of heatwaves in the ACT over coming decades. EPSDD continued to undertake actions and research to support our community to become more resilient to the changing climate so Canberra remains a prosperous and liveable city. This included nurturing our urban forest, creating a climate-ready planning system and empowering the community to act.

Strategic Indicator 3.2 is measured by the proportion of people expressing moderate to high resilience to the expected effects of climate change. This is measured through the ACT Longitudinal Survey on Climate Change – Living well with a changing climate. The survey is conducted by the University of Canberra every 5 years and assists in assessing the climate resilience and adaptation of the ACT community over time.

The first survey was conducted in 2017–18. The [2023–24 survey](#), which was published during this reporting period, identified a small decline in individual and community resilience compared to 2018. This decline is partly attributable to the consequences of the COVID-19 health emergency and its effects on social networks. It means some Canberrans have fewer resources to draw upon to help them prepare, respond and recover from events such as extreme weather events and drought.

This data helps guide the development of evidence-based policies and programs that improve community resilience to climate change. For example, in 2024–25 the directorate developed and piloted a climate change risk management adaptation planning toolkit to support community sector organisations to identify and adapt to climate risks and associated impacts to operations, service delivery and clients.

Figure B2.9 – Strategic Indicator 3.2: Increased community adaptation and resilience to climate change



Renewable electricity supply

The ACT reached the target of 100% renewable electricity 'on and from' 2020, with 13 large feed-in tariff-supported projects completed. Construction of Neoen's Goyder South Wind Farm in South Australia, the most recent project, was completed in September 2024.

The Large-scale Feed-in Tariff (LFiT) Scheme largely protects the ACT community from the extreme price volatility in wholesale electricity prices. In 2024–25 the cost per household to ACT electricity consumers for the operation and administration of the LFiT scheme was \$104.72 (based on average electricity consumption of 6,500 kWh a year).

Strategic Indicator 3.3 – Maintain provision of affordable renewable energy

Living standards



The ACT's renewable electricity target is established under the [Climate Change and Greenhouse Gas Reduction Act 2010](#). The Act sets a target for the use of renewable electricity in the ACT to be 100% from 1 January 2020 onwards. Strategic Indicator 3.4 is measured by the proportion of renewable electricity in the ACT. The ACT has achieved 100% renewable electricity in each financial year since 2019–20.

Increased electricity consumption is likely given population growth across the city and the government's policies promoting the uptake of electric vehicles and transitioning away from fossil fuel gas use. This increase will be monitored so the ACT can maintain its 100% renewable electricity status.

Energy Innovation Fund

The [Energy Innovation Fund](#), formerly known as the Renewable Energy Innovation Fund (REIF), invested \$12 million between 2016 and 2024 to promote a vibrant renewable energy sector in the ACT. In March 2024, an additional \$17 million was committed to the Fund following the fifth round of the [ACT renewables auction](#) to support innovative energy technologies and solutions for net zero transformation. The operation of the fund is guided by an industry advisory board, comprising 7 leaders from the renewable energy business and academic and innovation community.

Details of Energy Innovation Fund grants awarded in 2024–25 are available in [Section B8 – Community Engagement and Support](#).

Supporting uptake of zero emissions vehicles

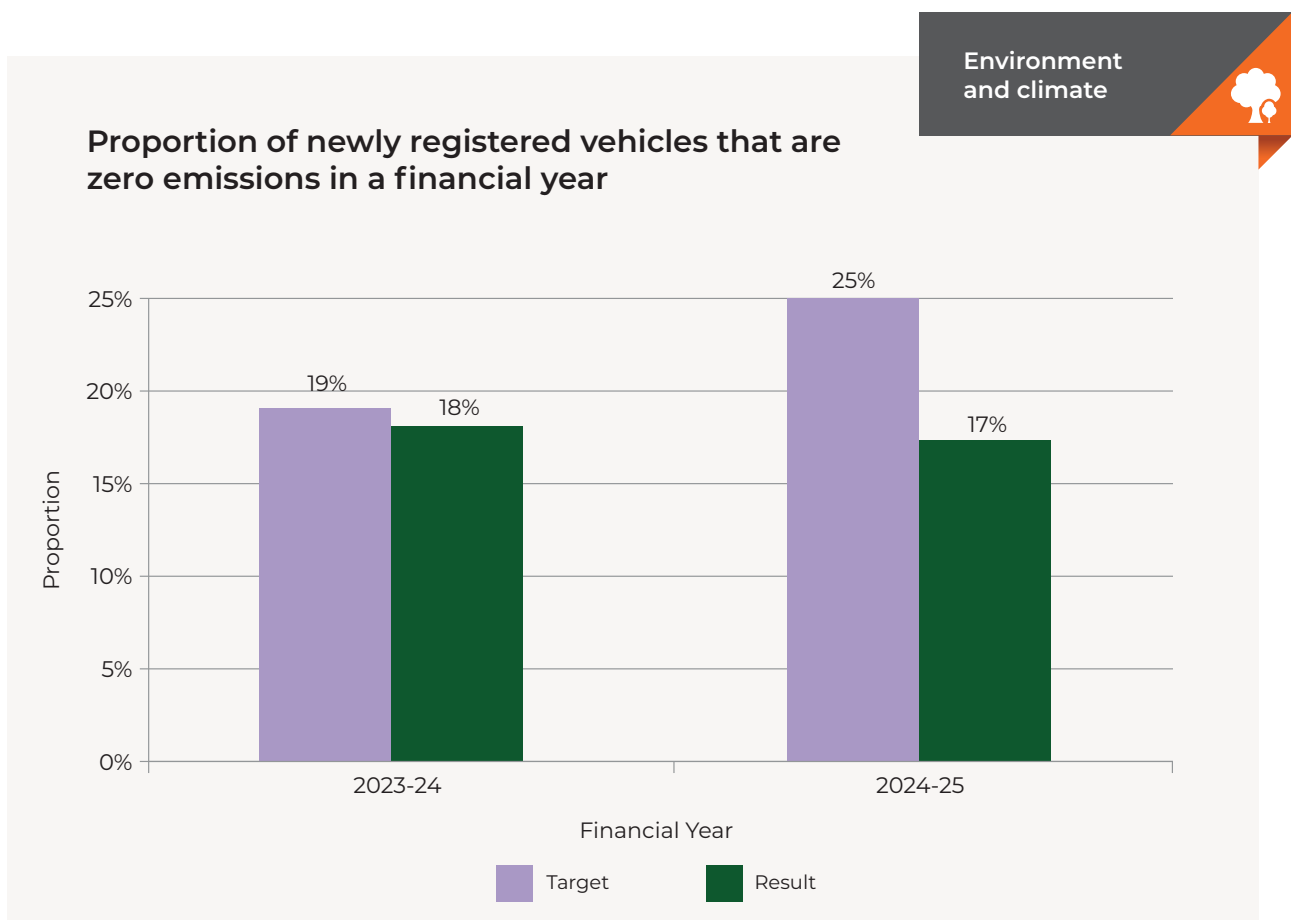
Transport emissions are the ACT's single largest source of greenhouse gas emissions. The ACT's [Zero Emissions Vehicles \(ZEV\) Strategy 2022–30](#), launched in July 2022, sets out a clear direction to reduce emissions from transport. The strategy is an ambitious plan to support the ACT community's transition to ZEVs with the aim that, in 2030, 80–90% of new light vehicle sales in the ACT will be ZEVs and the phase-out of light internal combustion engine vehicles will commence from 2035.

Strategic Indicator 3.4 shows the increased electrification of transport measured by the proportion of newly registered vehicles that are zero emissions in a financial year. Annual targets track progress towards the 2030 ZEV sales target.

In 2024–25, 17% of all new vehicle registrations were ZEVs against a target of 25%. Global factors contributed to below expected ZEV sales between January and April 2025.

ZEV registration data is available on the [Everyday Climate Choices](#) website.

Figure B2.10 – Strategic Indicator 3.4: Increased electrification of transport



To support the transition, the strategy commits to actions that include making ZEVs more affordable, expanding the EV charging network, supporting and informing uptake, demonstrating ACT Government leadership and updating relevant policies. 2024–25 highlights included the following.

Public EV Charging Infrastructure Fund

The ACT Government committed a further \$1,075,406 under the Public EV Charging Infrastructure Fund to deliver publicly accessible EV chargers across the Territory, funding 40 electric vehicle chargers capable of supporting more than 70 charging bays. Details of grants awarded in 2024–25 are available in [Section B8 – Community Engagement and Support](#).

In May 2025, it was announced that the government had exceeded its target of at least 180 public EV chargers in the ACT by 2025.

The Business Fleet Advisory Service

The Business Fleet Advisory Service continued to advise businesses on the transition to zero emissions vehicles. This advice included total cost of ownership, charging and refuelling infrastructure, fit-for-purpose alternatives and fleet transition planning. The Business EV charger program provides rebates of up to \$3,300 to businesses to support the cost of EV charging infrastructure.

Energy efficiency and electrification of low-income households

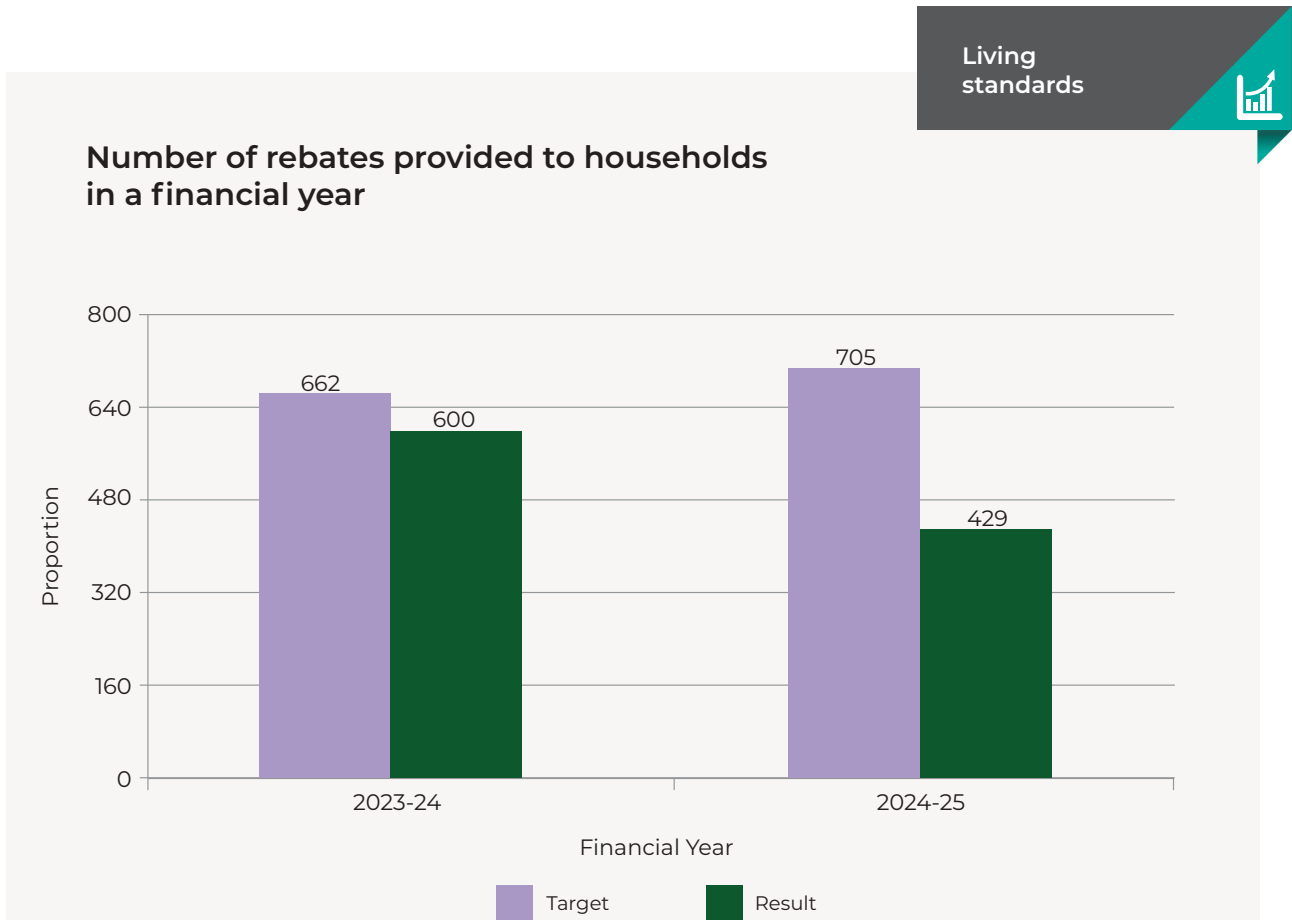
The ACT Government supports low-income and vulnerable households to transition to electric alternatives and make their homes more energy efficient. This helps reduce energy costs and emissions and increases comfort in the home.

A diverse and effective suite of programs, rebates, legislation and regulation was delivered to support those on low income, renters, people living in public and community housing, the elderly and people with disabilities and chronic health conditions.

Strategic Indicator 3.5 is measured by the number of rebates provided to eligible low-income homeowners through the Home Energy Support Program for the purposes of installing products including rooftop solar, reverse cycle heating and cooling, hot water heat pumps, electric stove tops and ovens and ceiling insulation. Targets are calculated projections based on known available budget and trend data from previous years and are subject to change pending future ACT Budget processes. This indicator was introduced in 2023–24.

The number of rebates paid during 2024–25 was 429, which was below the target of 705. Rebate uptake was lower than expected and may have been impacted by cost-of-living pressures.

Figure B2.11 – Strategic Indicator 3.5: Increased energy efficiency and electrification of low-income households



Phasing out wood heaters

Wood Heater Removal Program

The [Wood Heater Removal Program](#) aims to improve the ACT's air quality by offering financial incentives for the removal and disposal of older, high emission wood fuel heaters.

Since the program started in 2004, 1,353 wood heaters have been removed, with 32 rebates paid in 2024–25 for wood heater removal under the program.

Wood heater removal from public housing

Nineteen wood heaters were removed under a trial in 2023–24 and 2024–25 to replace wood heaters in public housing properties with energy-efficient electric heating systems that were deemed suitable by Housing ACT.

Climate Change Council

The [ACT Climate Change Council](#) (the Council) is an advisory body to the Minister for Climate Change, Environment, Energy and Water on matters relating to reducing greenhouse gas emissions and addressing and adapting to climate change.

The Council plays an important role in informing climate change policies in the ACT, liaising with business and community and scanning the horizon for the challenges and opportunities associated with creating a prosperous, climate-ready, net zero emissions Territory. It seeks to provide leadership by listening to community views and attitudes, understanding best practice on climate change and raising awareness of climate change risks and community benefits from effective climate action.

EPSDD continued to provide secretariat support to the Council during the reporting period. From 1 July 2025, secretariat support will be provided by the City and Environment Directorate.

Further information on the work of the Council is available on the [Everyday Climate Choices website](#). The Council's 2024–25 annual report will be available on the website after being tabled in the Legislative Assembly.

Sustainable Canberra Expo

The 2024 Sustainable Canberra Expo was a one-day event held on 2 November 2024 at Exhibition Park showcasing innovative sustainability solutions for the community. With more than 60 exhibitors and 6,000 attendees, the event featured information for households and businesses on how to reduce energy use, save on energy costs, transition off gas and live more sustainably. Attendees enjoyed live cooking demonstrations by chef Simon Toohey, compost/worm farm and planting workshops and expert panel discussions on how to make a home more sustainable. Attendees also had access to test drive more than 10 different electric vehicles through the NRMA Drive Day and various e-bikes through the See-Change e-bike library.

Strategic Objective 4 – Work collaboratively with Ngunnawal and other First Nations people to build a strong and shared future

We respect our Traditional Custodians' history, knowledge and aspirations and work in partnership to build a strong and shared future that respects and values Ngunnawal Country. We acknowledge and celebrate the diverse First Nations people and their unique cultures through shared opportunities, respecting and valuing their knowledge and contributions to the work we do. The continuum of Aboriginal history and culture is a visible part of the ACT's built and natural environment. Their knowledge and aspirations are incorporated into the design and delivery of our nature-based infrastructure.

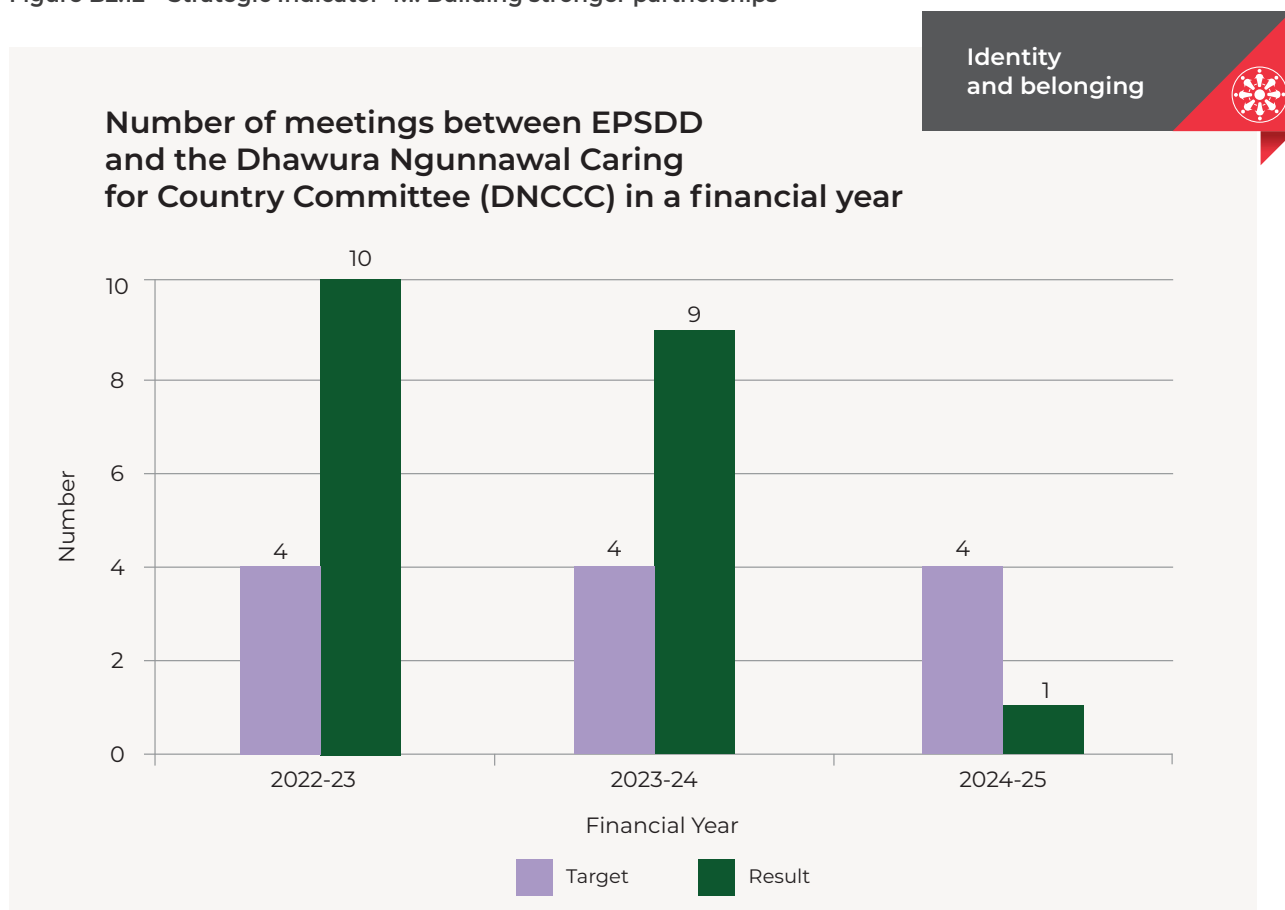
Building stronger partnerships

In line with the National Agreement Second ACT Jurisdictional Implementation Plan (Priority Reform 1: Formal Partnerships and Shared Decision Making), EPSDD recognised the importance of shared decision making through its ongoing partnership with the Dhawura Ngunnawal Caring for Country Committee (DNCCC). The DNCCC were active participants in the co-design, development and management of programs and projects related to the management of EPSDD-managed lands. EPSDD and DNCCC sought to meet at least 4 times a year.

EPSDD and DNCCC met once during the reporting period. Meetings paused in September 2024 pending an independent review of DNCCC functions and operation. The review will be undertaken in 2025–26 to determine areas to improve the effectiveness of the committee and to ensure both parties benefit through the DNCCC. This review aims to further improve Closing the Gap outcomes in the Territory, particularly the formal partnerships component of Priority Reform 1.

Further details can be found in [Section B9 – Aboriginal and Torres Strait Islander Reporting](#).

Figure B2.12 – Strategic Indicator 4.1: Building stronger partnerships



Promoting and respecting First Nations cultures

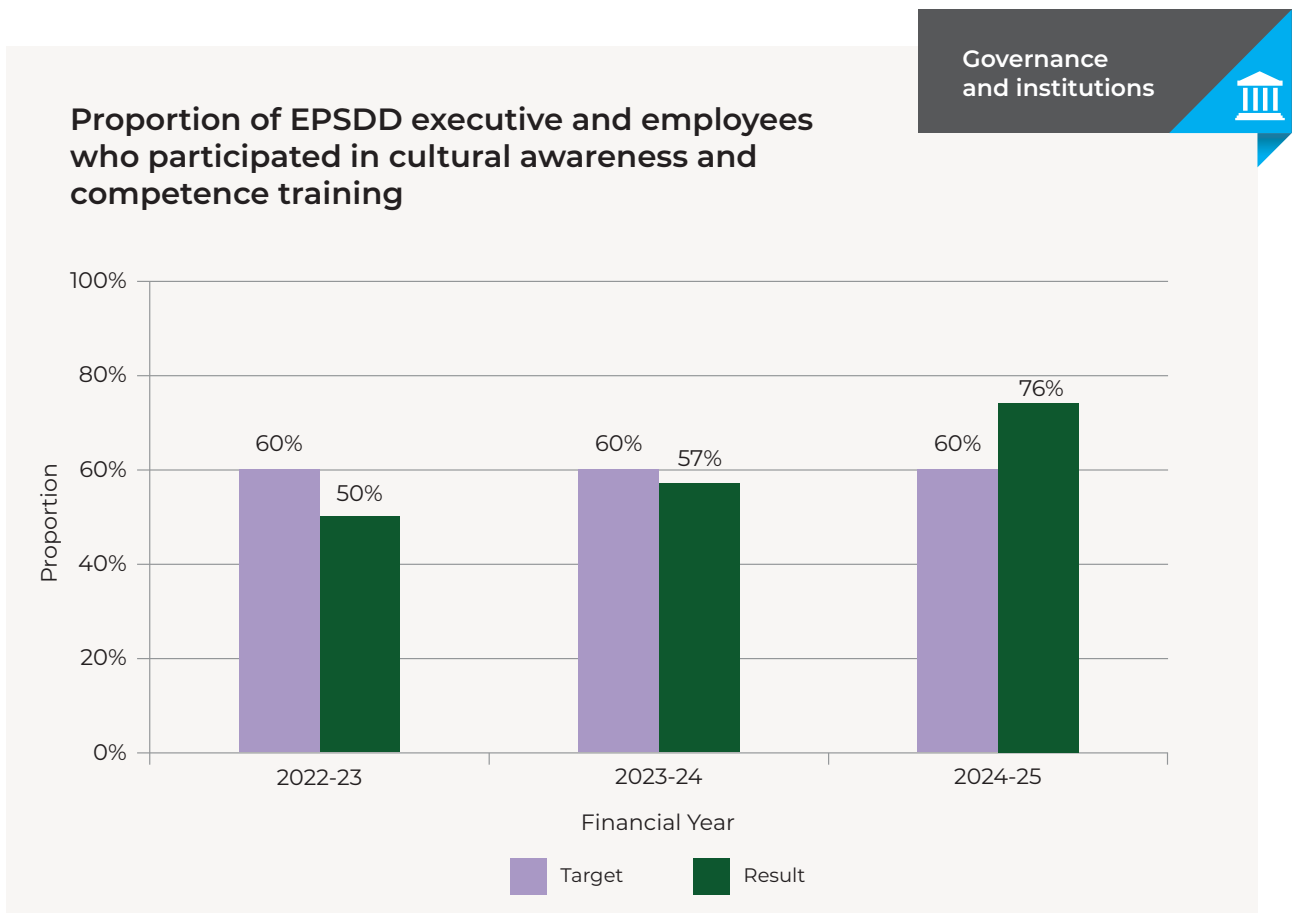
The directorate was committed to working collaboratively with Ngunnawal and other First Nations peoples to build a strong and shared future. As part of this commitment, EPSDD set a target for 60% of executives and employees to participate in cultural awareness and competence training.

Strategic Indicator 4.2 measures the proportion of EPSDD executive and employees who have undertaken this training, which is designed to enhance understanding and appreciation of First Nations cultures, histories, knowledge and achievements.

Participation in the training has steadily increased. As illustrated in Figure B2.13, 50% of employees had completed the training in 2022–23, increasing to 57% in 2023–24 and reaching 76% in 2024–25.

With 76% of executives and employees completing the training, EPSDD exceeded its participation target. This reflects the directorate’s strong commitment to cultural capability and reconciliation and to embedding inclusive practices across the organisation.

Figure B2.13 – Strategic Indicator 4.2: Promoting and respecting First Nations culture



Promoting language through the place-naming process

The ACT's suburb, street and place names are a tribute to Australia's remarkable people and its geography, heritage and history. The ACT Place Names unit, in consultation with the ACT Place Names Advisory Committee, undertakes research for new place names in accordance with the [Public Place Names Act 1989](#).

Geographical features in the ACT can be named under the Act. The Public Place Names (Naming of public places) Guidelines 2021 state that:

- where no previous official name exists for a geographical feature, preference should be given to a name that:
 - is the local Aboriginal name that was originally applied to identify the geographical feature, provided the wishes of the relevant Aboriginal community are respected regarding the use of the name
 - is in keeping with the character and tradition of the location
 - has historical or local significance or is suggestive of the peculiarity of the geographical feature
- where a geographical feature has an existing introduced name, Government should consider restoring traditional Aboriginal language to the feature by giving it dual names that recognise the traditional Aboriginal place name alongside the long-standing introduced name.

Strategic Indicator 4.3 is measured by the number of places in the ACT named in Ngunawal language or other Aboriginal and/or Torres Strait Islander languages or named to recognise Aboriginal and/or Torres Strait Islander peoples. It excludes any places named outside of the Place Names Act or Commonwealth legislation and the [Australian Capital Territory National Land \(National Memorials, Territory Divisions and Public Places\) Ordinance 2022](#), with the exception of names approved by the EPSDD Environment, Heritage and Water group in consultation with the ACT Place Names unit and registered on [ACTmapi](#).

The names of 2 Aboriginal people were commemorated in public place names determined under the Act in 2024–25. Two roads in the Division of Whitlam, named under the theme of 'Arts and Culture', were:

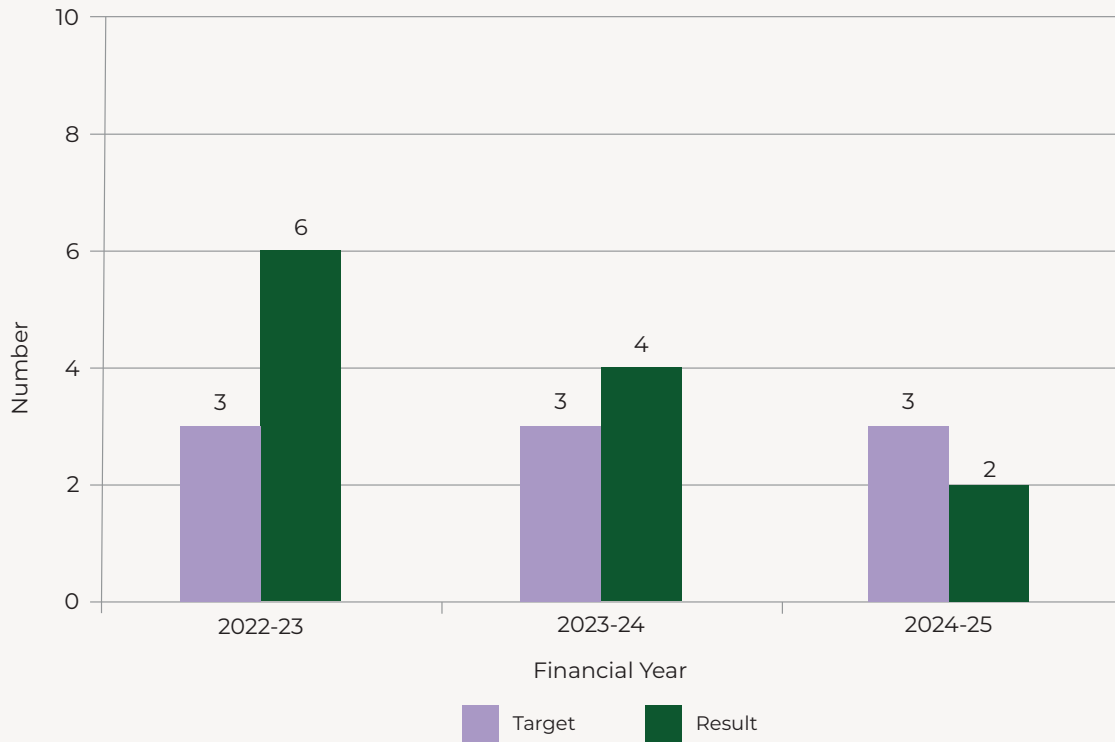
- Mandawuy Crescent, which recognises Yolngu musician, performer, activist and educator, Dr Mandawuy Djarrtjuntjun Yunupingu AC
- Reed Gilbert Rise, which commemorates Wiradjuri Elder, writer, poet, author and activist Kerry Reed-Gilbert.

Figure B2.14 – Strategic Indicator 4.3: Promoting language through the place naming process

Identity
and belonging



Number of places in the ACT named in Ngunnawal language or other Aboriginal and/or Torres Strait Islander languages or named to recognise Aboriginal and/or Torres Strait Islander peoples



Strategic Objective 5 – Build trust and confidence with all our Canberra community

The directorate was committed to implementing and maintaining good governance and customer service characterised by and demonstrated through principles of leadership, accountability, transparency, stewardship, integrity and efficiency.

The directorate was committed to providing opportunities for community and industry to have a voice in the development and implementation of policy and programs across our areas of responsibility. Providing a diversity in engagement offerings was one way the directorate showed this commitment. This included providing both digital and face-to-face opportunities or providing industry and stakeholders a seat at the table during policy development, through formal technical advisory groups or similar.

Planning enquiries – responsiveness to customers

The DA Gateway team acts as the central contact point on all development application (DA) and planning enquiries for the community and industry. Ensuring planning enquiries are responded to in a timely fashion improves overall customer satisfaction and connectivity in the planning system and allows the timely progression of development proposals.

Strategic Indicator 5.1 is measured by the proportion of enquiries made with the DA Gateway team that are responded to within accepted government service standards/timeframes (for example, 10-day response timeframe for general enquiries). This measure uses online enquiries recorded on the Salesforce platform as a proxy, noting planning enquiries are received via multiple methods including online, phone and email. Enquiries recorded in the Salesforce platform represent approximately 10% of overall planning enquiries received each year.

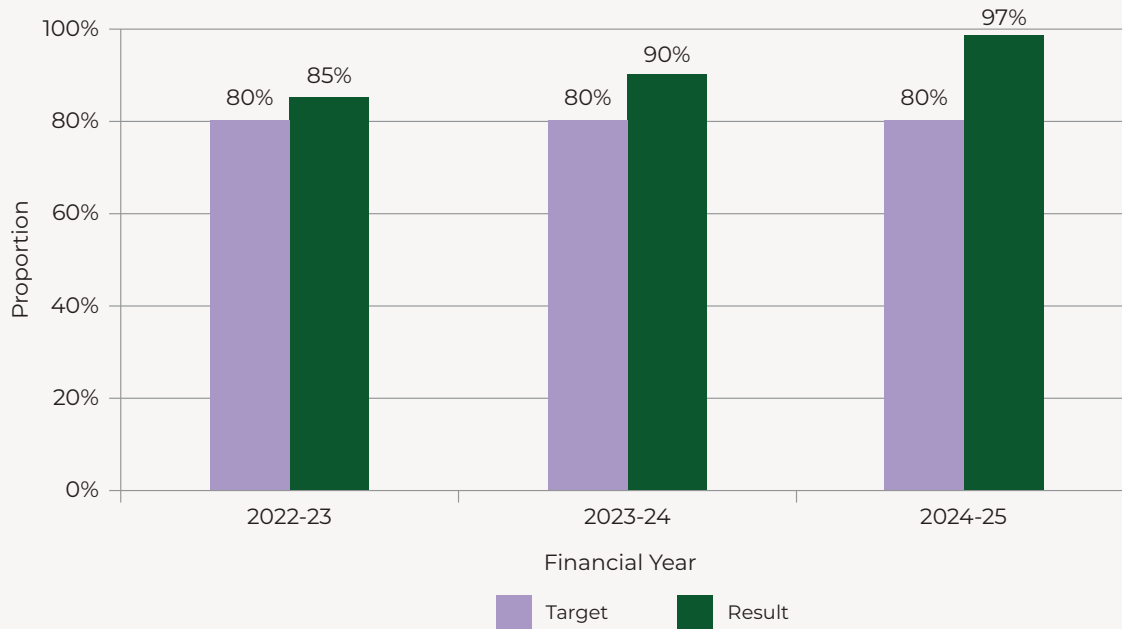
The indicator was met, with 97% of enquiries being responded to within the accepted timeframes.

Detailed statistics about planning enquiries are reported in the [Chief Planner's Annexed Report](#).

Figure B2.15 – Strategic Indicator 5.1: Responsiveness to customers



Proportion of enquiries made with the DA Gateway Team responded to within accepted government service standards/timeframes



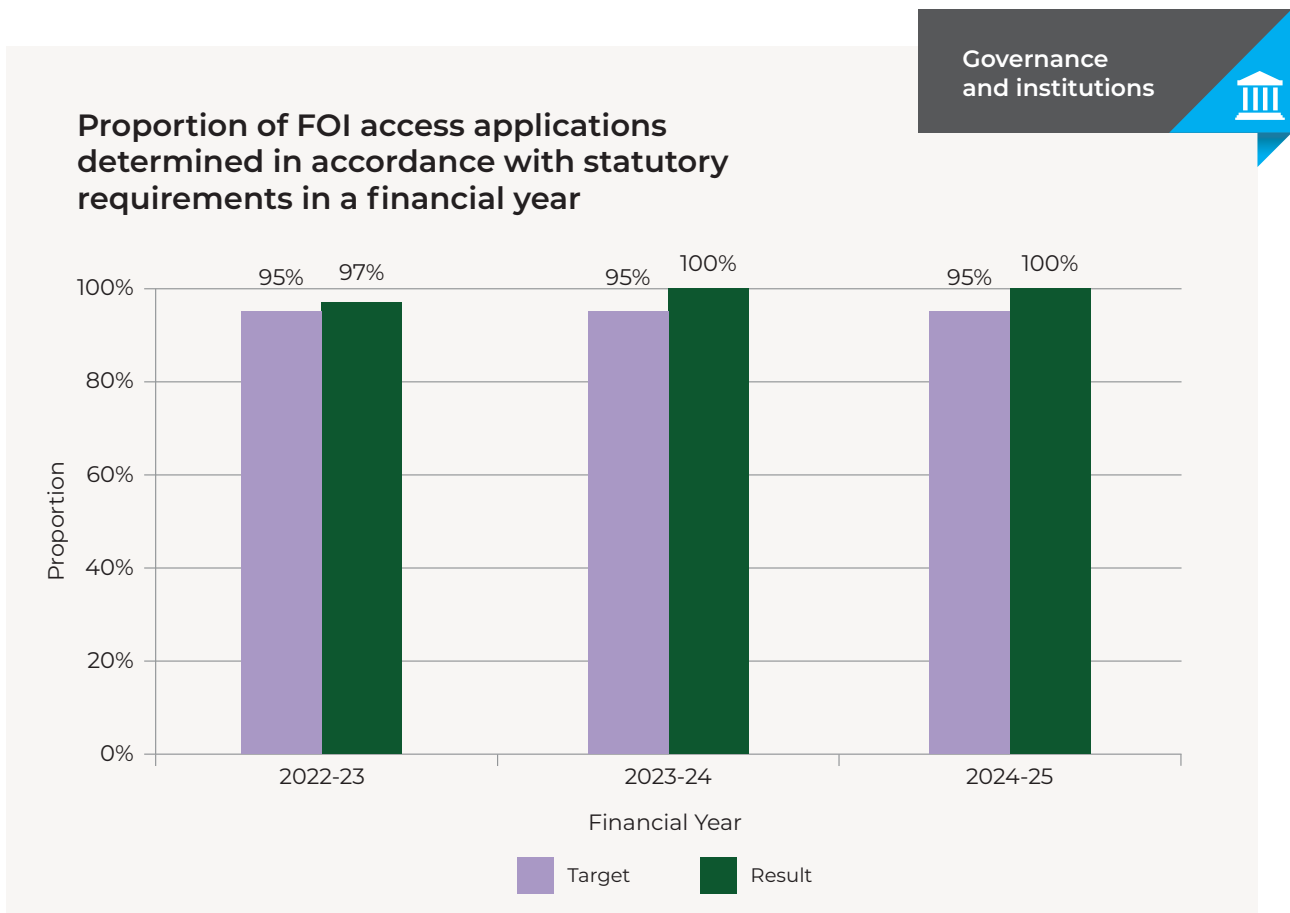
Improved access to government information

The directorate continued to demonstrate its commitment to upholding the principles of open government and the community's right to access government information, thereby building trust and confidence with the Canberra community.

Strategic Indicator 5.2 is measured as a percentage of access applications that are decided within the statutory timeframes under sections 40, 41 and 42 of the *Freedom of Information Act 2016* (the FOI Act). An access application that is not decided within the time allowed under the FOI Act is taken to be a decision to refuse access to the government information requested. The directorate exceeded its indicator target, with 100% of access applications determined in accordance with the statutory requirements.

[Section B7 – Freedom of Information](#) provides detailed reporting about freedom of information and open access to information.

Figure B2.16 – Strategic Indicator 5.2: Improved access to government information



Digital and data improvements

The directorate made meaningful progress in uplifting its digital and data capabilities, laying the groundwork for faster, more transparent and more secure services that directly benefit the Canberra community.

This work included:

- using technology and data more strategically and securely to improve how services are delivered and decisions made
- strengthening oversight of digital, data, geospatial and ICT projects, ensuring public resources are used effectively and transparently
- improving collaboration across teams and with other government agencies so services are more connected, consistent and impactful across the directorate
- providing expert support for major public-facing projects such as:
 - **eDevelopment replacement**, making it easier for residents and businesses to submit and track development applications online
 - **Heritage database reform**, improving access to information about Canberra's heritage places
 - **Commonwealth Biodiversity Data Repository**, helping protect local biodiversity by making species data more accessible and standardised
 - **Mobile and remote connectivity**, improving connectivity in remote areas to support conservation work and improve safety for field staff, ensuring they stay connected while protecting Canberra's natural environment.

Digital governance: Building a foundation for better services

The directorate introduced new governance structures and tools to ensure digital initiatives are well-managed, secure and aligned with community needs. This included the roll out of Microsoft Power Automate to reduce delays and manual processes and free up staff to focus on delivering better services.

Cyber governance: Keeping community data safe

The directorate strengthened its cyber resilience to protect sensitive information and ensure public trust. Through training, awareness campaigns and a new Data Breach Response Plan, the directorate helped staff safeguard the systems and data that underpin essential services.

Data governance: Using data to improve outcomes

By improving how data is collected, shared and used, the directorate enabled more informed decisions that directly benefitted the public. New guidelines and training helped ensure data was used ethically and effectively, while tools like Copilot Chat supported smarter service design.

Geospatial governance: Mapping for better planning

The directorate improved how spatial data is managed and shared, supporting better planning, environmental protection and emergency response. Tools like the Geospatial Homepage and GeoHub made it easier to access and understand location-based information.

Community engagement

Through active community and industry involvement, the directorate considered a variety of voices in its decision-making.

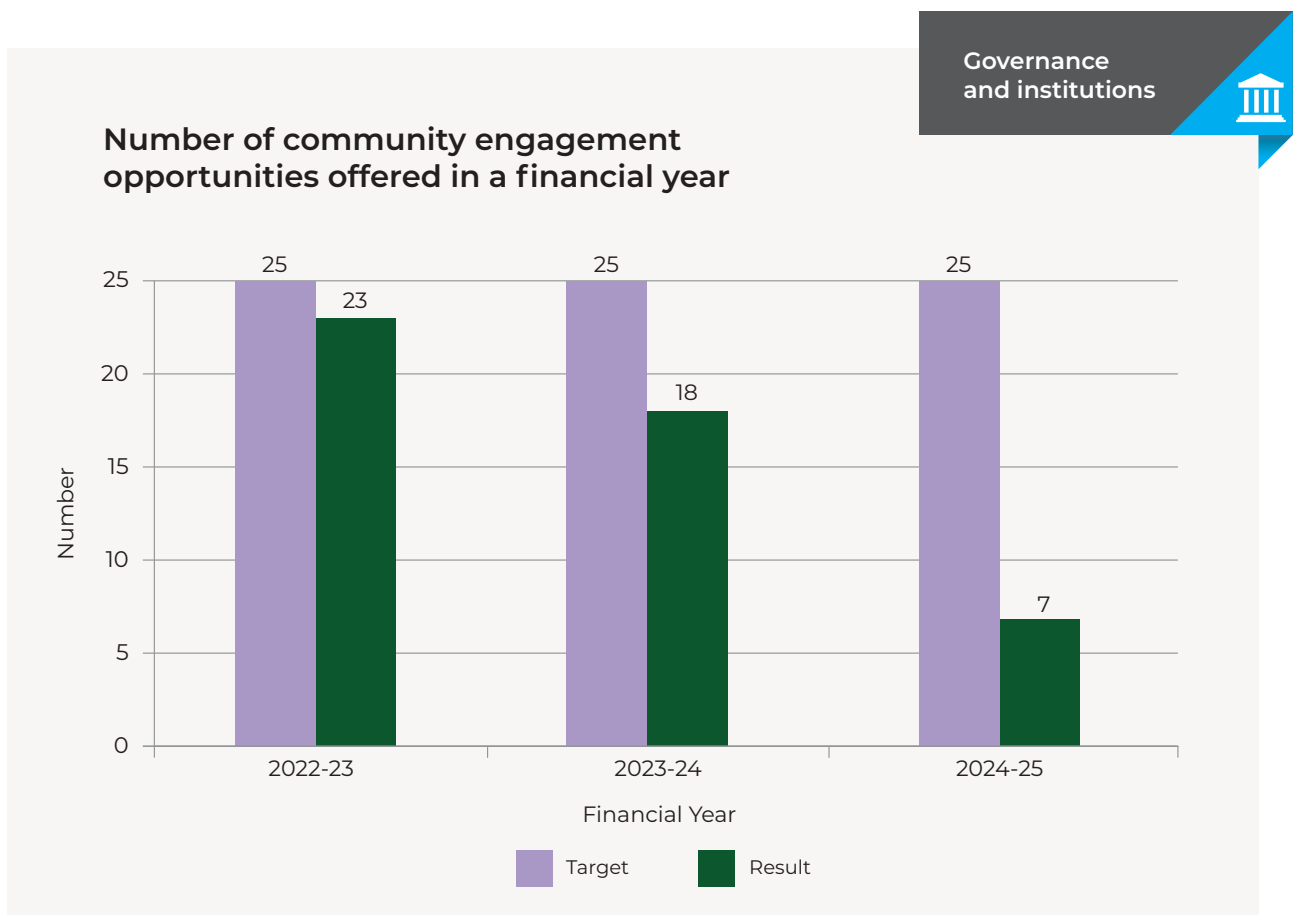
The directorate continued to utilise the YourSay Conversations platform for most community engagement. Where appropriate, the directorate utilised existing forums to gather stakeholder expertise and insights, including technical advisory groups, the Biodiversity Conservation Forum and the Environment and Planning Forum, among others.

Strategic Indicator 5.3 is measured by the number of community engagement opportunities offered in a year. Community engagement opportunities are defined as formal engagement opportunities through the YourSay website.

The directorate conducted 7 community engagements, which was less than the target of 25 engagements due to the shortened engagement period for the Caretaker Period (September–November 2024) and the use of targeted stakeholder consultation methods for projects and policies with a small community impact and interest. For example, for a species-specific action plan where community influence on actions is minimal, stakeholder groups such as the Biodiversity Conservation Forum gave expert information to influence government action.

Detailed reporting is included in [Section B8 – Community Engagement and Support](#).

Figure B2.17 – Strategic Indicator 5.3: Informed and engaged community



Stakeholder engagement

The directorate was committed to increasing awareness of its projects and consultations through the ongoing use of social media, traditional media outlets, stakeholder groups and paid advertising campaigns.

The Environment and Planning Forum (EPF) serves as a key stakeholder engagement mechanism. The EPF was established to foster cooperative relationships with stakeholders and to facilitate timely, integrated input on a broad range of issues. The forum is chaired by the Director-General and convenes approximately every 2 months.

The directorate continued to issue a monthly bulletin to all members. This bulletin improves stakeholder awareness of open consultations, news and events relevant to the directorate's work between meetings. The format of the bulletin and information included was reviewed and refreshed.

Strategic Indicator 5.4 – Stakeholder awareness of directorate priorities and projects

Governance
and institutions



Strategic Indicator 5.4 measures the proportion of stakeholders who are aware of the directorate's priorities and projects. Development of the methodology for this indicator commenced during the reporting year.

To assess stakeholder awareness, a YourSay survey was developed and implemented. Survey results indicated that 38% of respondents reported being 'extremely aware' of the directorate's priorities and projects, while an additional 50% indicated they were 'moderately aware'. These findings provide a baseline for future measurement and continuous improvement in stakeholder engagement and communication.

Strategic Objective 6 – Continue investment in a highly valued, skilled and safe workforce

EPSDD continued to invest in a highly valued, skilled and safe workforce for ongoing organisational growth and performance through capability development of our people. We worked together to provide a workplace that was safe, fair and inclusive while doing our best to minimise work-related injuries and illness. Through leadership and collaboration, EPSDD’s safety vision was to eliminate unsafe work practices and to promote the health, safety and wellbeing of our people. Diversity is an important aspect of our workplace and we were committed to supporting a workforce that has a rich diversity, is culturally safe, and where everyone feels a sense of belonging.

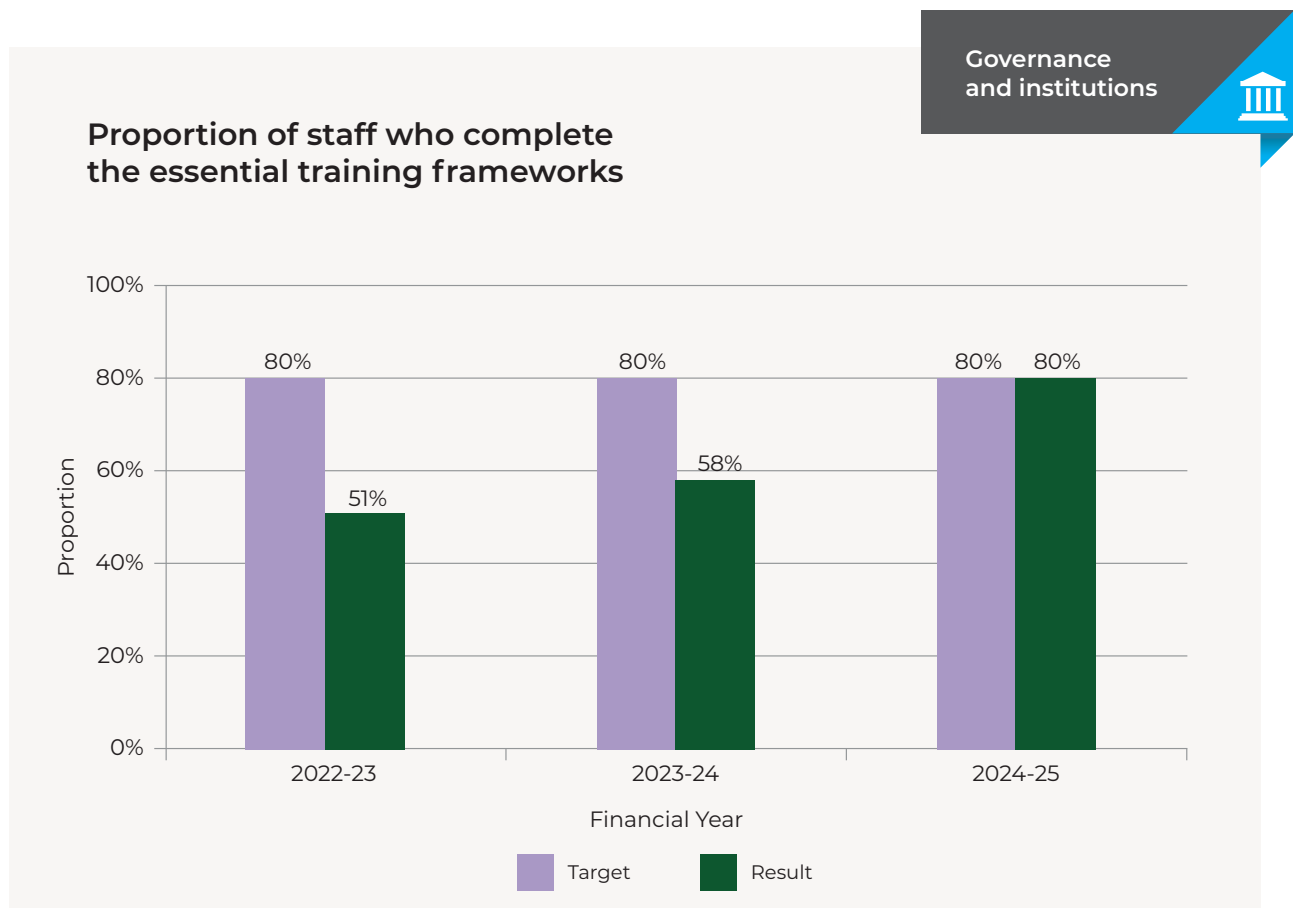
Skills and training

The directorate was committed to building a highly valued, capable and safe workforce. Strategic Indicator 6.1 measures the proportion of employees who complete the Essential Training Frameworks, a suite of discrete training modules designed to support employees in performing their roles effectively and efficiently across a range of operational and regulatory areas.

The directorate achieved its target of 80% of EPSDD employees completing the Essential Training Frameworks. This achievement reflects the directorate’s ongoing commitment to investing in employee capability and ensuring employees are well equipped to meet the expectations of their roles.

[Section B14 – Human Resources Management](#) contains detailed information about EPSDD’s training frameworks.

Figure B2.18 – Strategic Indicator 6.1: A capable, trained, and competent workforce



Professional development

The directorate was committed to fostering a high-performing, capable and future ready workforce. A key measure of this commitment is Strategic Indicator 6.2, which tracks the proportion of employees with a current Professional Development Plan (PDP) in place.

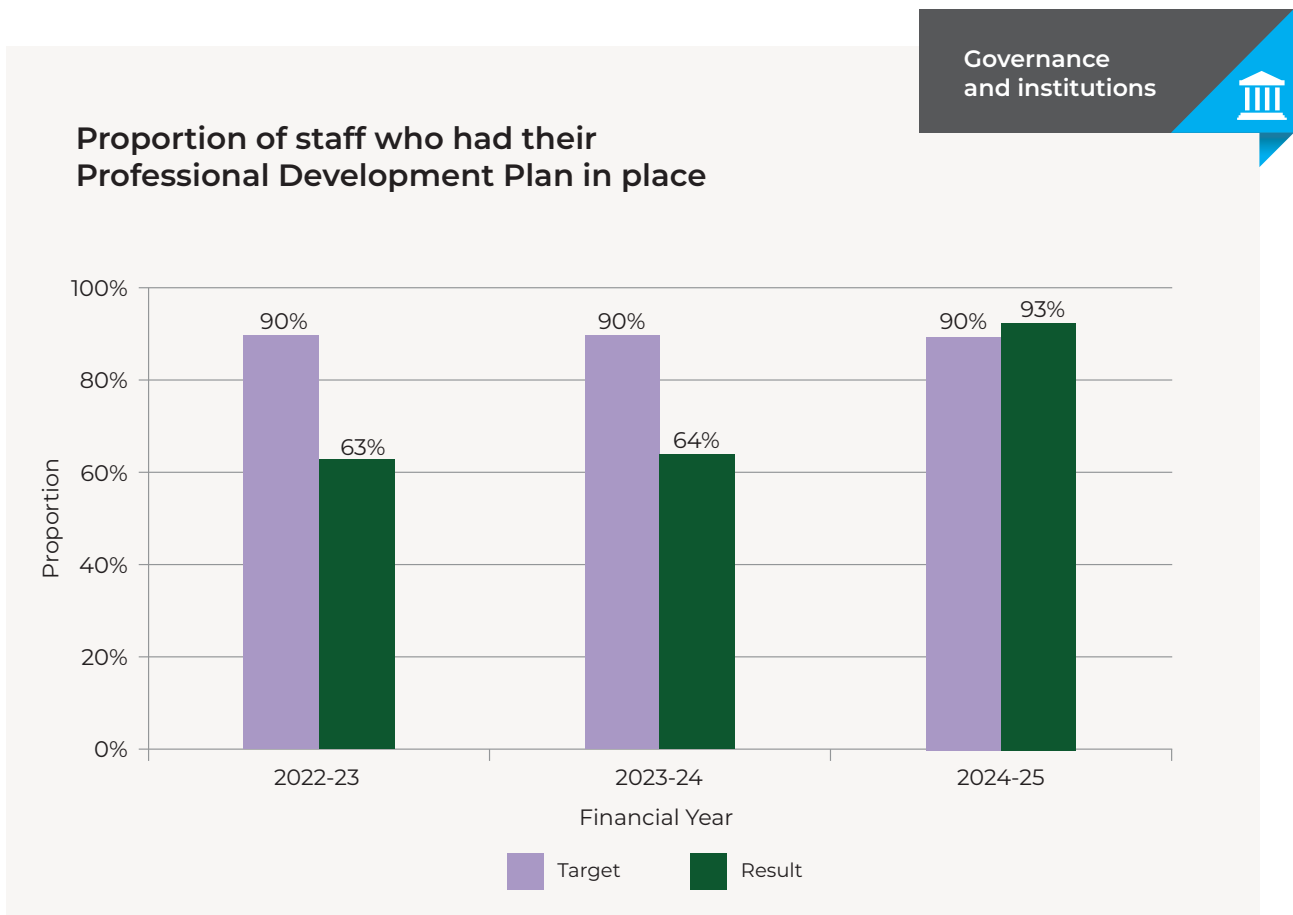
The EPSDD PDP process was aligned with the ACTPS Performance Framework and was available to all employees. It supported structured performance conversations, goal setting and career development planning. Dedicated elearning training was available to support employees to engage with and complete their PDP.

In 2024–25, 93% of employees had an active PDP in place, with several business areas achieving 100% completion, well above the target of 90%. This positive result reflects a continuing cultural shift towards prioritising professional growth and accountability. It also demonstrates the directorate’s focus on aligning individual performance with organisational priorities.

This strong uptake of PDPs contributed to building a high-performing and effective workforce, aligned with the directorate’s strategic objective.

[Section B14 – Human Resources Management](#) contains detailed information about EPSDD’s PDP framework.

Figure B2.19 – Strategic Indicator 6.2: An effective and high performing workforce



Health and safety

The directorate was committed to promoting safe workplaces and holistic wellbeing. Strategic Indicator 6.3 supports this commitment and is measured by the proportion of workplace safety and risk assessments and inspections completed to schedule.

6.3 Safe workplaces promoting holistic wellbeing

Workplace safety risk assessments and inspections help EPSDD identify, evaluate and manage potential safety and wellbeing risks. They assess risk severity and the effectiveness of current controls and determine necessary actions and priorities to maintain a safe workplace.

In 2024–25, the directorate continued to achieve its target of completing 100% of assessments and inspections on schedule.

Safety



[Section B13 – Work Health and Safety](#) contains detailed reporting about workplace safety.

An inclusive work environment

A key aspect of Strategic Objective 6 is fostering an inclusive work environment where all employees feel valued and respected. The definition of ‘inclusion’ includes the provision of equal access to opportunities and resources for everyone within an environment where everyone feels valued and respected as an individual. Successful inclusion is indicated with people coming to work with a sense of belonging and feeling safe to bring their authentic selves to work.

6.4 An inclusive work environment

Measured through the ACTPS-wide employee survey conducted every 2 years, Strategic Indicator 6.4 demonstrates EPSDD’s ongoing commitment to creating a welcoming and supportive work environment. Progress towards the inclusion goals continued, with the directorate remaining dedicated to continuing this progress to achieve its 80% target.

At the time of reporting, survey data was unavailable due to a whole of government change in progressing the ACTPS-wide survey from March 2025 to September 2025.

Identity
and belonging



[Section B14 – Human Resources Management](#) contains detailed information about EPSDD’s Inclusion and Belonging Framework.

Building a data-driven culture to better serve the community

Over the past year, the directorate significantly strengthened its data maturity, thereby empowering staff with the skills, tools and confidence to make better, evidence-based decisions that benefitted the Canberra community.

Through targeted training and outreach, staff across the directorate deepened their understanding of how to use data responsibly and effectively. Workshops such as ‘Working with Data in EPSDD’ and ‘Storytelling with Government Data’ helped build foundational skills and demonstrated how data can be used to shape compelling, community-focused narratives. Sessions on emerging technologies, including ‘Working with AI – Copilot Chat’, introduced staff to new ways of working smarter and more efficiently.

Celebrations like GIS Day brought together experts and enthusiasts to showcase how geographic information systems support better planning and policy outcomes. Staff also delivered external presentations, expanded collaborative networks and provided one-on-one support to help colleagues improve their data sharing, analysis and communication skills.

These initiatives helped to embed a strong data culture across the directorate, a culture that supports transparency, innovation and better outcomes for the people of Canberra.

Trialling smart technologies to boost productivity

As part of the directorate's commitment to innovation, EPSDD participated in a whole of government trial of Microsoft 365 Copilot, an AI-powered assistant that integrates with Microsoft services to help staff work more efficiently.

EPSDD had the largest cohort of trial participants and overwhelmingly positive results:

- 89% of users reported a positive impact on their work experience.
- Staff used the tool to search, summarise, draft and support secretariat functions, saving time and improving productivity.
- Importantly, all output generated by Copilot was reviewed and finalised by staff, ensuring quality and accountability.

This trial demonstrated the potential of AI to enhance public service delivery by freeing up staff time for higher-value work. It also laid the groundwork for broader adoption of smart technologies that can help government work better for the community.

Output Class 1 – Statutory Planning

Output 1.1: Statutory Planning

Output 1.1 facilitates and manages growth and change within the ACT through development assessment and leasehold management, with the overarching objective of promoting and facilitating economically productive, sustainable, attractive, safe and well-designed urban and rural environments in the ACT.

Development application processing times and decisions made within statutory timeframes

During 2024–25, 73% of development applications (DA) were determined within statutory timeframes in accordance with the Planning Act, against a target of 75%.

- The median processing times in working days for significant DAs was 128 working days, which was longer than the target of 60 working days.
- The median processing times in working days for other (non-significant) DAs was 30 working days, with a target of 30 working days.

Large and complex development proposals (significant DA) require careful consideration of community concerns and assessment demands considerable resourcing. Significant DAs require 2 rounds of public notification, which often leads to additional considerations by the Territory Planning Authority and/or other entities. The time needed for these considerations contributed to the overall DA processing timeframes.

Minor housing developments (exemption declaration applications) approved within statutory timeframes

During 2024–25, 93% of minor housing (exemption declaration applications) were determined within statutory timeframes of 10 working days in accordance with the Planning Act, against a target of 80%.

Of 791 exemption declaration applications (single dwelling applications) lodged, 760 were determined as exempt. The average processing time was 4.6 working days.

Survey plans examined within standard timeframes

During 2024–25, 81% (169 of 209) of survey plan lodgements/re-lodgements were examined within the published timeframes, against a target of 85%. This included examination for:

- initial lodgement: 52 examinations, 19 within time (37%)
- re-lodgement: 157 examinations, 150 within time (96%).

Factors that contributed to this variance included timeframes, particularly initial lodgements, which can be largely dependent on the quality of applications and plans submitted. Examination often requires multiple requisitions; timeframes improve once documentation is to an acceptable standard, following the first requisition. Also, a large volume of applications was received mid-year.

Statutory Planning is currently exploring digital enhancements that, if adopted, are expected to create significant efficiencies in examination processes and timeframes.

Please refer to the [Chief Planner's Annexed Report](#) for further reporting relating to statutory planning functions.

Output Class 2 – Environment

Output 2.1: Environment

Output 2.1 includes protection, conservation and enhancement of the ACT's natural environment through the delivery of functions under the *Nature Conservation Act 2014*, *Environment Protection Act 1997*, *Animal Diseases Act 2005*, *Plant Diseases Act 2002*, and *Pest Plants and Animals Act 2005*.

Monitoring Evaluation Reporting and Improvement reports

Under the Australian Government's Regional Delivery Partners Program (RDP), ACT NRM received \$4.25 million to be spent between 2024 and 2028 to deliver conservation and restoration projects in grasslands, woodlands and alpine bogs and fens in the ACT.

Under the RDP, ACT NRM submits reports through the Monitoring Evaluation Reporting and Improvement Tool (MERIT), which is the online reporting tool of the Australian Government Department of Climate Change, Energy, the Environment and Water. MERIT collects and stores planning, monitoring and reporting data associated with natural resource management grant projects funded by the Australian Government. In 2024–25, ACT NRM delivered required services and submitted quarterly and annual reports in MERIT as required.

National Environment Protection Measure jurisdictional reports

The [National Environment Protection Council](#) (NEPC), the ministerial council established under the *National Environment Protection Council Act 1994*, is charged with ensuring Australians enjoy the benefit of equivalent protection from air, water, soil, waste and noise pollution. One of the NEPC's key functions is making National Environment Protection Measures (NEPMs).

The NEPC must report annually on its overall assessment of the implementation and effectiveness of the NEPMs. In September 2024, the Minister for the Environment, Parks and Land Management agreed to the ACT's contribution to the 2023–24 NEPC Annual Report. It described the effectiveness of the ACT's implementation

of the NEPMs for ambient air quality, assessment of site contamination, air toxicity, diesel vehicle emission, movement of controlled waste, national pollutant inventory and used packaging material.

Area treated for invasive species

The total area treated for invasive species during 2024–25 was 164,680 hectares.

Invasive plants management program

The area treated for invasive plants was 10,400 hectares, slightly above the target of 10,000 hectares.

The top 4 invasive plant species managed were Serrated Tussock, Blackberry, African Lovegrass and St Johns Wort. Managing these weeds protects assets by stopping their further spread at and near the assets, which include ecological sites of significance such as wildflower sites, high value rural lands and critical infrastructure such as water catchment dams.

Many invasive plant species were targeted for containment on the ArcGIS Online Invasive Plants Dashboard. Around 13 of these species were targeted for eradication or zero density, requiring the areas where these species are present to be kept free of the weed through ongoing surveillance, monitoring and control.

Citizen science records were included on the dashboard to support sightings of species and ongoing management. This provided a significant addition to the search capacity of ACT Government staff for invasive plants. The sightings were moderated by experts, giving certainty of identification.

Managing established weed species across the ACT reflects both strategic action and strong community engagement. Treating thousands of hectares is only part of the story; growing reliance on citizen science has expanded the directorate's monitoring capacity and deepened public stewardship.

Looking forward, the directorate is committed to exploring innovative approaches and implementing integrated weed management strategies that combine ecological, chemical and mechanical methods. Strengthening partnerships and embracing new tools will build a more resilient and adaptive landscape for future generations.

Pest animal management programs

The area treated for pest animal management was 154,280 hectares across the following programs.

Thermal Assisted Aerial Control

Feral ungulates, primarily feral deer and pigs, are a growing environmental, agricultural and public safety threat. Thermal Assisted Aerial Control (TAAC) is the most effective tool for managing feral ungulates across a range of terrain and vegetation types. Since its introduction in the ACT in 2021, TAAC has become the primary method for managing feral ungulates across Namadgi National Park, Murrumbidgee River Corridor, Tidbinbilla Nature Reserve and Googong Foreshores.

The 2025 TAAC program was conducted across 115,000 hectares over 21 days, removing 848 animals from conservation areas, water catchments, recreation areas, rural lands and peri-urban reserves.

Feral pig baiting and trapping programs

Namadgi National Park undertakes an annual baiting and trapping program to control feral pigs. The estimated treatment area of the 2025 program was more than 26,000 ha.

Supported and coordinated by ACT Government staff, ACT rural landholders participated in a landholder pig trapping program during August 2024. Fifteen landholders participated and removed 44 pigs.

Ground-based feral pig control worked alongside thermal aerial control as part of a combined management plan.

Rabbit control

The rabbit control program focussed on reducing the impact of rabbits across ACT parks, reserves and recreational areas. Since 2023, thermal ground shooting and fumigation have been combined to effectively target rabbit populations across a range of environments.

The Invasive Animals team successfully delivered rabbit control programs across 14 nature reserves, including a comprehensive program in Namadgi National Park and 12 urban sites in collaboration with TCCS.

These programs used an integrated approach combining fumigation, ripping and thermal-assisted ground shooting. As a result, approximately 6,000 burrows were fumigated and an estimated 2,225 rabbits removed through targeted thermal ground shooting.

Through the ACT Rabbit Working Group, the ACT Government continues to be a lead agency in coordination and collaboration across managers of Government land. The working group continued to achieve unprecedented coordination across land tenures in urban Canberra.

The rabbit control program established a partnership with CSIRO to provide rabbit carcasses for research purposes. Tissues were harvested and used to generate cell models that are helping develop the next generation in viral biocontrol tools for the suppression of rabbit numbers. Providing carcasses has supported CSIRO's work significantly and is an example of local Canberran collaboration driving cutting-edge research with the potential for nationwide application in feral rabbit management.

Case study

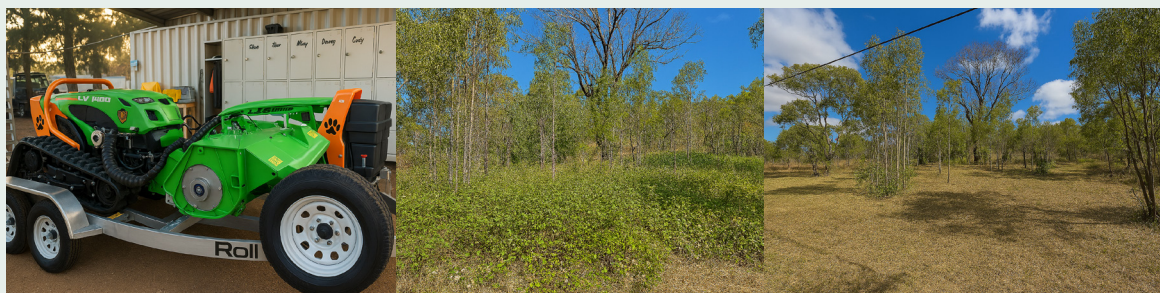
The Pickle is taking back the land

The Invasive Plant team's new remote-controlled mower, affectionately known as 'The Pickle' in honour of its colour, has made headway in controlling stubborn blackberry infestations.

The Green Climber LV400 Pro™ has proved to be an ideal tool for tackling dense, thorny blackberry thickets that are notoriously difficult to manage. Unlike manual clearing, which is labour-intensive and slow, The Pickle's powerful blades shred blackberry canes while simultaneously mulching the debris.

At Red Hill Nature Reserve, The Pickle not only cleared the area efficiently but also helped suppress regrowth by breaking down the plant material, making it harder for the blackberry to re-establish. The mower's remote operation allowed staff to work safely and cover more ground in less time, reducing physical strain and increasing productivity. This mechanical approach complemented other control methods, such as chemical treatments or manual follow-up, by weakening the plants and improving long-term outcomes.

This operation highlights the value of integrating innovative tools into environmental management. The Pickle has become more than just a quirky nickname; it's a key player in the ongoing effort to restore and protect the natural beauty of Red Hill.



Green Climber LV400 Pro remote-controlled mower (Photo credit: PCS Invasive Plant Team).
Red Hill – Before and after mower's remote operation (Photo credit: PCS Invasive Plant Team)

Index of monitored threatened species

Of the 62 critically endangered, endangered or vulnerable species on the Nature Conservation Threatened Native Species List 2023, 24 were monitored by the ACT Government in a way that a population trend could be inferred for 2024–25 (where there is timeseries data for the most recent financial year). The most recent assessment of monitored threatened species trends found that 17 of the 24 (71%) were stable or improving relative to previous annual monitoring.

This outcome was 4% below the target of 75% of monitored threatened species being stable or improving. It reflects the fact that 7 of the 24 monitored species had a year-to-year decrease in their relative abundance as calculated using the ACT Threatened Species Index compared to the most recent monitored year. These declines reflect either:

- a continuation of a year-on-year pattern of decline (Superb Parrot, Broad-toothed Rat, Brindabella Midge Orchid, Tarengo Leek Orchid)
- a slight dip from a recent upward trend (Corroboree Frog)
- a decline from above their baseline, while remaining around or above that baseline (Two-spined Blackfish, Pink-tailed Worm Lizard).

This accountability indicator is different to the new ‘ACT Threatened Species Index (ACT-TSX)’ tool (see [B2 – Strategic Objective 2](#)), which presents the long-term change in the relative abundance of all threatened species combined compared to a historic baseline year (2000). This accountability indicator presents a descriptive result of all threatened species being considered separately compared to just their most recent monitored year.

Ecosystem health – climate-adjusted vegetation score

Ecosystem health was assessed using a climate-adjusted vegetation score. This indicator broadly reflects the quality of native vegetation in woodlands and grasslands in both the reserve system and at environmental offset sites. The indicator is a composite of 3 variables (percentage native occurrence, percentage native cover and native species richness).

The climate-adjusted vegetation score indicator accounts for rainfall such that the scores are shifted either up or down when rainfall is below or above average. Data on these variables are collected annually from long-term monitoring plots over spring and summer.

The most recent calculation of the ecosystem health indicators uses 2024–25 field data. The score was 2.31 out of a maximum of 4. This met the target of 2 or above (moderate condition) for the ecosystem health indicator. The scores represent that on average, the key vegetation properties of lowland grasslands and woodlands are around 57% from their climate-adjusted benchmark.

Output 2.2: Parks and Conservation

Output 2.2 includes management of the ACT's parks, reserves and unleased public land as per the [Nature Conservation Act 2014](#) and management of the ACT's pine plantations and offset areas. Additionally, it includes development, implementation and review of land management programs including for conservation, fire, pests, weeds and visitors.

Management of protected areas

Customer satisfaction with the management of protected areas (Tidbinbilla Nature Reserve, Namadgi National Park and Canberra Nature Park), measured through the Parks and Conservation Service (PCS) Visitor Experience Survey in autumn 2025, was 88%.

Although below the target of 90%, it was an increase on 2023–24, when the result was 86.8%. It marked a steady increase in public confidence with management and visitor experiences in recent years.

The 2024–25 results were sourced from one PCS Visitor Experience Survey in autumn 2025. The usual spring survey was not possible due to the ACT Government's Caretaker period.

Bushfire Operations Plan

A total of 88% of the Bushfire Operations Plan (BOP) items were completed, below the 90% target. Factors leading to fewer items being completed included unfavourable weather conditions and a protracted BOP approval time due to consultation with the Emergency Services Agency.

The residual risk to life and property remaining after implementing the BOP was calculated at 34% for the 2025–26 bushfire season. This is below the target range of 35–45% and reflects a successful prescribed burning program undertaken in autumn 2025. More details are available under [Strategic Indicator 2.4](#).

Output 2.3: Heritage

Output 2.3 delivers statutory functions under the [Heritage Act 2004](#) to recognise, register and conserve Aboriginal places and objects or heritage places and objects that have natural or cultural heritage significance. It includes supporting the ACT Heritage Council to exercise its functions under the Heritage Act, delivery of the ACT Heritage Grants Program and the annual Canberra and Region Heritage Festival.

Heritage advice on development applications

ACT Heritage provides advice and assistance to heritage property owners and other members of the community about all aspects of heritage in the ACT including the conservation and management of heritage places in relation to proposed works and development.

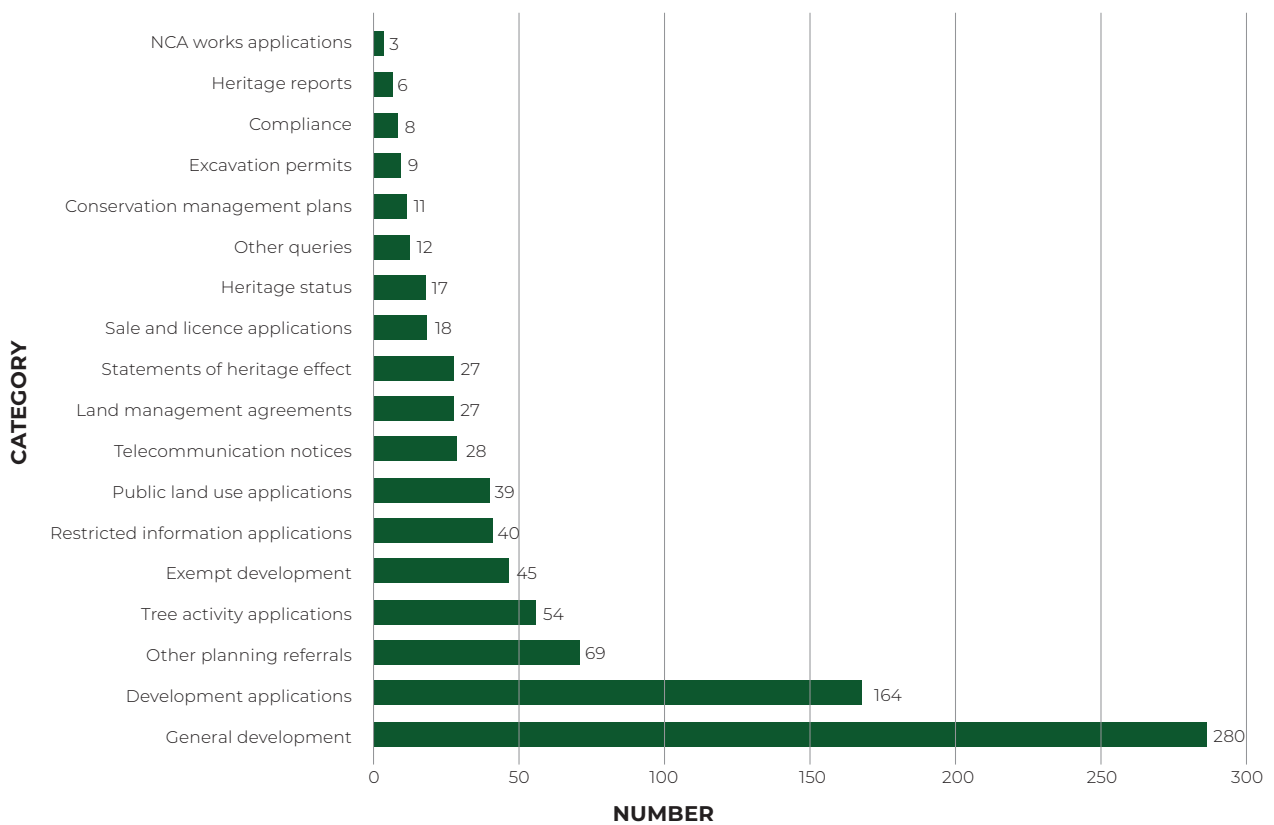
ACT Heritage assisted the ACT Heritage Council (the Council) in issuing 857 pieces of advice and/or approvals on Heritage Act applications, submissions and referrals. Of these, 455 were in response to Heritage Act applications and submissions and 402 were in response to referrals from other government agencies. Figure B2.20 provides an overview by category.

Under section 172 of the [Planning Act 2023](#), the Council has prescribed working days to provide entity advice on referred development applications. This varies from 15 working days for standard applications to 20 working days for significant applications and a further 10 working days where further information or amendments are submitted.

During 2024–25, Council advice was issued on 164 development applications. Advice was provided on 82% of these referrals within the statutory working day period. Advice on most remaining referrals was issued a short time after the deadline.

More information on the Heritage Council is at [Heritage Council Annexed Report](#).

Figure B2.20 – Heritage advice and/or approvals on Heritage Act applications, submissions and referrals by referral category



Notification on the Legislation Register of Heritage Council decisions

The Council made 9 decisions requiring notification on the Legislation Register. All decisions were notified within 5 working days of the decision.

Decisions about heritage registrations by the Heritage Council

All decisions by the Heritage Council were completed within statutory timeframes.

The Council made 4 decisions on nominations to the Heritage Register: one nomination was accepted and 3 were dismissed. The Council made 8 decisions on provisional registration and registration: one to provisionally register, 4 to not provisionally register and 3 final registration decisions. Further information on registrations is provided in the Heritage Council Annexed Report.

Output 2.4: Water

Output 2.4 delivers statutory functions of the [Water Resources Act 2007](#) to provide for the well-managed and sustainable use of the ACT's water resources. It includes development and implementation of catchment plans, water quality monitoring programs, and assets to enhance the quality of the ACT's potable and non-potable water. Additionally, it includes implementation of the ACT Water Strategy and contributions to national water reforms.

Water samples processed under Waterwatch

Processing of Waterwatch samples is vital for the preparation of the annual Catchment Health Indicator Program (CHIP) Report, which is widely used by government. Catchment health is reported as [Strategic Indicator 2.2](#) and on the ACT Wellbeing Dashboard.

The proportion of the annual requirement of water samples processed under the Waterwatch Program was 100%. This 100% was based on the Office of Water processing all the datapoints submitted for inclusion in the 2024 ACT CHIP report. The datapoints included 1,804 water quality surveys, 187 waterbug surveys and 209 riparian surveys conducted by over 200 volunteers between January and December 2024, noting CHIP reports are published in calendar years.

Output Class 3 – Climate Change and Energy

Output 3.1 – Climate Change and Energy

Output 3.1 delivers policy development and advice in relation to the ACT Climate Change Strategy 2019–25, the Zero Emissions Vehicles Strategy 2022–30, investments in renewable electricity and administration of ACT's Zero Emissions Government Scheme. It also supports delivery of a range of programs to support energy efficiency measures including administration of the Energy Efficiency Improvement Scheme and Everyday Climate Choices programs.

Household programs

Households improving sustainability through participating in government initiatives.

During 2024–25, a total of 5,404 households participated in government initiatives delivered by EPSDD through community programs, including receiving financial or other support such as attending workshops or using online tools. This figure does not include loans provided under the Sustainable Household Scheme or the funded public housing upgrades; these programs are reported by the directorates with budgetary responsibility for them. The figure includes rebates provided under the Wood Heater Removal Program.

Home Energy Support Program

The Home Energy Support Program is a \$50-million commitment to improve building efficiency and sustainability for social and public housing, low-income owner-occupiers and low-performing rental properties. A further \$3.1 million was committed to provide financial support for low-income homeowners to install rooftop solar.

Eligible homeowners can access rebates of up to \$2,500 to install rooftop solar and \$2,500 to install ceiling insulation or efficient electric appliances including reverse cycle heating and cooling, hot water heat pumps and electric stove tops/ovens. In 2024–25, 130 rebates for rooftop solar and 299 rebates for insulation and energy efficient appliances were delivered. Additionally, 3 rebates were paid to property owners for the installation of insulation in rental properties participating in the Affordable Community Housing Land Tax Exemption Scheme.

Under the program, EPSDD also managed the delivery of 1,535 ceiling insulation upgrades at public housing properties and 1,700 gas-to-electric appliance upgrades (across 1,103 properties) in partnership with the Community Service Directorate. The program also delivered fully funded energy efficiency upgrades for households with chronic health conditions and to eligible community housing properties. Upgrades were completed in 158 community housing properties and 11 households with chronic health conditions. This stream of the Home Energy Support Program was superseded by the Access to Electric Program during the year.

Access to Electric Program

As part of the ACT Government's Integrated Energy Plan, \$5.2 million was committed over 2 years from 2024–25 to deliver the [Access to Electric Program](#) to trial electrification in up to 350 owner-occupier households experiencing extreme and sustained financial hardship. The program covers the full costs to replace gas appliances with efficient electric appliances in eligible households. Ceiling insulation is also provided where required. Twenty-seven households received upgrades in 2024–25.

Case study

Ted and his owner are staying comfy

This is Ted. Ted's owner Charlie is a little camera shy, but he wants to share how he is making his home more comfortable and affordable to live in.

Charlie's previous home was well insulated and inexpensive to heat and cool. When he moved into a new, less energy-efficient home in Tuggeranong, he was concerned about high energy costs and the health impacts of gas heating on his asthmatic son. Charlie prioritised improving his home's energy efficiency and began by draught-proofing and insulating the house.

Through the Home Energy Support Program, Charlie, who holds an Australian Health Care Card, accessed a \$2,500 rebate and a \$10,000 interest-free loan to replace his gas heating with a 3-phase electric ducted reverse cycle system. He got an additional rebate to install solar panels, which he hadn't initially planned but was motivated to do thanks to the financial support.



These upgrades significantly improved comfort and reduced energy costs. Charlie said that even on a 36°C day, the house stayed cool with minimal air conditioning. Once the solar system is operational, daytime heating and cooling will be essentially free.

Charlie's advice to others? 'Start with insulation and explore available rebates to make sustainable upgrades more affordable.'

Full story: [Ted and his owner are staying comfy at home thanks to Home Energy Support rebates – Climate Choices](#)

Ted is a happier dog after his home got solar and an electric ducted reverse cycle system

Sustainable Home Advice Program

The Sustainable Home Advice Program provides free, independent guidance on how to reduce utility bills, minimise emissions, improve household comfort and access ACT Government rebates. In 2024–25, residents received advice via email, phone and in-home energy assessments on 2,763 occasions. The program delivered 36 free workshops to 792 attendees. This program also supports households accessing interest-free loans through the Sustainable Household Scheme to make energy efficiency upgrades.

Home Energy Efficiency Program

The Home Energy Efficiency Program provides free education and practical support to help vulnerable and low-income households reduce their energy and water bills while improving thermal comfort in their homes. In 2024–25, 700 households were supported through home energy assessments. The program also provided draught proofing, curtain installation and other energy saving materials.

Renters' Home Energy Program

The Renters' Home Energy Program provides free in-home or phone-based energy assessments for renters in the ACT. In 2024–25, 176 assessments were delivered to renters across the ACT. Of these, 60 low-income rental households also received thermally backed curtains and pelmets.

The program also provides an online home energy self-assessment webtool, which was used by 313 households including 95 rental households, 216 owner-occupiers and 2 rental property owners.

Business Support Programs

Businesses improving sustainability through participating in government initiatives

During 2024–25, 442 businesses participated in government initiatives to improve their sustainability through business support programs including receiving financial or other support such as attending workshops or using online tools.

The Sustainable Business Program

The Sustainable Business Support Program supports businesses in the areas of energy, waste, water and transport. During 2024–25, the program:

- supported 110 businesses to improve their energy efficiency, with 30 claiming rebates; they saved \$26,877 in annual bills, 82 MWh of electricity and 3.5 tonnes of CO₂. Additional rebates were introduced to support businesses to transition off gas
- accredited 298 businesses, diverting more than 72,179 m³ to recycling from waste to landfill
- advised 29 businesses on transitioning fleet vehicles to electric vehicles or other zero emissions vehicles.

The Community Clubs Program

The Community Clubs Program provided eligible community clubs with rebates up to \$100,000 for energy efficiency, rooftop solar and electric vehicle chargers. During 2024–25, 11 clubs claimed rebates, saving 764.5 MWh of electricity, \$199,134 in bills and 44.99 tonnes of CO₂ emissions. The program stopped accepting applications in January 2025 and was finalised in June 2025.

Sustainable Schools Program

The Sustainable Schools Program is a free, opt-in program that specialises in providing practical support to all ACT school communities to better manage energy, water and waste, increase and protect biodiversity, make cost savings, reduce greenhouse gas emissions, integrate sustainability into the curriculum and share learnings beyond the school gate. The Sustainable Schools Program works in partnership with Sustainability Victoria to use their award-winning online portal (SSP Online) across ACT schools, enabling them to track their hard work and futureproof their sustainability actions.

The 2025 Schools Climate Action Conference, held on 1 April 2025, brought together more than 100 students and teachers from 13 high schools and colleges to learn about current work in the ACT around climate action. Presenters included Professor Lachlan Blackhall, Entrepreneurial Fellow and Head, Battery Storage and Grid Integration Program at the Australian National University, Dr Sophie Lewis, former ACT Commissioner for Sustainability and the Environment, and Shane Randall, senior partnership manager at CIT Electric Vehicle TAFE Centre of Excellence.

The annual Climate Choices Schools Awards, held on 9 December 2024, recognised and celebrated the sustainability initiatives taking place across ACT schools and the early adopters of SSP Online. Macgregor Primary School was awarded the Sustainable School of the Year based on their great efforts to reduce greenhouse emissions. The Leaps and Bounds Award went to St. Joseph's Catholic Primary School.

Case study

Congratulations to Macgregor Primary School

Macgregor Primary School won the annual Sustainable School of the Year award, building on their previous achievement as winner of the Leaps and Bounds award in 2023.

The school had the greatest reduction in emissions per student of any school engaged with the Sustainable Schools Program, saving more than 30 tonnes since 2023. It was the first school in the ACT to get 3-star accreditation through SSP Online.



Macgregor Primary School Green Team

The school's success was multi-faceted. They switched most lights to LED and painted internal walls with lighter colours to better use natural light. They established a Container Deposit Scheme collection and diverted food waste from landfill to compost. Their latest project collects bottle lids to make a recycled plastic bench with Lids4Kids. The school's Green Team keeps waste out of the local environment and waterways by collecting rubbish from the school grounds.

Greenhouse gas inventory

The [ACT Greenhouse Gas Inventory for 2023–24](#), published in December 2024, showed the Territory's emissions were 50% lower than the 1990 baseline level. The delivery of actions under the Climate Change Strategy 2019–25, including 100% renewable electricity, helped achieve this. The 2023–24 emissions were 4% lower than the previous year.

Emissions associated with ground transport decreased by 3% and emissions from stationary fossil fuel gas (including fugitive emissions) decreased by 14% compared to the previous year. However, waste emissions increased by 27%.

The ACT continued to meet the annual per person emissions reduction target, which states that the average amount of greenhouse gas emissions produced per person each year is to peak by 30 June 2013. The ACT's per person emissions in 2023–24 (the latest published data) were 3.1t CO₂-e, a decrease of 71% from 2012–13 and 6% lower than the previous year.

Energy Efficiency Improvement Scheme (EEIS)

Delivery of activities under the EEIS is complemented by ACT Government programs like the Sustainable Household Scheme. ACT Government energy efficiency initiatives help reduce energy consumption and meet emissions reduction targets. Further achievements of the EEIS in 2024–25 can be seen in the [EEIS Annexed Report](#).

Output Class 4 – Development and Implementation

Output 4.1: Development and Implementation

Output 4.1 delivers site investigations, assessments and engagement to inform strategic planning for future land development opportunities. This work also includes undertaking strategic projects and government initiatives and infrastructure capacity studies related to future land development opportunities. It facilitates the direct sale of land.

Infrastructure capacity studies

The directorate continued the program of work for infrastructure capacity studies to better understand how infrastructure networks can support development.

Milestones included:

- progression of an infrastructure study on the eastern broadacre area in the Majura Valley
- infrastructure capacity studies in the southern gateway, including the completion of a plausible future development scenario. A contract for the Southern Gateway Infrastructure Study was awarded in early 2025 and progressed well; it will extend into the next financial year to support the completion of the Southern Gateway Framework
- the awarding of a contract in late 2024 for the compilation of future development scenarios for the districts of Belconnen, Inner North and City, and Inner South. The development scenario for Belconnen has been used to undertake an infrastructure capacity study for Belconnen district.

Flood studies

The Tuggeranong Creek, Yarralumla Creek and Weston Creek catchments were included in the first flood study updates to incorporate the impact of increased rainfall due to climate change.

- The Tuggeranong Creek Flood Study progressed from model set-up and calibration through to future event and mitigation option modelling. Final reporting and mapping, including publicly available maps on ACTmapi, are anticipated in 2025–26.
- Both the Murrumbidgee River ACT Flood Study and the Yarralumla Creek and Weston Creek catchments flood studies contracts (part funded through the Australian Government Disaster Ready Fund) were awarded in late 2024. Modelling commenced for both the Murrumbidgee River and Yarralumla Creek studies, with modelling for the Weston Creek catchment to commence in 2025–26.

Land and Property Report

The ACT Land and Property Report provides an analysis of Canberra’s residential property market and looks at demand and supply indicators to monitor and report on residential development and activity trends. The report uses a range of data sources including publicly available housing indicators from the Australian Bureau of Statistics.

In fulfilling the requirements of the ACT Housing Strategy, the directorate publishes the ACT Land and Property Report on its website half-yearly. The January to June 2024 report was published in December 2024 and the July to December 2024 report was published in June 2025.

Territory-wide planning assessments

The directorate continued to support planning priorities through the completion of an ACT Community, Sport and Recreation Facilities Needs Assessment and an ACT Employment Lands Study. These documents will inform and support updates to community facilities policy and employment lands policy in future Planning Strategy and district strategy publications and, where appropriate, changes to the Territory Plan.

ACT Community, Sport and Recreation Facilities Needs Assessment

The directorate engaged SGS Economics and Planning to work with government to undertake an ACT Community, Sport and Recreation Facilities Needs Assessment, which was completed in June 2025.

The needs assessment responded to Implementation Action 10.1 in District Strategies 2023 Volume 3: Indicative Implementation Plan, to ‘undertake a broad assessment of community, sport and recreation facilities needs across the ACT’ to help fill the gaps identified in the district strategies.

ACT Employment Lands Study

The directorate engaged Urbis to undertake the Employment Lands Study. Completed in June 2025, the study provides the basis for future planning policy and land use decisions in the ACT for commercial and industrial lands. It forms an evidence base and provides the first steps in addressing numerous district-specific and Territory-wide initiatives for employment lands planning.

Output Class 5 – Loose Fill Asbestos

Output 5.1: Loose Fill Asbestos

Output 5.1 delivers the Loose Fill Asbestos Insulation Eradication Scheme and the Mr Fluffy legacy projects, providing support and advice to affected homeowners, the Canberra community, industry and government.

Loose fill asbestos program

The vast majority of the 1,029 homes identified as being affected by [loose fill asbestos insulation](#) have been demolished. As of 30 June 2025, 17 properties remained on the Affected Residential Premises Register (3 of which are owned by the Territory, with 1 anticipated to be deregistered in the first quarter of 2025–26).

The Loose Fill Asbestos Coordination team continued to:

- progress demolition, remediation and rebuild activities
- provide personal support and assistance to homeowners and residents who remain in their homes through the personal support model
- support the sale of remediated blocks that were once affected by loose fill asbestos insulation
- maintain the legislative obligations of the Minister for Planning and Sustainable Development under the [Dangerous Substances Act 2004](#), progressing pathways to eradication for the remaining privately-owned affected properties.

Output Class 6 – Planning and Urban Policy

Output 6.1: Planning Policy

Output 6.1 delivers a range of policy, planning and strategy work that sets the framework for Territory planning and supports a range of reforms and services to the planning and building systems.

Environment and Planning Forum

The Environment and Planning Forum is a key mechanism for the directorate to engage with key stakeholder groups on priority projects across the portfolio. It is also a useful forum for members to raise matters of importance and for discussion of complex issues. The forum met 5 times, one meeting fewer than its published accountability indicator due to the ACT Government's Caretaker period from September to November 2024.

Key agenda items included the monitoring and evaluation of the new planning system, Missing Middle housing reforms, urban agriculture and the National Capital Design Review Panel. The directorate formally recognised the contributions of Dr David Denham AM, a long-term member who passed away in June 2024.

Decisions on major plan amendment applications within statutory timeframes

Under section 58 of the [Planning Act 2023](#), the Territory Planning Authority must, within 3 months after the day an interested person makes an application for a proponent-initiated major plan amendment (MPA) under section 57, either accept the application or refuse to accept the application. This statutory timeframe begins once the applicant pays the fees and the application is deemed to be lodged, initiating the commencement of this statutory timeframe. Under the Planning Act, this is the only statutory timeframe applied to the Authority as it relates to a major plan amendment process.

75% of decisions on MPA applications were completed within statutory timeframes. Details about amendments to the Territory Plan can be found in the [Chief Planner's Annexed Report](#).

Planning reports in group centres

ESPDD progressed technical studies at some group centres identified in the District Strategies 2023. However, the scope and intent of the work associated with this accountability indicator was revised in response to the government's 2024 election commitments relating to enabling an additional 30,000 dwellings by 2030 within both the public and private sector and more shop-top housing as part of commercial centres revitalisation.

The 2025–26 financial year will see the completion of the current tranche of technical studies that could be used to support future planning reports and the commencement, as required, of amendments to the Territory Plan.

Output 6.2: Building Reform

Output 6.2 delivers building reforms that improve the ACT's building regulatory system, provide transparent and efficient regulation of the building and construction industry and develop policies for safe, healthy, climate resilient, liveable and quality buildings.

Annual report card on progress of building reforms

The annual reporting on the progress of building reforms for 2024–25 was published on the [ACT's planning website](#). The reporting demonstrated the ACT Government's commitment to:

- implementing improvements to the ACT's building regulatory system
- implementing the recommendations of the review into residential building work insurance
- implementing developer licensing and regulation through the [Property Developers Act 2024](#)
- delivering the ACT Sustainable Buildings Pathway
- implementing the registration scheme for professional engineers
- implementing home swimming pool safety reforms
- supporting the Australian Building Codes Board in the development of updates to the National Construction Code 2025
- continuing the ACT Government's inclusion in the Intergovernmental Agreement on the Australian Building Codes Board for 2025–30
- appointing a new representative body member to the ACT Architects Board



Part B3

Scrutiny





B3 Scrutiny

The City and Environment Directorate was formed on 1 July 2025. Consequently, the Environment, Planning and Sustainable Development Directorate ceased to exist at the conclusion of the 2024–25 reporting period.

Ongoing recommendations reported within this section will be reported in City and Environment Directorate Annual Reports from 2025–26 onwards.

Auditor-General reports

Table B3.1 – Auditor-General Report – Implementation of the ACT Aboriginal and Torres Strait Islander Agreement

Government Response

Recommendation and summary	Status and action
<p>Recommendation 2 – Agreed</p> <p>The ACT Health Directorate, Community Services Directorate and Environment, Planning and Sustainable Development Directorate should:</p> <ol style="list-style-type: none">review the authority and operation of their senior governance committees to ensure they have a clear responsibility to oversight and lead the implementation of their obligations under the 2019 Agreement; andimplement more robust processes for tracking progress in implementing commitments under the 2019 Agreement. This could involve using a commitments register that facilitates the regular review of progress with senior executives and governance committees and regular meetings with Aboriginal and Torres Strait Islander Elected Body representatives.	<p>Complete</p> <p>The implementation of the ACT Aboriginal and Torres Strait Islander Agreement (ACT Agreement) was consistently overseen as a standing agenda item at Executive Management Board meetings.</p> <p>The Directorate tracks progress on its commitments through an internal commitments register, which is updated quarterly. These updates are provided to the Community Services Directorate, which coordinates whole of government reporting. This process ensures that implementation progress is monitored regularly and systematically.</p> <p>The Directorate also documents progress in its annual report under Section B9: Aboriginal and Torres Strait Islander Reporting, providing public transparency and accountability.</p>

Legislative Assembly reports

Table B3.2 – Standing Committee on Environment, Climate Change and Biodiversity – Report No. 2 – Appropriation Bill 2021–2022 and Appropriation (Office of the Legislative Assembly) Bill 2021–2022

Government Response

Recommendation and summary	Status and action
<p>Recommendation 15 – Agreed</p> <p>The Committee recommends that the ACT Government make publicly available all catchment plans and assessments to undertake Healthy Waterways (or water quality improvement) works for review and comment, including proposed works, before detailed design and construction commitments are made.</p>	<p>In progress</p> <p>Data collection and scientific work has been undertaken and an options paper for Lake Tuggeranong is being prepared. The options will be tested with the community for review and comment prior to any commitments being made.</p>

Table B3.3 – Standing Committee on Environment, Climate Change and Biodiversity – Report No. 3 – Inquiry into Annual and Financial Reports 2020–2021

Government Response

Recommendation and summary	Status and action
<p>Recommendation 3 – Agreed in principle</p> <p>The Committee recommends that before commencing planning for land release or development of Western Edge land, including Bluetts Block, that the ACT Government publish any report recommendations for public comment and consultation.</p>	<p>In progress</p> <p>Some preliminary background investigations have been completed and are available on the directorate’s website. A number of these investigations indicated further assessments were required, including environmental values. These assessments are part of the next stage of investigations, currently in progress. This work is required before options and recommendations regarding potential land uses can be considered. There has been no government decision whether there will be urban development in the western edge.</p>

Table B3.4 – Standing Committee on Economy and Gender and Economic Equality – Report No. 5 – Inquiry into Memorialisation Through Public Commemoration

Government Response

Recommendation and summary	Status and action
<p>Recommendation 8 – Agreed in principle</p> <p>The Committee recommends the ACT Government look into the history of Mt Ainslie and, if appropriate, erect a sign explaining the history of ‘women’s business’ in Aboriginal culture and the significance this has for Mt Ainslie.</p>	<p>No longer required</p> <p>On 26 November 2024 the ACT Heritage Council made a decision not to provisionally register the Ainslie Volcanics, which are located in the Mt Ainslie foothills. Therefore, it would not be appropriate to have heritage signage at that location.</p>

Table B3.5 – Standing Committee on Environment, Climate Change, and Biodiversity – Report No. 6 – Inquiry into Environmental Volunteerism

Government Response

Recommendation and summary	Status and action
<p>Recommendation 5 – Agreed</p> <p>The Committee recommends that the ACT Government review and standardise operational policy over the activities of volunteers across ACT Government directorates, particularly in reference to the use of power tools and chemicals.</p>	<p>In progress</p> <p>There is a process amongst responsible government programs to review and standardise operational policy, noting different operational contexts and resourcing requirements.</p> <p>PCS ParkCare has conducted a power tool pilot program.</p>

Table B3.6 – Standing Committee on Planning, Transport and City Services – Report No. 15 – Inquiry into Electric Vehicle (EV) Adoption in the ACT

Government Response

Recommendation and summary	Status and action
<p>Recommendation 11 – Agreed</p> <p>The Committee recommends that the ACT Government review the <i>Unit Titles (Management) Act 2011</i> to ensure the provisions of the Act are adequate for body corporates to manage EV-related matters, for example the installation of charging infrastructure.</p>	<p>In progress</p> <p>The government will work to identify opportunities to improve the legislative framework to support electrification, including provisions to allow body corporates to better manage EV-related matters such as the installation of charging infrastructure.</p>
<p>Recommendation 17 – Agreed</p> <p>The Committee recommends that the ACT Government review current government policies and programs supporting the transition to electric vehicles to gain a greater understanding of the types of inequalities in or exacerbated by this program, how these could have been better responded to and what learnings from this experience can be applied to future areas of transition such as the transition from gas to electricity.</p>	<p>In progress</p> <p>The government is reviewing current policies and programs supporting the transition to electric vehicles, in particular those stemming from the ACT’s Zero Emissions Vehicles Strategy 2022–30. Changes to and/or the introduction of new policies and programs to address any identified opportunities or gaps will occur in the future, subject to consultation.</p>
<p>Recommendation 20 – Agreed</p> <p>The Committee recommends that the ACT Government undertake further consideration of and report back to the Assembly on how the transition to electric vehicles as currently outlined will or will not support a reduction in individual car dependency.</p>	<p>In progress</p> <p>The primary purpose of the transition to EVs is to deliver a zero-emissions vehicle fleet. The government also encourages greater community uptake of public transport and supporting active travel options through more walking and cycling infrastructure. These initiatives aim to reduce individual car dependency in the ACT.</p> <p>The government will continue to report back to the Legislative Assembly on the impact of these programs and how the transition to EVs will or will not support a reduction in individual car dependency.</p>
<p>Recommendation 25 – Agreed</p> <p>The Committee recommends that the ACT Government explore more opportunities to assist the freight industry, such as curfew exemptions and financial incentives, as soon as practicable and ahead of the current 2030 timeframe.</p>	<p>In progress</p> <p>The government is investigating opportunities to assist the freight industry such as through the Global Commercial Drive to Zero Program.</p> <p>Discussion with the Australian and state governments through interjurisdictional working groups will facilitate alignment and consistency nationally, which will be required for freight where vehicles travel across state lines.</p>

Table B3.7 – Standing Committee on Environment, Climate Change and Biodiversity – Report No. 9 – Inquiry into ACT’s Heritage Arrangements

Government Response

Recommendation and summary	Status and action
<p>Recommendation 2 – Agreed</p> <p>The Committee recommends that the ACT Government develop an ACT Heritage Strategy.</p>	<p>No longer required</p> <p>Due to competing priorities and resourcing pressures, the government has decided that it is no longer appropriate to progress the development of an ACT Heritage Strategy. However, the Minister for Heritage is currently in consultation with the Heritage Council regarding a new Statement of Priorities, which will be the guiding document for heritage prioritisation.</p>
<p>Recommendation 11 – Agreed in principle</p> <p>The Committee recommends that the ACT Government clarify the roles and responsibilities between the ACT Heritage Council and ACT Heritage Unit through the Heritage Strategy and implement clear roles and responsibilities through legislative changes.</p>	<p>In progress</p> <p>ACT Heritage developed terms of reference for the Heritage Council and is developing a procedural document outlining taskforce membership, meeting practice and procedures. Both documents will improve the clarity of roles and responsibilities between the Heritage Council and ACT Heritage.</p>

Table B3.8 – Standing Committee on Environment, Climate Change and Biodiversity – Report No. 10 – Inquiry into Annual and Financial Reports 2022–23

Government Response

Recommendation and summary	Status and action
<p>Recommendation 1 – Agreed</p> <p>The Committee recommends that the ACT Government investigate increasing fuel load reduction burns in Bushfire Prone Areas and Bushfire Abatement Zones.</p>	<p>In progress</p> <p>Future fuel reduction burns are being determined through the government’s Regional Fire Management Plan, which is currently under its 5-year review and will be delivered by the end of the 2025 calendar year. Several fuel reduction burns in autumn were within the zones in question, in addition to several larger rural burns across the ACT.</p>
<p>Recommendation 3 – Agreed in principle</p> <p>The Committee recommends that once the burrowing animal guidelines are finalised, the ACT Government mandate in developer contracts pre-development inspections for burrowing animals.</p>	<p>Completed</p> <p>Under the <i>Nature Conservation Act 2014</i>, it is an offence to interfere with the nest of a native animal without a licence issued by the Conservator of Flora and Fauna. This is regardless of the size or scope of activity or development being undertaken.</p> <p>In addition to this requirement, all major developments require a Construction Environmental Management Plan (CEMP) to be submitted and endorsed by the Conservator of Flora and Fauna prior to construction commencing. These CEMPS detail the mitigation measures that must be undertaken during construction activities. Whilst pre-development surveys for burrows have always been an expectation, the Protection of Burrowing Animals During Development Conservator Guidelines now provide much clearer and stronger advice on the requirements to survey for and protect/manage native burrows. The guidelines must be referenced and reflected in all CEMPS.</p>
<p>Recommendation 4 – Agreed in principle</p> <p>The Committee recommends that the ACT Government commit to making decisions about the management of burrowing animals found during pre-development, including relocation wherever possible.</p>	<p>Completed</p> <p>The Protection of Burrowing Animals During Development Conservator Guidelines give clear advice on how wombats are to be managed during pre-development. These guidelines outline: how to identify habitat in the development footprint; how to identify burrows within that habitat; monitoring requirements to ascertain whether a burrow is active; and clear steps for managing an active burrow to ensure the native animal is moved on from the burrow and is not harmed during construction. These guidelines will be subject to further review and iterations as further research is undertaken on the main native burrowing species.</p>

Recommendation and summary	Status and action
<p>Recommendation 6 – Agreed</p> <p>The Committee recommends that the ACT Government cease classifying dingoes as a pest species and cease describing them as wild dogs.</p>	<p>In progress</p> <p>The ACT has ceased referring to dingoes as wild dogs, except in contexts where this is required by regulation (e.g. in prescribed signage surrounding the use of 1080). The ACT Government website has been updated with new nomenclature, using the Ngunnawal word ‘Warragul’ when referring to dingoes on Ngunnawal Country. The government is moving to remove dingo from the list of pest animals, which automatically triggers the protections for native animals under the Nature Conservation Act, and to develop a Controlled Native Species Management Plan to enable ongoing targeted control of Warragul to mitigate impacts on landholders and their stock.</p>
<p>Recommendation 11 – Agreed</p> <p>The Committee recommends that the ACT Government update the Assembly on the management of Red Gum dieback before the end of term.</p>	<p>In progress</p> <p>The ACT Government’s update to the Assembly on the management of Red Gum dieback has been deferred to 2026, when analysis will be completed and new monitoring results available. Monitoring of dieback and the impacts of sugar/mulch application continued in 2025, with analysis scheduled for the forthcoming year. Further work is required to assess the benefits of cool ecological burns on reducing the incidence and severity of dieback. The Conserving Canberra Restoration Project carried out extensive restoration of lowland box-gum grassy woodlands, including plantings of Red Gum and multiple small ecological burns with community groups to enhance ecosystem health.</p>
<p>Recommendation 12 – Agreed</p> <p>The Committee recommends that all ACT Government agencies should provide reports to the Office of the Commissioner for Sustainability and the Environment (OSCE) within deadlines to allow OCSE to track progress on recommendations and prepare State of the Environment and other reports.</p>	<p>Completed</p> <p>The government continues to work with OSCE to improve communications and the timely coordination of responses to requests for reporting from OCSE, including the State of the Environment and other reporting.</p>

Table B3.9 – Standing Committee on Planning Transport and City Services – Inquiry into the Property Developers Bill 2023

Government Response

Recommendation and summary	Status and action
<p>Recommendation 1 – Agreed</p> <p>The Committee recommends that in the five-year review of the legislation, ACT Government consider whether the Code of Conduct and regulatory system should apply to all property developers, including Government agencies that undertake property development.</p>	<p>In progress</p> <p>The Property Developers Regulation 2025 will include a regulation that will apply the Code of Practice to all people and entities that deliver regulated residential buildings, including the ACT Government, ACT Government entities, and any joint venture arrangements entered into by the ACT Government or an ACT Government entity.</p>
<p>Recommendation 2 – Agreed</p> <p>The Committee recommends that the ACT Government introduce amendments to this Bill that amend Part 6 as appropriate to accurately reflect the stated policy position that rectification orders will not be retrospective in application.</p>	<p>Completed</p> <p>Section 44 of the <i>Property Developers Act 2024</i> specifies that Part 5 of the Act, which relates to rectification orders, stop work orders and undertakings, only applies to residential building work for which a development approval is given on or after the day of the Act’s commencement, which was 11 July 2024.</p>
<p>Recommendation 3 – Agreed</p> <p>The Committee recommends that the ACT Government clearly establish the administrative arrangements for running the scheme prior to commencement of the Property Developers Bill 2023.</p>	<p>In progress</p> <p>Applications for property developer licences are on track to open in Q4 2025. There will be a 12-month period for prospective licencees to apply to be licensed before it becomes mandatory to hold a licence. The government will undertake stakeholder engagement and education and provide guidance material in advance of the scheme commencing.</p>

Recommendation and summary	Status and action
<p>Recommendation 5 – Agreed</p> <p>The Committee recommends that the ACT Government consider amendments to the Bill that will facilitate the use of ACAT in contesting orders made by the Registrar before resorting to the Supreme Court, and if amendments are not introduced provide a clear policy rationale for bypassing ACAT.</p>	<p>Completed</p> <p>Decisions by the Construction Occupations Registrar to issue a rectification order are now included in Schedule 1, Part 1.2 of the Act, which lists ACAT reviewable decisions.</p>

Table B3.10 – Standing Committee on Planning, Transport and City Services – Inquiry into the Territory Plan and other associated documents

Government Response

Recommendation and summary	Status and action
<p>Recommendation 1 – Agreed in principle</p> <p>The Committee recommends that the ACT Government look to simplify and clarify searching and navigation as soon as possible.</p>	<p>In progress</p> <p>The government continues to work to ensure clarity, efficiency and ease of access to planning system information and educational material available on the planning authority website. With the implementation of the new planning system, a range of changes have been made to improve navigation and the structure of the website to help people search for information, including new training materials.</p>
<p>Recommendation 2 – Agreed in principle</p> <p>The Committee recommends that the Planning Authority ensure that Development Application templates be made available online.</p>	<p>In progress</p> <p>The eDevelopment Project is progressing, with a soft launch expected in mid-2026. A new set of Development Outcomes Report and Design Response templates were made available online with the commencement of the final Territory Plan 2023 (27 September 2024). Instructions are available regarding which templates are applicable to different developments.</p>
<p>Recommendation 3 – Agreed</p> <p>The Committee recommends that the Territory Planning Authority clarify how the Territory Plan works and how it relates to the Design Guides and Technical Specifications.</p>	<p>Completed</p> <p>From September 2023 to May 2024, the directorate delivered training on the new planning system. Live training sessions were offered online and in-person. All sessions are available to stream on the planning website. Training sessions include Design Guides and Planning Technical Specifications, Achieving Better Design Outcomes and Submitting a Development Application.</p>
<p>Recommendation 4 – Agreed</p> <p>The Committee recommends that the ACT Government continue the new planning system hotline for at least 12 months to assist community and the industry to access assistance and information about the planning system.</p>	<p>No longer required</p> <p>As fewer enquiries were made to the hotline, in January 2025 the directorate merged the hotline with the duty planner phone line managed by the DA Gateway team. While the hotline contact information remains on guidance documents and resources, calls will continue to be redirected to the DA Gateway team.</p>

Recommendation and summary	Status and action
<p>Recommendation 5 – Agreed in principle</p> <p>The Committee recommends that the Environment, Planning and Sustainable Development Directorate set accountability indicators and report in the Directorate’s Annual Reports against whether the new planning system is delivering better outcomes, including:</p> <ul style="list-style-type: none"> • how many DAs are approved; • how many deviate from technical specifications; • how long DA approval takes; • how many inspections were conducted after construction; • how many inspections found breaches; • what enforcement action was taken; and • which issues caused the highest amount of complaints, appeals and non-compliance. 	<p>In progress</p> <p>The Evaluation Framework is over a 5-year period, commencing 2024–25. Progress is underway to scope the first round of evaluation. This will analyse different outcomes achieved.</p>
<p>Recommendation 6 – Agreed</p> <p>The Committee recommends that the Environment, Planning and Sustainable Development Directorate include in its Annual Report the number of Environment and Planning Forum meetings held, and what feedback and outcomes arose from those meetings.</p>	<p>In progress</p> <p>Information relating to the matters discussed at the Environment and Planning Forum over the last 12 months has been included in the annual report. The directorate will publish a summary of the meeting topics on the Forum web page in conjunction with the publication of the annual report.</p>
<p>Recommendation 9 – Agreed in principle</p> <p>The Committee recommends that 18 months after the commencement of the Territory Plan, the two-pass consultation process for development applications be reviewed to establish whether further consultation reform is necessary.</p>	<p>In progress</p> <p>The first major evaluation under the ACT Planning System Evaluation Framework 2024–29 will be a process evaluation. Planning has commenced for the delivery of the evaluation. Consultation will be undertaken with key stakeholders to finalise the evaluation’s scope, with DA processes expected to be a focus.</p>
<p>Recommendation 10 – Agreed</p> <p>The Committee recommends that the ACT Government consider how amendments to the Design Guides and Technical Specifications could be subject to a community engagement process.</p>	<p>Completed</p> <p>There is commitment to undertake community engagement and/or consultation in relation to major changes proposed to the design guides and technical specifications that may have substantial impacts. Changes related to a draft major plan amendment (DPA) are able to be consulted at the same time and with the same requirements as for a DPA and as set out in the Planning Act. Other major changes to the design guides and technical specifications will be considered on a case by case basis to determine the best way to engage or consult with the community.</p>
<p>Recommendation 11 – Agreed</p> <p>The Committee recommends that the ACT Government consider amending the <i>Planning Act 2023</i> so that major amendments to the Design Guides and Technical Specifications are subject to review and comment by the relevant Assembly Committee.</p>	<p>In progress</p> <p>The government is considering possible changes to the Planning Act and whether a change is warranted to subject major amendments to the design guides and technical specifications to review and comment by the relevant Assembly committee. It is noted that it is usual practice to send proposed changes to these documents, where they are associated with a draft major plan amendment, to the Standing Committee. It is noted that it is currently possible for the committee to initiate inquiries of its own volition.</p>

Recommendation and summary	Status and action
<p>Recommendation 12 – Agreed in principle</p> <p>The Committee recommends that the Territory Plan be amended (including whether appropriate in the District Policies) to allow more zoning changes in RZ1 than is currently permitted under the Territory Plan.</p>	<p>In progress</p> <p>The Directorate is undertaking further research into potential urban regeneration areas, which include areas within the RZ1 zone. The research will involve analysis to identify areas that could potentially be considered suitable for zoning changes to support greater housing diversity.</p> <p>The draft Missing Middle Housing Design Guide provides design guidance to achieve best practice design for missing middle housing typologies and has informed the changes proposed for the Territory Plan contained in the draft Major Plan Amendment (DPA-04) as a part of the Missing Middle Housing Reform Project. Planning changes are proposed to policy and supporting documents to reduce planning barriers for missing middle housing in RZ1 and RZ2 residential zones.</p> <p>A major plan amendment under part 5.2 of the Planning Act would see changes to the Territory Plan commence within approximately 12 months.</p>
<p>Recommendation 13 – Agreed in principle</p> <p>The Committee recommends that the Planning and Land Authority report against the outcomes of the dual occupancy reforms including:</p> <ul style="list-style-type: none"> • how many Development Applications for dual occupancies are lodged; • how many are approved; • how many result in new dwellings; • what the net gain of new dwellings is (subtracting knockdown rebuilds); and • the suburbs and areas in which dual occupancies are built. 	<p>In progress</p> <p>The Evaluation Framework is over a 5-year period, commencing 2024–25. Progress is underway to scope the first round of evaluation. This will analyse different outcomes achieved.</p>
<p>Recommendation 14 – Agreed in principle</p> <p>The Committee recommends that the Territory Plan be amended to allow higher densities in specific locations, such as RZ2, RZ3 and RZ4 zones, which are close to local shops, adjacent to public transport and community facilities providing opportunities for greater block consolidations that would:</p> <ul style="list-style-type: none"> • permit planning on a ‘precinct’ basis; and • provide opportunities for greater densities and heights. 	<p>In progress</p> <p>The directorate is undertaking further research into potential urban regeneration areas, which include areas within the RZ1–4 zones. The research will involve analysis to identify areas that could potentially be considered suitable for zoning changes to support greater housing diversity.</p> <p>The draft Missing Middle Housing Design Guide and Major Plan Amendment (DPA-04) as a part of the Missing Middle Housing Reform Project propose changes to reduce planning barriers for missing middle housing in RZ1 and RZ2 residential zones, and to height limits in RZ3, RZ4 and RZ5 zones. Consultation commenced for both the draft Guide and the DPA-04 on 20 May 2025 and closes 5 August 2025.</p>
<p>Recommendation 15 – Agreed in principle</p> <p>The Committee recommends that the ACT Government implement further policy changes to the Territory Plan to encourage community housing or public housing on underutilised community-facility zoned land, like church land, whilst ensuring that we protect recreational and community spaces.</p>	<p>In progress</p> <p>The Evaluation Framework is over a 5-year period, commencing 2024–25. Progress is underway to scope the first round of evaluation. This will provide insights into any opportunity for further policy changes.</p>

Recommendation and summary	Status and action
<p>Recommendation 16 – Agreed in principle</p> <p>The Committee recommends that the evaluation of initiatives in the Demonstration Housing Project should include an early assessment soon after the occupation/completion of the building so that any learnings can be understood and used to guide any amendments to the Territory Plan.</p>	<p>In progress</p> <p>Stellulata co-housing project, completed in April 2025 in Ainslie, marked the first Demonstration Housing Project to be constructed. A post-occupancy evaluation will begin in Q2 2025–26, with ongoing evaluation obligations continuing until 2030.</p> <p>Evaluation planning for other aspects of the Demonstration Housing Project, including unbuilt projects, is also underway.</p> <p>Insights from the Demonstration Housing Project have already influenced updates to the Territory Plan, particularly through the Planning System Review and Reform Project. The Missing Middle Housing Reform, including its Draft Missing Middle Housing Design Guide and Draft Major Plan Amendment (DPA-04), has drawn heavily on findings from the Demonstration Housing Project to shape its content and policy proposals.</p>
<p>Recommendation 17 – Agreed</p> <p>The Committee recommends that the ACT Government provide an explanation of the barriers that prevent land being sold below market value to Housing ACT for public housing and community organisations for community housing, and explain the effect this situation has on the ability for Housing ACT and community housing organisations to provide public and community housing.</p>	<p>Completed</p> <p>The ACT Government response provides an explanation as requested in recommendation 17.</p>
<p>Recommendation 18 – Agreed</p> <p>The Committee recommends that the Territory Planning Authority work with the Education Directorate to determine the need for a school in the Belconnen Town Centre.</p>	<p>In progress</p> <p>The ACT Government is undertaking detailed planning work for the Belconnen Town Centre and surrounds, including undertaking a Community Facilities Supply and Demand Assessment to identify opportunities to plan for future community needs.</p> <p>The Education Directorate is a key stakeholder in this planning work. A collaborative approach to information sharing has been established to provide support to the Education Directorate as it undertakes school requirement assessments for the area.</p> <p>The Education Directorate is also working with the University of Canberra to undertake a feasibility study of on-campus site options for a potential future Belconnen Town Centre primary school.</p>
<p>Recommendation 20 – Agreed in principle</p> <p>The Committee recommends that the ACT Government, where practicable, ensure the protection of biodiversity and conservation areas in the Territory Plan using the framework outlined in the discussion paper Building a Biodiversity Network Across the ACT.</p>	<p>Completed</p> <p>The observed decline of key biodiversity values across the ACT lowlands remains a concern. The ACT planning system makes provision for the protection of biodiversity and conservation areas in the following ways:</p> <ul style="list-style-type: none"> • The assessment outcomes of the Territory Plan zone policies include provisions relating to biodiversity values and conservation for development applications. • The Biodiversity Sensitive Urban Design Guide (BSUD) is considered for relevant applications. • The 9 district strategies identify a network of green spaces and waterways (blue-green network) that identify areas where environmental and cultural values are prioritised to enhance nature conservation, sustainability and resilience to climate change in relation to Territory Plan amendments. <p>Consideration of the Building a Biodiversity Network for the ACT has informed the ongoing review of the Nature Conservation Act and Strategy. Additional projects have been undertaken to promote this vision, including:</p> <ul style="list-style-type: none"> • as part of the (ceasing) Conserving Canberra initiative, development of a cross-tenure restoration platform to guide and support government and community efforts to restore natural values; the platform is in beta testing • refinement of mapping of priority corridors to maintain ecological connectivity across the growing city • commencement of the development of a Conservation Values Map, to synthesise best available information on the distribution of conservation values at the strategic, landscape level to inform strategic urban and infrastructure planning and identify priority conservation areas and ecological connectivity needs.

Recommendation and summary	Status and action
<p>Recommendation 22 – Agreed in principle</p> <p>The Committee recommends that the ACT Government review the solar fence requirements to ensure that solar efficiency is maximised so as to reduce energy consumption.</p>	<p>In progress</p> <p>The Missing Middle Housing Reform Project proposes changes to reduce planning barriers in RZ1 and RZ2 zones, enabling greater housing density. Amendments to the Residential Zones Technical Specification include increasing the solar fence height and angle, allowing for reduced lower floor side setbacks. These adjustments aim to maximise the solar envelope while maintaining compliance with Assessment Outcome 15 (AO15), which ensures reasonable solar access to dwellings and private open space, including main living areas, to both the proposed and adjoining developments. The mandatory assessment outcome for both solar access (AO15) and privacy (AO16) remains unchanged in the Residential Zones Policy. Compliance will continue to be assessed during the development application stage under the proposed DPA-04 policy changes.</p>
<p>Recommendation 24 – Agreed</p> <p>The Committee recommends that the ACT Government take steps to ensure there are opportunities for ample green space in areas subject to densification.</p>	<p>Completed</p> <p>Policies to provide ample green space in areas subject to densification have been put in place with the new planning system and the Territory Plan. Policies were refined and confirmed in the final Territory Plan to deliver climate change resilient development. Residential policies include a range of assessment outcomes related to public space and amenity. Sufficient planning area and canopy trees are required to be provided as well as limiting roofed areas and hard surfaces to reduce urban heat island effects, minimise stormwater run-off and maintain ecosystem services. District strategies identify a network of green spaces and waterways (blue-green network) to protect environmental and cultural values and enhance sustainability and resilience to climate change. Under the new planning system, district strategies must be considered and addressed as a part of the major plan amendment process.</p>
<p>Recommendation 25 – Agreed in principle</p> <p>The Committee recommends that with respect to rural leases, the ACT Government:</p> <ul style="list-style-type: none"> • work with the Australian Government to provide improved tenure outcomes for leases in the Majura Valley; • finalise the Eastern Broadacre Planning Study and Eastern Broadacre Strategic Assessment; and • consider incorporating, once finalised, the Canberra Region Local Food Strategy into the Territory Plan. 	<p>In progress</p> <p>The ACT Government has worked closely with the Australian Government Department of Defence to revoke the National land portion of the blocks, with the split block land now being identified as Territory land. New 25-year leases have been issued to all the affected Majura farmers.</p> <p>The Eastern Broadacre area is identified in the ACT Planning Strategy 2018 and in the East Canberra District Strategy 2023. Investigations within the study area are looking at new industrial and employment opportunities while also considering existing uses of the land and environmental values. The Eastern Broadacre area is subject to a strategic assessment, known as the Eastern Broadacre Strategic Assessment (EBSA), under the Australian Government’s <i>Environment Protection and Biodiversity Conservation Act 1999</i> (EPBC Act). The process will assess potential impacts on nationally significant environmental values of proposed development in parts of the area. The strategic assessment will inform the future planning and potential rezoning of the district. A draft EBSA was submitted to the Australian Government for review and endorsement in April 2024. The Australian Government provided substantive comments on the draft. The ACT Government is scoping work to update the survey data and resubmit the strategic assessment.</p> <p>The incorporation of the Canberra Region Local Food Strategy into the Territory Plan is not being considered at this time.</p>
<p>Recommendation 26 – Agreed</p> <p>The Committee recommends that the ACT Government consider how amendments to DAs submitted under the former planning system can be best handled going forward.</p>	<p>No longer required</p> <p>As at June 2025, there were 5 development applications active under the <i>Planning Act 2007</i>, and more than 200 active under the <i>Planning Act 2023</i>.</p>
<p>Recommendation 27 – Agreed in principle</p> <p>The Committee recommends that the ACT Government consult directly with the traders and owners in the Phillip Service Trades area, with a view to reversing the zoning change that removed residential use from the Phillip Service Trades Area.</p>	<p>In progress</p> <p>The directorate continues to consult with Phillip Service Trades Area stakeholders on zoning changes and to further analyse CZ3 zones, recognising the area’s vital role in supporting Woden’s diverse economy through light industrial and service activities. A roundtable with relevant stakeholders was held on 29 May 2025.</p>

Table B3.11 – Standing Committee on Planning, Transport and City Services – Inquiry into Annual and Financial Reports 2022–2023

Government Response

Recommendation and summary	Status and action
<p>Recommendation 1 – Agreed</p> <p>The Committee recommends that the ACT Government provide a clear update on whether there will be a Demonstration Housing project in Kingston, and if not, explain why.</p>	<p>No longer required</p> <p>In 2024, the ACT Government agreed to not proceed with the Demonstration Housing Project in Kingston. At this stage, there are no plans for another round of projects under the Demonstration Housing Project.</p>
<p>Recommendation 2 – Agreed</p> <p>The Committee recommends that the ACT Government provide funding to be made available to reduce the time that it takes to bring projects to the National Capital Design Review Panel for its consideration, in order to reduce the time that it takes to get projects through the planning system.</p>	<p>Completed</p> <p>Funding from the 2023–24 Budget has been implemented to increase resourcing to meet current and future demands of the National Capital Design Review Panel (NCDRP) including the reduction of timeframes to access design review sessions.</p>
<p>Recommendation 3 – Agreed</p> <p>The Committee recommends that the Environment, Planning and Sustainable Development Directorate consider making public the monitoring and evaluation framework which will be used to compare built form outcomes.</p>	<p>Completed</p> <p>The ACT Planning System Evaluation Framework 2024–29 commenced from 1 July 2024. It is publicly available on the ACT planning website at: https://www.planning.act.gov.au/professionals/our-planning-system/act-planning-system-evaluation-framework</p>
<p>Recommendation 5 – Agreed</p> <p>The Committee recommends that the Environment, Planning and Sustainable Development Directorate review the integrity arrangements for making decisions on Development Applications so they are up to date with the Territory Plan.</p>	<p>In progress</p> <p>As part of the Statutory Planning Division’s Integrity Plan, a Conflict of Interest Policy and Procedure was implemented. The completion of mandatory training has increased, in particular relating to integrity matters.</p> <p>The division will continue to review other parts of the framework to ensure its relevance.</p>

Table B3.12 – Standing Committee on Environment, Climate Change and Biodiversity – Inquiry into Petition 17-23: Indian (Common) Myna Control

Government Response

Recommendation and summary	Status and action
<p>Recommendation 3 – Agreed in principle</p> <p>The Committee recommends that the ACT Government continue to monitor the impact of Common Mynas on ACT biodiversity.</p>	<p>Completed</p> <p>The government will continue to monitor and assess the impact of pest animal species. The scale and level of monitoring will be considered in relation and proportion to other pest animal species, with response actions prioritised accordingly.</p> <p>The government’s approach to invasive species management is risk-based and focused on asset protection, meaning resources are focused on maintaining the health of native ecosystems as a higher priority than pest management in the urban area.</p>
<p>Recommendation 4 – Agreed in principle</p> <p>The Committee recommends that the ACT Government support community-led initiatives to educate the community and control Common Myna population.</p>	<p>Completed</p> <p>The government continues to assess all requests for support of community-led initiatives aimed at educating the public and managing Common Myna populations on a case-by-case basis. Each request is carefully evaluated in line with the priorities outlined in the invasive species prioritisation assessment, as well as any relevant operational considerations.</p>

Table B3.13 – Standing Committee on Environment, Climate Change and Biodiversity – Inquiry into the ACT environment’s bushfire preparedness

Government Response

Recommendation and summary	Status and action
<p>Recommendation 3 – Agreed</p> <p>The Committee recommends that as part of the current review of the SBMP and development of the SBMPv5, EPSDD and the ESA review the criteria used for assessing appropriate conditions for prescribed burning.</p>	<p>In progress</p> <p>The draft Strategic Bushfire Management Plan (SBMPv5), including its implementation plan, were out for public consultation at year end. The draft has a clear commitment to prescribed burning, especially hazard reduction burning.</p> <p>The directorate is currently reviewing the Conservator’s Guidelines for Ecological Burns. Within 24 hours of delivering a prescribed burn, the Incident Controller within PCS and RFS is required to sign-off on the output of a Prescribed Burn Decision Support Tool, which considers weather modelling over the foreseeable period to assess risk of escape and smoke impact on the community.</p> <p>The existing conditions for permitting prescribed burns carefully balance firefighter safety, escape risk, smoke hazard and ecological needs with delivering burns to meet the target residual risk; to date the directorate has overdelivered on this risk target within the current conditions.</p>
<p>Recommendation 4 – Agreed</p> <p>The Committee recommends that the ACT Government more clearly explain to the ACT community the residual risk methodology and fuel load management strategy.</p>	<p>In progress</p> <p>The draft SBMPv5 is currently available for public consultation. In it, residual risk is clearly explained, as proposed in the Government Response.</p> <p>It is a proposed action under Outcome 2 of the draft that the ACT Government ‘Establish an ACT risk page on the ESA website to improve how the ACT Emergency Services Agency communicates bushfire risk to the community’.</p> <p>Residual risk will also be explained in the Regional Fire Management Plan, which is currently under its 5-year review and will be delivered by the end of the 2025 calendar year.</p>
<p>Recommendation 9 – Agreed in principle</p> <p>The Committee recommends that the ACT Government ensure that senior PCS management (Director, planning officer, operations officer, prescribed burn officer) of the PCS Fire Management Unit have on-the-ground fire-fighting experience or training.</p>	<p>Completed</p> <p>All senior staff within the Fire Management Unit have considerable fire management experience. Incident and/or fire management experience is included as a position description requirement in advertisements as vacancies arise. However, in exceptional circumstances where certain desirable skillsets are required, an officer may be recruited without fire experience but with transferrable skills and capacity to do the role.</p>
<p>Recommendation 15 – Agreed in principle</p> <p>The Committee recommends that the ACT Government include detailed data on progress against the EPSDD BOP for that financial year in either the EPSDD or JACS Annual Reports that breaks down the data by:</p> <ul style="list-style-type: none"> • The overarching type or class of activity (e.g. fuel management, access management, infrastructure, training, audit and monitoring); • Activity (e.g. grazing, physical removal, prescribed burning, etc); • The area (hectares), length (kilometres) or number of activities, courses or projects actually completed, as relevant, together with the planned number; and • The percentage of completion for each over-arching activity class/type and activity. 	<p>Completed</p> <p>This information is published both in the directorate’s Annual Report and in the Bushfire Operations Plan, which is published online.</p>

Table B3.14 – Standing Committee on Economy, Gender and Economic Equality – Inquiry into Micro, Small, and Medium Businesses in the ACT Region

Government Response

Recommendation and summary	Status and action
Recommendation 8 – Agreed The Committee recommends that the ACT Government investigate ways to protect subcontractors from late or missed payments.	In progress The ACT Government is planning a detailed review of the ACT’s security of payment laws to commence in late 2025. The review will explore ways the legislation could be improved to make the building industry fairer, with a focus on supporting contractors to be paid in a reasonable time and reducing their vulnerability to insolvencies. Consultation across the building and construction sector will be a key part of the review and will inform its findings. Consultation is expected to occur in 2026.

Integrity Commission reports

There were no reports released by the Integrity Commission relating to the directorate during the reporting period.

ACT Ombudsman reports

There were no reports released by the ACT Ombudsman relating to the directorate during the reporting period.

Part B4

Risk Management





B4 Risk Management

The directorate continued to implement effective risk management practices, supported by innovative approaches to increase awareness and capability in risk management. In doing so, the directorate continued to adopt an integrated approach to governance, risk management and assurance, underscored by the ACT Public Service values and principles.

Risk and Assurance Framework

The directorate's Risk and Assurance Framework sets the foundation for effective risk management practices, providing a roadmap to guide the directorate's policies, practices, processes and tools. The framework is aligned with the ACT Government Risk Management Policy and the AS ISO 31000:2018 Risk Management – Principles and Guidelines.

The 'Three Lines of Defence' (3LOD) assurance model forms the basis of the directorate's Strategic Audit Program, which outlines the activities undertaken across the 3LOD to provide assurance to the Executive Management Board, senior management and the Audit and Risk Committee about the adequacy and effectiveness of risk management practices and associated controls and treatments.

Following a review of the Risk and Assurance Framework, separate frameworks for risk management and assurance were established. This allowed the directorate to better capture the bespoke elements of both domains and cater to the varying levels of maturity across the two functions. The newly established Risk Management Framework and Risk Management Plan are supported by a Risk Management Program of activities, which is reviewed annually. The program is designed to enhance risk management culture, support risk identification and management, and educate and inform to influence behaviours in risk management and key decision making across the directorate.

Governance and oversight

EPSDD's Executive Management Board provides high level oversight of the directorate's strategic and corporate objectives, supported through the targeted work of the specific sub-committees identified in [Section B1 – Organisational Overview](#). The board provides a forum for senior executive leadership to drive decision making, including risk management and risk governance implementation.

The Audit and Risk Committee oversees the directorate's risk management framework and the effectiveness of the organisation's approach to risk management. Further information on the role of the committee is provided in [Section B5 – Internal Audit](#).

The directorate's Safety and Wellbeing Committee continues to provide leadership, support and direction for safety and wellbeing. Further information on the role of the Safety and Wellbeing Committee is provided in [Section B13 – Work Health and Safety](#).

The directorate actively participates and contributes to the recognition and management of whole of government risks through various cross-directorate committees and working groups across areas such as asset management, disaster resilience and recovery, security management, and digital and data governance.

Through the Senior Executive Responsible for Business Integrity Risk, the directorate participates in the ACT Integrity Commission Community of Practice for Corruption Prevention. This participation ensures that a holistic understanding of fraud and corruption risk management in the context of the ACT Public Service informs its overall governance, oversight and risk management approach. Further information on the directorate’s activities in relation to the prevention of fraud is detailed in [Section B6 – Fraud Prevention](#).

Risk management approach

Risk management activities are undertaken at a strategic, divisional and branch level, supported by program/project specific risk management. This integrated top-down and bottom-up approach to risk allows the directorate to recognise the need for escalation of operational risks, as relevant, to a strategic level as well as consider emerging and shared risks in the context of divisional operations and risk profiles.

During the reporting period, the directorate facilitated the review of its divisional risk registers and the annual review of its Fraud and Corruption Risk Register. The review considered risks in relation to the current Machinery of Government changes and emerging risks in the areas of cyber security, data integrity, fraud and corruption as relevant to the directorate’s operating context.

The Strategic Risk Register considers shared and emerging risks and is reviewed annually. It is supported by an action plan for implementation of treatments. The annual review of the Strategic Risk Register was undertaken in the context of the Machinery of Government changes, budget pressures faced by the ACT Government and the revised recruitment guidelines. The directorate coordinates milestone reporting of treatment implementation on a frequent basis, with these milestones reported to the Executive Management Board and the Audit and Risk Committee.

Supporting the first line of defence assurance activities, the directorate facilitated self-assessment workshops for divisional risks in critically evaluating the operational effectiveness of the risk controls. These workshops provided valuable education for divisions to better understand controls and their effectiveness.

The establishment of the Risk Champions Network further enhanced the directorate’s ability to build capability and accountability for risk management. The network has representation from each division and was provided with relevant training and education to review divisional risk registers and participate in risk conversations.

A risk reporting dashboard was created to enhance visibility and foster transparency for executives and governance committees regarding risk profiles and emerging trends. The dashboard was utilised to present divisional risk profiles to the Executive Management Board and the Audit and Risk Committee.

Risk education

The directorate facilitated risk management workshops and provided risk advisory and support services to divisions and staff. Staff had access to 2 mandatory risk management eLearning modules. In addition, Risk Management – The Basics training, facilitated by the ACT Insurance Authority, was available to staff.

The central risk management team within the directorate participated in risk conferences and relevant courses to maintain knowledge and upskill in the areas of risk management and emergency management.

Table B4.1 – Risk education staff attendance 2024–25

Training program	Staff attendance
Risk Management – The Basics (face-to-face training)	4
Introduction to Risk Management in the ACT Government (eLearning)	233
Practical Application of Risk Management (eLearning)	4
Internally facilitated risk workshops	15
ACT Insurance Authority facilitated risk community of practice	17

Emergency and crisis management

The directorate improved its emergency and crisis management capabilities. This ongoing commitment ensured our operations were robust, agile and well-equipped to handle unexpected emergencies and crises. Nine Emergency Liaison Officers were trained and rostered during the high-risk weather season.

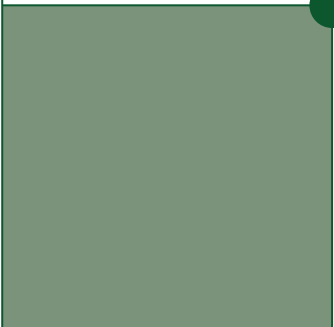
Emergency management plans and processes continued to improve. EPSDD solidified its ability to respond swiftly and effectively to various challenges and disruptions while maintaining its service delivery and operational integrity.

The directorate participated in whole of government emergency management policy development and exercise planning. This assisted with alignment and interoperability with other government agencies and whole of government coordination mechanisms during large-scale emergencies such as storm events and biosecurity responses.



Part B5

Internal Audit





B5 Internal Audit

Internal audit

The directorate uses the 'Three Lines of Defence' model to manage its governance, assurance, and risk management functions. Internal audit plays a key role as the third line, providing independent assurance and advice on governance, risk management, and internal controls.

Internal audits are organised through a Strategic Audit Program. Audit topics are selected based on the directorate's strategic objectives, risks and prior assurance activities. These audits are conducted by external auditors.

Six audits from the Strategic Audit Program were completed and presented to the Audit and Risk Committee:

- Project Management Audit
- Hazardous Chemicals in the Workplace Audit
- Governance and Administration of Territory and Developer Deeds of Agreement Audit
- Grants Management Audit
- Statutory Planning Group's Integrity Framework Audit
- Depot Management Practices Audit.

In addition, 4 management-initiated reviews were completed and presented to the Audit and Risk Committee:

- Review of the Energy Efficiency Improvement Scheme
- Offsets Program Structure Review
- Biosecurity Threat and Capability Review
- Review of ACT Water Resource Plan Compliance.

Audit and Risk Committee

The Audit and Risk Committee oversees the directorate's governance, risk, assurance and internal control environment on behalf of the Director-General. It is governed by the Audit and Risk Committee Charter and the [ACT Government Framework for the Internal Audit Committee and Function \(2020\)](#).

Consistent with the charter, the committee:

- provides independent oversight and advice to the Director-General on the adequacy, suitability, and effectiveness of the directorate's governance frameworks, internal controls, compliance, and audit program to manage risks and fulfil external accountability responsibilities
- monitors the effectiveness and efficiency of the directorate's compliance and performance through compliance reviews, internal and external audits, and organisational reporting
- provides oversight and certification to the Director-General for the directorate's financial statements and statement of performance
- offers independent advice to the Director-General on governance, internal controls and financial compliance, incorporating relevant external insights, current practices, and emerging issues.

The Audit and Risk Committee comprises 5 members: chair, deputy chair and 3 members. The chair and deputy chair are remunerated through contracts for consultancy services, with payment made after each meeting. Additional details are available on the [Contracts Register of the Procurement ACT website](#).

The Audit and Risk Committee convened for 6 meetings. Membership and attendance details are as follows.

Table B5.1 – Audit and Risk Committee membership and attendance 2024–25

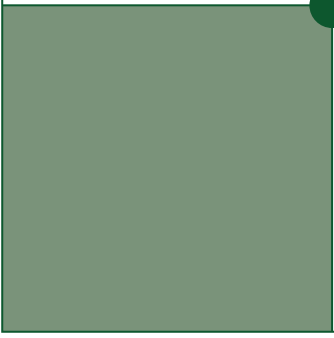
Name of member	Position	Meetings attended
Peter Lewinsky	Chair	6
Greg Field	Deputy Chair	6
Ash Balaretnaraja	Member	5
Fiona Barbaro (<i>incoming</i>) ¹	Member	3
Lisa Johnson (<i>incoming</i>) ¹	Member	3
Ben Green (<i>outgoing</i>) ¹	Member	1

- Attendance figures for these members reflect partial participation due to changes in committee composition during the reporting period.



Part B6

Fraud Prevention





B6 Fraud Prevention

The directorate adopts a zero-tolerance policy for fraud and corruption, committing to undertake all reasonable and practicable measures to prevent, detect and respond to fraud and corruption should it occur. The positive work culture was characterised by high levels of probity, integrity and accountability articulated by the Executive Management Board Integrity Commitment Statement and supporting policy frameworks.

The Fraud and Corruption Prevention Plan was reviewed in alignment with the [ACTPS Integrity Governance Policy](#) and [ACTPS Integrity Framework](#), which set the whole of government direction on the promotion of integrity in the ACTPS. The revised plan is concise, with a greater focus on clarifying the practical responsibilities of staff. It includes targeted actions that sit across the fields of building capacity in fraud detection, prevention and response. A supporting standard operating procedure was developed that details the reporting process and gives guidance on management of fraud and corruption matters.

The Fraud and Corruption Risk Register was reviewed, considering risks in relation to cyber security, data integrity and ethical decision-making in the context of the current risk landscape.

The directorate's fraud and corruption prevention strategies are developed and implemented as part of its broader governance framework, including in the context of managing risk and liaising with and reporting to its Audit and Risk Committee.

The directorate's prevention and detection measures include:

- raising awareness of integrity through staff messaging and induction programs
- a mandatory all-staff eLearning module on fraud, corruption and ethics, available to staff as part of the Essentials Framework, with targeted training provided to areas identified as being high risk
- a mandatory all-staff eLearning module on conflict of interest
- regular review of divisional risk registers and the EPSDD Strategic Risk Register, which form part of the directorate's broader risk management program; lessons learnt are incorporated as part of the reviews
- an annual review of the Fraud and Corruption Risk Register that considers shared and emerging risks
- development of an integrity promotion campaign with targeted messaging to raise awareness of matters relating to integrity as well as how to report instances of fraud and corruption
- a dedicated intranet site with staff access to the integrity policy suite and education material
- monitoring and evaluation of the effectiveness of the fraud and corruption controls through quarterly integrity reports from the Senior Executive Responsible for Business Integrity Risk (SERBIR) to the Audit and Risk Committee.

The directorate's integrity promotion campaign was successful, with 82.3% of permanent employees completing the Fraud, Corruption and Ethics Awareness training module and 79.2% of permanent employees completing the Conflict-of-Interest training module. This is an increase of 11.9% and 34.1% respectively over the previous reporting period.

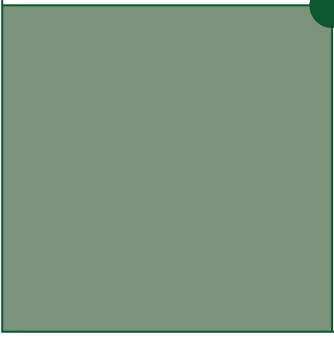
Incidents of reporting

The SERBIR provides a quarterly integrity report on fraud and corruption to the directorate's Audit and Risk Committee.

The SERBIR received no verified reports of fraud or corruption during the reporting period.

Part B7

Freedom of Information





B7 Freedom of Information

Open Government

Section 96 of the *Freedom of Information Act 2016* (the FOI Act) sets out the freedom of information reporting requirements for agencies.

Open Access Information Scheme

The directorate supports the principles of open government and the community's right to access government information. The directorate proactively released government information under the Open Access Information Scheme (OAIS) on its website and the [ACT Government Open Access Information](#) website during 2024–25.

Table B7.1 – Open Access Information

Open Access Information – section 96(3)(a)(i), (ii) and (iii)	Number
Number of decisions to publish Open Access information	234
Number of decisions not to publish Open Access information	3
Number of decisions not to publish a description of Open Access information withheld	0

Making an access application

From 1 July 2025, EPSDD, Transport Canberra and City Services, Access Canberra and the Better Regulation Taskforce joined to form the new City and Environment Directorate. Section 101 of the FOI Act provides that an access application made to an abolished agency is taken to have been made to the agency that acquired the abolished agency's functions.

Access applications to the City and Environment Directorate can be made by emailing CEDFOI@act.gov.au (preferred method) or posted to Information Access team, City and Environment Directorate, GPO Box 158, CANBERRA ACT 2601. There is no application fee, but charges may apply. Further information on making an access application can be found on the directorate's website.

Access applications, decisions and any documents released under the FOI Act will be published on the CED Disclosure Log, available on the directorate's [website](#). Requests for personal information are not published. Email CEDFOI@act.gov.au for further information.

Applications received and decision type

The directorate had 105 active applications during the reporting period. This included 12 access applications carried over from 2023–24 and 93 new applications received during 2024–25.

Table B7.2 – Applications received and decision type

Applications received and decision type – section 96(3)(a)(iv), (vii), (viii) and (ix)	Number
Access applications received	93
Applications where access to all information requested was given	11
Applications where access to only some of the information requested was given (partial release)	51
Applications where access to the information was refused	2
Applications where the directorate did not hold the requested information	4
Applications where the directorate refused to deal with the application	2
Applications where the decision was a deemed refusal	0

Of 109 access applications completed during the 2023–24 reporting period:

- 70 were finalised with a decision under section 35 of the FOI Act
- 9 were transferred in full to another agency
- 12 were withdrawn by the applicant (3 were withdrawn and resolved outside of the FOI Act)
- 2 were suspended in accordance with section 34 of the FOI Act.

The 12 undecided access applications as of 30 June 2025, will be processed and decided by the new City and Environment Directorate.

Processing timeframe

Section 40(1) of the FOI Act provides that access applications must be decided no later than 30 working days. The statutory timeframe for deciding an application is still met when:

- under section 40(2), the period is extended by 15 working days for a relevant third party to be consulted
- an extension of time is granted by the applicant (section 41) or the Ombudsman (section 42).

Table B7.3 – FOI processing timeframes

FOI processing timeframes – section 96(3)(a)(v) and (vi); Section 96(3)(d)	Number
Applications decided within the time to decide under section 40	57
Applications not decided within the time to decide under section 40 (extended under section 41 or 42)	13
For each application, days taken to decide over the time allowed in section 40	4, 5, 5, 5, 6, 8, 14, 14, 15, 22, 39, 40, 51

Amendment to personal information

There were no applications made to amend personal information.

Application fees

EPSDD did not collect any fees or charges to process access applications.

Applications for Ombudsman review

Two applications for Ombudsman review under section 74 of the FOI Act were received by the directorate. One review was finalised during the reporting period.

Table B7.4 – Applications for reviews

Reviews – section 96(3)(b) and section 96(3)(c)	Number
Affirmed	0
Varied	0
Set aside and substituted	1
Withdrawn	0
Other – Closed by Ombudsman under section 82(5)(b)	0

Applications for ACT Civil and Administrative Tribunal (ACAT) review

There were no applications for ACAT review under section 84 of the FOI Act.

Part B8

Community engagement
and support





B8 Community Engagement and Support

Community engagement activities

The directorate is committed to giving Canberrans the opportunity to have their say. It strives to provide inclusive engagement opportunities for Canberrans to comment on the policy and programs that interest or affect them.

The directorate collects data on the age, gender and district of respondents for formal consultations on the YourSay platform, which helps the directorate understand if an engagement is reaching a diverse range of demographics or if further work is required to engage with a particular audience. At times, the directorate asks for further demographic data that may be specific to the audience the project or policy is targeting.

In 2024–25, the directorate conducted 7 consultations. The ability to engage throughout the reporting period was impacted by the Caretaker Period and related engagement period pause.

The directorate engaged through both direct stakeholder engagement and broader Canberra-wide engagement. Priority engagements included the Missing Middle Housing Reforms and education for the Avian Influenza response.

Advertising campaigns continued to be used to promote and increase awareness of the key engagements. The priority campaign for 2024–25 was the Missing Middle campaign to raise awareness of the engagement. Other key campaigns were the Make Your Next Choice Electric (see below), Reduce your Risk around Waterways (see more information at [B11 – Multiculturalism Act Reporting](#)) and the summer energy campaigns.

The top performing campaigns were the Healthy Waterways Always On campaign, the Reduce your Risk around Waterways campaign and the Heritage Festival.

Campaign channels included radio, search engine advertisements and digital displays. The directorate works with media buy agency experts to design specific channel selection during the design phase for each campaign. Campaigns are monitored and amendments made to underperforming channels. At the conclusion of each campaign an evaluation report is produced to examine the effectiveness of the campaign.

Planning and Sustainable Development

Missing middle housing reforms

The Minister’s Statement of Planning Priorities identifies the delivery of diverse housing options as a key strategic objective, particularly ‘missing middle’ housing (including more townhouses, terraces, duplexes and low-rise apartments) within existing residential areas. This priority is being advanced through the introduction of the Missing Middle Housing Design Guide and a suite of proposed amendments to the Territory Plan through a statutory Draft Planning Amendment process.

[The Missing Middle Housing Design Guide](#) will provide good practice guidance for creating well-designed homes that respect local character and contribute positively to our existing streets and neighbourhoods. [Changes to the Territory Plan](#) will remove barriers in the planning system and allow more housing options in RZ1 and RZ2 areas. These changes will make it easier to build well-designed, sustainable homes in existing suburbs.

Development of the design guide included early consultation with key design and industry professionals through a technical advisory group and a 'pool of practitioners'. This early industry engagement was instrumental in refining the design guidance and ensuring the proposed changes to the Territory Plan are both practical and achievable.

[Public consultation](#) commenced on 20 May through the YourSay platform and will close in the new financial year. Engagement allows the community to view both the policy (design) and the changes required to remove barriers for these developments to become more prevalent in our existing suburbs (through changes to the Territory Plan).

By engaging on a full suite of proposed changes, the directorate was able to adequately provide community and industry with enough information to influence government position. By combining the engagement, the directorate will be able to implement any final changes in a shorter timeframe.

To date, the community has been invited to participate through a variety of channels, including:

- quick comment, online survey or written submission through the YourSay Conversations platform
- an online information session
- static listening spaces
- pop-up events across the city at key locations
- sessions with the Government Architect
- 2 community workshops.

Environment, Heritage and Parks

Biosecurity incident management: Avian influenza

In response to the detection of the HPAI H7N8 strain of Avian Influenza in the ACT, the government, led by the directorate, activated the ACT Biosecurity Emergency Plan on 21 June 2024. The primary communications objectives were to inform the community and industry of the current situation, implement strict quarantine measures and promote best-practice biosecurity behaviours among bird owners to mitigate the risk of further outbreaks.

Throughout the emergency response, the directorate delivered a comprehensive communications strategy including daily situation reports, stakeholder briefings and public engagement through media statements and community events. Public outreach was further supported with fact sheets and participation at local markets and events to raise awareness and provide guidance on best practice biosecurity practices.

The response concluded with a transition to business-as-usual operations by 30 October 2024. During the response, the associated awareness campaign achieved significant reach, with more than 413,000 people engaged, more than 9,200 website clicks and 86 media articles. These efforts ensured timely, transparent and effective communication with the community, contributing to the successful containment of the outbreak and reinforcing the importance of biosecurity preparedness amongst the community.

Climate Change, Energy and Water

The ACT continued working towards electrifying Canberra by encouraging households and businesses to start thinking about what the transition will mean for them over the long term. Transitioning the city to renewable energy will require a flexible and collaborative approach from the whole community.

Strategic communications activities, engagement and education is critical to driving the community's energy transition and ongoing uptake of the ACT Government's support programs, rebates and advice offerings.

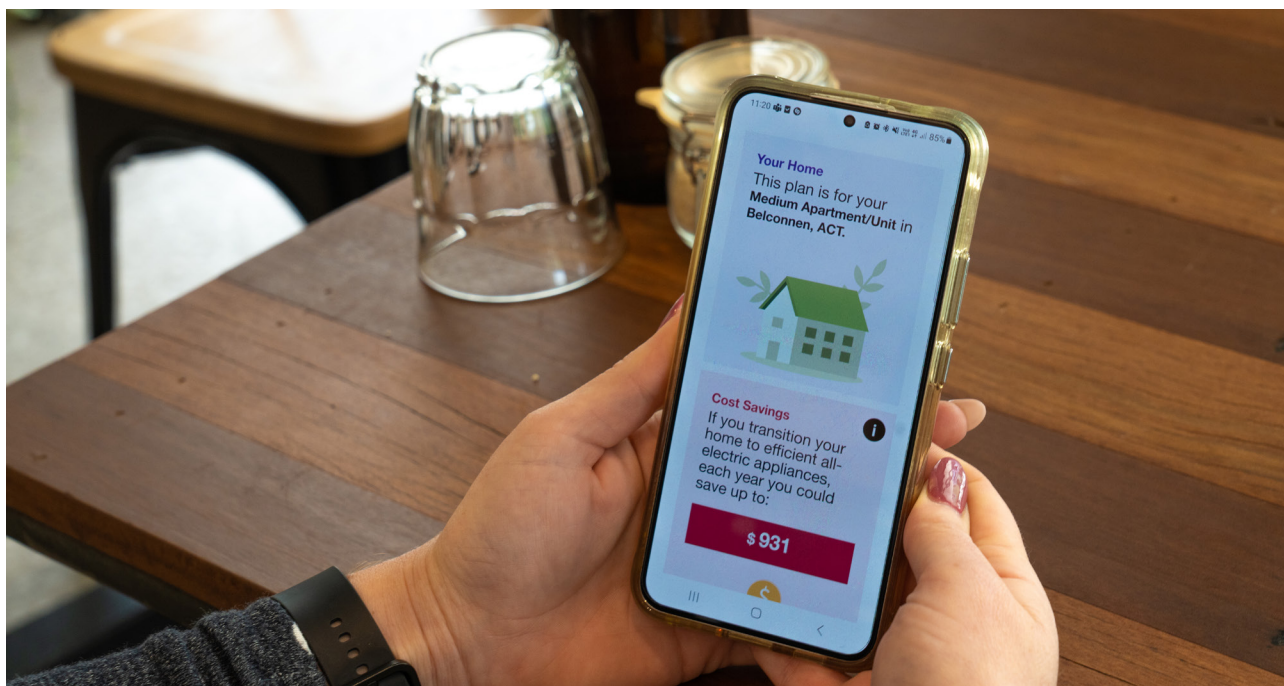
Improving community energy literacy and electrification

Energy use often spikes with extreme temperatures in both winter and summer, leading to higher bills. Energy literacy empowers residents to make smarter decisions about their energy consumption. To build and sustain energy literacy, EPSDD had an 'always on' approach to engaging and educating Canberrans on energy efficiency and electrification.

This consolidated approach brought together seasonal messaging, such as practical tips for staying warm in winter or cool in summer, with year-round communication about energy efficiency and electrification. By maintaining a continuous presence in the community, the campaign ensured consistent engagement to connect residents with government support and programs.

Additionally, the directorate conducted its annual community education and behavioural change campaign to drive awareness of the ACT's transition away from gas and encourage Canberrans to create a personalised transition plan through the [Make Your Next Choice Electric](#) webtool. The online tool is an ACT Government partnership with CHOICE and provides information on when gas appliances need to be swapped out, highlighting the latest electric energy efficient appliances on the market and providing estimated emissions and cost savings of the upgrades. More than 22,200 visits to the website were made and 3,328 personalised plans created in 2024–25. Almost 10% of Canberra households have created a plan since it was launched in April 2023.

The Energy Policy Consortium is a group of key EPSDD climate change and energy stakeholders focused on supporting priority households and vulnerable Canberrans through the energy transition and remaining resilient to climate change factors. The group, established in 2023–24, is chaired by the ACT Council of Social Services and meets on a quarterly basis. This format ensures community organisations can seek more in-depth information on the key topics that will provide the most value for Canberrans.



Choice tool being used

Solar backstop consultation

Rooftop solar is now a large part of how the ACT and NSW regions generate electricity, providing cheap and clean energy. The ACT is proposing to introduce emergency backstop capability to do its part to maintain the security and reliability of the electricity network.

EPSDD's stakeholder and public consultation informed the design of the local regulatory framework for emergency solar backstop capability. The consultation, which was primarily stakeholder focused due to its technical nature, engaged stakeholders through participation in one-on-one information sessions and a technical information session with installers and Evoenergy.

The consultation received 13 written submissions and 4 survey completions.

Community education on electric vehicles

In November 2024 and March 2025, in partnership with NRMA, the directorate delivered 2 Electric Vehicle (EV) Drive Day events. These free events allowed Canberrans to test drive a range of current and new EV models in a controlled environment with trained driving instructors. Of the 759 drivers who took more than 1,014 drives in EVs, more than 85% said they had never driven an EV before or had never owned one, and 71% said they were highly likely to purchase an EV as their next vehicle.



EV Drive Day Event March 2025

Healthy Waterways

The Healthy Waterways program aims to improve stormwater quality by reducing sediment and nutrient pollution from fallen leaves, grass clippings and fertiliser, which can lead to blue-green algae in our local lakes.

A major milestone was the launch of the Belconnen wetland in April 2025, designed to filter around 30% of solids and nutrients from the Emu Bank catchment before reaching Lake Ginninderra.

Healthy Waterways also supported a public education campaign that encouraged Canberrans to keep leaves and organic matter out of stormwater drains during autumn.



Smoking ceremony at Belconnen wetland opening

Community and stakeholder engagement was key to the 10-year review of the ACT Water Strategy 2014–44. Feedback from government agencies, environmental groups and community councils helped shape updates to the strategy, which will be released next year. Feedback focused on improved reporting, stronger collaboration with Traditional Custodians and enhanced regional planning, which will lead to a more inclusive and responsive ACT Water Strategy.

Supporting environmental volunteers

The ACT Government has a long and proud history of supporting ACT’s environmental volunteers and community groups. Volunteers are essential to protecting, conserving and enhancing the ACT’s environment.

Environmental and animal protection volunteering is one of the top 3 ways people contribute to their community as a volunteer. The [2024 State of Volunteering in the ACT Report](#) found that for every \$1 invested in volunteering, \$5.40 is returned in benefits for the community. This is why it is important to have the right programs and settings in place to support these generous contributions. The directorate invests in initiatives and programs that support environmental volunteers and facilitate the community organisations that assist them.

In the 2024–25 ACT Budget, the government invested \$1.314 million over 4 years under the Supporting Canberra’s Environmental Groups and Volunteers initiative to address recommendations from the [ACT Legislative Assembly’s Inquiry into Environmental Volunteerism](#). These initiatives and commitments complement existing programs that support environmental volunteers.

ACT PCS ParkCare Volunteering Program

PCS values the ongoing commitment and contribution of ParkCare volunteers. The ParkCare Volunteering program is diverse, with volunteers undertaking a range of activities across ACT parks and reserves including invasive species control, planting and restoration works, erosion control, heritage works, interpretive visitor engagement, school holiday activities, wildlife surveying and supporting threatened species programs. The ParkCare program involves more than 2,300 registered members who contributed 35,482 hours in 2024–25.

Achievements for the ParkCare community included:

- implementation of a trial program for volunteer use of power tools
- implementation of a new brand identity for ParkCare, including fit-for-purpose uniforms based on the feedback of the volunteer community
- improved recruitment processes, including implementation of monthly online Volunteer Information Sessions, with more than 300 new volunteers registering on the ParkCare Volunteer Hub
- delivery of new training for volunteers, including erosion workshops, restoration monitoring and snake awareness
- a new induction process for VisitorAssist volunteers that supports volunteers to provide best practice interpretive engagement
- new volunteer activities, including the incorporation of Hall ParkCare Group and a new Northern Corroboree Frog WildlifeAssist project
- recognition of the ACT Weed Manual, a resource led by volunteers and supported by the ACT Government and Southern ACT Catchment Group, at the ACT National Trust Heritage Awards; the Manual won 2 categories, ‘Local Community Projects’ and ‘Heritage Tool or Resource’.

Data from the 2024–25 ParkCare Volunteering Survey found that 92% of respondents were satisfied or very satisfied with their experience as a ParkCare volunteer; 87% felt satisfied with the support received by the ParkCare management team and 86% felt safe and supported in their volunteering.

Waterwatch, Frogwatch and Citizen Science

The ACT Government supports the delivery of the Upper Murrumbidgee Waterwatch program in partnership with local catchment groups. The highly valued program, which has been running in the region for 30 years, enables the community to monitor the health of our waterways and identify areas where action can improve catchment health.

Volunteer activities include monthly water quality sampling, spring and autumn waterbug surveys and August platypus surveys of 8 local waterways. More than 900 volunteers completed more than 2,000 surveys and monitoring activities in 2024. Additionally, the program delivers school and community group engagements.

The government continued its support for the Frogwatch program, delivered in partnership with the Ginninderra Catchment Group. Frogwatch is a successful environmental volunteer initiative running for 23 years in our region. The program monitors frog distribution and abundance and engages with schools and community groups. More than 600 frog surveys occurred during the October Frog Census, with volunteers contributing more than 2,000 hours of their time.

Community grants and sponsorships

Grants executed during the reporting year are included under each grant/sponsorships program reported below. Grants executed in previous reporting years but which continued to receive funding during the reporting period are out of scope and, as such, excluded. Information on grants programs is also available on directorate websites.

Service Funding Agreements (SFAs) have not been included as they are out of scope. Details of SFAs with a value of \$25,000 or more, as applicable, are available on the [ACT Government Contracts Register](#).

Community Garden Grants

The [ACT Community Garden Grants](#) are designed to support community gardens across Canberra that enhance community places and spaces. The program supports a variety of garden types, providing important opportunities for people to grow and consume locally produced fresh food. Other benefits include: providing opportunities for social interaction and physical activity; celebration of cultural diversity; providing spaces to connect with nature; increased understanding of food production challenges; and fostering a stronger sense of community.

There were 2 funding streams in 2024–25:

1. Stream 1 allocated \$40,000 in funding for minor improvements or expansion of existing gardens or establishment of small-scale gardens.
2. Stream 2 allocated \$60,000 in funding for the establishment of new community food gardens or for infrastructure to significantly improve food production in existing community food gardens.

Twelve successful projects received \$99,831 through round 10 of these grants. ACT Community Garden Grants funds must be spent within 18 months of signing the Deed of Grant.

Table B8.1 – Community Garden Grants 2024–25

Recipient	Project purpose/title	Amount (\$ excl GST)
Canberra Environment Centre	<p>Improve the resilience of Canberra Environment Centre’s teaching and learning community garden:</p> <p>Broaden the appeal and boost the garden’s capability to produce food through the purchase of materials for wicking beds, a new propagation system, a secure tool shed, new seating and an electric whipper snipper.</p>	7,836
Canberra Organic Growers Society Inc.	<p>Zero emissions power tools for Charnwood Community Garden:</p> <p>Aid the transition from fossil-fuelled tools to electric gardening tools including a lawn mower, whipper snipper, leaf blower and multi-tool with a pruning saw attachment.</p>	2,000
Holy Spirit Parish, Gungahlin	<p>Enhance the community garden, which is accessible to the parish, school and wider community of Holy Spirit Parish:</p> <p>Improve the garden’s productivity and sustainability by increasing planting areas, taking rodent prevention measures, mulching and funding a plumber to connect the garden to mains water.</p>	2,642
The Food Cooperative Shop	<p>Grow with the community:</p> <p>Increase garden production and community engagements by installing infrastructure for vertical growing space, increasing food variety and delivering composting workshops.</p>	2,873
Red Hill Primary School P&C	<p>Red Hill Primary School student/community garden booster:</p> <p>Improve and enrich the garden for learning and engagement purposes through purchase of edible native plants, educational signage and improvements to the closed-loop food system.</p>	4,069
Church of Christ Ainslie ACT Inc.	<p>Improve Limestone Community Garden:</p> <p>Improve the capacity of the garden to raise seedlings and grow produce for local residents. Increase productivity with installation of trellises and nine raised garden beds. Improve biodiversity with a frog bog.</p>	3,923
Canberra Student Housing Co-operative	<p>Canberra Student Housing community garden renewal:</p> <p>Create an improved communal food production space through the conversion of unused/ existing garden area, improvements to soil health and creation of new garden beds and a composting system.</p>	2,239
Miles Franklin Primary School P&C	<p>Miles Franklin Preschool Gambara Garden Project:</p> <p>Establish an interactive space to help improve children’s and community awareness of healthy eating and food production processes. Add 5 new garden beds with embedded composting and watering systems, fruit trees and edible native plants.</p>	8,000
Scullin Community Group Inc	<p>Scullin Shops Food Forest Garden:</p> <p>Install an edible sensory hedge to improve the visual appeal of the shops, increase carbon storage in the soil and reduce the urban heat island effect in the area.</p>	2,833
Old Narrabundah Community Council	<p>Secure fencing:</p> <p>Install a secure fence that is compliant with LUA Community Garden Guidelines around the perimeter of the Narrabundah Community Garden to improve safety and prevent theft and destruction of the plants and plots.</p>	18,947
Canberra Muslim Community Inc	<p>Gungahlin Mosque Multicultural Community Garden:</p> <p>Establish a new, fenced multicultural community garden next to the Gungahlin Mosque to create a meaningful space that fosters wellbeing and promotes environmental sustainability.</p>	22,000
SEE Change Belconnen	<p>Demonstration Verge Garden Network:</p> <p>Establish 5 food gardens on local nature strips in Belconnen to inspire the use of verges for growing food. Hold education workshops across 4 growing seasons and develop content for their website about verge gardening.</p>	22,470
Total		99,831

Nature in the City: Cooling your suburb grants

The [Nature in the City: Cooling Your Suburb Grants](#) provides funding to eligible not-for-profit organisations, individuals and businesses for projects or feasibility studies that demonstrate public benefit through reducing urban heat islands and increasing access to shade through nature-based means.

Four successful projects received \$152,957 through round 6 of the grant. Up to \$50,000 (excluding GST) was available to eligible projects while up to \$10,000 (excluding GST) was available for feasibility studies. Nature in the City: Cooling Your Suburb Grant funds must be spent within 24 months of signing the Deed of Grant.

Table B8.2 – Nature in the City: Cooling your Suburb Grants 2024–25

Recipient	Project purpose/title	Amount (\$ excl GST)
SEE Change	Climate-wise Nature Strip Trail: Deliver 3 demonstration verge gardens that are accessible, attractive and demonstrate climate-friendly models: a native temperate grassland, a climate-wise garden and a water-capture garden.	29,210
Stepping Stone Social Enterprise Limited	Café Stepping Stone Living Wall and Re-greening Garden Project: Construct a full-scale living wall and re-greening garden at Café Stepping Stone Dickson. The project will demonstrate how nature-based solutions can address environmental challenges and strengthen connections within the community.	50,000
Canberra City Farm Inc.	Climate-wise landscape at Canberra City Farm: Establish a nature corridor near Dairy Road to help cool the publicly available site via construction of a microforest in addition to berms, mounds, swales, a pond, rainwater tanks and a gazebo.	23,747
Regenerate Earth	Rewetting our urban soil sponge to cool Canberra: Demonstrate how strategic mowing and soil management practices can help naturally reduce urban heat and create resilient urban spaces. Based on a Finnish study, the project will create practical guidelines for land managers, techniques and solutions for implementation in Canberra.	50,000
Total		152,957

Community Zero Emission Grants

The [Community Zero Emissions Grants Program](#) provides funding to eligible not-for-profit organisations and individuals that support the ACT's transition to net zero emissions by 2045 and/or increase community resilience to climate change impacts. Up to \$50,000 (excluding GST) is available to eligible applicants applying as a single organisation, with joint applications eligible for up to \$75,000 (excluding GST).

Five successful projects received \$151,041 through round 8. Community Zero Emissions Grants must be spent within 24 months from signing of the Deed of Grant.

Table B8.3 – Community Zero Emissions Grants 2024–25

Recipient	Project purpose/title	Amount (\$ excl GST)
Australian Dance Party	Clothing the Loop: Present industry, community and artist led workshops that focus on circular economy approaches and sustainability innovations for the community with a focus on clothing and textiles. Included in the project will be presentations, repair and repurpose workshops and a clothes swap.	16,628
SEE Change	Repair café support: Create a central online hub to improve the governance and efficiency of existing ACT repair cafés and facilitate the opening of new ones. Develop starter packs that include best practice guidance and operation templates, with the goal of empowering the community to transition to net zero through repair skills and connections.	43,957
Canberra Environment Centre	Community Bike Care and Repair Program: Promote active travel and community engagements through development of participants' skills to lengthen their bike's lifespan and reduce waste to landfill. In-depth training will upskill volunteers to help the community at The ReCyclery, Pedal Power's Bike Library and SEE Change's repair cafés.	40,001
The Australian Talented Youth Project	7 Reasons of Why: Explore the 7 reasons why we must address climate change through the creation of a short film capturing the power of a united community voice. Digital content will include 10–15 second clips with insights from participants to improve engagement with the audience.	34,900
YWCA Canberra	Biking for Life Program: Focus on direct lifestyle change through building the resilience of disadvantaged families (with a focus on children) by teaching them technical skills and safety information on using a bicycle for transport. The children will be gifted the bike upon successful completion of the program to achieve long-term positive impact and provide dignity.	15,555
Total		151,041

Public EV Charging Infrastructure Fund

Five successful businesses received \$1,075,406 under the [Public EV Charging Infrastructure Fund](#) to deliver publicly accessible EV chargers across the Territory.

Table B8.4 – Public EV Charging Infrastructure Fund Grants 2024–25

Recipient	Project purpose/title	Amount (\$ excl GST)
BP	Deliver publicly accessible EV chargers across the Territory	368,304
Evie	Deliver publicly accessible EV chargers across the Territory	200,000
EVX	Deliver publicly accessible EV chargers across the Territory	\$16,200
NRMA	Deliver publicly accessible EV chargers across the Territory	197,076
SolarHub	Deliver publicly accessible EV chargers across the Territory	293,826
Total		1,075,406

Energy Innovation Fund

The [Energy Innovation Fund](#), formerly known as the Renewable Energy Innovation Fund (REIF), invested \$12 million between 2016 and 2024 to promote a vibrant renewable energy sector in the ACT. In March 2024, an additional \$17 million was committed to the Fund following the fifth round of the [ACT renewables auction](#) to support innovative energy technologies and solutions for net zero transformation.

The fund's objectives are to:

- support energy transition innovation to export outside the ACT
- support energy transition policy innovation in the ACT
- build energy innovation ecosystems in the ACT
- deliver ACT's energy innovation policy and industry development strategy.

The fund's 3 grant streams, which were open all year round with 6-monthly assessment deadlines, include the following:

- Technology Demonstration Grant
- Policy Challenge Grant
- Innovation Ecosystem Grant

To guide the operation of the fund, an industry advisory board was appointed in July 2023. The board comprises 7 leaders from the renewable energy business and academic and innovation community.

Seven organisations were awarded grants totalling \$2,736,641. All successful organisations must expend the funds within the timeframes nominated in the agreement for the Energy Innovation Fund grant. There is no specified timeframe except for the Technology Demonstration Grant, where applicants must achieve all project milestones within 3 years of commencement.

Table B8.5 – Energy Innovation Fund Grants 2024–25

Recipient	Project purpose/title	Amount (\$ excl GST)
New Frontier Technologies	Develop an innovative storage solution for hydrogen.	750,143
RenewMap	Support further development of their web-mapping platform that connects projects across the Australian and New Zealand energy landscape.	300,000
Arup Australia	Enhance the adoption of efficient electric heating and cooling solutions by developing practical tools and strategies that address noise mitigation.	255,452
Advanced United Technologies	Develop an Australian-made AI-driven online battery health monitoring system that will improve the safety, reliability and sustainability of lithium batteries.	662,010
University of Canberra	Identify behavioural and structural policy options to speed a just transition for ACT households from gas to electric appliances, taking climate change mitigation and adaptation needs into account.	270,000
Flash Home Energy	Support the development of innovative technology that will help renters to understand their energy needs, use and costs through real time data.	33,344
Australian National University	Develop a holistic and integrated apartment decarbonisation tool for decision-makers.	465,692
Total		2,736,641

Supplementary Grants – Preparing Community Service Organisations for Climate Change

The ACT Government recognises the critical role community service organisations (CSOs) play in building and supporting community resilience to climate change. EPSDD partnered with the ACT Council of Social Services (ACTCOSS) and local CSOs to develop a toolkit to help CSOs assess climate change impacts to their organisation and undertake adaptation planning to identify and implement actions that will lower their risk and increase their resilience. Grants support this work, which is co-funded by the Australian Government’s Disaster Ready Fund.

Phase 1 of the toolkit’s trial had a grant component where a single CSO Phase 1 trial participant received a one-off grant of \$35,000 to undertake approved adaptation activities.

The second phase of the toolkit trial introduced a non-competitive, one-off pilot of the [Preparing Community Service Organisations for Climate Change Grant](#). The pilot provides for up to 10 CSOs that deliver essential services to people with priority needs to partner with ACT Government and ACTCOSS to trial the toolkit and assess its effectiveness. Aboriginal Controlled Community Organisations (ACCOs) were also considered for funding under a corresponding process.

Funding is provided within 2 stages, with the pilot program concluding by 30 June 2027. Stage 1 involves the CSOs using the toolkit to assess their climate risks and develop adaptation plans to develop to mitigate those risks with funding of \$15,000. Following successful completion of stage 1, CSOs become eligible for Stage 2 funding of up to \$35,000 to support implementation of actions from their approved adaptation plans. In 2024–25, \$120,000 was granted to 8 CSOs under Stage 1 of the program pilot.

Under a separate grant process, one Aboriginal Controlled Community Organisation (ACCO) was granted \$15,000 to participate in trial activities.

ACTCOSS was granted \$165,000 across 12 months to oversee the pilot program trial and provide guidance and support to CSOs to use the toolkit. Evidence gathered from the trial will also inform the drafting of a sector-wide adaptation plan.

Table B8.6 – Preparing Community Service Organisations for Climate Change Pilot Grant 2024–25 – Phase 2, Stage 1

Recipient	Project purpose/title	Amount (\$ excl GST)
ACT Disability, Aged and Carer Advocacy Service (ADACAS)	Preparing Community Service Organisations for Climate Change Pilot – Stage 1	15,000
Barnardos Australia	Preparing Community Service Organisations for Climate Change Pilot – Stage 1	15,000
Canberra Community Law	Preparing Community Service Organisations for Climate Change Pilot – Stage 1	15,000
Canberra Multicultural Community Forum (CMCF)	Preparing Community Service Organisations for Climate Change Pilot – Stage 1	15,000
Directions Health Services ACT	Preparing Community Service Organisations for Climate Change Pilot – Stage 1	15,000
Relationships Australia Canberra and Region	Preparing Community Service Organisations for Climate Change Pilot – Stage 1	15,000
Scouts ACT	Preparing Community Service Organisations for Climate Change Pilot – Stage 1	15,000
Woden Community Service	Preparing Community Service Organisations for Climate Change Pilot – Stage 1	15,000
Total		120,000

Table B8.7 – Preparing Community Service Organisations for Climate Change Grant 2024–25 – ACCO Stream – Phase 2, Stage 1

Recipient	Project purpose/title	Term of Grant	Amount (\$ excl GST)
Corroboree Group	Preparing Community Service Organisations for Climate Change – ACCO Stream – Stage 1	June to December 2025	15,000

Table B8.8 – Supporting Community Service Organisations for Climate Change Grant – Phase I, Stage 2

Recipient	Project purpose/title	Term of Grant	Amount (\$ excl GST)
Perinatal Wellbeing Centre	Supporting Community Service Organisations to prepare for Climate Change Pilot – Phase I	June 2025 to August 2026	35,000

Table B8.9 – Preparing Community Service Organisations for Climate Change Pilot Oversight – ACTCOSS

Recipient	Project purpose/title	Term of Grant	Amount (\$ excl GST)
ACT Council of Social Services	Supporting Community Service Organisations to prepare for Climate Change Pilot	June 2025 to May 2026	165,000

ACT Environmental Grants

The [ACT Environmental Grants Program](#) supports community projects that enhance ACT's biodiversity and natural environment and assist our environmental volunteer community to undertake their important activities. The grants program is designed to help the community participate in the implementation of the ACT Nature Conservation Strategy and ACT Living Infrastructure Plan.

In the 2024–25 grants round, the ACT Environmental Grants Program funded:

- 13 projects to the value of \$302,498 under the Environment Grants Stream
- 10 projects to the value of \$49,135 under the Environmental Volunteer Assistance Grants Stream.

ACT Environmental Grants funds must be spent within 12 months of signing the Deed of Grant. Recipients may request a deed variation to extend the term of the grant.

Table B8.10 – Environment Grants Stream 2024–25

Recipient	Project purpose/title	Amount (\$ excl GST)
Friends of Mount Majura ParkCare Group and Molonglo Conservation Group	Landscape restoration and weed management at The Fair, Watson	32,750
Red Hill Bush Regenerators	Blackberry eradication at Red Hill Nature Reserve	27,700
Ginninderra Catchment Group and Molonglo Conservation Group	<i>Leap to Learn: A journey through Canberra's waterways</i> children's book	30,670
Merici College	Biodiversity restoration	23,800
Hughes Friends of Nature, Hughes Grassy Woodlands and Southern ACT Catchment Group	Gang-gang nest protection at Hughes	17,270
Landcare ACT	2024 Festival of Nature – Glorious Grasslands	34,500
Friends of Dryandra Woodlands and Molonglo Conservation Group	Dryandra Woodland O'Connor – restoration stage 4	12,124
Friends of Grasslands	Blue Gum Point Woodland Yarralumla – restoration year 5	28,887
Capital Woodlands and Wetlands Trust	Latham's Snipe – habitat guidelines and community engagement activities	24,330
Wombat Rescue	Wombat Conservation – mange treatment program from Point Hut to Red Rocks, Murrumbidgee River	24,328
Ginninderra Catchment Group	Cultivation and community at Ginninderra Native Nursery	15,566
Friends of Mount Painter and Ginninderra Catchment Group	Revitalising Mount Painter's slopes	7,913
Ginninderra Catchment Group	Turtlewatch ACT – monitoring and conservation of the Eastern Long-necked Turtle	22,660
Total		302,498

Table B8.11 – Environmental Volunteer Assistance Grants Stream 2024–25

Recipient	Project purpose/title	Amount (\$ excl GST)
National Parks Association ACT	Celebrate Namadgi 2024!	5,000
Friends of Molonglo Green Space and Molonglo Conservation Group	Friends of Molonglo Green Spaces – training and recruiting new volunteers	4,840
Southern ACT Catchment Group	Plant identification training for Landcarers	5,000
OzFish Unlimited	Growing river stewardship in the ACT	\$5,000
Grevillea Park Garden Volunteer Group and Molonglo Conservation Group	Grevillea Park Environment, Meditation and Healing Garden	4,895
Coolman Ridge Parkcare, Mount Taylor Parkcare Group and Southern ACT Catchment Group	Promotional materials for the Coolman Ridge and Mount Taylor Parkcare groups	5,000
Friends of Urambi Hills, the Friends of Wanniasa Hills and Southern ACT Catchment Group	Promotional materials for the Friends of Urambi Hills and Friends of Wanniasa Hills	5,000
Friends of Magpie Hill and Molonglo Conservation Group	Plant and bird identification training for the Friends of Magpie Hill Park Group	4,400
Ginninderra Catchment Group	EcoMap: Site planning and community engagement mapping for volunteer groups	5,000
Orana Parents and Friends Association Incorporated	Orana School bush regeneration project	5,000
Total		49,135

Supplementary ACT Environmental Grants

The ACT Government has entered into grants with local, environment-focused stakeholders and community groups to support key environmental work that falls outside other grants programs.

The total value of supplementary grants executed in 2024–25 was \$3,941,857, which funded community-based environmental programs, environmental research and investigation and supported citizen-science initiatives. This includes multi-year grants with the term of each grant indicated in Table B8.9. The table does not include grants that were executed in previous years but may still be under operation.

Table B8.12 – Supplementary ACT Environmental Grants 2024–25

Recipient	Project purpose/title	Term of Grant	Amount (\$ excl GST)
Landcare ACT	Urban Rivers and Catchment Program Round 1 – Restoring ACT Urban Waterways	September 2024 to June 2027	2,775,000
Landcare ACT	Funding to support Landcare ACT	January 2025 to June 2025	50,000
Woodlands and Wetland Trust	Urban Rivers and Catchment Program Round 1 – Restoring ACT Urban Waterways	November 2024 to June 2028	450,000
ACT Wildlife	Support for wildlife vet services	October 2024 to June 2026	74,000
ACT Wildlife	One-off support for operational costs	August 2024 to August 2025	50,000
Landcare ACT	Regional Delivery Partners Program, Restoring Woodlands and Grasslands Education Program 2024–28	September 2024 to June 2028	216,623
National Parks Association ACT	Regional Delivery Partners Program, Managing Threats to High Country Wetlands Education Program 2024–2028	September 2024 to June 2028	96,748
University of Canberra	Chytrid resistance trials in Northern Corroboree Frogs	October 2024 to December 2025	40,000
University of New South Wales	Trout Social Survey	November 2024 to June 2025	22,617
University of New South Wales	Addendum to Trout Social Survey	April 2025 to December 2025	9,000
University of New South Wales	Nature Conservation Act and strategy research	January 2025 to August 2029	49,700
Australian National University	Mulligans Woodland Experiment	March 2025 to June 2025	108,169
Total			3,941,857

ACT Heritage Grants

The [ACT Heritage Grants Program](#) is annual ACT Government funding to help the community to conserve, promote and understand the heritage of the ACT. Funding for the program in 2024–25 was \$206,500.

ACT Heritage Grants funds for individual projects must be spent within 12 months of signing the Deed of Grant. Recipients may request a deed variation to extend the term of the grant.

Table B8.13 – Heritage Grants 2024–25

Recipient	Project purpose/summary	Amount (\$ excl GST)
Tidbinbilla Pioneers Association	Conservation works at Rock Valley Homestead	17,000
Woodlands and Wetlands Trust	A Self-guided Geoheritage Trail at Mulligans Flat Woodland Sanctuary	20,200
Cuppacumbalong	Cuppacumbalong Homestead roof and guttering conservation works	63,500
Tidbinbilla Pioneers Association	Tidbinbilla Connections: Oral histories in the modern era	22,200
Canberra Baptist Church	Conservation Management Plan for Baptist Church Canberra	15,525
Trevor Limpscombe	Griffin Weston Forest Trail Guidebook	2,500
Canberra and District Historical Society	Digitisation of Limestone Plains photographs	780
Hall Heritage Centre	Lyall Gillespie and the story of Ginninderra	3,225
Yarralumla Residents Association	Discovering and valuing Yarralumla's heritage	9,850
Nick Swain	The Surprisingly Complex History of the Mugga Lane area	5,040
University of Canberra	Canberra: A City by Design	32,500
Theatre Organ Society of Australia	Maintenance refurbishment of the Compton Pipe Organ	4,680
Free Serbian Orthodox Church St George	Restoration of murals	9,500
Total		206,500

Supplementary Heritage Grant – National Trust (ACT)

The National Trust (ACT) received \$157,000, administered through a Deed of Grant, to enable the Trust to effectively promote the conservation of, and foster public knowledge about places, objects and issues that are significant to the heritage of the ACT.

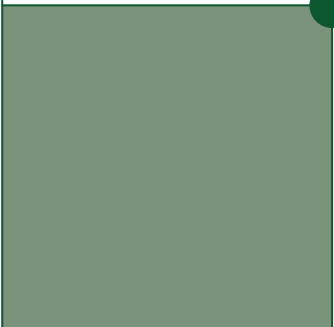
Table B8.14 – Supplementary ACT Heritage Grant 2024-25

Recipient	Project purpose/title	Term of Grant	Amount (\$ excl GST)
National Trust (ACT)	ACT Heritage Special Grant – Recurrent Funding 2024–25	July 2024 to June 2025	157,000



Part B9

Aboriginal and
Torres Strait Islander
Reporting





B9 Aboriginal and Torres Strait Islander Reporting

The directorate is committed to progressing actions towards the [National Closing the Gap Agreement](#) (the National Agreement) and working towards goals of the [ACT Aboriginal and Torres Strait Islander Agreement 2019–28](#) (the ACT Agreement). This section of the annual report provides information on the directorate’s priority actions, programs, engagements and activities during the reporting period.

EPSDD priority actions

There were 5 priority actions in EPSDD’s Phase Two Implementation Plan under the National and ACT Agreements. These were aligned to:

- National Agreement Second ACT Jurisdictional Implementation Plan — Priority Reform 1: Formal Partnerships and Shared Decision Making
- ACT Agreement Phase Two Implementation Plan — Core Focus Area: Community Leadership.

Table B9.1 – EPSDD priority actions

Action	Progress update
EPSDD Action CL.A1* Jointly develop a co-management agreement with Traditional Custodians for Namadgi National Park	The directorate does not intend to progress a co-management agreement for Namadgi National Park until such time the Traditional Custodians of the ACT are confirmed through a Native Title process. Until this occurs the directorate will continue to consult with Traditional Custodians and Registered Aboriginal Organisations in relation to environment and cultural matters in Namadgi National Park.
EPSDD Action CL.A2* Co-design and implement a Cultural Resource Management Plan	Pursuant to the Nature Conservation Act 2014, the purpose of a Cultural Resource Management Plan (CRMP) is to support access to land and resources for cultural use. The Act provides that if a CRMP is developed, the Conservator must develop the plan in partnership with the Ngunnawal community and consult the United Ngunnawal Elders Council. The Conservator requested further legal advice on how the development of the CRMP engages the <i>Human Rights Act 2004</i> . This advice is being progressed to help determine next steps for the CRMP. Separately, the reviews of the Nature Conservation Strategy and <i>Nature Conservation Act 2014</i> include consideration of policies and legislative mechanisms to allow cultural perspectives and values to be truly integrated into policy and legislation, and to allow cultural interests to be considered in decision-making about access and authority over land resources for Traditional Custodians in the ACT.
EPSDD Action CL.A3* Co-design the preparation of a Cultural Heritage Management Plan	The preparation of Cultural Heritage Management Plans resides with the landowner or manager where a heritage place or object is located. ACT Heritage and Representative Aboriginal Organisations remain available to provide advice and guidance in relation to the requirements of the <i>Heritage Act 2004</i> and any decisions made under it during the plan’s development.

Action	Progress update
EPSDD Action CL.A4* Protocols for naming of places with Ngunnawal language	The ACT Place Names Unit has embedded the interim protocol for place naming into business-as-usual practices under the <i>Public Place Names Act 1989</i> . No requests for naming of sites or locations were finalised through the ACT Place Names Unit during 2024–25. Any parks and reserves named with Ngunnawal language were not formally named under the <i>Public Place Names Act 1989</i> .
EPSDD Action CL.A5* Co-design and develop a new heritage database and website to provide access to heritage.	As part of the ACT Budget 2025–26, the government considered options for a new heritage database and decided that further work was required to ensure solutions are cost effective and align with the ACT’s digital policy. However, the government continues to invest in work to consolidate, increase the quality of, and protect cultural data.

* refers to Community Leadership Action Number reference (ACT Agreement)

Whole of government approach

EPSDD continued to work alongside all directorates in a coordinated approach to understanding and implementing delivery of services, products, programs and First Nations initiatives to be culturally inclusive.

During 2024–25 EPSDD worked with:

- Traditional Custodians through the Ngunnawal community during the beginning stages of program and project development for caring for Country matters. This collaborative approach seeks to design policy and find pathways to ensure the values of lore of Country are respected and underpin land management
- ACT Heritage and the Representative Aboriginal Organisations (RAOs) who provided advice and guidance in relation to cultural heritage matters across the ACT
- the Winanggaay Ngunnawal Language Aboriginal Corporation for naming of parks and reserves, interpretative signage, and policy and strategy documents to promote the visibility of Aboriginal languages. The ACT Place Names Unit promotes Aboriginal languages in the naming of roads and spaces throughout the ACT
- First Nations staff, Office of Aboriginal and Torres Strait Islander Affairs (OATSIA), the Aboriginal and Torres Strait Islander Elected Body (ATSIEB), Aboriginal Controlled Community Organisations (ACCOs) and other directorates to ensure all Aboriginal and Torres Strait Islander service and product design is culturally appropriate and meets the needs of Traditional Custodians and First Nations people
- First Nations staff to encourage them to promote their First Nations identity and the use of language.

Partnerships and engagement

Formal partnerships are a key objective of the National Agreement Priority Reform 1 (Formal Partnerships and Shared Decision Making) and the ACT Agreement Community Leadership focus area. The work of the partnerships contributes to other focus areas, including Cultural Integrity and Inclusive Community.

Engagement and consultation with the ACT’s Aboriginal and Torres Strait Islander communities support National Agreement Target 15: People maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters. This aligns with the ACT Agreement’s Cultural Integrity and Inclusive Community focus areas.

Dhawura Ngunnawal Caring for Country Committee (DNCCC)

The DNCCC meetings paused in September 2024 to enable an independent review of its functions and operation. The review will be undertaken in 2025–26 to determine areas to improve the effectiveness of the committee and to ensure both parties benefit through the DNCCC. This review aims to further improve Closing the Gap outcomes in the Territory, particularly the formal partnerships component of Priority Reform 1.

Community engagement

The Ngunnawal community continued to be engaged to provide input into policy, art and design, events and projects, including:

- re-emergence of First Nations burning in contemporary grassy woodlands
- on-Country event at Birrigai
- Nature Conservation Act consultation
- Nature Conservation Strategy policy design and guidance
- Catchment Strategy meeting
- ACT Water Strategy policy design and guidance
- Ngamawari signage and wayfinding
- Seed collection day
- Community Gula planting day
- Fire and Yarn on Country (Singing to Country event)
- Woods Reserve/Gibraltar Falls Project art designs
- Maliyan Park opening ceremony

The directorate will continue to develop activities to support social and connection outcomes for Ngunnawal families to gather on Country for storytelling and cultural practice, to facilitate intergenerational knowledge sharing and to just be on Country.

Case study

Strengthening engagement in Closing the Gap

The directorate is committed to Closing the Gap, with the Productivity Commission having identified that considerable challenges exist in state and territory governments to effectively bridge the gap between Indigenous and non-Indigenous Australians. The EPSDD Executive Management Board (EMB) recognised the need to identify options for the directorate to increase its focus, governance and capability to progress Closing the Gap and other Aboriginal and Torres Strait Islander priorities.

EMB agreed to lead the roll out of a new approach towards building cultural capability across the Executive team. It agreed to:

- a 6-week immersive learning experience designed to challenge our traditional thought processes and allow for new ways of thinking to emerge about the ACT Government's participation in Closing the Gap
- a group visit and reflection at Namarag
- a café style round table workshop bringing the EMB together with other partners across ACT Government to discuss what this experience has revealed and what to do next.

The workshop heard from First Nations staff across ACT Government on their views and aspirations for improving outcomes associated with Closing the Gap. It provided an opportunity to have discussions and challenge perceptions and ways of doing and being together to create the executives' cultural capability.

The Executive team participated in round table discussions on the 4 priority reform areas to identify options to influence and change the way in which the directorate works and engages with Traditional Custodians and the ACT First Nations community and develops policy, programs and projects to better align with Closing the Gap.



Representation on the ACT Climate Change Council

The ACT Climate Change Council advises the Minister for Climate Change, Environment, Energy and Water on matters relating to climate change and emissions reduction. In exercising its functions, the Council must consult with representatives from business and the community, which includes Aboriginal and Torres Strait Islander people.

The Council invited 2 observers from the DNCCC to attend Council meetings to identify opportunities for stronger engagement and build a deeper connection and understanding between the Ngunnawal community and the Council.

On 21 March 2024, the Legislative Assembly endorsed a further revision to the [Climate Change and Greenhouse Gas Reduction Act 2010](#) to include, to the greatest extent practicable, at least 2 Aboriginal or Torres Strait Islander members. A recruitment process in early 2025 included a separate process seeking applicants for the dedicated Aboriginal and Torres Strait Islander member positions, including targeted stakeholder consultation and outreach. As at 30 June 2025, appointments for the Council were progressing, with formal membership for an Aboriginal and Torres Strait Islander anticipated in the second half of 2025.

Re-emergence of First Nations burning in contemporary grassy woodlands

The Australian National University (ANU), in partnership with the ACT Government, Commonwealth Scientific and Industrial Research Organisation (CSIRO) and Ngunnawal community is leading an Australian Research Council Linkage project, 'Re-emergence of First Nations burning in contemporary grassy woodland'. The project, rolling out from 2025 to 2029, will implement a First Nations-led burning program and monitor the relative ecological responses of the woodland ecosystem values, including elements that influence fire risk.

The project follows a cross-cultural model to help inform and support the re-emergence of First Nations cultural burning across Ngunnawal and Wiradjuri Country and across multiple land tenures. It aims to build capacity of communities and encourage self-determination in the cultural burning space and to establish an interface between First Nations and western knowledge and management of a critically endangered ecosystem. The project will dedicate significant resources to provide social, cultural and economic benefits for First Nations People to maximise cross-cultural benefits for community.

A Ngunnawal Fire Working group was established in 2025 with Ngunnawal fire practitioners to advise the project regarding appropriate sites for burning in box-gum woodland, to provide basic firefighter training for 15 Ngunnawal community members to help break down systemic barriers, and to hold a project workshop with community to co-develop approaches for monitoring health of Country.

The project will see Ngunnawal practitioners put the first match in Country during 2026, with burns scheduled each year after that until 2029. The project aims to have 6 burns a year across Ngunnawal Country both in the Yass region and the ACT.

Aboriginal-Controlled Community Organisations (ACCOs)

Sustained capacity building and investment in the Aboriginal and Torres Strait Islander community sector is a key objective of the National Agreement Priority Reform 2 (Building the community-controlled sector). This aligns with the ACT Agreement's Connecting the Community focus area.

EPSDD has engaged businesses to deliver community consultations and listening reports for a range of projects in urban planning and development, management plan development, concept design development to deliver cultural activities and cultural capability programs, language programs, catering, printing and general service delivery.

The Procurements and Contracts team worked diligently to encourage and support staff undergoing procurements to consider engagement of ACCOs. The following ACCOs were engaged:

- 18fifty3 Group Pty Ltd
- Arrow Facilities Management Pty Ltd
- Buru Ngunnawal Aboriginal Corporation
- Canberra and District Naidoc Aboriginal Corporation
- Canberra Energy Ratings
- Cheyne Halloran
- Corporateconnect Ab Pty Ltd
- Corroboree Empire
- Culture on the Move
- Curiyo Pty Ltd
- Djinjama Pty Ltd
- First Hand Solutions Aboriginal Corporation
- Indigeco Pty Ltd
- Indigenaus Print Pty Ltd
- Integrity Health & Safety Pty. Ltd.
- J Herro Pty Ltd
- Karlka Recruiting Group Pty Ltd
- Nallawilli Office Wares (Now)
- Ribanas Foods Pty Ltd
- Terri Janke And Company Pty Ltd
- The Cleaning Warehouse Indigenous Pty Ltd
- The Trustee For Kirra Services Unit Trust
- Toac Services Pty Ltd
- Trackers Traps
- 33 Creative Pty Limited
- Cheyne Halloran
- Luke Penrith Arts And Designs Pty Ltd
- Mandura Pty Limited
- Kaylene Mcleod
- Yaru Australian Pty Ltd
- Firesticks Alliance Indigenous Corporation
- Lack Group Construction Traffic Pty Ltd
- Muru
- Onpoint 365 Pty Ltd
- Yeddung Mura (Good Pathways) Aboriginal Corporation
- Kim Bridge and Associates
- Paul Knight
- Yerrabi Yurwang Child and Family Aboriginal Corporation

Programs

Program delivery supports the National Agreement Target 15: People maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters. This aligns with the ACT Agreement's Cultural Integrity and Inclusive Community focus areas. Programs may also contribute to other focus areas such as Children and Young People and Community Leadership.

ACT Natural Resource Management

The ACT Natural Resource Management Program (ACT NRM) seeks to improve processes by considering the aspirations, needs and values of Aboriginal peoples. This is core to ACT NRM's commitment to increase opportunities for First Nations people to be involved in natural resource management programs and projects. Innovation and mutual respect have helped drive development in whole of government programs that aim to engage the Aboriginal and Torres Strait Islander community holistically, generating the best outcomes.

ACT NRM supported Parks and Conservation (PCS) and ACT Heritage to protect and manage culturally significant areas in conjunction with Traditional Custodians. ACT NRM continued to support the local Aboriginal and Torres Strait Islander community by developing and delivering initiatives and programs reflecting their voices.

Gula (Koala) habitat management

Gula is the Ngunnawal word for koala. On 19 October 2024 the Ngunnawal community engaged in Gula restoration through an event that hosted 35 Ngunnawal community members to learn about the current impact and distribution of Gula and discuss their restoration in the ACT.

The Gula gathering was a significant step to bring the Ngunnawal community voices to the threatened species space. Notably, the event occurred two days after a sighting of a Gula in the ACT. Following the gathering, the Ngunnawal community participated in a planting activity on 10 May at Urambi Hills Nature Reserve. Thirty participants planted 250 trees and shrubs, contributing to the development of knowledge and capacity for the community to undertake conservation activities for threatened species.

KickStart My Career Through Culture Program

Delivered by ACT NRM in partnership with local First Nations businesses, Kickstart My Career Through Culture (Kickstart) is a culturally grounded education and engagement program. Designed to support disengaged students, particularly Aboriginal and Torres Strait Islander youth, it is also inclusive of non-Indigenous students who benefit from hands-on, culturally enriching learning experiences.

Delivered for students from ACT public schools, Kickstart provides an alternative learning environment that reconnects students in Years 7–12 with their education by fostering a strong sense of belonging, identity and purpose. The program, tailored to the developmental needs of students, has 2 arms: the Kickstart Culture and Country Program for Years 7–10 and the Kickstart Youth Conservation program for Years 10–12. It runs weekly throughout each school term.

The students engage deeply with the natural environment and cultural knowledge systems through activities such as bushwalks, bushfoods, plantings, learning about Country, identity and cultural protocols. The Kickstart Youth Conservation program provides formal training; completed units contribute toward a Certificate in Conservation and Ecosystem Management.

By learning from local community members, including Ngunnawal Elders, all students develop a greater appreciation for First Nations culture, a stronger connection to place and practical skills that enhance their educational and vocational pathways. Kickstart creates a space where identity, relationships and experiential learning come together to support student wellbeing and long-term success. This program also leverages the internal expertise of EPSDD through activities with teams such as Office of Nature Conservation, PCS and the Biosecurity and Fire Management Unit to prepare the students with direct environmental industry exposure.

The Kickstart program engaged 63 young people across various ACT schools in 2024–25. Through the delivery of this program, ACT Natural Resource Management was the recipient of the Innovation in Service Delivery Award presented by the Youth Coalition of the ACT.

Yurwan Ghuda ‘On Country’ Program

Developed and delivered in partnership with the Justice and Community Safety Directorate (JACS), Yurwan Ghuda means ‘Strong Children’ in the Ngunnawal language. The program focuses on engaging First Nations children early in life to ‘kickstart’ them on a positive trajectory.

Yurwan Ghuda is intended to help reduce the over-representation of Aboriginal and Torres Strait Islander people who encounter the criminal justice system at an early age. As with other Australian jurisdictions, Aboriginal and Torres Strait Islander people are significantly over-represented in the ACT justice system, as both victims and offenders.

Yurwan Ghuda is co-facilitated by the directorate’s First Nations NRM team and Dean Jard of Naa-Ni Ngara, with many local First Nations businesses delivering the engaging content. Under the guidance of highly experienced cultural practitioners and knowledge holders, participants connect with culture, Country and community in a safe and engaging environment out of the classroom.

Delivered in four 10-week programs, 26 young people were engaged through the Yurwan Ghuda program in 2024–25.

First Nations Conservation Training Program

The First Nations Conservation Training Program is designed to engage Ngunnawal community members in on-Country environmental projects. Over 4 years, 8 participants (in four 2-year blocks) will be engaged in practical on-ground conservation projects delivering positive environmental outcomes for the ACT. They will build their capacity to undertake these tasks through a Certificate III in Conservation Management and certifications such as chainsaw and chemical application. Additionally, they will benefit from cultural training and mentorship, spending 4 days a week in the field and one day in training.

The program, which is facilitated by ACT NRM in conjunction with 18Fifty3, started in January 2025 and is due to run until December 2028. The initial 4 participants commenced work on restoration projects across the ACT.



The First Nations Conservation Training Program participants at work.

Bimberi First Nations Program

To address the over representation of First Nations people in the criminal justice system, EPSDD, in partnership with JACS, developed a program to directly engage First Nations youth from the Bimberi Youth Justice Centre. The Bimberi program is a revised and improved version of previous EPSDD programs held at the Bimberi Centre prior to 2020.

Engagement focuses on reducing recidivism for First Nations youth by preparing them with skills, confidence, cultural identity and connection, which are crucial to their self-development. The facilitator also plays an important role in mentoring the young people and continuing this relationship beyond the program itself.

First Nations business the Yindymarra Project was engaged to facilitate the 2024 program, which connects young people to culture and gives them basic skills in plant identification, culture and identity. The program started in the second half of 2024 and operated weekly, delivering 10 sessions for 15 First Nations young people.

Healing Country, Healing Community Project

The Healing Country, Healing Community Project, named by the Ngunnawal community, continued to be delivered as part of the Conserving Canberra budget initiative.

Four Cultural Advisors from the community (2 men, 2 women) were engaged to work with EPSDD ecologists and land managers to develop an ecocultural project that brings Indigenous knowledge and western science together to restore Country. This work provides opportunities for traditional owners to restore or strengthen their connections to Country.

Three sites were selected for habitat restoration (Urambi/Bullen, Ainslie/Majura and Namadgi National Park) and were the focus for 12 on-Country days over 9 months. On-Country days were filled with learnings and stories and provided an opportunity to explore and exchange a range of ideas for Ngunnawal-led activities for the future. These days included workshops with topics such as the feasibility of emu reintroduction into Namadgi National Park, incorporating Ngunnawal values into restoration monitoring methods, cultural burning discussions and community engagement activities such as seed collection techniques, tree planting for restoration and a 'Connecting to Country' event.

This project successfully trialled a model for Ngunnawal engagement and co-developed key documents including a Code of Care, Cultural Advisor Agreement and a 'restoration wheel' for measuring the success of ecological and cultural values in restoration efforts.



Cultural Advisors and project team at Namadgi National Park. December 2024. (Photo credit: Kristy Gould, ONC)

ACT Heritage grants

The [Heritage Act 2004](#) protects all Aboriginal places and objects on ACT land. These places and objects are important to Aboriginal people as part of their history and heritage.

The ACT Heritage Grants Program has a specific Aboriginal Heritage category for Aboriginal applicants. These grants support projects initiated by or involving local Aboriginal communities that preserve, promote and protect local Aboriginal cultural heritage. Heritage grants help organisations make the ACT's heritage spaces and unique stories accessible to the wider community.

During the ACT Heritage Festival, successful heritage grant recipients can showcase their projects to the community. Details of recipients of the 2024–25 Heritage grants can be found in [Section B8 – Community Engagement and Support](#).

Household energy programs and schemes

EPSDD engaged Aboriginal and Torres Strait Islander businesses in the delivery of household energy schemes. Canberra Energy Ratings, a Supply Nation registered company, was contracted to undertake insulation audits in the Sustainable Household Scheme and Home Energy Support Program.

ArrowFM, a certified Supply Nation business, is one of 4 contractors on the Vulnerable Household Energy Support Scheme's ceiling insulation and electrification panel. More than \$21 million in insulation and electrification upgrades to public and community housing were delivered by the contractors.

Yedding Mura was engaged to co-design and pilot free culturally appropriate home energy support activities for First Nations households. Twenty households participated in the pilot and several sets of materials were developed to support the delivery of activities.

Other activities

Canberra and Region Heritage Festival

The Canberra and Region Heritage Festival brings community together, promoting civic pride and community spirit and providing a platform to highlight the importance of conserving Aboriginal, natural and historic heritage.

The 42nd Festival (18 April to 11 May 2025) had the theme 'Unearthed'. The theme encouraged people to unearth cultural stories and to recognise the cultural value that First Nations people have with Country, family and community.

Key highlights with a First Nations focus included:

- Buru Ngunnawal Aboriginal Corporation – Unearthing Ngunnawal stories tour in Yass
- Ginninderra Catchment Group – Hall Ring Trees: Ngunnawal cultural heritage walk
- Friends of Black Mountain and Molonglo Conservation Group – Ngunnawal and the National Capital Black Mountain tour.

Addressing systemic racism

The directorate tackles systemic racism through several pathways.

The ACTPS employment frameworks serves as a structured pathway for effective management and resolution of incidents of racism. Procedures provide a comprehensive framework for evaluating each incident, thereby guiding the selection of suitable review and remedial actions to comprehensively address the incident.

EPSDD's Reconciliation Action Plan (RAP), [Innovate RAP](#), spans 2023 to 2025. The RAP seeks to improve race relations and dismantle systemic discrimination through a multi-faceted strategy. In accordance with the RAP, additional resources were published to help attract and retain Aboriginal and Torres Strait Islander peoples, including the First Nations Employment and Retention Strategy 2025–27. The strategy provides for targeted employment and inclusion programs for First Nations peoples and the promotion of career and professional development opportunities to encourage First Nations employee retention.

The Building First Nations Organisational Capability Framework was published, fostering an inclusive, culturally respectful and safe workplace where every employee understands, values and champions the knowledge, histories and contributions of First Nations communities. The framework included the development and implementation of an Employee Value Proposition Toolkit that contains tailored wording to help attract First Nations peoples. The new Inclusion in Recruitment Guide provides practical guidance for panel members to consider when undertaking recruitment in relation to First Nations peoples. These materials help address systemic racism by providing guidance and education, heightening workforce capability through enabling staff awareness of unconscious bias and how to challenge these assumptions.

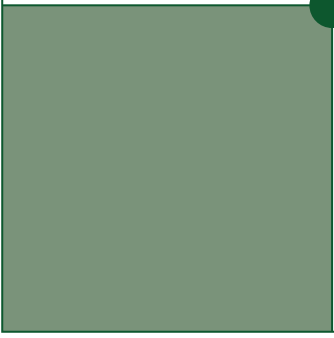
Systemic racism must be addressed in an appropriate, respectful manner where it showcases best efforts to either prevent, mitigate and/or report. EPSDD also addresses systemic racism at all points of internal and external service provision where covert or overt racism is evident. Multiple avenues to report and address racism in the workplace include direct access to Executive Inclusion Champions, managers, People and Capability Branch, Health and Safety Representatives and Respect, Equity and Diversity Contact Officers. One formal report of racism was received during 2024–25.

The Innovate RAP will conclude and be submitted to Reconciliation Australia at the end of the June 2025, with the directorate to continue the reconciliation journey through its transition to the City and Environment Directorate.



Part B10

Disability Inclusion Act
Reporting





B10 *Disability Inclusion Act* Reporting

The [Disability Inclusion Act 2024](#) provides reporting entities with a legislated framework to address barriers to, and promote the inclusion of, people with disability in the ACT. The Act establishes a policy framework where barriers to inclusion for people with disability can be addressed. It places obligations on every directorate and agency to develop and implement a bespoke Disability Inclusion Plan (DIP).

Action Plan

EPSDD deferred development of a bespoke DIP until after the Machinery of Government changes come into effect, combining EPSDD, TCCS and Access Canberra into the City and Environment Directorate (CED).

As the Disability Inclusion Act and future DIP apply to all staff and divisions across a broad remit of functions, workforce consultation was identified as essential for the successful development of a bespoke DIP.

In the interim, the EPSDD [Inclusion and Belonging Strategy \(2025–27\)](#) is the primary tool through which the directorate considers and addresses the purpose and intent of the Act. The strategy's action plan supports a welcoming culture where all employees feel valued and able to fully participate. It recognises intersectionality and the need to address the interconnected nature of various social identities (such as age, race, faith, gender, disability, sexual orientation and more) and how these identities impact individuals' experiences in the workplace. The strategy also provides that EPSDD is committed to embedding this understanding across the directorate, ensuring everyone, regardless of their unique combination of identities, feels seen, heard and valued.

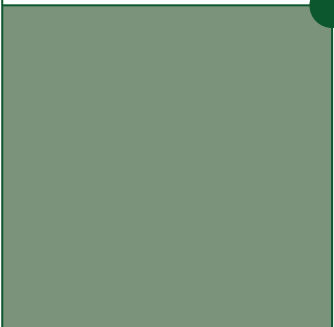
Under Theme 2 of the strategy, 'Providing Opportunities', an Employee Value Proposition Toolkit to help attract people who identify as having a disability was introduced and embedded within the recruitment process. A new Inclusion in Recruitment Guide was implemented to provide practical guidance for recruitment panel members to consider. The guidance assists in relation to people with a disability, to enhance workforce capability and enable staff to reduce barriers in recruitment and combat unconscious bias, ensuring opportunities are accessible for everyone.

Under Theme 3 of the strategy, 'Meaningful Connections', the directorate celebrated International Day of People with Disability on 3 December to promote awareness, understanding and inclusion of people with disability in all aspects of life. In 2024, the Assistant Director of Workforce Culture recorded a conversation with 2 members of the EPSDD Enablers Network, who shared personal insights on living and working with a disability. The conversation explored moments of inclusion, practical advice on reasonable workplace adjustments and the role of strong allyship in creating a supportive and accessible workplace. Distributed across the directorate, the discussion highlighted the importance of recognising and valuing diverse experiences while reinforcing EPSDD's commitment to an inclusive culture.

As such, the Inclusion and Belonging Strategy 2025–27 aligns with the intent of the Disability Inclusion Act to reduce barriers and promote diversity and inclusion ahead of the future development of a bespoke DIP for the CED.

Part B11

Multiculturalism Act 2023
Reporting





B11 *Multiculturalism Act 2023* Reporting

The *Multiculturalism Act 2023* requires directorates to develop, implement and review policies and services in a way that recognises and invests in the growth of cultural and linguistic diversity in the ACT and supports consideration of the diverse needs of the ACT community.

Communities play a vital role in the directorate's work by providing important local insights, information on community needs and feedback on strategies, policies and plans. The directorate welcomes and values the contributions of all people in our community and recognises the benefits that diversity brings to our lives.

Community engagement

The directorate continued to recognise and promote its engagements through a variety of channels to seek and promote a diversity of contributions, including those from a multicultural audience.

During the reporting period, no specific consultation in relation to promotion of multiculturalism, as defined by the Multiculturalism Act, was undertaken.

Reduce Your Risk Around Waterways

The government continued to highlight the dangers at natural swimming locations with an aim to provide the community with adequate education and awareness of waterways safety.

The government recently installed new safety signage and is trialling the inclusion of safety equipment (such as life buoys). It improved sight lines and access to waterways around the ACT. Noting the decision point for visiting waterways is often taken at home, prior to arrival at the site/s, it is vital safety activities are supplemented with education campaigns.

The 2024–25 Reduce Your Risk Around Waterways campaign ran from 1 December 2024 to 28 February 2025. The primary target was males born overseas and people with English as a second language. The campaign included new translated advertisements and strategically placed communications close to university campuses and the public transport network. Radio advertisements, social media and online advertisements were translated into Mandarin, Vietnamese, Nepali and Punjabi. Over the campaign period 5,845 clicks were generated; 1,474 of those can be attributed to those identified as a member of the Culturally and Linguistically Diverse (CALD) community.

The directorate will evaluate the success of the campaign in increasing awareness about waterways risks, and will continue to further target this audience in the upcoming summer campaign.

Employee engagement

The directorate continued to demonstrate its commitment to all employees, including those from multicultural backgrounds, through the ongoing implementation of its Inclusion and Belonging Strategy 2025–27 and the work of the EPSDD Multicultural Network.

The Inclusion and Belonging Strategy is central to fostering an inclusive workforce that reflects the broader ACT community. The Multicultural Network complements this strategy, being an employee-led initiative designed to create a safe and inclusive environment for all staff. Led by Executive Champion, Mr Bren Burkevics, the network fosters a sense of belonging and encourages participation from those with lived experience.

The directorate enhances workplace culture through awareness strategies, events and training programs like the ACTPS SBS Culture eLearning Program and Harmony Week celebrations. It shares information on professional development opportunities such as the ACTPS Mentoring Program for leaders from Culturally and Linguistically Diverse Backgrounds.

Case study

Eid Celebration Lunch

To celebrate the spirit of Eid al-Fitr, staff organised a lunch on 8 May. This gathering was an opportunity to share traditional dishes from different countries, reflect on the values of Ramadan and embrace inclusivity through cultural exchange.

All staff were invited to join, with the event aiming to foster a sense of community and togetherness among ACTPS employees from diverse backgrounds.



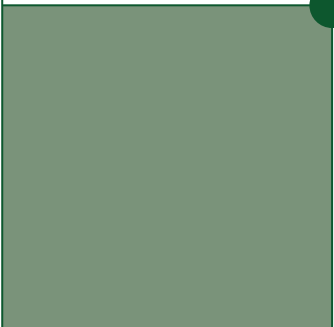
Traditional dishes celebrating Eid al-Fitr

Further information on multiculturalism and diversity is provided in [Section B14 – Human Resources Management](#).



Part B12

*Period Products and
Facilities (Access) Act
Reporting*





B12: *Period Products and Facilities (Access) Act Reporting*

The [*Period Products and Facilities \(Access\) Act 2023*](#) seeks to reduce and prevent period poverty in the ACT by:

- providing free access to period products for people experiencing period poverty in the ACT
- improving access to toilets, handwashing facilities and sanitary waste facilities
- providing public information about menstruation and menstrual hygiene.

During the reporting period the directorate complied with the Act as follows:

Access to period products

The directorate had no locations identified under the legislation as [Suitable Places for accessing period products](#) during the reporting period.

Workplace access to facilities

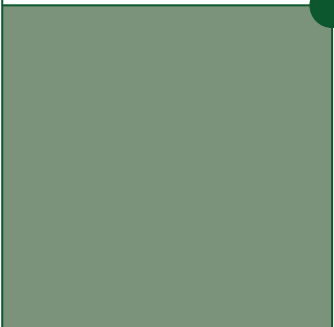
Directorate workplaces have appropriate toilets, sanitary waste and handwashing facilities. They are presented in a way that respects the dignity of the person. Workplaces include offices, depots and facilities on construction sites, where relevant.

Information and guidelines

The ACTPS Employment Portal includes detailed information about Menstruation and Menopause Leave and flexible working arrangements for ACTPS staff.

Part B13

Work Health and Safety
(WHS)





B13: Work Health and Safety (WHS)

Safety

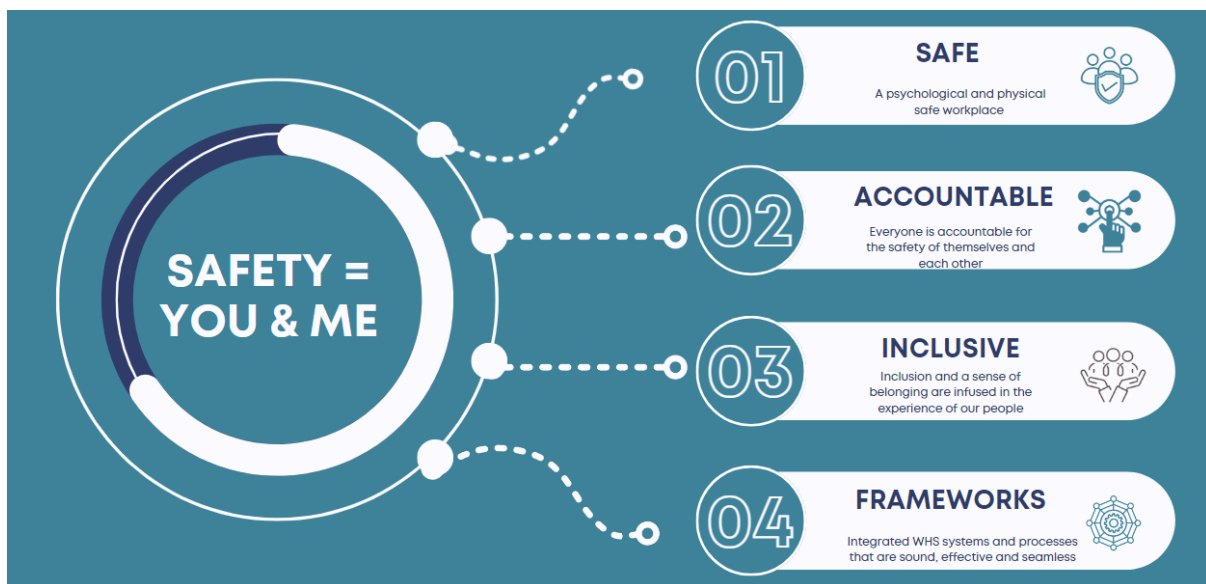
Workplace health and safety (WHS) is governed by the [Work Health and Safety Act 2011](#) (the WHS Act), the directorate's own WHS Management System and pertinent whole of government and directorate policies.

The directorate is committed to protecting the health and safety of its workforce. The EPSDD Safety and Wellbeing Strategy 2022–25 highlights the vital role our people play in championing safety and wellbeing. Through this commitment, the directorate aims to lead by example within the ACTPS and the broader Canberra community.

The strategy is a key component of the [EPSDD Strategic Plan 2022–25](#), aligning with Strategic Objective 6: Investing in a valued, capable, and safe workforce. It supports the Safe, Accountable, Inclusive Frameworks (SAIF) vision, which promotes continuous improvement in health, safety and inclusivity across our workplaces.

The strategy also outlines key themes and measures to identify and manage WHS risks. These are detailed in the EPSDD Strategic Risk Register (refer to [Section B4 – Risk Management](#)).

Figure B13.1 – Key themes from EPSDD's Work Health and Safety Strategy



Highlights

Work Health and Safety Management System

The directorate's WHS Management System (WHSMS) plays a crucial role in ensuring safety, minimising risks and maintaining legal compliance. By continuously reviewing and improving the WHSMS, the directorate demonstrates its commitment to worker wellbeing and organisational excellence.

The directorate undertook a comprehensive review of its WHSMS to ensure alignment with contemporary legislative requirements. Significant work was also undertaken to develop and finalise a suite of WHS guidelines covering critical areas such as incident management, hazardous chemicals, working at heights and communicable diseases. These efforts were supported by a complete restructure of the Safety and Wellbeing intranet pages, improving employees' accessibility to and understanding of WHS responsibilities and procedures.

This work reflects the directorate's commitment to continuous improvement, legal compliance and the wellbeing of its workforce.

Psychosocial risk management

The directorate continued to demonstrate its strong commitment to providing a psychologically safe workplace with the ongoing delivery of Managing Psychosocial Safety in the Workplace training. This program, designed to build capability among managers to identify and respond to psychosocial risks within their teams, has a strong focus on proactive risk mitigation strategies. This program is supported by the directorate's Psychosocial Risk Management Framework.

The training and framework ensure alignment with the updated Work Health and Safety Regulation 2011 and the Managing Psychosocial Hazards at Work Code of Practice 2022. It reinforces the importance of applying the risk management process to control psychosocial hazards and prevent psychological injury in the workplace.

During the reporting period, 47 employees participated in face-to-face workshops and 139 completed the eLearning module. These sessions contributed to improved understanding of psychosocial risks, strengthened team wellbeing and enhanced employee engagement.

This ongoing training effort reflects the directorate's continued commitment to fostering a psychologically safe workplace culture and ensuring that all leaders are equipped with the knowledge and tools to support the mental wellbeing of their teams.

Activities and events

The Strategic Plan 2022–25 and Safety and Wellbeing Strategy 2023–25 include a specific focus on investing in wellbeing initiatives for employees. During the reporting period, the directorate delivered a range of activities and initiatives, including the following.

15-Minute Challenge

The 15-Minute Challenge is a 6-week online team fitness challenge that promotes physical movement and an active lifestyle. The number of employees participating increased to 188 from 154 the previous year.

Flu Vaccination Program

The program was delivered to 412 employees, with 303 employees electing to receive a flu shot across the 4-day program and 109 employees electing to receive vouchers that allowed a treating practitioner to issue the vaccination.

Skin checks

The directorate partnered with a health provider to deliver skin checks for 420 employees.

Health and wellbeing seminars

Employees had the opportunity to attend seminars, delivered by expert consultants, which focused on nutrition, work/life balance, holistic health and managing stress.

WHS consultation arrangements

The portfolio-wide Safety and Wellbeing Committee and subcommittees represent workers in the primary workplace and Parks and Conservation Service employees at several depots. This framework includes an active and engaged Health and Safety Representatives network. The governance arrangement supports and provides line of sight of business safety risks, allowing issues to be resolved at the directorate level and, if required, at an office building level.

The directorate's Emergency Control Organisation Register gives top priority to the safety of building occupants and visitors during an emergency. The register lists trained staff who perform roles as Emergency Wardens, First Aid Officers and Health and Safety Representatives across multiple locations:

- 22 Emergency Wardens (12 at depots and 10 at the Dickson Office Block)
- 14 First Aid Officers (9 at depots and 5 at the Dickson Office Block)
- 18 Health and Safety Representatives (12 across depots and 6 at the Dickson Office Block).

The directorate uses various communication platforms and consultation methods to support safety and wellbeing initiatives or to actively manage consultation. These include, but are not limited to, weekly all staff communication and messaging from the Director-General, Deputy Director-General or Executive Safety Champion. Consultation topics include legislative changes, safety and wellbeing initiatives, emerging risks and others.

WHS audits

The directorate participated in a Comcare audit as part of the ACT Government's assessment for continued self-insurance licensing. The directorate was audited against all 108 criteria of the National Audit Tool, with assessments of both the corporate WHSMS and the Parks and Conservation Service (PCS). EPSDD contributed to the ACT Government's strong overall result of 92% conformance. The audit highlighted strengths in WHS training, particularly for PCS Fire Management's robust internal audit processes and PCS Forestry's effective contractor safety management.

The directorate is committed to continuous improvement. It is working on improving areas identified in the audit including hazardous chemical management, workplace inspections, WHS resource planning and risk documentation. This proactive response means several actions were completed.

In September 2024, the directorate participated in a tier 3 audit on hazardous chemical safety, which led to a comprehensive audit action plan. Key achievements included new risk assessment tools, policy development, site inspections and the roll-out of supporting systems. The directorate remained on track to meet all audit recommendations, reinforcing its commitment to continuous improvement and a safe, compliant workplace.

Incident reporting and notices under the WHS Act

The directorate encourages reporting of workplace incidents. In 2024–25, 4 incidents were reported to the WHS regulator:

- 2 separate incidents of vehicle rollover (contractors, not directorate employees)
- 1 uncontrolled fuel spill (result of a break-in)
- 1 small grass fire.

All incidents were investigated to determine the root cause and identify and implement any corrective actions required to prevent incident reoccurrence.

The directorate was not issued with any improvement, prohibition or non-disturbance notices, nor did it fail to comply with any enforceable undertakings under Part 11 or Part 2 (Divisions 2.2, 3.2 and 2.4) of the WHS Act.

Incident and hazards reporting

The directorate received 234 workplace notifications through the ACT Government's newly implemented incident reporting system. This new system features improved functionality that has supported a more proactive and transparent reporting culture.

Of the 234 notifications received:

- 120 were reports of hazardous situations with no recorded injury
- 107 were incident reports involving injury or illness
- 7 were incident reports not involving injury or illness.

The improved reporting system has provided the directorate with valuable insights into workplace safety, enabling more informed decision-making and continuous improvement of safety protocols.

Workers' compensation premium

The directorate remains committed to a people-focused approach in handling cases. This method has gained increased attention as the directorate facilitates a continuous hybrid work environment alongside adaptable work schedules tailored to cater to everyone's unique requirements.

The directorate has a comprehensive proactive program aimed at early detection, administration and assistance for both compensable and non-compensable injuries.

Reporting entities responsible for paying a primary level of workers' compensation insurance and that employ 500 or more full-time equivalent staff must submit reports detailing their adherence to the specified objectives of the Public Sector Work Health, Safety and Wellbeing Strategy 2024–26.

ACTPS Work Health Safety and Wellbeing Strategy Target

The ACTPS Work Health Safety and Wellbeing Strategy Target was introduced during 2024–25. The target aims to achieve 10% reduction over 5 years (2028–29) or a 2% reduction year on year. This target level of improvement is informed by national Safe Work Australia work injury reduction targets.

The indicator measures the number of ACT public servant workers' compensation claims resulting in absence from the workplace of one week or more. The indicator is sensitive to injury prevention and return to work activities. A lower rate is a more positive result.

Table B13.2 – Number of workers compensation claims reaching one week or more lost time per 1000 full time equivalent employees

Directorate	2024-25 Target	2024-25 Result
EPSDD	9.6	2.5
ACTPS	12.9	9.6

Carers Recognition Act

For the purposes of the [Carers Recognition Act 2021](#), the directorate is an agency for its employees. That is, the employment framework is cognisant of the need of carers employed by the directorate to have access to arrangements that facilitate their caring responsibilities.

Policies and procedures are in place to meet these obligations through the overarching employment framework that applies in the ACTPS. The directorate continued to seek opportunities to enhance the initiatives for carers.



Part B14

Human Resources
Management





B14 Human Resources Management

Our People

Commitment to workplace culture

The directorate is committed to building a workplace culture that provides a thriving environment where our people are safe, valued and recognised for their skills that underpin our human resource frameworks. Our people play a crucial role in realising the directorate's obligations to the community.

Recognition and awards

The Director-General Excellence Awards 2024

EPSDD celebrated the annual Director-General Excellence Awards, an event recognising and honouring exceptional contributions to the directorate's work and culture.



2024 Director-General Excellence Awards winners

The awards recognise and celebrate outstanding individuals and teams who exemplify EPSDD's core values and vision. They underscore our commitment to fostering a culture of excellence that encourages, promotes and celebrates our people. Awards were presented across 6 categories: Respect, Leadership, Integrity, Collaboration, Innovation, and Safety and Wellbeing.

Table B14.1 – 2024 Director-General Excellence Awards winners

Award category	Award winners
Respect	Winner: Lauren McQueen, ACT Parks and Conservation Service Highly Commended: Anika McDonald, DA Services and Support
Integrity	Winner: Michael Lewis, Climate Change and Energy Programs Highly Commended: Meena Ramesh, Development Assessment
Collaboration	Winner: ACT Sustainable Building Pathway team, Planning and Urban Policy Highly Commended: Environment Communications and Healthy Waterways, Communication, Engagement and Media
Innovation	Winner: Brad Maxwell, Strategic Planning and Policy Highly Commended: Tom McElroy, ACT Parks and Conservation Service Highly Commended: Olivia Afiabo, Strategic Planning and Policy
Leadership	Winner: Rumana Jamaly, DA Services and Support Highly Commended: Elise Lee, Household Energy Schemes
Safety and Wellbeing	Winner: Christine Nuttall, Climate Change and Energy Programs

The Director-General Excellence Awards 2025

Prior to the Machinery of Government transition to the City and Environment Directorate, a final EPSDD Director-General Excellence Awards was held in early June to celebrate the achievements of our people.

With a large number of nominations received, it was a fantastic opportunity to celebrate the remarkable contributions over the past 12 months while acknowledging the hard work and dedication of the directorate over past years.



2025 Director-General Excellence Awards winners

Table B14.2 – 2025 Director-General Awards winners

Award category	Award winners
Respect	Winner: Place Delivery, Mark Overton and Sarah Radford, Development and Implementation Highly Commended: Angelina Aloisi, Corporate Services and Operations
Integrity	Winner: Development Assessment Team, Statutory Planning
Collaboration	Winner: Consumer Energy Resources team, Climate Change, Energy and Water Winner: Aquatic Ecology team, PCS National Parks and Catchments projects and PCS Namadgi teams, Environment, Heritage and Parks Highly Commended: Missing Middle Housing Reforms project team, from across the directorate
Innovation	Winner: Buildings Performance Policy, Planning and Urban Policy Highly Commended: Ben Croak, Environment, Heritage and Parks
Leadership	Winner: Kristy Van Putten, Corporate Services and Operations Highly Commended: Dr Rosie Cooney, Environment, Heritage and Parks Highly Commended: David Rochford, Planning and Urban Policy
Safety and Wellbeing	Winner: Biosecurity team: Avian Influenza H7 incident management team, from across the directorate Highly Commended: Dot Hepburn, Development and Implementation

Public Service Awards winners

The ACT Public Service Awards recognise high performing individuals and teams who excel in demonstrating one of the ACTPS signature values and behaviours in their work.

In 2024, the Vulnerable Household Energy Support Scheme won the Collaboration Award for their successful collaboration in improving vocational training for insulation installation through the scheme. The collaboration for this high-profile feature of government action to tackle the climate crisis and the cost-of-living crisis saw EPSDD, the Community Services Directorate and Canberra Institute of Technology work in partnership with stakeholders to deliver excellent outcomes for the community.

Industry recognition – Planning Institute Australia

The Planning Institute of Australia (PIA) is the peak body representing planning and the urban and regional planning profession. The 2024 PIA ACT Awards for Planning Excellence featured 2 award winners and 2 commendations from the directorate.

Winner of the Strategic Planning Project – East Lake Place Plan

The Development and Implementation Division collaborated with the Tait Network, Hill Thalys, Lockbridge and Right Angle Studio to develop the East Lake Place Plan, demonstrating excellence in strategic urban planning and design for guiding the transformation of this important urban renewal precinct to meet Canberra’s future.

The East Lake Place Plan provided a comprehensive strategic framework to progress more detailed design at estate planning level and was applauded for the Place Plan’s balanced consideration of existing precinct features, buffers and interfaces (for example, Jerrabomberra Wetlands), while identifying opportunities for urban revitalisation, transport-oriented design, innovation precinct and targeted uplift areas. It was also noted that the urban design concept is first and foremost built on the Nggunawal “Story of Place”, with the resulting East Place Plan a collaborative and innovative project with active integration of First Nations considerations, demonstrating a thoughtful process.

Winner of the Planning with Country – Maliyan Park, Section 76 Watson

Maliyan Park is a celebration of Nggunawal culture through design, planting, interpretative signage and public art, and provides a strong example of planning with Country. Representative Aboriginal Organisations and the Dhawura Nggunawal Caring for Country Committee were involved from project inception, shaping the project brief through to final design. Nggunawal knowledge, design elements and values were integrated throughout and are reflected in the park’s strong connection to landscape.

The award recognised the exemplary engagement which led to co-design and delivery in partnership enabling existing and new communities to connect, explore and discover at Maliyan Park. Ngunnawal Elders, Traditional Custodians, artists, dancers and children were integral to the project which celebrates what ‘connection to Country’ means to the community.

Commendations

PIA commended the updated City Plan 2023 and accompanying City Centre Urban Design Guide as a strong example of integrating strategic planning with detailed local urban design approaches, while incorporating accessibility, sustainability and climate change considerations.

PIA also commended the directorate for the ACT Planning System Reform and Implementation, acknowledging the significant innovation being progressed by the ACT’s new planning system and its implementation to date.

Flexible work practices

The directorate is at the forefront of championing flexible work practices to keep our people engaged and connected. Recognising the benefits of flexible arrangements, such as integrated work-life balance, employee wellbeing, job satisfaction and productivity, the directorate continuously refines its policies based on employee feedback and the ACTPS direction.

As part of the [Inclusion and Belonging Strategy](#), the directorate is committed to fostering a diverse workforce and enhancing flexible work practices to meet evolving needs. These efforts are integral to the inclusive workplace culture.

Workforce inclusion and diversity

The directorate acknowledges and values the importance of an inclusive workplace in attracting, recruiting and retaining a diverse and talented workforce. A diverse, inclusive environment that promotes a sense of belonging leads to a workforce that is engaged and connected. This is essential for achieving strategic goals through innovation, creativity and active participation.

The Inclusion and Belonging Strategy 2025–27 guides the directorate’s approach through 4 connected themes:

- **Raising awareness:** We raise awareness by drawing on our employees’ diverse experiences and engaging with the community to stay responsive to evolving diversity nuances ensuring all identities are respected and valued.
- **Providing opportunities:** We use data and feedback to stay informed about employees’ needs and remain connected to their career aspirations, ensuring adaptive and sustainable growth through forward-thinking development programs and innovative opportunities.
- **Meaningful connections:** Informed by our employees’ rich experiences, we stay connected by celebrating diversity and fostering meaningful collaborations with both internal teams and external partners, including First Nations people, to ensure all voices are heard and valued.
- **Adaptive leadership:** Our leaders are guided by inclusive leadership best practices, proactively anticipating and responding to the evolving needs of our diverse workforce, while fostering resilience and innovation in the face of emerging challenges. Through adaptive and proactive leadership, we foster collaboration across the natural and built environments, ensuring our work contributes to the future of the ACT.

Together, these themes create a workplace where everyone feels seen, heard and empowered to contribute.

Inclusion events and activities

Several inclusion events and activities were held as part of the strategy's first goal, to increase people's understanding and respect of diversity as well as their awareness of the distinct advantages, cultures and strengths of diverse groups in the workplace.

NAIDOC Week

EPSDD celebrated NAIDOC Week (7–14 July 2024) with the theme 'Keep the Fire Burning! Blak, Loud and Proud', honouring the enduring strength and vitality of First Nations culture. Activities included an On Country guided tour at Mt Majura and the purchase of a large AIATSIS Map of Indigenous Australia to be framed and featured within a central workspace of 480 Northbourne Avenue, Dickson as a reminder of the lands we walk on.



2024 NAIDOC Week

Wear it Purple Day

On Wear It Purple Day (30 August 2024) the Dickson Office Block foyer became a vibrant sea of purple as staff united in solidarity to showcase our commitment to creating inclusive environments for LGBTIQ+ youth.

Wear it Purple Vice-President Corey Trembath, a proud transgender Koori man from the GunaiKurnai nation, shared powerful insights on allyship and the importance of creating safe and inclusive spaces for rainbow young people.



2024 Wear It Purple Day

International Day of People with Disability

To mark the International Day of People with Disability (3 December 2024), EPSDD hosted a conversation with members of the Enablers Network and the Assistant Director of Workforce Culture to share their experiences as people with a disability in the workplace. The conversation highlighted practical advice for reasonable workplace adjustments and the role of strong allyship in creating a supportive and accessible workplace where employees with disabilities feel supported and valued.

Please refer to [Section B10 – Disability Inclusion Act Reporting](#) of this annual report for further information.

ACT Chief Minister’s Inclusion Awards

EPSDD proudly sponsored the ACT Chief Minister’s Inclusion Awards (6 December 2024) which celebrate community leaders with disabilities and recognise those committed to supporting them in workplaces and the community. EPSDD Executive Champions, leaders and Enabler Network members attended and were inspired by the efforts towards greater inclusion and accessibility across the ACT. The awards serve as a springboard for conversations on these important topics.

International Women’s Day

The directorate celebrated International Women’s Day (8 March 2025) with TCCS and Access Canberra through a joint livestream ‘Are we rolling... March toward equity... Are we there yet?’. The livestream panel included Ms Carolyn O’Neill, (Executive Group Manager, Corporate Services and Operations EPSDD and the Executive Sponsor of the Gender Equity Network), Dr Margaret Kitchin (Executive Branch Manager, City Services, TCCS) and Ms Yu-Lan Chan (Chief Operating Officer, Access Canberra).

The panel delved into the challenges and triumphs of women in business and discussed how all genders have a role to pave the way for future generations. With a live audience of 40 employees and more than 350 people watching online, this insightful conversation highlighted the directorate’s commitment to a safe and inclusive workplace culture.



2025 International Women’s Day

Harmony Week

To celebrate Harmony Week (18–24 March 2025), the directorate hosted a morning tea alongside TCCS and Access Canberra. Staff were encouraged to wear orange to show support for cultural diversity and bring a dish or snack from their culture, a place they had visited or, simply, a dish they wanted to share.

EPSDD provided country flag pins for people to wear to break the ice and proudly showcase their heritage and culture. The EPSDD Multicultural Network put together a curated playlist of music. More than 60 employees from the 3 directorates indulged in great food and connected with colleagues.



2025 Harmony Week

IDAHOBIT

The directorate promoted International Day against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT) (15 May 2025) by raising awareness of this year's theme, 'The power of communities'. EPSDD invited other directorates to join a red carpet gathering for the best and most vibrant outfits ahead of a 'Rainbow March' to the ACT Legislative Assembly for the flag-raising ceremony led by Chief Minister Andrew Barr. The march included a trip on the light rail from Dickson Office Block to the city. The well-attended ceremony was a powerful testament to the ACTPS's commitment to inclusivity and diversity.



2025 IDAHOBIT

Reconciliation Week

For National Reconciliation Week (27 May to 3 June 2025), EPSDD participated in an event titled ‘Bridging Now to Next: A Reconciliation Event – Celebrating Unity through Footy and Art,’ at Boomanulla Oval.

The event, delivered in partnership with TCCS and Access Canberra, created an opportunity for staff from all 3 directorates to come together and get to know each other in an informal setting, celebrate Indigenous culture and reaffirm our commitment to the journey of reconciliation. The day featured a Welcome to Country and Smoking Ceremony, a touch football match, a group painting activity led by a local Indigenous artist and Traditional Custodian, and a free BBQ with a variety of Indigenous cuisine.

The strong turnout helped foster a sense of unity and engagement among staff from the 3 directorates.

Providing opportunities

The directorate is committed to strengthening its workforce and recognising employees’ significant contributions by attracting a diverse pool of talent and ensuring every employee can advance their skills and capacities. To support this, the directorate provided opportunities for our people to attend industry events and conferences, enhancing their awareness, understanding and networking opportunities.

These activities included:

- Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) Summit
- NAIDOC Ball
- Chief Minister’s Inclusion Awards

These events align with our commitment to diversity, inclusion and belonging, ensuring our employees can grow and thrive while contributing to our goals.

Meaningful connection

EPSDD’s 4 inclusion networks are central to fostering meaningful connections and a sense of belonging. The networks, which are open to all employees and convene quarterly, include the Enablers Network, Pride Network, Multicultural Network and Gender Equity Network. Of the 192 members across the networks, 73 are unique members, highlighting the diverse and overlapping interests and intersectionality of our people.

These networks are committed to creating a welcoming, safe and supportive environment for all employees, regardless of background. They enhance employee capability, drive cultural change, improve performance and increase productivity. The networks provide communication channels for workplace improvements, challenge non-inclusive behaviours and raise diversity awareness by commemorating significant dates and events.

These initiatives underscore our commitment to diversity and inclusion, ensuring every employee feels valued and connected within EPSDD.

Capability

EPSDD Employment Programs

Graduate Program

The Graduate Program is a key talent acquisition strategy that provides a continuous pipeline of skilled professionals. In 2024, 4 graduates successfully transitioned into permanent positions following the completion of the program. In February 2025, the directorate welcomed 5 graduates.

Since 2017, 56% of graduates have continued their careers with ACTPS. This strong retention rate reflects our commitment to fostering growth, offering meaningful career opportunities and maintaining a supportive workplace culture.



EPSDD Graduate Program cohort 2025

Internship program

EPSDD maintains an ongoing internship program with the Australian National University College of Business and Economics, facilitating intern placements within the directorate. Nine students participated in the program in 2024, contributing to a diverse range of projects that earned them course credit. Survey results indicated that both students and host supervisors found the experience highly beneficial.

Active engagement with the internship program positions EPSDD as an employer of choice for the emerging workforce. These internships help build a future talent pool with critical skills needed to meet government priorities, either through the ACTPS Graduate Program or direct employment within the directorate.

Work experience

The directorate facilitates a Work Experience Placement Program, adding another employment pathway to the graduate and internship programs. This initiative also contributes to community development by preparing a skilled, work-ready generation, supporting local economic growth and promoting workforce diversity.

The program offered a secondary school student practical workplace experience, supporting their educational development while identifying potential future talent for the directorate. The student was placed in a work area aligned with their career interest, giving them valuable insights and hands-on experience.

Workforce learning and development

EPSDD continued to invest in building a capable, skilled and adaptable workforce through a blended learning approach combining face-to-face and eLearning. This culture of continuous learning aligns with organisational priorities and ACTPS values.

The directorate achieved its KPI of 80% completion of Essentials training, reflecting a growing organisational maturity and a strong commitment across the workforce to learning and development priorities.

A capable, trained and competent workforce

The EPSDD Essentials Curricula provides structured, role-relevant training across 4 progressive levels, supporting growth and capability development:

- EPSDD Essentials 1: Foundations for Success (within 2 weeks) – 4 courses
- EPSDD Essentials 2: Building Your Expertise (within 1 month) – 4 courses
- EPSDD Essentials 3: Maximising Your Impact (within 3 months) – 5 courses
- EPSDD Essentials 4: Continuous Learning and Development for Leaders (within 6 months) – 3 courses.

Executives are supported by an additional specialised curriculum consisting of 2 programs. Operational training ensures capability in high-risk tasks such as operating chainsaws and working on fire trucks.

Learning access is enabled through the Human Resources Information Management System (HRIMS), which offers more than 160 courses and includes interactive dashboards to support course selection and track progress.

Psychosocial safety training initiatives

To support EPSDD's commitment to fostering a psychologically safe workplace, the directorate continued delivering Managing Psychosocial Safety in the Workplace workshops. These workshops are designed to build capability with managers to identify and respond to psychosocial risks in their teams, focusing strongly on proactive risk mitigation strategies. The initiative ensures our practices align with the updated [Work Health and Safety Regulation 2011](#) and the [Managing Psychosocial Hazards at Work Code of Practice 2022](#).

This initiative has contributed to improved team wellbeing and boosted employee engagement.

Leadership training for managers

EPSDD continued the successful delivery of its New Leader training program, which is specifically designed to support new managers and supervisors. Delivered by nationally accredited trainers, the program ensures high-quality leadership development that aligns with EPSDD's strategic objectives.

The program equips new and aspiring leaders with practical management skills and strategies, with focus on effective communication, team building and functional workplace management that is tailored to the ACTPS work environment. The program reflects our commitment to building a competent, safe workforce and enhancing leadership skills across all groups, thereby promoting improved performance and decision making.

Strengthening cultural capability

EPSDD launched the Building First Nations Organisational Capability Framework, providing a structured cultural learning pathway to support respectful and effective engagement with First Nations communities. The framework reinforces our commitment to a culturally safe and inclusive workplace where the histories and contributions of the Ngunnawal people and other First Nations peoples are recognised and embedded in daily practice.

Participation in First Nations cultural awareness and competency training continued to grow steadily, reflecting strong engagement across the directorate.

EPSDD also supported the respectful delivery of Acknowledgements of Country in the Ngunnawal language, an initiative led by the Executive and now embraced across the directorate. This practice deepens respect for cultural heritage and strengthens our inclusive workplace culture, reinforcing our commitment to reconciliation.

Study Assistance Program

Nine study assistance applications were approved (compared to 27 in the previous period). The program enabled our people to actively participate in further study, with an average pre-approval of \$1,510 financial support (compared to \$1,887 in the previous period) together with an average of 7 FTE days of study leave (compared to 11 days in the previous period).

This initiative reflects the directorate's strong commitment to learning, professional development, and building the capability of our people.

Performance and Development Framework

EPSDD is committed to fostering a workplace that supports the growth, wellbeing and engagement of our people while delivering high quality service to the community. In alignment with the ACTPS Performance Framework, 93% of our employees established a Performance and Development Plan. This highlights the strong connection between our daily work and the ongoing learning and development that supports employee engagement and job satisfaction.

Employee engagement with the framework improved following the implementation of a comprehensive communication and training plan and monthly reporting to the Executive. This approach identified non-compliance, promoted accountability and fostered transparency.

Gender Action Plan

The Gender Action Plan 2025–28 is a critical component of the directorate's broader strategy to promote diversity, inclusion and belonging. The plan demonstrates the directorate's commitment to achieving equal outcomes at work for people of all genders as part of the collective journey towards achieving genuine gender equity within the ACTPS. It outlines key actions to promote gender equity and addresses identified gaps and challenges, setting clear objectives and actions to create a more inclusive and supportive workplace for all genders.

- **Objective 1:** Achieve consistent and proactive safe workplace cultures that are free from gender discrimination and all forms of gendered violence.
- **Objective 2:** Increase gender diversity in gender-segregated work types (for women, men, and non-binary people).
- **Objective 3:** Address pay gaps experienced by First Nations women and women from CALD backgrounds.
- **Objective 4:** Support flexibility and work/life balance for people of all genders.

Gender pay gap

EPSDD achieved a gender pay gap of -0.5%, indicating a slight advantage in average salaries for women over men and the ACT workforce averages. See also Table B14.10.

Metrics and accountability

The Gender Action Plan is a critical component of the directorate's broader strategy to promote diversity, inclusion and belonging. To ensure its success, the directorate will implement regular monitoring and reporting mechanisms. Key metrics will include gender representation in various roles, pay equity analyses and employee feedback on workplace culture. Accountability will be reinforced through quarterly reviews and adjustments based on ongoing assessments and stakeholder feedback.

Workforce reporting as at 30 June 2025

Table B14.3 – Total full time equivalent (FTE) and headcount by group

Group	FTE*	Headcount
Climate Change, Energy and Water	133.8	142
Corporate Services and Operations	96.2	99
Development and Implementation	38.6	40
Environment, Heritage and Parks	364.3	383
Office of the Commissioner for Sustainability and the Environment	5.5	6
Office of the Deputy Director-General – Environment, Water and Emissions Reduction	3	3
Office of the Deputy Director-General – Planning and Sustainable Development	3	3
Office of the Director-General (including Communications and Engagement)	25.4	27
Planning and Urban Policy	47.1	51
Statutory Planning	95.4	101
Total	812.3	855

*FTE numbers are rounded to one decimal place

Table B14.4 – FTE and headcount by gender

Group	Female	Male	Non-binary	Total
FTE by gender	432.8	378.4	1	812.2
Headcount by gender	464	390	1	855
Percentage of workforce (headcount)	54.3%	45.6%	0.1%	100%

Table B14.5 – Headcount by classification group and gender

Classification group	Female	Male	Non-binary	Total
Administrative officer	154	73	1	228
Executive officer	12	11	0	23
General service officers and equivalent	17	47	0	64
Professional officer	23	20	0	43
Ranger	14	32	0	46
Senior officer	217	163	0	380
Statutory office holder	1	0	0	1
Technical officer	26	44	0	70
Total	464	390	1	855

Table B14.6 – Headcount by employment category and gender

Employment category	Female	Male	Non-binary	Total
Casual	2	6	0	8
Permanent full-time	300	284	1	585
Permanent part-time	89	19	0	108
Temporary full-time	61	76	0	137
Temporary part-time	12	5	0	17
Total	464	390	1	855

Table B14.7 – Headcount by age and gender

Age group	Female	Male	Non-binary	Total
Under 25	10	18	0	28
25–34	125	96	0	221
35–44	150	114	0	264
45–54	130	94	1	225
55 and over	49	68	0	117
Total	464	390	1	855

Table B14.8 – Number and percentage of headcount by diversity group

Diversity group	# of headcount	% of total headcount
Aboriginal and/or Torres Strait Islander	22	2.6%
Culturally and linguistically diverse	148	17.3%
People with a disability	43	5.0%

Table B14.9 – Average length of service

	Female	Male	Non-binary	Overall
Average years of service	8.0	8.3	4.1	8.1

Table B14.10 – Recruitment and separation rates

Recruitment rate	Separation Rate
8.5%	6.2%

Table B14.11 – Gender pay gap by classification group

Classification group	Female average salary (\$)	Male average salary (\$)	Pay gap*
Administrative officers	103,912	104,115	0.2%
Executive officers	235,544	268,564	12.3%
General service officers and equivalent	83,164	84,336	1.4%
Professional officers	111,422	107,046	-4.1%
Rangers	87,213	90,035	3.1%
Senior officers	147,491	153,583	4.0%
Statutory office holders**	N/A	N/A	N/A
Technical officers	100,013	102,412	2.3%
Overall	126,718	126,149	-0.5%

* Note: The gender pay gap refers to the difference between the average earnings of women and men in the workforce, expressed as a percentage of male earnings. A negative value indicates a higher average female salary, while a positive value indicates a higher average male salary. Gender pay gaps within the range of -5% to +5% are considered 'neutral', meaning they do not significantly favour either women or men.

** Note: Statutory office holders pay gap is not applicable as there is only one position.

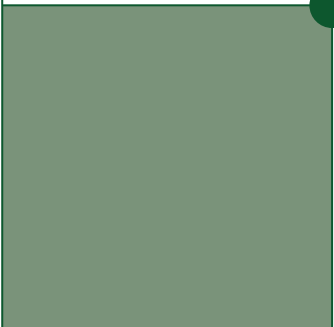
Attraction and Retention Incentives (ARIs) as at 30 June 2025

There were no ARIs during the reporting period.



Part B15

Ecological Sustainability
Reporting





B15 Ecological Sustainability Reporting

Activities to improve performance

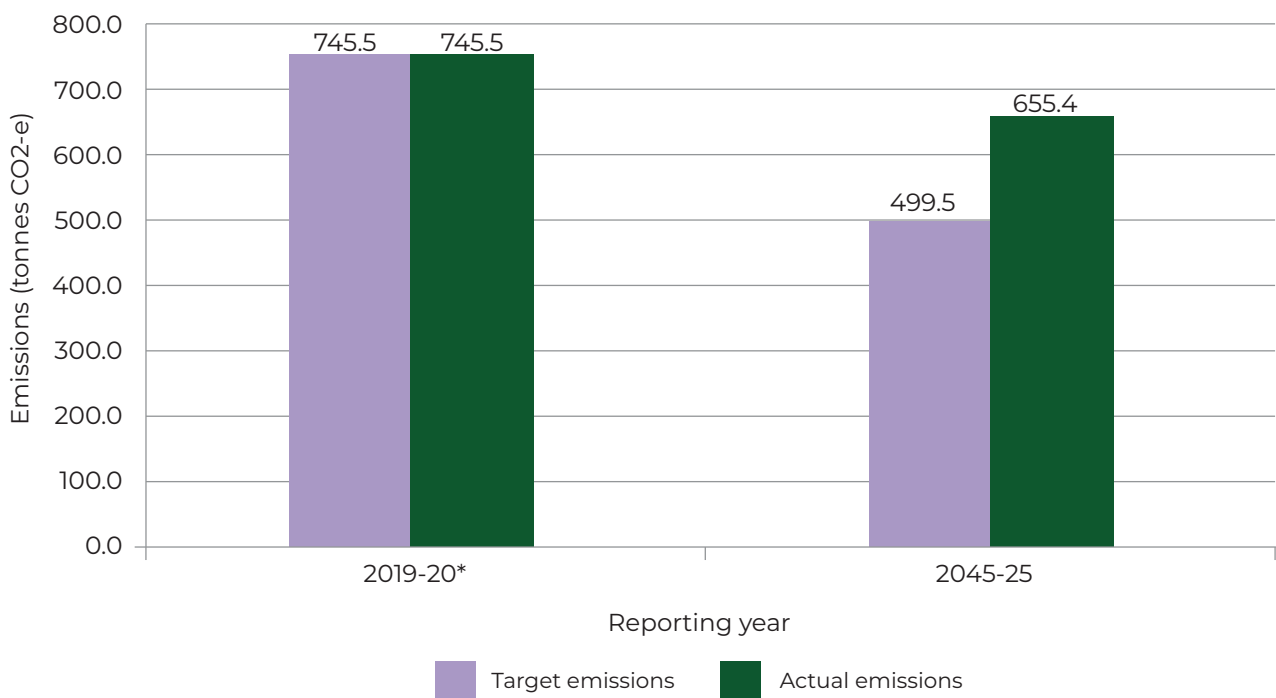
In line with ACT Government targets, the directorate has targets to reduce emissions from its operations by 33% of 2020 levels by 2025 and achieve net zero emissions by 2040. Meeting these targets is challenging as approximately 91% of emissions are from critical operations vehicles with limited or no fit-for-purpose zero emissions alternatives. Nonetheless, the directorate continued to investigate and trial alternatives and implement strategies to reduce operational resource use.

EPSDD produced 745.5 t CO₂-e emissions in 2019. This excludes emissions from the Suburban Land Agency (SLA), the City Renewal Authority (CRA) and the Office of the Commissioner for Sustainability and the Environment (OCSE). A target reduction of 33% emissions by 2025 was a stretch target for EPSDD considering most emissions are from vehicles with no fit-for-purpose alternatives.

Figure B15.1 indicates EPSDD achieved a reduction of 12.1% since 2019–20.

Figure B15.1 – EPSDD 2024-25 emissions compared to 33% reduction target

Actual emissions against target (12.1% reduction vs 33% reduction target)



*Given the unusual business conditions caused by the COVID-19 Health Emergency, data from calendar year 2019 has been used as a proxy for the 2019–20 baseline.

New targets have not been defined for ACT Government directorates. From 1 July 2025, the City and Environment Directorate will report on emissions reductions in line with any future reporting requirements for ACT Government entities.

The directorate has a Sustainability Management Plan with 20 actions to further support reducing greenhouse gas emissions from its operations, manage its environmental resources more efficiently and provide centralised information on policies that underpin the actions.

The following sustainability initiatives occurred during 2024–25.

Transport fuels

The directorate:

- maintained 100% zero emission pool vehicles available for booking by staff at 480 Northbourne Avenue Dickson
- replaced 3 internal combustion forklifts with 3 battery electric forklifts
- ordered several plug-in hybrid electric utility vehicles to trial how well they meet EPSDD operational requirements; they are due to arrive in July 2025
- installed additional electric vehicle charging infrastructure at Stromlo, Mitchell and Googong depots
- continued replacement of hand-held power tools with battery electric alternatives as business-as-usual
- continued to promote and use active travel alternatives, including trams and buses, for general travel and electric mountain bikes for operational use.

Case study

Buying zero emission vehicles with government loans

Electric forklifts for Stromlo, Cotter and Tidbinbilla depots were purchased using the no interest Zero Emissions Government (ZEG) Loan Fund, which is run by the Zero Emission Government team in EPSDD.

The 3 forklifts replaced the existing combustion forklifts, which were due for replacement.

Electric forklifts have been well tested by industry and are fit for purpose for EPSDD operations. They were low risk for EPSDD to purchase and were a significantly lower cost option than leasing.



EPSDD's fleet management plan indicates the forklifts have an asset life of 15 years. If combustion forklifts had been purchased instead, they would have still been in use in 2040. It would have been an avoidable emissions purchase that could potentially cause the directorate to miss the target of net zero emissions in government operations by 2040.

Using the ZEG loan fund meant depots purchased the forklifts but spread the cost over multiple years. The loan will allow the forklifts to be kept for 15 years.

New electric forklift in use

Resource efficiency

As part of the Sustainability Management Plan's actions to reduce operational resource use, the directorate:

- continued to communicate about sustainability through internal communication channels
- developed plans to install solar panels across 4 sites with the assistance of Infrastructure Canberra
- identified sites and developed plans to install more electric vehicle chargers at Tidbinbilla, Athllon, and Stromlo depots, with the intent to support the rollout of electric vehicles including plug-in electric utility vehicles.

Ecological sustainability reporting

EPSDD performance can be seen in Table B15.1. The range of tools to measure and improve the effectiveness of sustainability activities by the directorate include the ACT Government's Enterprise Sustainability Platform (ESP), financial reporting, and measurement and verification plans. The data in Table B15.1 has been retrieved from the ESP and sourced directly from suppliers and other sources.

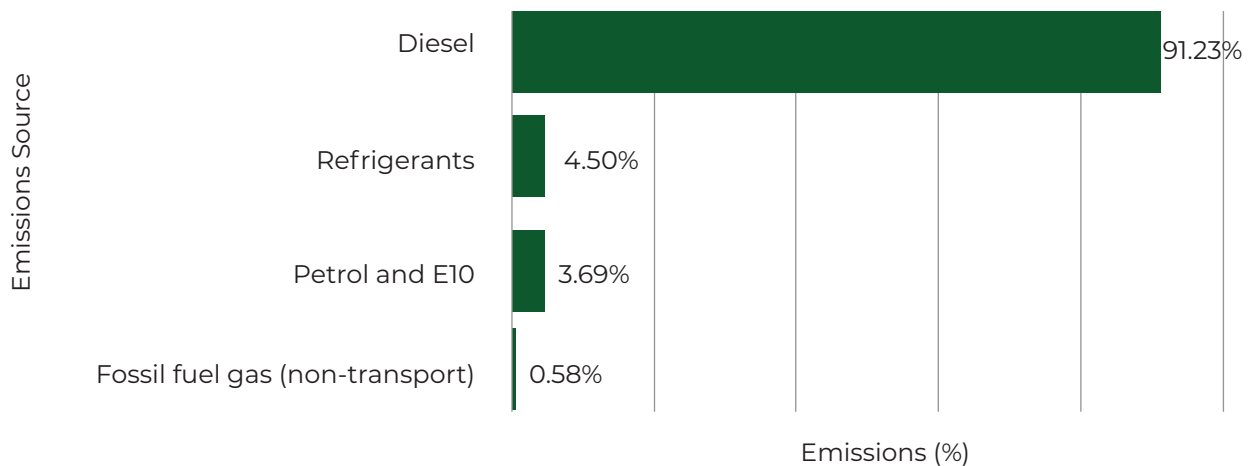
Table B15.1 – Resources usage 2024–25 and 2023–24¹

Indicators	Unit	2024-25 ²	2023-24 ³	Percentage change
Stationary energy usage				
Electricity use	Kilowatt hours	977,351	1,043,816	-6.37
Fossil fuel gas use (non-transport)	Megajoules	73,622.79	72,339.66	1.77
Diesel use (non-transport)	Kilolitres	N/A	N/A	N/A
Liquid Petroleum Gas (non-transport)	Kilolitres	N/A	N/A	N/A
Transport vehicles as at the end of the relevant financial year				
Zero Emissions Vehicles (ZEV) ⁴	Number	13	10	30
Plug-in Hybrid Electric Vehicles (PHEV)	Number	5	6	-16.67
Hybrid Electric Vehicles (HEV)	Number	0	0	0
Internal Combustion Engine (ICE) Vehicles ⁵	Number	168	164	2.44
Total vehicles	Number	186	180	3.33
Water usage				
Water use	Kilolitres	39,706	37,480	5.94
Resource efficiency and waste⁶				
Waste to landfill	Litres	113,998	82,094	38.86
Co-mingled material recycled	Litres	58,361	56,026	4.17
Paper and cardboard recycled (incl. secure paper)	Litres	68,824	62,039	10.94
Organic material recycled	Litres	4,244	4,075	4.15
Greenhouse gas emissions				
Emissions from fossil fuel gas use (non-transport)	Tonnes CO ₂ -e	3.79	3.73	1.77
Emissions from diesel use	Tonnes CO ₂ -e	597.96	606.35	-1.38
Emissions from petrol and E10 use	Tonnes CO ₂ -e	24.17	24.07	0.40
Emissions from Compressed Natural Gas (transport) Where applicable	Tonnes CO ₂ -e	0	0	0.00
Emissions from refrigerants	Tonnes CO ₂ -e	29.49	29.57	-0.29
Total emissions⁷	Tonnes CO₂-e	655.41	663.72	-1.25

1. Resource usage does not include data for the City Renewal Authority, the Office of the Commissioner for Sustainability and the Environment or the Suburban Land Agency.
2. Energy usage, transport fuel usage, water usage and greenhouse gas emissions data are sourced from the Enterprise Sustainability Platform (ESP). Where actual data is not available, the ESP provides estimations using an accrual function.
3. Some data reported in the table for 2023–24 may differ slightly from figures published in the 2023–24 EPSDD Annual Report due to updates in historical consumption data in the ESP.
4. Includes all self-propelled ZEV including passenger vehicles, mowers and side-by-side buggies.
5. Includes all self-propelled ICE vehicles including light commercial, heavy vehicle and plant equipment.
6. Waste and recycling volumes are for 480 Northbourne Avenue and based on EPSDD occupancy rate of 35.37%.
7. Total emissions include scope 1 and scope 2 emissions and exclude scope 3 emissions. Scope 1 are direct emissions from sources owned and operated by the government including emissions from transport fuel and natural gas use. Scope 2 are indirect emissions from mains electricity. The ACT met its 100% renewable electricity target in 2019–20. As a result, the ACT Government reports zero greenhouse gas emissions from electricity use. Scope 3 emissions are indirect emissions other than scope 2 emissions. Emissions factors used to calculate natural gas and fleet fuel are based on the latest National Greenhouse Accounts factors.

Emissions remained relatively stable from the 2023–24 reporting year, with a 1.25% reduction in emissions. Transport fuels continued to be the highest source of emissions, as indicated in Figure B15.2. Approximately 95% of emissions were from transport fuels, with 91% of total emissions from critical operations vehicles with limited or no fit-for-purpose alternatives.

Figure B15.2 – EPSDD Emissions Sources 2024–25



The increase of 6 vehicles, as seen in Table B15.1, is due to additional operational requirements, notably an increase in the size of land managed by the ACT Parks and Conservation Service. These additional vehicles include a mix of excavation, agricultural, all-terrain vehicles (side-by-side buggies) and light commercial vehicles.

Water use increased by approximately 5% across directorate sites. This increase cannot be explained by seasonal variations and is due to several leaks across multiple sites. Investigations and work commenced on these sites, with most leaks identified and resolved.

An increase in waste produced in the directorate from the previous reporting year likely corresponds with an increase in staff opting to work in the office with hybrid working arrangements. When compared to the 2019–20 reporting year, before hybrid working arrangements were implemented, the following reductions occurred in 2024–25:

- waste to landfill down from 195,350 litres in 2019–20 to 113,998 litres
- co-mingled material recycled down from 144,450 litres in 2019–20 to 58,361 litres
- paper and cardboard recycled down from 299,975 litres in 2019–20 to 68,824 litres
- organic material recycled down from 25,850 litres in 2019–20 to 4,244 litres.

Commissioner for Sustainability and the Environment

The Commissioner for Sustainability and the Environment is an independent statutory position established by the *Commissioner for Sustainability and the Environment Act 1993*. State of the environment reporting is one of the main roles of the Commissioner. Further information about the Commissioner's functions and activities can be found at <https://envcomm.act.gov.au>.

State of the Environment Report

No requests for information for the State of the Environment Report were made to the directorate during the reporting period.

Investigations

[Close to the Edge – an investigation into the effects of urban expansion on the environment of the ACT](#) was tabled in the Legislative Assembly on 15 May 2025. The ACT Government will provide a formal response within 6 months of this date.

Recommendations made by the Commissioner

In June 2025, the Commissioner requested assistance from the directorate seeking updates on actions relating to open recommendations from State of the Environment reports and relevant investigations. The directorate provided updates for 38 recommendations, which are published in the [Office of the Commissioner for Sustainability and the Environment Annual Report 2024–25](#).

From 1 July 2025, the City and Environment Directorate has responsibility for open recommendations.



Part C

Financial Management
Reporting

Part C1

Management Discussion
and Analysis





CI Management Discussion and Analysis

Environment, Planning and Sustainable Development Directorate, financial year ended 30 June 2025

General Overview

Objectives

The ACT Public Service (ACTPS) 2025 Taskforce Report made a range of recommendations to which the Government announced its response through a set of actions that will result in revised Administrative Arrangements effective from 1 July 2025. As a result of *Administrative Arrangement 2025 (No.1)*, notified on 25 June 2025, the Environment, Planning and Sustainable Development Directorate (EPSDD) ceased as a separate reporting entity on 1 July 2025. EPSDD's functions, operations, assets and liabilities were integrated into the newly established City and Environment Directorate (CED), which combines functions of EPSDD and the Transport Canberra and City Services Directorate (TCCS). Access Canberra and the Better Regulation Team functions from the Chief Minister, Treasury and Economic Development Directorate (CMTEDD) have also moved to CED.

Prior to the transfer, EPSDD was responsible for climate change policy, energy policy, nature conservation, environment protection policy, strategic and statutory planning, development approvals, building policy, land policy and economics, heritage and water. The Directorate also delivered the ACT Parks and Conservation Service for the community, ensuring nature reserves, national parks, commercial softwood forests and rural lands are managed to provide the ACT with safe and open spaces which contribute to the quality of life for the community.

Prior to *Administrative Arrangements 2024 (No 1)* on 7 November 2024, EPSDD also provided limited corporate and governance support for the Suburban Land Agency (SLA) and the City Renewal Authority (CRA). This function was transferred to CMTEDD during the 2024-25 year.

Changes to Administrative Structure

The ACT Government issued *Administrative Arrangements (AA) 2024 (No 1)* commencing on 8 November 2024. This AA resulted in a restructure within the ACT Government, leading to the movement of projects and functions between multiple Directorates. Relevant to EPSDD was the movement of the Big Canberra Battery (Stream 2 and 3) program from CMTEDD to EPSDD and the transferring of the Better community infrastructure - Gungahlin Community Centre project to Infrastructure Canberra (iCBR).

Risk Management

The Directorate's approach to risk management is based on the Australian and International Risk Management Standard (AS ISO 31000:2018) ('The Standard') and ACT Government Risk Management Policy 2019, released by the ACT Insurance Authority.

The Directorate completed the review of the Risk and Assurance Framework and the Risk and Assurance Policy in the 2024-25 financial year. The review identified that separate frameworks for Risk Management and Assurance would better capture the bespoke elements of both domains as well as cater to the varying levels of maturity across the two functions. Stemming from the review, a Risk Management Framework and Risk Management Plan were developed and subsequently endorsed by the Executive Management Board

Supporting the Framework and Plan are risk management tools, resources and training programs developed to support staff operationalise risk management within the Directorate. This provides all staff with the foundation of risk management processes within the Directorate to ensure a consistent, effective and efficient approach to the identification, treatment and management of risk. Strategic and operational risks are regularly monitored and reported on, with specific action plans in place to mitigate risks. A Risk Champions Network (Network) was established in 2024 and successfully operationalised in the 2024-25 financial year. The Network provides a platform for shared visibility of risks as well as to build capability and competency in the practice of risk across the Directorate.

In supporting the Framework, the Directorate has a Fraud and Corruption Prevention Plan and Fraud and Corruption Risk Register, developed in alignment with the ACTPS Integrity Policy and Framework as well as the recommendations from the Auditor General's Report on Fraud Prevention. Both documents were reviewed in the 2024-25 financial year. The Directorate's Business Continuity Plan is reviewed annually along with the supporting Divisional Recovery Plans.

Risks associated with running major projects were managed using appropriate governance structures, application of risk-based management practices and financial reporting processes.

EPSDD's internal audit program known as the Strategic Audit Program (SAP) served as a key planning tool to guide internal audit activities during 2024-25. As the third line of defence, the SAP supported the achievement of organisational objectives and promoted continuous improvement. The SAP was overseen by the Audit and Risk Committee (ARC) in line with its responsibilities under the ARC Charter. The SAP was designed to complement the ACT Audit Office's Performance Audit Program, helping to minimise duplication of audit activity and maximise EPSDD's preparedness for external scrutiny.

The ARC oversaw the Directorate's governance, risk, and internal controls environment on behalf of the Director-General. The ARC promoted thorough risk management processes and internal controls.

Directorate Financial Performance

The following assessment of the Directorate's financial performance is based on the net cost of services framework. Net cost of services facilitates an assessment of performance by showing the full cost and composition of resources consumed in conducting the operations of the Directorate. It shows the extent to which these costs were recovered through user charges and independent sources, and the net cost of operations to the Territory.

The following financial information is based on audited financial statements for 2024-25, audited financial statements for 2023-24, and the forward estimates contained in the Budget Statement for 2025-26.

Net Cost of Services

The Directorate's net cost of services was **\$189.8 million** for the 2024-25 financial year, which is **\$1.2 million** lower than the 2024-25 original budget of **\$188.6 million**, and **\$14.0 million** higher than the 2023-24 financial year of **\$175.8 million**. These variances are largely due to the reasons outlined below.

Total Net Cost of Services

The net cost of services facilitates an assessment of performance by showing the full cost and composition of resources consumed in conducting the Directorate's operations. The net cost of services also reflects the extent to which the Directorate relies on government appropriation to fund its expenses. Net cost of services is calculated as total expenditure minus own source revenue. Own source revenue represents total income minus Controlled Recurrent Payments (CRP) appropriation.

Table C1.1 - Net Cost of Services

	Actual 2023-24 \$m	Original Budget 2024-25 \$m	Actual 2024-25 \$m	Forward Estimate 2025-26 \$m	Forward Estimate 2026-27 \$m	Forward Estimate 2027-28 \$m
Total Expenditure	306.8	325.0	267.8	-	-	-
Total Own Source Income	131.0	136.4	78.0	-	-	-
Net Cost of Services	175.8	188.6	189.8	-	-	-

Forward Estimates have been transferred to CED and are not presented as part of this report due to Administrative Arrangement 2025 (No.1), whereby EPSDD has ceased as a separate reporting entity. Forward estimates can be found in the CED chapter of the 2025-26 Budget Papers.

Own Source Income

Figure C1.1 - Own Source Income

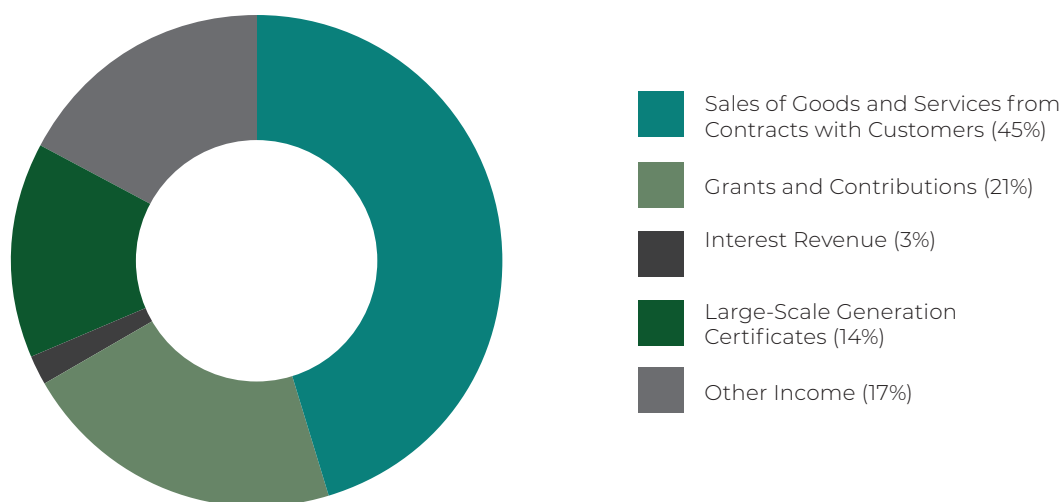


Table C1.2 - Own Source Income Variations to the Original Budget

	Actual 2024-25 \$m	Original Budget 2024-25 \$m	Variance \$m
Sales of Goods and Services from Contracts with Customers	35.3	15.9	19.4
Grants and Contributions Revenue	16.7	10.7	6.0
Interest Revenue	1.9	0.9	1.0
Large-Scale Generation Certificates	10.9	104.2	(93.3)
Other Income	13.2	4.7	8.5
Total Own Source Income	78.0	136.4	(58.4)

Own source income in Table C1.2 for 2024-25 is lower than the original budget primarily due to both a lower than expected number, and estimated value for large-scale generation certificates (LGC), with the spot price for certificates being \$16.50 at 30 June 2025 compared to the estimate at budget of \$46.50. This was partially offset as sales of good and services from contracts with customers was higher primarily due to the expansion of programs within the directorate that are subsequently reimbursed by other entities.

Table C1.3 - Own Source Income Variations to 2023-24 Actuals

	Actual 2024-25 \$m	Actual 2023-24 \$m	Variance \$m
Sales of Goods and Services from Contracts with Customers	35.3	20.9	14.4
Grants and Contributions Revenue	16.7	16.9	(0.2)
Interest Revenue	1.9	1.8	0.1
Large-Scale Generation Certificates	10.9	71.6	(60.7)
Other Income	13.2	19.8	(6.6)
Total Own Source Income	78.0	131.0	(53.0)

In comparison to 2023-24 actuals, own source income decreased by **\$53.0 million** in 2024-25. The variances between 2024-25 and 2023-24 align to the variances to budget listed above. The main difference being attributable to the decrease in the spot price for certificates being \$16.50 at 30 June 2025 compared to \$45.50 at 30 June 2024. The spot price changes are a result of market supply and demand dynamics and broader economic factors.

Expenses

Table C1.4 - Expenditure Variations to the Original Budget

	Actual 2024-25 \$m	Original Budget 2024-25 \$m	Variance \$m
Employee Expenses	127.9	111.8	16.1
Supplies and Services	95.7	83.7	12.0
Depreciation and Amortisation	9.0	9.6	(0.6)
Grants and Purchased Services	7.8	9.7	(1.9)
Borrowing Costs	0.2	-	0.2
Large-Scale Generation Certificates	10.9	104.2	(93.3)
Asset Transfers and Write Offs	7.0	-	7.0
Other Expenses	8.0	4.6	3.4
Transfers to Government	1.3	1.4	(0.1)
Total Expenses	267.8	325.0	(57.2)

The main driver of the lower than budgeted expenditure is the lower spot price for LGCs at 30 June 2025 than the spot prices used to estimate the budget. This is offset by higher employee expenses, supplies and services and Asset Transfers as a result of a number of transfers to other Directorates during the year.

Figure C1.2 - Components of Expenditure

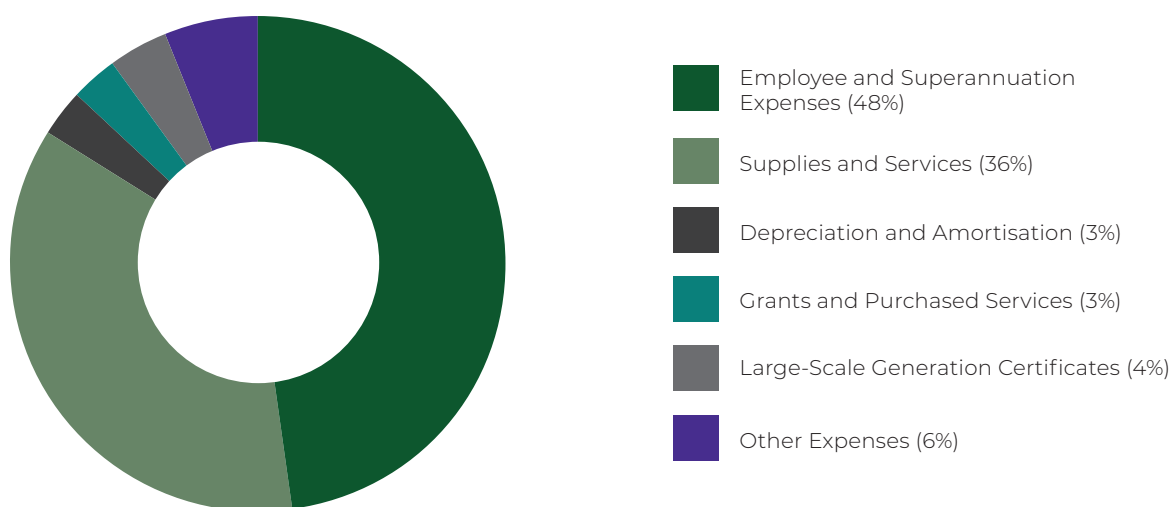


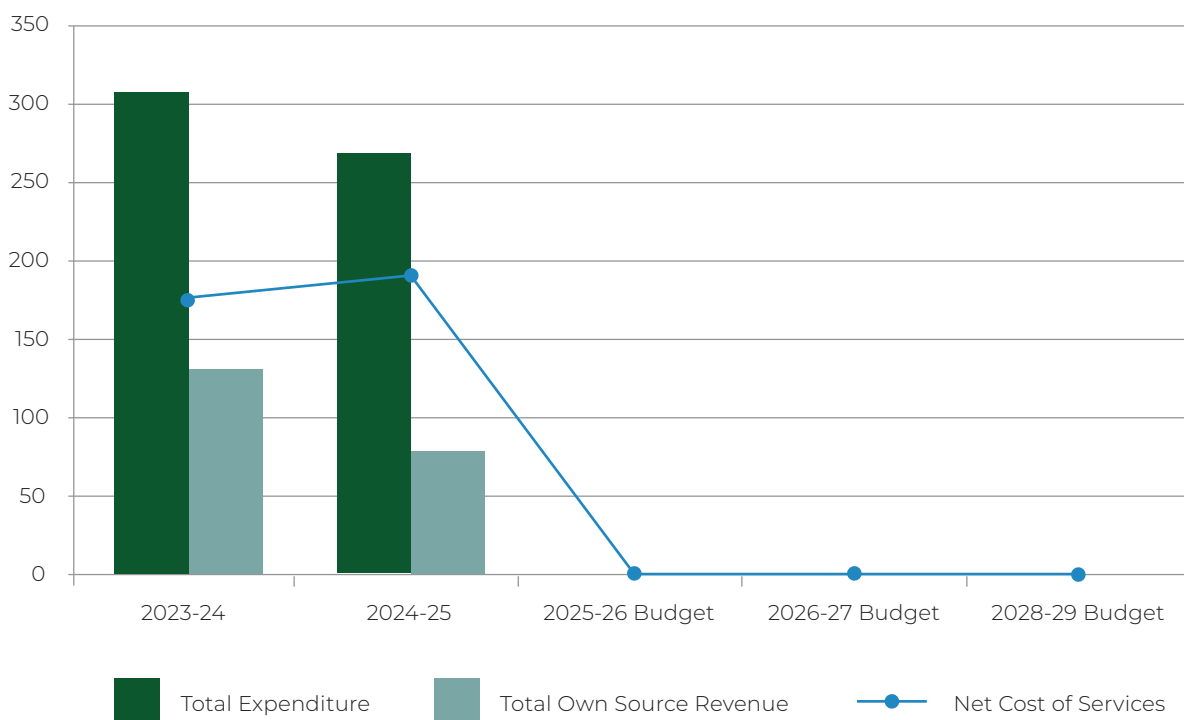
Table C1.5 - Expenditure Variations to 2024-25 Actuals

	Actual 2024-25 \$m	Actual 2023-24 \$m	Variance \$m
Employee Expenses	127.9	116.3	11.6
Supplies and Services	95.7	84.8	10.9
Depreciation and Amortisation	9.0	9.5	(0.5)
Grants and Purchased Services	7.8	7.8	-
Borrowing Costs	0.2	0.2	-
Large-Scale Generation Certificates	10.9	71.6	(60.7)
Asset Transfers and Write Offs	7.0	2.2	4.8
Other Expenses	8.0	7.6	0.4
Transfers to Government	1.3	6.8	(5.5)
Total Expenses	267.8	306.8	(39.0)

In comparison to 2023-24, the total expenditure for 2024-25 was **\$39.0 million** lower. This decrease is primarily due to a reduction in the fair value movement for LGCs. This movement reflects changes in the spot price, as well as the volume of certificates redeemed and generated, which are influenced by market demand and supply dynamics and broader economic conditions. This is offset by an increase in employee expenses and supplies and services due in part to additional expenses delivering the programs which resulted in an increase in revenue, as well as increased staff costs associated with changes in the staff profile and pay increments.

Future Trends

Figure C1.3 - Net Cost of Services (\$m)



Forward Estimates have been transferred to form CED and are not presented as part of this report. Forward estimates can be found in the CED chapter of the 2025-26 Budget Papers.

Net Assets/(Liabilities)

The Directorate's net assets for the financial year ended 30 June 2025 is **\$323.6 million**, which is **\$13.9 million** lower than the original budget net assets of **\$337.5 million**, and **\$3.6 million** lower than the 30 June 2024 actual net assets of **\$327.2 million**. Reasons for these variations are explained in the following sections.

Table C1.6 - Net Assets and Liabilities

	Actual 2024-25 \$m	Original Budget 2024-25 \$m	Actuals 2023-24 \$m
Total Assets	403.3	448.6	430.9
Total Liabilities	79.7	111.1	103.7
Net Assets	323.6	337.5	327.2

Total Assets

The Directorate's total asset position at 30 June 2025 was **\$403.3 million**, of which **65% (\$261.5 million)** is related to property, plant and equipment, comprised of land, buildings, infrastructure, heritage and community assets, and Capital Works in progress.

The other major components of the Directorate's total assets are represented in Figure C1.4, which are comprised of cash and cash equivalents of **15% (\$63.1 million)**, biological assets relating to the ACT Forestry Estate of **12% (\$48.7 million)**, and intangible assets of **4% (\$16.9 million)** being LGCs.

Figure C1.4 - Total Assets as at 30 June 2025

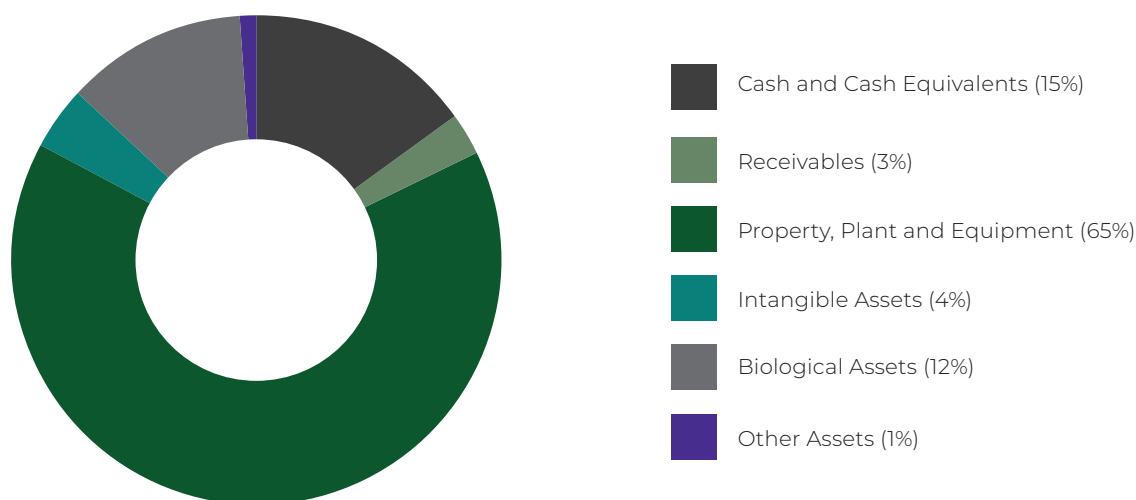


Table C1.7 - Asset Variations to the Original Budget

	Actual 2024-25 \$m	Original Budget 2024-25 \$m	Variance \$m
Cash and Cash Equivalents	63.1	54.8	8.3
Receivables	10.8	9.0	1.8
Land Held for Sale			
Loose-Fill Asbestos Insulation Eradication	0.7	0.4	0.3
Other Assets	1.2	0.4	0.8
Land			
Loose-Fill Asbestos Insulation Eradication	0.4	-	0.4
Property, Plant and Equipment	257.0	265.5	(8.5)
Intangible Assets	16.9	53.8	(36.9)
Biological Assets	48.7	43.0	5.7
Capital Works in Progress	4.5	21.7	(17.2)
Total Assets	403.3	448.6	(45.3)

Total assets as at 30 June 2025 was **\$45.3 million** lower than the original budget of **\$448.6 million**. This was mainly due to the spot price for LGCs at 30 June 2025 being lower than the estimated spot price used during the setting of the Budget. The variance in capital works in progress is a result of a number of transfers of completed projects to other directorates.

Table C1.8 - Asset Variations to 2023-24 Actuals

	Actual 2024-25 \$m	Actual 2023-24 \$m	Variance \$m
Cash and Cash Equivalents	63.1	61.5	1.6
Receivables	10.8	10.1	0.7
Land Held for Sale			
Loose-Fill Asbestos Insulation Eradication	0.7	1.8	(1.1)
Other Assets	1.2	0.1	1.1
Land			
Loose-Fill Asbestos Insulation Eradication	0.4	1.1	(0.7)
Property, Plant and Equipment	257.0	259.3	(2.3)
Intangible Assets	16.9	38.6	(21.7)
Biological Assets	48.7	48.8	(0.1)
Capital Works in Progress	4.5	9.6	(5.1)
Total Assets	403.3	430.9	(27.6)

The Directorate's total assets were **\$27.6 million** lower than the previous year's total of **\$430.9 million** primarily due to intangible assets as the fair value of LGCs were lower as the spot rate decreased across years.

Total Liabilities

The Directorate's total liabilities as at 30 June 2025 were **\$79.7 million**, as presented in Figure C1.5, with the major component comprising of employee benefits representing **49% (\$39.2 million)** of total liabilities which includes annual leave and long service leave accrued by staff. In addition, payables represent **23% (\$18.1 million)** of total liabilities, mostly reflecting security deposits refundable to developers. Other provisions represent **22% (\$18.0 million)** of total liabilities which relate to the constructive obligation to surrender LGCs, and the value of the Loose-Fill Asbestos Scheme property purchases not yet settled, the estimated value of building demolition, and land remediation on those sites.

Figure C1.5 - Total liabilities as at 30 June 2025

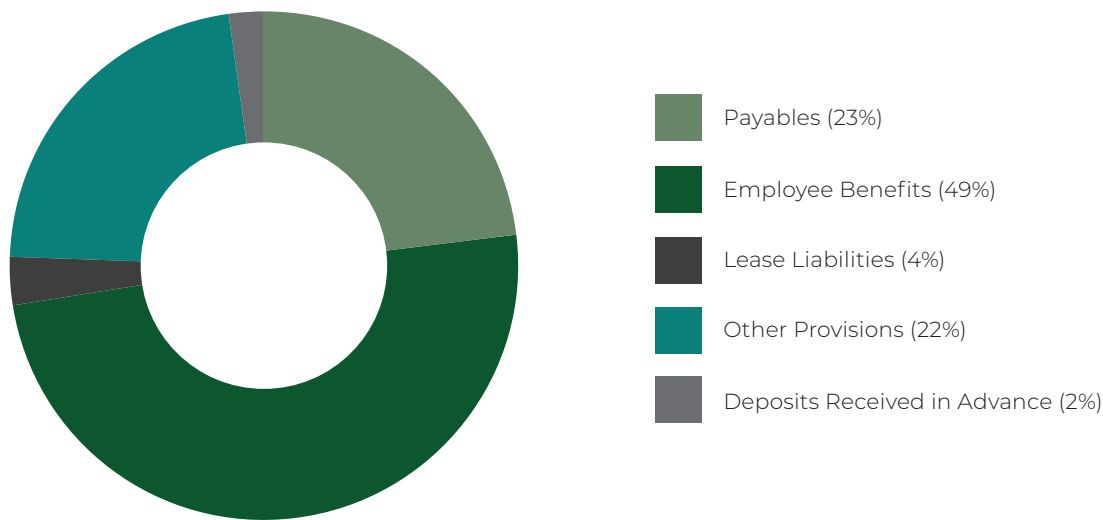


Table C1.9 - Liabilities Variations to the Original Budget

	Actual 2024-25 \$m	Original Budget 2024-25 \$m	Variance \$m
Payables	18.1	16.1	2.0
Lease Liabilities	2.8	4.8	(2.0)
Employee Benefits	39.2	35.5	3.7
Other Provisions	18.0	53.5	(35.5)
Deposits Received in Advance	1.6	1.2	0.4
Total Liabilities	79.7	111.1	(31.4)

Total liabilities as at 30 June 2025 was **\$31.4 million** higher than the original 2024-25 budget of **\$111.1 million**. This is mainly due to other provisions as the spot rate for LGCs was lower than anticipated at budget.

Table C1.10 - Liabilities Variations to 2023-24 Actuals

	Actual 2024-25 \$m	Actual 2023-24 \$m	Variance \$m
Payables	18.1	23.6	(5.5)
Lease Liabilities	2.8	3.8	(1.0)
Employee Benefits	39.2	34.0	5.2
Other Provisions	18.0	41.1	(23.1)
Deposits Received in Advance	1.6	1.2	0.4
Total Liabilities	79.7	103.7	(24.0)

Total liabilities were **\$24.0 million** lower than the previous year actual of **\$103.7 million** which is due to a decrease of **\$23.1 million** relating to movements in other provisions as the fair value of the provision for LGCs decreased due to a lower spot price compared to the previous year.

Territorial Financial Statements

The Territorial financial statements include income, expenses, assets and liabilities that the Directorate administers on behalf of the ACT Government but does not control. It also includes the Office of the Commissioner for Sustainability and the Environment. The Heritage and Environmental Grants Programs are now administered through the Controlled entity.

Total Territorial Income

Total Territorial income for 2024-25 of **\$27.2 million** largely relates to sales (**\$17.9 million**) and land rent (**\$4.8 million**). Sales consists of the collection of regulatory service fees (**\$9.3 million**), which includes development application and unit title fees; fees under the Energy Efficiency Improvement Scheme (**\$4.6 million**) and lease variation charges (**\$4.0 million**).

Figure C1.6 - Sources of Territorial Income

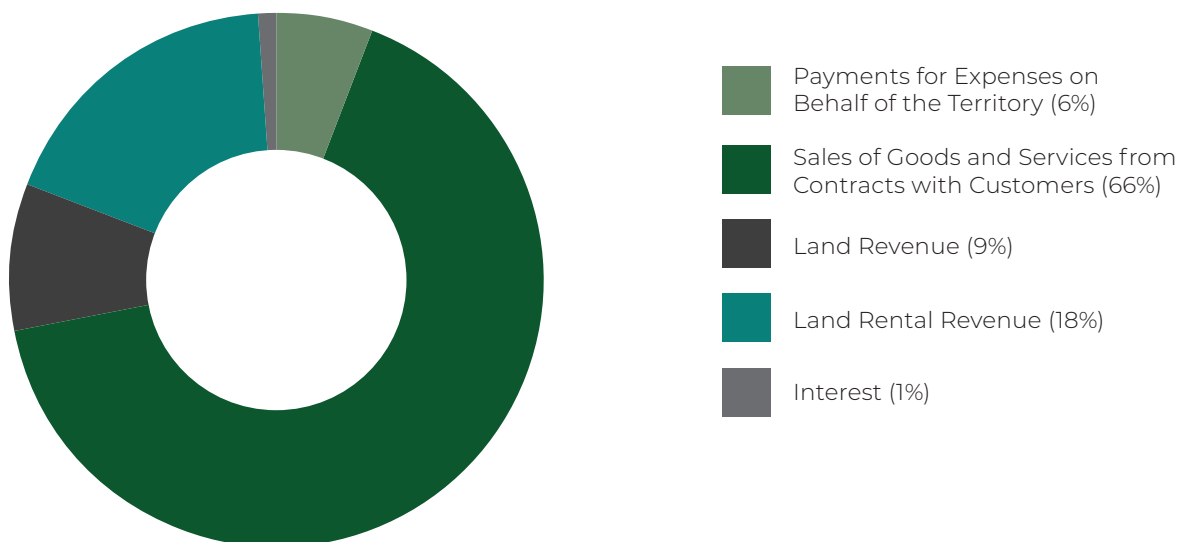


Table C1.11 - Territorial – 2024-25 Income Variations to the Original Budget

	Actual 2024-25 \$m	Original Budget 2024-25 \$m	Variance \$m
Payments for Expenses on Behalf of the Territory	1.6	2.0	(0.4)
Sales of Goods and Services from Contracts with Customers	17.9	18.6	(0.7)
Land Revenue	2.5	5.1	(2.6)
Land Rental Revenue	4.8	5.4	(0.6)
Interest	0.3	0.3	-
Resources Received Free of Charge	0.1	-	0.1
Total Income	27.2	31.4	(4.2)

Total Territorial income for 2024-25 of **\$27.2 million** is **\$4.2 million** lower than the 2024-25 original budget of **\$31.4 million**. This primarily relates to a reduction in land revenue (**\$2.6 million**). While two new land transfers with SLA occurred during the year, other land transfers were delayed as further due diligence and studies were conducted.

Table C1.12 - Territorial - Income Variations to 2023-24 Actuals

	Actual 2024-25 \$m	Actual 2023-24 \$m	Variance \$m
Payments for Expenses on Behalf of the Territory	1.6	2.2	(0.6)
Sales of Goods and Services from Contracts with Customers	17.9	17.5	0.4
Land Revenue	2.5	-	2.5
Land Rental Revenue	4.8	4.6	0.2
Interest	0.3	0.2	0.1
Resources Received Free of Charge	0.1	0.3	(0.2)
Total Income	27.2	24.8	2.4

Total Territorial income increased by **\$2.4 million** from the 2023-24 actual result. This is primarily due to land revenue (**\$2.5 million**) due to the land transfers with SLA.

Total Territorial Expenditure

The Territorial expenditure of **\$27.1 million** largely relates to the transfer of revenue to the ACT Government, comprising **80% (\$21.7 million)** and the cost of land transfer **9% (\$2.5 million)** which relates to the land transfer with SLA.

Figure C1.7 - Components of Territorial Expenditure

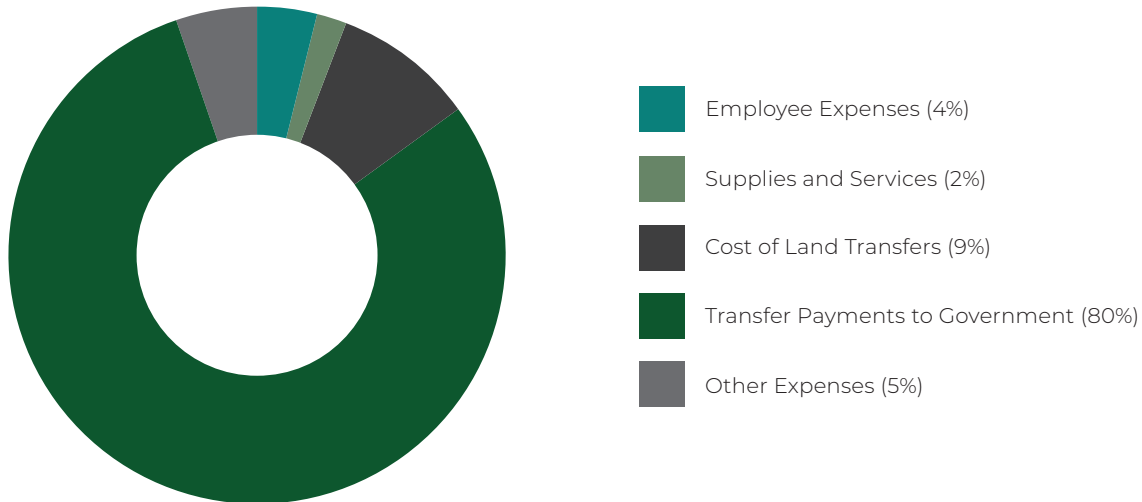


Table C1.13 - Territorial - Expenditure Variations to the Original Budget

	Actual 2024-25 \$m	Original Budget 2024-25 \$m	Variance \$m
Employee Expenses	1.1	1.2	(0.1)
Supplies and Services	0.4	5.9	(5.5)
Cost of Land Transfers	2.5	-	2.5
Transfer Payments to Government	21.7	21.1	0.6
Other Expenses	1.4	3.2	(1.8)
Total Expenses	27.1	31.4	(4.3)

Total actual Territorial expenditure in 2024-25 of **\$27.1 million** was **\$4.3 million** lower than the 2024-25 original budget of **\$31.4 million**.

Table C1.14 - Territorial - Expenditure Variations to 2023-24 Actuals

	Actual 2024-25 \$m	Actual 2023-24 \$m	Variance \$m
Employee Expenses	1.1	1.1	-
Supplies and Services	0.4	0.4	-
Grants and Purchased Services	-	0.5	(0.5)
Cost of Land Transfers	2.5	-	2.5
Transfer Payments to Government	21.7	19.4	2.3
Other Expenses	1.4	3.1	(1.7)
Total Expenses	27.1	24.5	2.6

Total actual Territorial expenditure in 2024-25 of **\$27.1 million** was higher than the previous year’s actual expenditure of **\$24.5 million** by **\$2.6 million**. As above, the main driver for the increase is the cost of land transfers with SLA.

Total Territorial Assets

The Territorial total asset position at 30 June 2025 was **\$111.3 million**, of which **62% (\$68.9 million)** relates to land, comprised of leased and unleased land.

The other major components of the total Territorial assets are represented in Figure C1.8, which are comprised of receivables of **18% (\$20.0 million)** consisting primarily of amounts owed by the SLA for land transfers and inventories of **16% (\$18.1 million)** being unleased land held for transfer to SLA.

Figure C1.8 - Total Assets as at 30 June 2025

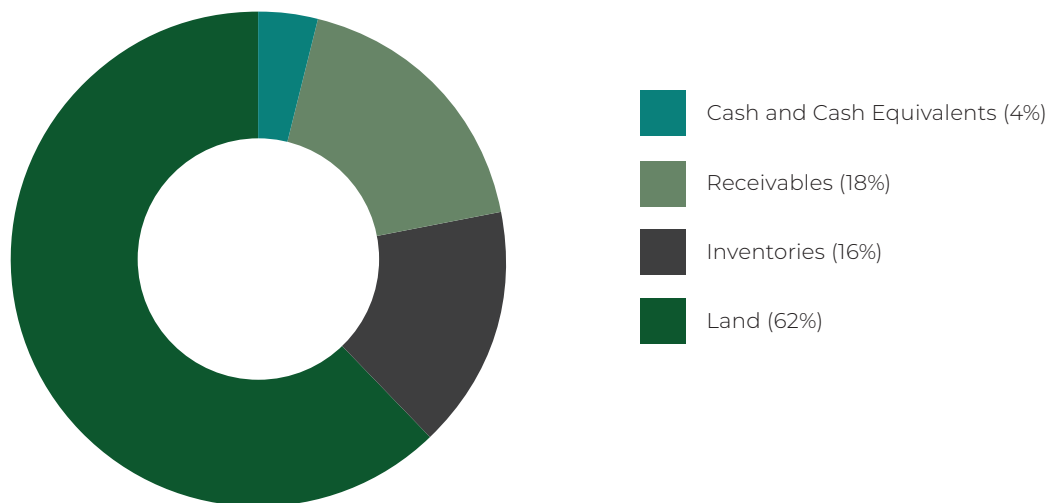


Table C1.15 - Asset Variations to the Original Budget

	Actual 2024-25 \$m	Original Budget 2024-25 \$m	Variance \$m
Cash and Cash Equivalents	4.3	5.6	(1.3)
Receivables	20.0	20.4	(0.4)
Inventories	18.1	15.4	2.7
Land	68.9	68.7	0.2
Total Assets	111.3	110.1	1.2

Total assets as at 30 June 2025 was **\$1.2 million** higher than the original budget of **\$110.1 million**. There were no significant variances although Inventories were higher (**\$2.7 million**) as land transfers to SLA were lower which is consistent with the decrease in land revenue noted previously.

Table C1.16 - Asset Variations to 2023-24 Actuals

	Actual 2024-25 \$m	Actual 2023-24 \$m	Variance \$m
Cash and Cash Equivalents	4.3	4.2	0.1
Receivables	20.0	17.9	2.1
Inventories	18.1	20.5	(2.4)
Land	68.9	68.9	-
Total Assets	111.3	111.5	(0.2)

The Territorial total assets were **\$0.2 million** lower than the previous year's total of **\$111.5 million**. There were no significant changes as there was no revaluation of land and operations remained consistent with the prior year.

Total Territorial Liabilities

The Territorial total liabilities as at 30 June 2025 was **\$24.6 million**, as presented in Figure 9, with the major component comprising of payables representing **94% (\$23.1 million)** of total liabilities.

Figure C1.9 - Total liabilities as at 30 June 2025

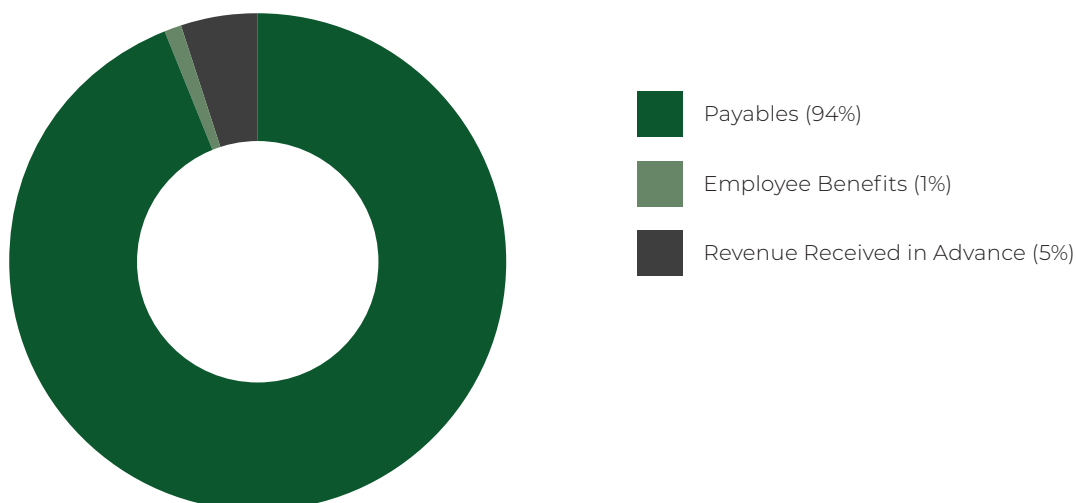


Table C1.17 - Liabilities Variations to the Original Budget

	Actual 2024-25 \$m	Original Budget 2024-25 \$m	Variance \$m
Payables	23.1	28.6	(5.5)
Employee Benefits	0.3	0.3	-
Revenue Received in Advance	1.2	-	1.2
Total Liabilities	24.6	28.9	(4.3)

Total liabilities as at 30 June 2025 was **\$4.3 million** lower than the 2024-25 original budget of **\$28.9 million**. This is mainly due to decreases in payables as payments were made to the Territory Banking Account (TBA).

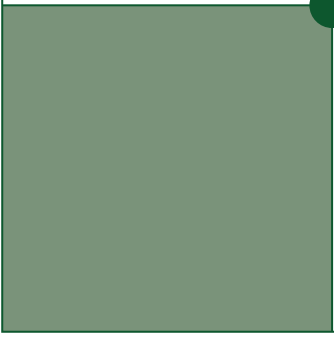
Table C1.18 - Liabilities Variations to 2023-24 Actuals

	Actual 2024-25 \$m	Actual 2023-24 \$m	Variance \$m
Payables	23.1	23.4	(0.3)
Employee Benefits	0.3	0.3	-
Revenue Received in Advance	1.2	1.2	-
Total Liabilities	24.6	24.9	(0.3)

Total liabilities were **\$0.3 million** lower than the previous year actuals of **\$24.9 million**.

Part C2

Financial Statements



**Financial Statements
of
Environment, Planning and Sustainable
Development Directorate**

**For the Year Ended
30 June 2025**

Independent Audit Report



AUDITOR-GENERAL AN OFFICER
OF THE ACT LEGISLATIVE ASSEMBLY 

INDEPENDENT AUDITOR'S REPORT

To the Members of the ACT Legislative Assembly

Opinion

I have audited the financial statements of the Environment, Planning and Sustainable Development Directorate (Directorate) for the year ended 30 June 2025 which comprise the:

- Statement of responsibility by the Director-General and statement by the Chief Finance Officer;
- Controlled financial statements – operating statement, balance sheet, statement of changes in equity, statement of cash flows, and statement of appropriation;
- Territorial financial statements – statement of income and expenses on behalf of the Territory, statement of assets and liabilities on behalf of the Territory, statement of changes in equity on behalf of the Territory, statement of cash flows on behalf of the Territory, and Territorial statement of appropriation; and
- Notes to the financial statements, including a summary of material accounting policies and other explanatory information.

In my opinion, the financial statements:

- (i) present fairly, in all material respects, the Directorate's financial position as at 30 June 2025, and its financial performance and cash flows for the year then ended; and
- (ii) are presented in accordance with the *Financial Management Act 1996* and comply with Australian Accounting Standards.

Basis for opinion

I conducted the audit in accordance with the Australian Auditing Standards. My responsibilities under the standards are further described in the 'Auditor's responsibilities for the audit of the financial statements' section of this report.

I am independent of the Directorate in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (Code). I have also fulfilled my other ethical responsibilities in accordance with the Code.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of the Directorate for the financial statements

The Director-General of City and Environment Directorate is responsible for:

- preparing and fairly presenting the financial statements in accordance with the *Financial Management Act 1996* and relevant Australian Accounting Standards;
- determining the internal controls necessary for the preparation and fair presentation of the financial statements so that they are free from material misstatements, whether due to error or fraud; and
- assessing the ability of the Directorate to continue as a going concern and disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting in preparing the financial statements.

Auditor's responsibilities for the audit of the financial statements

Under the *Financial Management Act 1996*, the Auditor-General is responsible for issuing an audit report that includes an independent opinion on the financial statements of the Directorate.

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion.

Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

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

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

I communicate with the Director-General of City and Environment Directorate regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



Ajay Sharma PSM
Assistant Auditor-General, Financial Audit
29 September 2025

Statement of Responsibility

Environment, Planning and Sustainable Development Directorate Financial Statements For the Year Ended 30 June 2025

Statement of Responsibility

In my opinion, the Environment, Planning and Sustainable Development Directorate's financial statements fairly reflect the financial operations for the year ended 30 June 2025 and its financial position on that date.



Dave Peffer
Director-General
City and Environment Directorate
29 September 2025

Statement by the Chief Finance Officer

Environment, Planning and Sustainable Development Directorate Financial Statements For the Year Ended 30 June 2025

Statement by the Chief Finance Officer

In my opinion, the Environment, Planning and Sustainable Development Directorate's financial statements have been prepared in accordance with the Australian Accounting Standards and the ACT Accounting and Disclosure policies, are in agreement with its accounts and records and fairly reflect its financial operations for the year ended 30 June 2025 and the financial position on that date.

MJTetley

Melissa Tetley
Chief Finance Officer – EPSD Stream
City and Environment Directorate
29 September 2025

Controlled Financial Statements for the Year Ended 30 June 2025

**ENVIRONMENT, PLANNING AND
SUSTAINABLE DEVELOPMENT
DIRECTORATE**

CONTROLLED FINANCIAL STATEMENTS

**FOR THE YEAR ENDED
30 JUNE 2025**

Environment, Planning and Sustainable Development Directorate

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Environment, Planning and Sustainable Development Directorate
Operating Statement
For the Year Ended 30 June 2025

	Note No.	Actual 2025 \$'000	Original Budget 2025 \$'000	Actual 2024 \$'000
Income				
Controlled Recurrent Payments	#	175 208	177 936	170 264
Sales of Goods and Services from Contracts with Customers	4	35 314	15 863	20 866
Grants and Contributions Income	5	16 664	10 747	16 891
Interest Revenue		1 960	900	1 765
Large-Scale Generation Certificates	6	10 859	104 248	71 629
Other Income	7	13 204	4 673	19 843
Total Income		253 209	314 367	301 258
Expenses				
Employee Expenses	8	127 879	111 820	116 183
Supplies and Services	9	95 697	83 677	84 811
Depreciation and Amortisation	18,19	9 004	9 611	9 504
Grants and Purchased Services	10	7 815	9 652	7 774
Borrowing Costs		179	33	234
Large-Scale Generation Certificates	11	10 859	104 248	71 629
Asset Transfers and Write Offs	12	7 036	-	2 194
Other Expenses	13	7 958	4 594	7 585
Transfers to Government		1 349	1 408	6 839
Total Expenses		267 776	325 043	306 753
Operating Result		(14 567)	(10 676)	(5 495)
Other Comprehensive Income				
<i>Items that will not be reclassified subsequently to profit or loss</i>				
(Decrease) in the Asset Revaluation Surplus		-	-	(111)
Total Other Comprehensive Result		-	-	(111)
Total Comprehensive Result		(14 567)	(10 676)	(5 606)

The above Operating Statement is to be read in conjunction with the accompanying notes.

Refer to the Statement of Appropriation.

Environment, Planning and Sustainable Development Directorate
Balance Sheet
As at 30 June 2025

	Note No.	Actual 2025 \$'000	Original Budget 2025 \$'000	Actual 2024 \$'000
Current Assets				
Cash and Cash Equivalents	14	63 109	54 836	61 456
Receivables	15	7 447	3 238	6 538
Inventories		38	46	39
Land Held for Sale				
Loose-Fill Asbestos Insulation Eradication Scheme	16	688	354	1 838
Other Assets		1 178	424	67
Total Current Assets		72 460	58 898	69 938
Non-Current Assets				
Receivables	15	3 364	5 773	3 601
Land - Loose-Fill Asbestos Insulation Eradication Scheme	17	378	-	1 066
Property, Plant and Equipment	18	256 971	265 505	259 259
Intangible Assets	19	16 905	53 780	38 604
Biological Assets	20	48 649	42 990	48 830
Capital Works in Progress	18	4 534	21 628	9 648
Total Non-Current Assets		330 801	389 676	361 008
Total Assets		403 261	448 574	430 946
Current Liabilities				
Payables	21	18 122	16 146	23 593
Lease Liabilities	22	1 469	1 636	1 619
Employee Benefits	23	37 137	33 786	32 205
Other Provisions	24	17 345	53 361	39 597
Deposits Received in Advance		1 579	1 232	1 203
Total Current Liabilities		75 652	106 161	98 217
Non-Current Liabilities				
Lease Liabilities	22	1 318	3 151	2 145
Employee Benefits	23	2 038	1 748	1 815
Other Provisions	24	650	-	1 500
Total Non-Current Liabilities		4 006	4 899	5 460
Total Liabilities		79 658	111 060	103 677
Net Assets		323 603	337 514	327 269
Equity				
Accumulated Funds		228 385	242 185	232 051
Asset Revaluation Surplus		95 218	95 329	95 218
Total Equity		323 603	337 514	327 269

The above Balance Sheet is to be read in conjunction with the accompanying notes.

Environment, Planning and Sustainable Development Directorate
Statement of Changes in Equity
For the Year Ended 30 June 2025

		Accumulated Funds Actual 2025 \$'000	Asset Revaluation Surplus Actual 2025 \$'000	Total Equity Actual 2025 \$'000	Total Equity Original Budget 2025 \$'000
	Note No.				
Balance at 1 July 2024		232 051	95 218	327 269	322 351
Comprehensive Income					
Operating Result		(14 567)	-	(14 567)	(10 676)
Total Comprehensive Result		(14 567)	-	(14 567)	(10 676)
Transactions Involving Owners Affecting Accumulated Funds					
Capital Injections:					
Loose-Fill Asbestos Insulation Eradication Scheme	#	171	-	171	1 653
Other ¹	#	13 760	-	13 760	27 049
Capital Distributions:					
Loose-Fill Asbestos Insulation Eradication Scheme		(1 875)	-	(1 875)	(2 863)
Assets transferred out as part of an Administrative Restructure	25	(1 489)	-	(1 489)	-
Net Assets transferred in from Other Agencies		334	-	334	-
Total Transactions Involving Owners Affecting Accumulated Funds		10 901	-	10 901	25 839
Balance at 30 June 2025		228 385	95 218	323 603	337 514

The above Statement of Changes in Equity is to be read in conjunction with the accompanying notes.

Refer to the Statement of Appropriation.

¹ Other Capital Injections includes drawdowns for environment and planning projects within the capital works program and new Zero Emissions Government loans.

Environment, Planning and Sustainable Development Directorate
Statement of Changes in Equity - Continued
For the Year Ended 30 June 2025

	Accumulated Funds Actual 2024 \$'000	Asset Revaluation Surplus Actual 2024 \$'000	Total Equity Actual 2024 \$'000
Balance at 1 July 2023	219 009	95 329	314 338
Comprehensive Income			
Operating Result	(5 495)	-	(5 495)
Decrease in the Asset Revaluation Surplus	-	(111)	(111)
Total Comprehensive Result	(5 495)	(111)	(5 606)
Transactions Involving Owners Affecting Accumulated Funds			
Capital Injections:			
Loose-Fill Asbestos Insulation Eradication Scheme	# 2 549	-	2 549
Other	# 20 157	-	20 157
Capital Distributions:			
Loose-Fill Asbestos Insulation Eradication Scheme	(4 169)	-	(4 169)
Total Transactions Involving Owners Affecting Accumulated Funds	18 537	-	18 537
Balance at 30 June 2024	232 051	95 218	327 269

The above Statement of Changes in Equity is to be read in conjunction with the accompanying notes.

Refer to the Statement of Appropriation.

Environment, Planning and Sustainable Development Directorate
Statement of Cash Flows
For the Year Ended 30 June 2025

	Note No.	Actual 2025 \$'000	Original Budget 2025 \$'000	Actual 2024 \$'000
Cash Flows from Operating Activities				
Receipts				
Controlled Recurrent Payments		175 208	177 936	170 264
Sales of Goods and Services from Contracts with Customers		32 765	16 225	17 683
Grants and Contributions Receipts		3 947	-	11 474
GST Input Tax Credits from the Australian Taxation Office		7 853	4 893	6 720
GST Collected from Customers		1 319	1 286	1 313
Interest Received		1 960	900	1 765
Other income		11 047	3 992	3 456
Total Receipts from Operating Activities		234 099	205 232	212 675
Payments				
Employee Payments		122 725	107 196	115 884
Supplies and Services		83 007	74 250	66 381
Borrowing Costs		-	33	-
GST Paid to Suppliers		8 981	5 084	8 397
Cost of Goods Sold		4 707	4 406	3 258
GST Remitted to the Australian Taxation Office		-	1 094	-
Grants and Purchased Services		7 615	9 887	7 774
Other Expenses		7 663	4 273	6 156
Transfer of Revenue back to the ACT Government		1 349	1 408	6 839
Total Payments from Operating Activities		236 047	207 631	214 689
Net Cash (Outflows) from Operating Activities	14	(1 948)	(2 399)	(2 014)
Cash Flows from Investing Activities				
Receipts				
Proceeds from Scheme Land Sales		3 259	4 272	11 008
Proceeds from Sale of Property, Plant and Equipment		108	-	147
Loan Receivable Repayment Received		777	775	764
Trust Monies		11	-	-
Total Receipts from Investing Activities		4 155	5 047	11 919
Payments				
Loans Receivable Provided		717	1 963	1 522
Purchase of Property, Plant and Equipment		2 652	3 486	1 462
Capital Works Expenditure		5 032	23 215	10 479
Purchase of Scheme Land and Demolition Costs		160	-	748
Trust Monies		2 188	-	351
Total Payments from Investing Activities		10 749	28 664	14 562
Net Cash (Outflows) from Investing Activities		(6 594)	(23 617)	(2 643)

The above Statement of Cash Flows is to be read in conjunction with the accompanying notes.

Environment, Planning and Sustainable Development Directorate
Statement of Cash Flows - Continued
For the Year Ended 30 June 2025

	Note No.	Actual 2025 \$'000	Original Budget 2025 \$'000	Actual 2024 \$'000
Cash Flows from Financing Activities				
Receipts				
Capital Injections		13 931	28 702	22 706
Total Receipts from Financing Activities		13 931	28 702	22 706
Payments				
Distributions to Government		1 875	2 863	4 169
Repayment of Lease Liabilities - Principal		1 860	675	1 964
Total Payment from Financing Activities		3 735	3 538	6 133
Net Cash Inflows from Financing Activities		10 196	25 164	16 573
Net Increase/(Decrease) in Cash and Cash Equivalents		1 653	(852)	11 919
Cash and Cash Equivalents at the Beginning of the Reporting Period		61 456	55 688	49 537
Cash and Cash Equivalents at the End of the Reporting Period	14	63 109	54 836	61 456

The above Statement of Cash Flows is to be read in conjunction with the accompanying notes.

Environment, Planning and Sustainable Development Directorate

Statement of Appropriation

For the Year Ended 30 June 2025

Description and Material Accounting Policies relating to Controlled Recurrent Payments

Controlled Recurrent Payments (CRP) are revenue received from the ACT Government to fund the costs of delivering outputs.

CRP is recognised when the Directorate gains control over the funding which is obtained upon the receipt of cash, given they do not contain enforceable and sufficiently specific performance obligations as defined by AASB 15 *Revenue from Contracts with Customers*.

Capital injection appropriations are not recognised as income but instead are recognised as equity injections and a cash inflow which is used to purchase/build an asset(s) or to reduce a liability(s).

Column Heading Explanations

The Original Budget column shows the amounts that appear in the Statement of Cash Flows in the Budget Papers. This amount also appears in the Statement of Cash Flows.

The Total Appropriated column is inclusive of all appropriation variations occurring after the Original Budget.

The Appropriation Drawn is the total amount of appropriation received by the Directorate during the year. This amount appears in the Statement of Cash Flows.

	Original Budget 2025 \$'000	Total Appropriated 2025 \$'000	Appropriation Drawn 2025 \$'000	Appropriation Drawn 2024 \$'000
Controlled				
Controlled Recurrent Payments	177 936	180,684	175 208	170 264
Capital Injections	28 702	29 044	13 931	22 706
Total Controlled Appropriation	206 638	209 728	189 139	192 970

The above Statement of Appropriation is to be read in conjunction with the accompanying notes.

Variances between '2024-25 Controlled Recurrent Payments Appropriation Drawn' and '2023-24 Controlled Recurrent Payments Appropriation Drawn'

The increase in appropriation drawn was primarily due to spending against new initiatives and funding spent on initiatives rolled into the 2024-25 financial year from the 2023-24 financial year. Initiatives included a number of climate change and environmental programs and planning reform.

Environment, Planning and Sustainable Development Directorate
Statement of Appropriation - Continued
For the Year Ended 30 June 2025

Variances between 'Original Budget', 'Total Appropriated' and 'Appropriation Drawn'

	Controlled Recurrent Payments \$'000	Capital Injections \$'000
Reconciliation of Appropriations for 2024-25		
Original Appropriation	177 936	28 702
Transfer of Funds between Directorates (FMA s.14)	(391)	-
Transfer of Functions to Another Entity (FMA s.16)	234	342
Variation of Appropriations for Commonwealth Grants (FMA s.17)	76	-
New Appropriation for Commonwealth Grants (FMA s.19B)	2 829	-
Total Appropriated	180 684	29 044
Budget Rollovers	(5 476)	(15 113)
Controlled Appropriation Drawn¹	175 208	13 931

¹The difference between the Total Appropriated and the Total Appropriation Drawn is due to rollover of appropriation that was expected to be spent but not drawn in 2024-25 relating to projects that were delayed due to extensive procurement negotiations and consultations processes.

Environment, Planning and Sustainable Development Directorate

Notes to and Forming Part of the Financial Statements

For the Year Ended 30 June 2025

NOTE 1 OBJECTIVES OF THE ENVIRONMENT, PLANNING AND SUSTAINABLE DEVELOPMENT DIRECTORATE

The Environment, Planning and Sustainable Development Directorate (EPSDD) is a not-for-profit ACT Government entity in the General Government Sector responsible for climate change policy, energy policy, nature conservation, environment protection policy, strategic and statutory planning, development approvals, building policy, sustainable land development policy, heritage and water. The Directorate also delivers the ACT Parks and Conservation Service for the community, ensuring nature reserves, national parks, commercial softwood forests and rural lands are managed to provide the ACT with safe open spaces which contribute to quality of life for the community.

EPSDD strongly contributes to the wellbeing of Canberrans (and visitors) by helping to provide land, planning and building policy, renewed urban spaces, access to and experiences of our natural and cultural environments.

The Directorate's strategic objectives and indicators reflect and align with the ACT Government's priorities and commitments outlined in its Election Commitments. The objectives require the Directorate to plan and deliver a compact and efficient city that balances the needs of the environment, our heritage and our culture, and that we do this while building resilience and driving adaptation to climate change.

We recognise we are the ancestors of future generations who will call Canberra home, so the decisions we make today impact our city and the region and how we live well in our city. Canberra, the city and region, is recognised as a progressive, sustainable and innovative territory that values people and ideas.

We continue to be motivated to work proactively to build the trust and confidence of our ACT community. We do this through ethical, transparent and efficient performance, while making administratively sound decisions. We also take care of our highly valued and skilled workforce so that together we shape the ACT's future while protecting and strengthening the environment that Canberrans value.

Environment, Planning and Sustainable Development Directorate

Notes to and Forming Part of the Financial Statements

For the Year Ended 30 June 2025

NOTE 2 BASIS OF PREPARATION OF THE FINANCIAL STATEMENTS

Legislative Requirements

The *Financial Management Act 1996* (FMA) requires the preparation of annual financial statements for ACT Government directorates. The FMA and the *Financial Management Guidelines* issued under the Act, requires a Directorate's financial statements to include:

- i. an Operating Statement for the year;
- ii. a Balance Sheet at the end of the year;
- iii. a Statement of Changes in Equity for the year;
- iv. a Statement of Cash Flows for the year;
- v. a Statement of Appropriation for the year;
- vi. an Operating Statement for each class of output for the year (excluding Other Comprehensive Income);
- vii. the material accounting policies adopted for the year; and
- viii. other statements as necessary to fairly reflect the financial operations of the Directorate during the year and its financial position at the end of the year.

These general purpose financial statements have been prepared in accordance with:

- i. Australian Accounting Standards (as required by the FMA); and
- ii. ACT Accounting and Disclosure Policies.

Accrual Accounting

The financial statements have been prepared using the accrual basis of accounting. The financial statements are prepared according to historical cost convention, except for non-current assets held for sale, property, plant and equipment, intangible assets and biological assets, which are valued at fair value in accordance with the (re)valuation policies applicable to the Directorate during the reporting period.

Currency

These financial statements are presented in Australian dollars, which is the Directorate's functional currency.

Individual Not-for-Profit Reporting Entity

The Directorate is an individual not-for-profit reporting entity.

Controlled and Territorial Items

The Directorate produces Controlled and Territorial financial statements. The Controlled financial statements include income, expenses, assets and liabilities over which the Directorate has control. The Territorial financial statements include income, expenses, assets and liabilities that the Directorate administers on behalf of the ACT Government, but does not control.

The purpose of the distinction between Controlled and Territorial is to enable an assessment of the Directorate's performance against the decisions it has made in relation to the resources it controls, while maintaining accountability for all resources under its responsibility.

The basis of preparation described applies to both Controlled and Territorial financial statements except where specified otherwise.

Reporting Period

These financial statements state the financial performance, changes in equity and cash flows of the Directorate for the year ended 30 June 2025 together with the financial position of the Directorate as at 30 June 2025.

Environment, Planning and Sustainable Development Directorate

Notes to and Forming Part of the Financial Statements

For the Year Ended 30 June 2025

NOTE 2 BASIS OF PREPARATION OF THE FINANCIAL STATEMENTS - CONTINUED

Comparative Figures

Budget Figures

To facilitate a comparison with the Budget Papers, as required by the FMA, budget information for 2024-25 has been presented in the financial statements. Budget numbers in the financial statements are the original budget numbers that appear in the Budget Papers.

Prior Year Comparatives

Comparative information has been disclosed in respect of the previous period for amounts reported in the financial statements, except where an Australian Accounting Standard does not require comparative information to be disclosed.

Where the presentation or classification of items in the financial statements is amended, the comparative amounts have been reclassified where practical. Where a reclassification has occurred, the nature, amount and reason for the reclassification is provided.

Rounding

All amounts in the financial statements have been rounded to the nearest thousand dollars (\$'000). Use of "-" represents zero amounts or amounts rounded down to zero.

Going Concern

As a result of Administrative Arrangement 2025 (No.1), notifiable instrument NI2025-350 notified on 25 June 2025, the Environment, Planning and Sustainable Development Directorate (EPSDD) ceased as a separate reporting entity on 1 July 2025. EPSDD's operations, assets and liabilities have been integrated into the newly established City and Environment Directorate (CED), which combine functions of EPSDD and the Transport Canberra and City Services Directorate (TCCS). The Access Canberra and the Better Regulation Team functions from the Chief Minister, Treasury and Economic Development Directorate (CMTEDD) have also moved to CED.

Management has considered these changes and determined that the going concern basis is still appropriate for preparing the 2024-25 financial statements. This is because the Directorate has operated in its current form up to 30 June 2025, and its operations will continue as part of CED in future years. Further, CED has been funded for the transferred operations in the 2025-26 ACT Government Budget in the budget year and across the forward estimates.

Loose-Fill Asbestos Insulation Eradication Scheme

The Loose-Fill Asbestos Insulation Eradication Scheme (the Scheme) was implemented in 2014 for the Government to acquire, demolish and safely dispose of all affected homes, remediate affected blocks and then resell them to partially offset the overall cost of the Scheme. This Scheme ceased on 30 June 2022.

Since 1 July 2022 the Loose-Fill Asbestos Coordination team has been closing out the activities of the Scheme and supporting the community to manage residential properties still affected by loose-fill asbestos insulation.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 3 IMPACT OF ACCOUNTING STANDARDS ISSUED BUT YET TO BE APPLIED

The information below applies to both the Controlled and Territorial financial statements.

All Australian Accounting Standards and Interpretations issued but yet to be applied are applicable to future reporting periods and will be adopted from their application date.

Standards and interpretations issued but yet to be applied have been assessed as not being relevant to the Directorate or will have an immaterial impact on the Directorate. However, AASB 18 *Presentation and Disclosure in Financial Statements* (applicable 1 January 2027 for for-profit public sector entities or applicable 1 January 2028 for not-for-profit public sector entities) does contain some major presentation/disclosure changes that will impact on the Directorate including:

- that operating, investing and financing categories as well as additional subtotals have to be included in the Directorate's Operating Statement;
- the disclosure of management-defined performance measures and reconciliations of these measures with the subtotals required by AASB Standards; and
- enhanced requirements for the grouping (aggregation and disaggregation) of information in the financial statements and in the notes.

The AASB is currently reviewing the application of the disclosure requirements in AASB 18 to public sector not-for-profit agencies. This review may result in not-for-profit ACT Government agencies being able to continue applying the existing disclosure requirements contained in AASB 101 *Presentation of Financial Statements* after the new AASB 18 is released.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

INCOME NOTES

Material Accounting Policies – Income

Income Recognition

Revenue is recognised in accordance with AASB 15 *Revenue from Contracts with Customers* where the contract is enforceable and contains sufficiently specific performance obligations, otherwise income is in the scope of AASB 1058 *Income of Not-for-Profit Entities*.

NOTE 4 SALES OF GOODS AND SERVICES FROM CONTRACTS WITH CUSTOMERS

Description and Material Accounting Policies relating to the Sales of Goods and Services

The Directorate earns revenue from providing goods and services to other ACT Government agencies, private sector consumers and to the public. This revenue is legally retained by the Directorate and driven by consumer demand. Where payment is not received at the time of purchase, payments from customers are generally required within 30 days of the provision of services.

The Directorate undertakes a review of new contracts entered into, or on existing contracts that have materially changed, to determine whether the goods and services it provides need to be classified as revenue from contracts with customers in accordance with AASB 15 *Revenue from Contracts with Customers*.

The Directorate determined the goods and services to be classified as revenue from contracts with customers which have been included in this note as outlined below:

User charges

User charges primarily relate to the delivery of sustainability programs under the Energy Efficiency Improvement Scheme (EEIS). Revenue is recognised on completion of the performance obligations linked to the energy saving activities identified under the *Energy Efficiency (Cost of Living) Improvement Act 2012*. The funding is transferred from the Directorate's Territorial accounts, where the Energy Efficiency Improvement Scheme involves the collection of fees under the Act.

Sale of Goods including Timber

The Directorate received payments for the sale of goods where a customer is invoiced on the provision of the goods. The revenue is recognised at this point and a receivable is raised for payment. Revenue relating to the sale of timber is recognised upon delivery and acceptance by the timber mills.

Other Revenue from Contracts with Customers

This includes Conveyancing Enquiries and Reports and Public Notification and Other Service Revenue (Camping, Tidbinbilla Entrance Fees, Agistment, Sale of Publications and Drafting and Mapping revenues). It also includes recoveries from ACT Government Agencies in relation to the Vulnerable Household Energy Support Scheme.

Conveyancing Enquiries and Reports and Public Notification revenue is recognised on the provision of documents to request the service.

Other Service Revenue is recognised at point of sale and/or provision of services.

	2025	2024
	\$'000	\$'000
User Charges	2 863	4 054
Sale of Goods including Timber	7 499	7 414
Conveyancing Enquiries and Reports	1 479	1 393
Public Notification	749	852
Other Service Revenue ¹	22 724	7 153
Total Sales of Goods and Services from Contracts with Customers	35 314	20 866

¹Other Service Revenue has increased primarily due to Public Housing Energy Efficiency upgrades delivered on behalf of Housing ACT as part of the Vulnerable Household Energy Support Scheme.

Environment, Planning and Sustainable Development Directorate

Notes to and Forming Part of the Financial Statements

For the Year Ended 30 June 2025

NOTE 5 GRANTS AND CONTRIBUTIONS INCOME

Description and Material Accounting Policies relating to Grants and Contribution Income

General Grants and Contribution Accounting Policy

Where the Directorate receives an asset or services for significantly less than fair value then the transaction is in the scope of AASB 1058 *Income of Not-for-Profit Entities* and income is recognised on receipt of the asset/services. The related expense and/or asset is recognised in the line item to which it relates, when the services are received.

Goods and services received free of charge from ACT Government agencies are recognised as resources received free of charge, whereas goods and services received free of charge from entities external to the ACT Government are recognised as grants, donations or contributions.

All the services listed below are recognised in the Operating Statement or Balance Sheet as appropriate as services received free of charge where they can be reliably measured and would have been purchased if not provided to the Directorate free of charge.

Chief Minister, Treasury and Economic Development Directorate (CMTEDD) Resources Received Free of Charge

Shared Services Resources Received Free of Charge

The Directorate is required by the ACT Government to use Shared Services for its financial and HR processing. Shared Services is part of CMTEDD. Given Shared Services is directly appropriated by the ACT Government to provide certain services at a fixed cost to the Directorate, it means that the Directorate does not have to pay for these services.

Access Canberra Resources Received Free of Charge

Land Title searches are performed on the Directorate's behalf by Access Canberra.

Other Administrative Services

CMTEDD provided Workforce Capability and Governance services to the Directorate free of charge as a result of the establishment of the Professional Standards Unit (PSU) to standardise any investigations of misconduct throughout the ACT Government.

Digital, Data and Technology Solutions Group (DDTS)

The DDTS group in CMTEDD provided information and communication technology (ICT) services to the Directorate. DDTS is directly appropriated by the ACT Government to provide these ICT services to the Directorate and as such the Directorate received these services free of charge. The Directorate is required by the ACT Government to use DDTS for these services.

Justice and Community Safety Directorate (JACS) Resources Received Free of Charge

ACT Parliamentary Counsel's Office Resources Received Free of Charge

The Directorate is required by the ACT Government to use the ACT Parliamentary Counsel's Office for its drafting and publishing services. The ACT Parliamentary Counsel's Office is part of JACS. Given the ACT Parliamentary Counsel's Office is directly appropriated by the ACT Government to provide certain services at a fixed cost to the Directorate, it means that the Directorate does not have to pay for these services.

ACT Government Solicitor's Office (GSO) Resources Received Free of Charge

Legal Services were received free of charge from the ACT Government Solicitor's Office (GSO).

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 5 GRANTS AND CONTRIBUTIONS INCOME – CONTINUED

Other Grants and Contributions Income

The Directorate has determined that the agreements/arrangements relating to 'Other Grants and Contributions Income' line items included in this note are not enforceable and they do not contain sufficiently specific performance obligations for recognising revenue from contracts with customers under AASB 15 *Revenue from Contracts with Customers*. This is because none of the arrangements require the Directorate to provide an equal amount in return for the consideration received. As such, AASB 1058 *Income of Not-for-Profit Entities* has been applied for recognising this revenue. This revenue is recognised upon receipt of the donation, the grant funding or restructure fund receipts.

	2025	2024
	\$'000	\$'000
Resources Received Free of Charge		
Legal Services	1 238	1 148
Drafting and Publishing Services from Parliamentary Office	895	1 023
Network Access and Fleet Care from Emergency Services Agency	550	97
Land Titles Searches from Access Canberra	948	517
Finance Services from Shared Services	783	789
Human Resource Services from Shared Services	1 001	917
Record Management Services from CMTEDD	433	36
Workforce Capability and Governance from CMTEDD	152	148
Procurement Services	141	-
Work Safety Group Annual Injury Management Fee	245	239
Information Technology Services from DDTS	5 000	4 460
Project Management Services from Infrastructure Canberra & CMTEDD	179	543
Total Resources Received Free of Charge	11 565	9 917
Other Grants and Contributions Income		
Grants without Sufficient Performance Obligations		
Commonwealth Government Grants	4 757	1 351
Energy Innovation Fund	190	5 510
Other	152	99
Donations	-	14
Total Other Grants and Contributions Income	5 099	6 974
Total Grants and Contributions Income	16 664	16 891

Resource Provided free of Charge

The Directorate provided various corporate and due diligence services free of charge to other ACT Government agencies throughout the financial year. These services have been recognised in the Directorate's Operating Statement as expenses in the relevant expense line items. Therefore, the figures included in this note are disclosures only and the total Resources Provided Free of Charge does not appear as a separate line item in the Operating Statement.

Resources Provided Free of Charge

Services provided to the City Renewal Authority	478	353
Services provided to the Suburban Land Agency	1 171	2 605
Total Resources Provided Free of Charge	1 649	2 958

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 6 LARGE-SCALE GENERATION CERTIFICATES REVENUE

Description and Material Accounting Policies relating to Right to Receive Large-Scale Generation Certificates

Right to Receive Large-Scale Generation Certificate revenue arises from the core activities of the Directorate.

Large-Scale Generation Certificate revenue relates to the transfer of renewable energy certificates to the Directorate by large scale generators of electricity under the Renewable Energy Target Scheme.

The Directorate receives Certificates from Large-Scale Renewable Energy Generators (LREGs) as part of the LREGs obligations under a deed of entitlement.

Revenue from Certificates is recognised when:

- the Directorate obtains control of the Right to Receive a Certificate or the actual Certificate;
- it is probable that the economic benefit from the Certificate will flow to the Directorate; and
- the fair value of the Certificate can be reliably measured.

The Directorate determines that there is an economic benefit of the Certificates, based on the obligation to meet clean energy targets.

The Certificates are transferred at no cost to the Directorate from LREGs. The Directorate recognises revenue at the fair value as determined by the open market of each Certificate at the date the LREG receives a feed-in-tariff support payment from the ACT electricity distributor. Refer to Note: 19 *Intangible Assets* – Large-Scale Generation Certificates for further information on the fair value of the Certificates.

Revenue is recognised at fair value when the Directorate obtains control over the future benefits in accordance with AASB 1058 *Income of Not-for-Profit Entities* and AASB 138 *Intangible Assets*.

	2025	2024
	\$'000	\$'000
Large-Scale Generation Certificates		
Right to Receive Large-Scale Generation Certificates	61 099	87 559
Fair Value Movement on Large-Scale Generation Certificates - Intangible Asset ¹	(50 240)	(15 930)
Total Large-Scale Generation Certificates Revenue	10 859	71 629

¹Large-Scale Generation Certificates are revalued at 30 June each year using the spot price for certificates in the market. Fair value increments are recorded in the Operating Statement until prior year decrements are exhausted.

The spot price at 30 June 2025 was \$16.50 (\$45.50 at 30 June 2024). The spot price changes due to a combination of factors, including market supply and demand dynamics and broader economic factors.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 7 OTHER INCOME

Description and Material Accounting Policies Relating to Other Income

Other Revenue and Other Gains

Other Revenue arises from the core activities of the Directorate, whereas Other Gains are transactions that are not part of the Directorate's core activities and tend to be one off.

	2025	2024
	\$'000	\$'000
Other Revenue		
Insurance Recoveries and Settlements ¹	8 271	1 506
Fair Value Increment ²	-	7 574
Other Revenue	2 777	1 951
Total Other Revenue	11 048	11 031
Other Gains		
Gains on Loose-Fill Asbestos Insulation Eradication Scheme Land Sales ³	972	6 792
Gains on Remeasurement of Provision ⁴	1 076	1 871
Other	108	149
Total Other Gains	2 156	8 812
Total Other Income	13 204	19 843

¹Insurance Recoveries were higher than the prior year due to a higher volume of claims being settled in the current period.

²The Fair Value Increment represents the movement in the value of Biological Assets. The plantations fluctuate in value on a yearly basis due to changes in the age of the plantations, changes in timber value, variations in product mix and growth increment as well as changes in area due to clear felling, new plantings and the movement of area between categories. There was a decrease in the fair value for 2024-25 which is shown as an expense in Note 13: *Other Expenses*. The movement in the value is reflected in Note 20: *Biological Assets*.

³The decrease in Gains on Loose-Fill Asbestos Insulation Eradication Scheme Land Sales is due to a decrease in the number of blocks able to be sold during the current reporting period (5 sold in 2024-25, 12 sold in 2023-24).

⁴The Gain from the Remeasurement of Provisions relate to provisions within the Loose-Fill Asbestos Insulation Eradication Scheme. The reassessed provision is reflected in Note 24: *Other Provisions*.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

EXPENSE NOTES

NOTE 8 EMPLOYEE EXPENSES

Description and Material Accounting Policies Relating to Employee Expenses

Employee expenses comprise all costs incurred in relation to employing staff including wages and salaries, fringe benefits tax, leave entitlements, annual leave loading, termination payments, workers' compensation insurance premiums, accrued flextime, non-monetary benefits, and other employee benefits and on-cost expenses.

Wages and salaries are recognised in the reporting period when the employee renders services to the Directorate. They are measured based on the amount paid to employees during the year as well as any wages and salaries due to employees that remain unpaid at the end of the financial year.

Superannuation Expense

Employees of the Directorate will have different superannuation arrangements due to the type of superannuation scheme available at the time of commencing employment, including both defined benefit and defined contribution superannuation arrangements.

For employees who are members of the defined benefit Commonwealth Superannuation Scheme (CSS) and Public Sector Superannuation Scheme (PSS) the Directorate makes employer superannuation contribution payments to the Territory Banking Account at a rate determined by the Chief Minister, Treasury and Economic Development Directorate. The Directorate also makes productivity superannuation contribution payments on behalf of these employees to the Commonwealth Superannuation Corporation (CSC), which is responsible for administration of the schemes.

For employees who are members of defined contribution superannuation schemes (the Public Sector Superannuation Scheme Accumulation Plan (PSSAP) and schemes of employee choice) the Directorate makes employer superannuation contribution payments directly to the employees' relevant superannuation fund.

All defined benefit employer superannuation contributions are recognised as expenses on the same basis as the employer superannuation contributions made to defined contribution schemes. The accruing superannuation liability obligations are expensed as they are incurred and extinguished as they are paid.

	2025	2024
	\$'000	\$'000
Wages and Salaries	97 864	89 826
Annual Leave Expense	8 823	8 024
Long Service Leave Expense	1 485	1 256
Workers' Compensation Insurance Premium	1 639	1 800
Other Employee Expenses	174	192
Superannuation Contributions to the Territory Banking Account	5 925	5 688
Payment of Productivity Benefits to CSC	490	487
Superannuation Contributions to CSC (for the PSSAP)	717	765
Superannuation Contributions to External Providers	9 109	8 145
Flextime Expense ¹	1 653	-
Total Employee Expenses²	127 879	116 183

¹The increase in Flextime expense of \$1.653 million is due to a change in accounting policy regarding Flextime. Last financial year the Directorate did not recognise its Flextime liability and the corresponding expense as it was assessed as immaterial. However, in this year's financial statements the Directorate recognised a Flextime liability regardless of materiality.

² As at 30 June 2025 the Directorate employed 812 full-time equivalent (FTE) staff (812 at 30 June 2024). The FTE numbers reported include staff employed by the Office of the Commissioner for Sustainability and the Environment. The increase in employee expenses is attributed to increased staff costs associated with changes in the staff profile and pay increments.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 9 SUPPLIES AND SERVICES

Description and Material Accounting Policies Relating to Supplies and Services

General - Supplies and Services

Purchases of Supplies and Services generally represent the day-to-day running costs incurred in normal operations, recognised in the reporting period in which these expenses are incurred.

Legal Expenses

The Directorate has recognised legal expenses related to legal services received free of charge from the ACT Government Solicitor's Office (GSO). The GSO provided the Directorate with the fair value of the services provided.

Auditor Service Fees

Audit fees are included in the Contractors and Consultants line item below. Auditor's remuneration consists of financial audit services provided to the Directorate by the ACT Audit Office. The Directorate's audit fees for the audit of its 2024-25 financial statements and review of its statement of performance was \$0.255 million (\$0.248 million 2023-24). No other services were provided by the ACT Audit Office.

Repairs and Maintenance

Maintenance expenses, which do not increase the service potential of an asset, are expensed.

Insurance

Major risks are insured through the ACT Insurance Authority. The excess payable, under this arrangement, varies depending on each class of insurance held.

	2025	2024
	\$'000	\$'000
Supplies and Services		
Rental Expenses	6 237	5 763
Contractors and Consultants ¹	50 290	38 675
Repairs and Maintenance	13 482	15 753
Information Technology and Office Equipment	9 004	9 316
Legal and Other Expenses Received Free of Charge	3 114	2 895
Postage, Printing and Stationery	898	257
Subscriptions and Advertising	1 150	1 774
Training and Development	2 254	2 356
Travel and Fleet Costs	420	451
Cost of Goods Sold	4 706	3 252
Insurance	2 450	2 377
Other	1 692	1 942
Total Supplies and Services	95 697	84 811

¹The increase in Contractors and Consultants is primarily due to an increase in program costs related to Public Housing Energy Efficiency upgrades delivered on behalf of Housing ACT as part of the Vulnerable Household Energy Support Schemes.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 10 GRANTS AND PURCHASED SERVICES

Description and Material Accounting Policies relating to Grants and Purchased Services

Grants are amounts paid to ACT Government agencies and non-ACT Government agencies for general assistance or for a particular purpose. Grants may be for capital or recurrent purposes and the name or category reflects the use of the grant. The grants given are usually subject to terms and conditions set out in a contract, correspondence, or by legislation.

Grants are goods, services or assets that are provided to another entity without receiving approximately equal value in return. The Directorate provides grants to various community organisations.

	2025	2024
	\$'000	\$'000
Other Grants Paid		
Energy Innovation Fund ¹	965	1 678
Other ²	6 850	6 096
Total Other Grants Paid	7 815	7 774
Total Grants	7 815	7 774

¹The Energy Innovation Fund was previously known as the Renewable Energy Innovation Fund.

²Other grants primarily include payments related to environmental programs, catchment coordination groups and electric vehicle charging stations.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 11 LARGE-SCALE GENERATION CERTIFICATES EXPENSE

Description and Material Accounting Policies Relating to Large-Scale Generation Certificates

Large-Scale Generation Certificates (LGCs) are renewable energy certificates transferred to the Directorate by large scale generators of electricity under the Renewable Energy Target Scheme.

The ACT Government policy is to surrender LGCs in order to meet the ACT's 100 per cent renewable electricity target. Under AASB 137 *Provisions, Contingent Liabilities and Contingent Assets* this creates a constructive obligation as the statement creates an expectation to the community that the Government will surrender LGCs to meet its renewable electricity target.

The value of the certificates transferred to the Directorate during the year are provisioned and an expense recorded. No expense is recorded for the surrender as LGCs are already expensed when received through the movement in the provision. Any changes to the fair value of the provision are recorded in the Operating Statement. The fair value is measured at the spot rate for certificates in the market at 30 June.

See Note 19: *Intangible Assets* for further details as to the surrender process.

	2025	2024
	\$'000	\$'000
Large-Scale Generation Certificates		
Additional Provision Recognised - Large Scale Generation Certificates ¹	61 099	87 559
Fair Value Movement on Large-Scale Generation Certificates - Provision ²	(50 240)	(15 930)
Total Large-Scale Generation Certificates Expense	10 859	71 629

¹This is the additional provision recognised for Large-Scale Generation Certificates received in 2024-25. The decrease is due to the lower spot rate at 30 June 2025. The spot price decreased to \$16.50 at 30 June 2025 from \$45.50 at 30 June 2024.

²The fair value movement on the Large-Scale Generation Certificates provision has decreased from 2023-24 as both the asset and provision are valued at the spot price of LGC's at 30 June 2025.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 12 ASSET TRANSFERS AND WRITE OFFS

Description and Material Accounting Policies Relating to Asset Transfers and Write Offs

Asset Transfers between the Directorate and other ACT Government Directorates occur in the ordinary course of business. If in accordance with the Australian Accounting Standards AASB 1004 *Contributions* a transfer does not qualify for recognition as an equity transfer it should be recognised as revenue or expense in the Operating Statement, as appropriate.

	2025	2024
	\$'000	\$'000
Asset Transfers and Write Offs		
Assets Transfer of Completed Capital Works to ACT Government Entities ¹	7 036	863
Capital Works in Progress Written Off ²	-	1 331
Total Asset Transfers and Write Offs	7 036	2 194

¹Relates to the transfer of completed capital works projects and Electric Vehicle Chargers to ACT Government Directorates and Agencies.

²Capital Works in Progress Written Off primarily consists of design works not progressed and planning and feasibility studies that do not fall under the definition of an asset for accounting purposes that had previously been captured as Works in Progress. There is no comparable amount in the current year as amounts were expensed as incurred and did not form part of the Work in Progress carried forward balance.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 13 OTHER EXPENSES

Description of Material Accounting Policies Relating to Other Expenses

Impairment Losses – Non-Financial Assets

Impairment loss expenses are recognised for both property, plant and equipment, and intangible assets when their carrying amount is higher than their recoverable amount, with the difference between the two being the amount of the impairment loss. Impairment losses for plant and equipment, lease hold improvements and intangibles are recognised as an expense in the Operating Statement. Impairment losses for land, buildings, infrastructure, and heritage and community assets, are only recognised as an expense when the amount of the impairment is greater than the balance in the Asset Revaluation Surplus for the relevant class of asset.

Impairment Losses and Write-Offs – Accounts and Loans Receivables

A matrix is used to calculate the amount of lifetime expected credit loss which factors practical and justifiable forward-looking information, including forecast economic changes expected to impact the Directorate's receivables (See Note 15: *Receivables*). This method is based on the possibility of default events occurring over the lifetime of the loans.

	2025	2024
	\$'000	\$'000
Other Expenses		
Fair Value Movement on Biological Assets	181	-
Contributions to Projects	3 224	2 937
Rebates	1 776	2 393
Losses from the Sale of Assets	37	216
- Expected Credit Loss Expense - Accounts Receivables (also see Note 15: <i>Receivables</i>)	-	(2)
Other Expenses	2 740	2 041
Total Other Expenses	7 958	7 585

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

ASSET NOTES

NOTE 14 CASH AND CASH EQUIVALENTS

Description and Material Accounting Policies Relating to Cash and Cash Equivalents

Cash and Cash Equivalents

The Directorate holds a number of bank accounts with Westpac Banking Corporation as part of the whole-of-government banking arrangements. As part of these arrangements, the Directorate receives interest on one of these accounts.

Cash includes cash at bank and cash on hand and cash held as security deposits. Cash equivalents are short-term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

The Directorate does not have any current or non-current investments.

(a) Cash Balances

	2025	2024
	\$'000	\$'000
Current Cash and Cash Equivalents		
Cash on Hand	4	4
Cash at Bank	50 703	47 463
Cash Held as Security Deposits	12 402	13 989
Total Current Cash and Cash Equivalents	63 109	61 456

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 14 CASH AND CASH EQUIVALENTS - CONTINUED

	2025	2024
	\$'000	\$'000
(b) Reconciliation of Cash and Cash Equivalents at the End of the Reporting Period in the Statement of Cash Flows to the Equivalent Items in the Balance Sheet		
Total Cash and Cash Equivalents Recorded in the Balance Sheet	63 109	61 456
Cash and Cash Equivalents at the End of the Reporting Period as Recorded in the Statement of Cash Flows	63 109	61 456
(c) Reconciliation of the Operating Result to the Net Cash Inflows/ (Outflows) from Operating Activities		
Operating Result	(14 567)	(5 495)
Add/(Less) Non-Cash Items		
Depreciation and Amortisation	9 004	9 504
Fair Value movement on Biological Assets	181	(7 574)
Impairment Losses and Net Asset Disposals	563	216
Net (Loss)/Gains from Reassessment of Provisions	(1 214)	(1 871)
Capital Works in Progress Written Off	-	1 331
Assets Transferred to Other ACT Government Entities	7 036	863
Net Present Value on Issue of Loans	(94)	(99)
Movement in Allowance for Credit Losses	-	2
(Less) Items Classified as Investing or Financing		
(Gains) on Loose-Fill Asbestos Insulation Eradication Scheme	(971)	(6 792)
(Gains) from Sale of Assets	(108)	(147)
Cash Before Changes in Operating Assets and Liabilities	(170)	(10 062)
Changes in Operating Assets and Liabilities		
(Increase) /Decrease in Receivables	(728)	2 219
Decrease in Inventories	1	7
(Increase) /Decrease in Other Assets	(1 111)	355
(Decrease) /Increase in Payables	(5 471)	6 404
Increase in Employee Benefits	5 155	165
Increase/(Decrease) in Revenue Received in Advance	376	(1 102)
Net Changes in Operating Assets and Liabilities	(1 778)	8 048
Net Cash (Outflows) from Operating Activities	(1 948)	(2 014)

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 14 CASH AND CASH EQUIVALENTS - CONTINUED

(d) Reconciliation of Liabilities arising from Financing Activities

	Lease Liabilities
2025	\$'000
Carrying Amount at the Beginning of the Reporting Period	3 764
Cash Flow Changes:	
- Cash Paid	(1 860)
Non-Cash Changes:	
- New Leases	842
- Other Movements	41
Carrying Amount at the End of the Reporting Period	<u>2 787</u>
2024	
Carrying Amount at the Beginning of the Reporting Period	4 754
Cash Flow Changes:	
- Cash Paid	(1 964)
Non-Cash Changes:	
- New Leases	740
- Other Movements	234
Carrying Amount at the End of the Reporting Period	<u>3 764</u>

Environment, Planning and Sustainable Development Directorate

Notes to and Forming Part of the Financial Statements

For the Year Ended 30 June 2025

NOTE 15 RECEIVABLES

Description and Material Accounting Policies Relating to Receivables

Accounts Receivables

Accounts Receivables (including trade receivables and other trade receivables) are measured at amortised cost, with any adjustments to the carrying amount being recorded in the Operating Statement. Receivables relating to the Sale of Goods and Services from Contracts with Customers are recognised when invoiced, as this is the point in time that the consideration is unconditional because only the passage of time is required before the payment.

Expected Credit Losses – Accounts Receivables

The allowance for expected credit losses represents the amount of trade receivables and other trade receivables the Directorate estimates will not be repaid. The allowance for impairment losses is based on objective evidence and a review of overdue balances. The Directorate measures expected credit losses of a financial instrument in a way that reflects:

- (a) an unbiased and probability-weighted amount that is determined by evaluating a range of possible outcomes;
- (b) the time value of money; and
- (c) reasonable and supportable information that is available without undue cost or effort at the reporting date about past events, current conditions and forecasts of future economic conditions.

The amount of the expected credit loss is recognised in the Operating Statement (see Note 13: *Other Expenses*). Where the Directorate has no reasonable expectation of recovering an amount owed by a debtor and ceases action to collect the debt, as the cost to recover the debt is more than the debt is worth, the debt is written-off by directly reducing the receivables against the loss allowance.

The Directorate applied the simplified approach under AASB 9: *Financial Instruments*, meaning that the allowance for expected credit losses of receivables is measured at the lifetime expected credit losses at each reporting date. The Directorate has established a provision matrix based on its historical credit loss experience, adjusted for forward looking factors specific to the debtors and the economic environment.

Loss rates are calculated separately for groupings of customers with similar loss patterns. The Directorate has determined there is one material group for measuring expected credit losses based on the sale of services and the sale of goods reflecting customer profiles for revenue streams. The calculations reflect historical observed default rates calculated using credit losses experienced on past sales transactions during the last 3 years preceding 30 June 2025. The historical default rates are then adjusted by reasonable and supportable forward-looking information for expected changes in macroeconomic indicators that affect the future recovery of those receivables.

Inter-agency loans and receivables between ACT Government agencies are expected to have low credit risks. Consequently, ACT Government policy is that directorates, territory authorities and territory-owned corporations consolidated into the whole-of-Government financial statements will generally not measure any loss allowance for receivables collectible from other ACT Government agencies consolidated into the whole-of-government financial statements.

The Directorate has made a significant estimate in the calculation of the expected credit loss allowance for receivables in the Financial Statements. This estimate is based on categorisations of receivables and the use of an expected credit loss provision matrix. These categorisations are considered by management to be appropriate and accurate.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 15 RECEIVABLES - CONTINUED

Loans Receivable

Loans receivable are concessional loans made under the Zero Emissions Government Fund (previously called the Carbon Neutral Government Fund) to other ACT Government agencies. The loans are repayable in annual instalments. The terms of the loans vary between recipients. The loans are measured at amortised cost. As all the balance in this account relate to loans receivable from ACT Government agencies there is no expected credit loss against this balance.

	2025	2024
	\$'000	\$'000
Current Receivables		
Trade Receivables	3 256	3 294
Accrued Revenue ¹	2 450	1 526
Loans Receivable	813	632
Net Goods and Services Tax Receivable	928	1 086
Total Current Receivables	7 447	6 538
Non-Current Receivables		
Loans Receivable	3 364	3 601
Total Non-Current Receivables	3 364	3 601
Total Receivables	10 811	10 139

¹Accrued Revenue in the current year includes amounts owed under the Energy Innovation Fund (previously the Renewable Energy Innovation Fund). In the prior year these amounts had been received before year end.

Environment, Planning and Sustainable Development Directorate
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For the Year Ended 30 June 2025

NOTE 15 RECEIVABLES - CONTINUED

Expected Credit Loss Allowance

Ageing of Receivables

	Expected credit loss rate %	Estimated total gross carrying amount at default \$'000	Expected credit loss Allowance \$'000
30 June 2025			
Not Overdue	0.0%	69	-
1-30 Days Past Due	0.0%	3	-
31-60 Days Past Due	0.0%	3	-
61-90 Days Past Due	0.0%	-	-
>91 Days Past Due	0.0%	19	-
Total		94	-
30 June 2024			
Not Overdue	0.0%	233	-
1-30 Days Past Due	0.0%	2	-
31-60 Days Past Due	0.0%	3	-
61-90 Days Past Due	0.0%	1	-
>91 Days Past Due	0.0%	8	-
Total		247	-

The Directorate's methodology for calculating the ECL rate classifies customers into two groups, Small Customers and Large Customers including ACT Government agencies. It has been determined that the latter group has an ECL rate of 0%. Total Gross is the value of debtors that may be considered at risk of becoming uncollectable. This value for each ageing category is multiplied by the ECL Rate percentage to arrive at the total Expected Credit Losses. The above table reflects the balance of the Small Customer subject to the ECL calculation.

	2025 \$'000	2024 \$'000
Reconciliation of the Loss Allowance		
Receivables		
Expected Credit Loss Allowance at the Beginning of the Reporting Period	-	2
Reduction in Allowance from Amounts recovered During the Reporting Period	-	(2)
Expected Credit Loss	-	-
Expected Credit Loss Allowance at the End of the Reporting Period	-	-

The maximum exposure to credit risk at the end of the reporting period for Receivables is the carrying amount of the asset inclusive of any allowance for impairment as shown in the table above.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 16 LAND HELD FOR SALE - LOOSE-FILL ASBESTOS INSULATION ERADICATION SCHEME

Description and Material Accounting Policies relating to Land Held for Sale – Loose-Fill Asbestos Insulation Eradication Scheme

The Directorate holds land remediated under the Scheme. The land is classified as held for sale once remediation is complete. Land held for sale are assets that are available for immediate sale in their present condition, and their sale is highly probable. Assets held for sale are measured at the lower of the carrying amount and fair value less costs to sell. An impairment loss is recognised for any initial or subsequent write down of the asset to fair value less cost to sell.

The reported values relate to 1 block as at 30 June 2025 (4 blocks as at 30 June 2024). Whilst the Scheme closed on 30 June 2022 not all remediated land had been sold.

	2025	2024
	\$'000	\$'000
Land Held for Sale		
Scheme Land Held for Sale	688	1 838
Total Land Held for Sale¹	688	1 838
Reconciliation of Land Held for Sale		
Scheme Land Carrying Amount at the Beginning of the Reporting Period	1 838	5 245
Transfers in from Loose-Fill Asbestos Insulation Eradication Scheme Land	1 137	809
Sale of Remediated Scheme Land	(2 287)	(4 216)
Land Held for Sale Carrying Amount at the End of the Reporting Period	688	1 838

¹The decrease in Land Held for Sale is primarily due to the closure of the Scheme with the majority of the land already sold.

The Fair Value Hierarchy is discussed in Note 18: *Property, Plant and Equipment*.

Transfers Between Categories

There were no transfers between Levels 2 and 3 during the current and previous reporting periods.

Valuation Techniques, Inputs and Processes

Level 2 fair values of land held for sale are derived using the market approach. These assets have been written down to fair value less costs to sell. Fair value has been determined by reference to market evidence of sales prices of comparable assets. Assets held for sale represent a non-recurring fair value measurement. Details of the Directorate's land held for sale at fair value and information about the fair value hierarchy as at 30 June is as follows:

2025	Classification According to Fair Value Hierarchy 2025		
	Level 2	Level 3	Total
	\$'000	\$'000	\$'000
Land Held for Sale at Fair Value			
Scheme Land Held for Sale	688	-	688
	688	-	688
2024	Classification According to Fair Value Hierarchy 2024		
	Level 2	Level 3	Total
	\$'000	\$'000	\$'000
Land Held for Sale at Fair Value			
Scheme Land Held for Sale	1 838	-	1 838
	1 838	-	1 838

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 17 LAND - LOOSE-FILL ASBESTOS INSULATION ERADICATION SCHEME

Scheme Land is land acquired by the Directorate for the purpose of remediation. The reported values relate to 2 blocks as at 30 June 2025 (3 blocks at 30 June 2024).

	2025	2024
	\$'000	\$'000
Land		
Land at Cost	378	1 066
Total Land¹	378	1 066

¹The land is currently in the process of being remediated and is expected to be available for sale in the 2025-26 financial year.

Reconciliation of Land

Carrying Amount at the Beginning of the Reporting Period	1 066	1 875
Additions	449	-
Transfers to Land Held for Sale	(1 137)	(809)
Carrying Amount at the End of the Reporting Period	378	1 066

Environment, Planning and Sustainable Development Directorate

Notes to and Forming Part of the Financial Statements

For the Year Ended 30 June 2025

NOTE 18 PROPERTY, PLANT AND EQUIPMENT

Description and Material Accounting Policies relating to Property, Plant and Equipment

The Directorate has the following eight classes of Property, Plant and Equipment (PPE).

- **Land** is defined as the ground, including the soil covering, land under roads and any associated surface waters. Land incorporates the vegetation on the land and earthworks associated with that vegetation. Land includes leasehold land held by the Directorate and land under infrastructure but excludes land held as heritage and community assets (e.g. public nature reserves and National Parks) and land held as inventory.
- **Buildings** are structures that have a roof and walls which stand permanently in one place. These structures are separately identifiable from the land they are constructed upon and as such do not include this land. Buildings include visitor centres, cottages and land improvements that are adjoining a building. Land improvements are long-life items erected on land that increase the land's usefulness or value. Land improvements include parking lots, retaining walls, tennis courts, basketball courts, purpose built children's playground structures and landscaping adjoining a building as well as fences around a building. Right-of-use building assets are not included in the building asset class.
- **Leasehold Improvements** are capital expenditure items incurred in relation to leased assets. Leasehold improvements represent fit-outs in leased buildings.
- **Plant and Equipment** are tangible assets like machinery, appliances, containers, implements or tools that are used by the directorate to produce goods or assist in providing services to the community. Plant and equipment are assets that are used directly by the Directorate rather than directly by the general community. Plants and Equipment tend to be smaller and more mobile than other types of property, plant and equipment like buildings, roads and land. Plant and Equipment includes office and computer equipment, furniture and fittings, motor vehicles, water tanks and owned vehicles and mobile equipment and machinery. Right-of-use plant and equipment are not included in the plant and equipment asset class.
- **Right-Of-Use Plant and Equipment** has the same definition as plant and equipment, with the exception that they are held under a lease. Right-of-use plant and equipment held by the Directorate includes motor vehicles and specialised plant and equipment.
- **Infrastructure Assets** are physical assets that typically have a long useful life and consist of a complex interconnected network of individual components, which enhance the productive capacity of the economy and supports Government services. Buildings do not meet the definition of infrastructure assets unless they are an ancillary part of an infrastructure system. Infrastructure assets held by the Directorate include roads (including earthworks), bridges, signs, barriers, bollards, fencing and gates, car parks on community land (but excludes car parks attached to buildings). Land under infrastructure and right-of-use infrastructure assets are not included in the infrastructure asset class.
- **Capital Works in Progress (CWIP)** is property, plant and equipment that is in the process of being constructed and as such is not yet in use or available for use. That is, CWIP is property, plant and equipment which is not in a location and condition necessary for it to be capable of operating in a manner intended by management. CWIP held by the Directorate include infrastructure assets, buildings and leasehold improvements under construction. Works in Progress relating to intangible assets are included in intangible assets.

Environment, Planning and Sustainable Development Directorate Notes to and Forming Part of the Financial Statements For the Year Ended 30 June 2025

NOTE 18 PROPERTY, PLANT AND EQUIPMENT - CONTINUED

- **Heritage and Community Assets.** Heritage assets refer to assets that have unique cultural, historical, geographical, scientific, and/or environmental attributes and that the Government intends to preserve indefinitely because of those attributes. The intention of Government to preserve an asset indefinitely is demonstrated by its inclusion on the ACT Heritage Register. In addition, all Aboriginal places and objects are considered to be heritage assets regardless of whether or not they are on the ACT Heritage Register. Therefore, where an asset is included on the Register or it is an Aboriginal place and object, it will be disclosed as a heritage asset, unless the asset also has a functional use. Where the asset has a functional use, ACT Government agencies can choose to include that asset in the heritage and community asset class or in the asset's functional asset class. Heritage assets typically have restrictions on their use, are irreplaceable and have long and sometimes unlimited useful lives. Where Heritage Assets have a functional use, the directorate has included them in the Heritage and Community Asset Class. Heritage assets held by the Directorate include artwork, museum collections, historical buildings, and memorials (including the land under the memorials as all this land is also listed on the Heritage Register). Community assets are those assets that are provided primarily for general community use or service. Typically, these assets are used directly by the public for recreational purposes rather than used directly by the Directorate itself. Community assets held by the Directorate include public parks and gardens, public sporting reserves, public nature reserves, playgrounds not adjoining a building, tables, seats, benches, barbecues, shelters and outdoor public toilet blocks.

Property, Plant and Equipment does not include assets held for sale or investment property.

Acquisition and Recognition of Property, Plant and Equipment

Property, Plant and Equipment is initially measured at cost which comprises its purchase price, any directly attributable costs and the initial estimate of the costs of dismantling and removing the item and restoring the site on which it is located. For Right-of-use assets cost comprises the initial amount of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

Capital Works in Progress are recognised at the time the construction activity occurs. These assets are measured at the cost of constructing the asset. The cost includes direct construction costs (e.g. direct materials and direct labour costs of construction workers), 'directly attributable' costs in bringing the asset to a location and condition ready for use, and the initial estimate of the costs of dismantling and removing the item and restoring the site on which it is located. Directly attributable costs included in capital works in progress by the Directorate are the cost of site preparation, initial delivery and handling costs of materials, installation and assembly costs, functional testing and professional fees.

Where Property, Plant and Equipment is acquired at no or nominal cost, cost is measured as its fair value as at the date of acquisition. However, Property, Plant and Equipment acquired at no cost or minimal cost as part of a restructuring of administrative arrangements is measured at the transferor's book value.

Where payment for Property, Plant and Equipment is deferred beyond normal credit terms, the difference between its cash price equivalent and the total payment is measured as interest over the period of credit. The discount rate used to calculate the cash price equivalent is an asset specific rate.

Property, Plant and Equipment with a minimum value of >\$5,000 are capitalised. Land and CWIP have a capitalisation threshold of >\$1.

Measurement of Property, Plant and Equipment After Initial Recognition

Property, Plant and Equipment is measured using the cost or revaluation model of valuation. The Directorate measures land, buildings, infrastructure assets, leasehold improvements, plant and equipment and heritage and community assets at fair value.

Environment, Planning and Sustainable Development Directorate

Notes to and Forming Part of the Financial Statements

For the Year Ended 30 June 2025

NOTE 18 PROPERTY, PLANT AND EQUIPMENT - CONTINUED

After the commencement date, all right-of-use assets are measured at cost less any accumulated depreciation and accumulated impairment losses and adjusted for any re-measurement of the lease liability. Right-of-use assets are classified in Property, Plant and Equipment in their own separate asset class.

Major Cyclical Maintenance for Infrastructure Assets

The Directorate undertakes major cyclical maintenance on its infrastructure assets. Where the maintenance leads to an upgrade, increasing the service potential of the existing infrastructure asset, the cost is capitalised.

Transfer of Land to Territorial Inventory

Land and heritage and community land that has been identified to commence due diligence activities for transfer to the Suburban Land Agency for development are transferred to Unleased Territorial Land. Given the intention of the use of the land held by the Directorate has changed, the land is transferred from Property, Plant and Equipment to inventory at fair value.

Disclosures concerning the transfer of land to inventory are shown in Note 41: *Land - Territorial*.

Valuation of Non-Current Assets

Acumentis, a qualified independent valuer, has performed the revaluations of the Directorate's property, plant and equipment assets. They hold a recognised and relevant professional qualification and have recent experience in the location and category of the property, plant and equipment involved. The latest valuation for land asset classes was performed as at 30 June 2024. The latest valuation of buildings, infrastructure assets, leasehold improvements, plant and equipment and heritage and community assets land was performed as at 30 June 2023.

The Directorate has made a significant estimate regarding the fair value of its property, plant and equipment. Land and buildings have been recorded at the market value of similar properties as determined by an independent valuer. In some circumstances, buildings that are purpose built may in fact realise more or less in the market. Infrastructure assets and some heritage and community assets have been recorded at fair value based on current replacement cost as determined by an independent valuer. The valuation uses significant judgements and estimates to determine fair value, including the appropriate indexation figure and quantum of assets held. The fair value of assets is subject to management assessment between formal valuations.

Revaluation

Land, buildings, leasehold improvements, heritage and community assets, plant and equipment and infrastructure assets are revalued every 3 years. Towards the end of each financial year the Directorate assesses whether there are any 'indicators' that the carrying amount of their Property, Plant and Equipment is materially different to fair value. Where these indicators exist, the asset will be revalued regardless of when the last valuation took place. Any accumulated depreciation relating to buildings, leasehold improvements and heritage and community assets at the date of revaluation is written back against the gross carrying amount so that the net carrying amount of the asset after revaluation equals its revaluation amount. Any accumulated depreciation relating to infrastructure assets is restated proportionally with the change in the gross carrying amount so that the net carrying amount of those assets after revaluation equals its revalued amount.

Impairment of Assets

At each reporting date, the Directorate assesses whether there is any indication of impairment for assets that are measured at cost subsequent to initial recognition and for non-specialised Property, Plant and Equipment measured at fair value subsequent to initial recognition. Property, Plant and Equipment is also reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 18 PROPERTY, PLANT AND EQUIPMENT - CONTINUED

Any resulting impairment losses relating to non-specialised land and buildings, are recognised as a decrease in the Asset Revaluation Surplus relating to these classes of assets. This is because these asset classes contain non-specialised assets that are measured at fair value and have an Asset Revaluation Surplus attached to them. Where the impairment loss is greater than the balance in the Asset Revaluation Surplus for the relevant class of asset, the difference is expensed in the Operating Statement.

Non-financial assets that have previously been impaired are reviewed for possible reversal of impairment at each reporting date.

Depreciation and Useful Life

Depreciation is the systematic allocation of the carrying amount value of an asset less its residual value over its useful life. Depreciation commences when a depreciable asset is ready for its intended use.

Depreciation is applied to physical assets such as buildings, infrastructure assets, and plant and equipment.

Land, and some heritage and community assets have an unlimited useful life and are therefore not depreciated.

Right-of-use buildings, right-of-use plant and equipment, and right-of-use infrastructure assets (where the Directorate hold these types of assets) as well as leasehold improvements are depreciated over the estimated useful life of each asset, or the unexpired period of the relevant lease, whichever is shorter.

All depreciation is calculated after first deducting any residual values, which remain for each asset.

Depreciation for property, plant and equipment is determined as follows:

Class of Asset	Depreciation/Amortisation Method	Useful Life (Years)
Buildings	Straight Line	2-100
Leasehold Improvements	Straight Line	2-40
Plant and Equipment	Straight Line	1-126
Infrastructure Assets	Straight Line	3-150
Heritage and Community Assets	Straight Line	2-126

The Directorate has made a significant estimate in determining the useful lives of its Property, Plant and Equipment. The estimation of useful lives of Property, Plant and Equipment is based on the historical experience of similar assets and in some cases has been based on valuations provided by Acumentis. The useful lives are assessed on an annual basis and adjustments are made when necessary.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 18 PROPERTY, PLANT AND EQUIPMENT - CONTINUED

Reconciliation of Property, Plant and Equipment 2024-25

	Land \$'000	Buildings \$'000	Improvements \$'000	Leasehold \$'000	Heritage and Community Assets \$'000	Plant and Equipment \$'000	Right of Use Plant and Infrastructure Equipment \$'000	Assets \$'000	Property, Plant and Equipment Held for Transfer \$'000	Total \$'000
Carrying Amount at the Beginning of the Reporting Period	32 585	3 042	554	67 718	5 506	3 591	141 293	4 970	259 259	
Additions	-	310	-	91	813	842	2 531	-	4 587	
Completed Capital Works Transferred in from Capital Works in Progress	-	-	-	-	-	-	7 216	-	7 216	
Assets Transferred to Other Agencies	-	-	-	-	-	-	-	(4 970)	(4 970)	
Disposal	-	-	-	-	(36)	(128)	-	-	(164)	
Depreciation	-	(152)	(25)	(541)	(822)	(1 672)	(5 745)	-	(8 957)	
Carrying Amount at the End of the Reporting Period	32 585	3 200	529	67 268	5 461	2 633	145 295	-	256 971	
Carrying Amount at the End of the Reporting Period, is represented by:										
Gross Book Value	32 585	3 511	580	68 505	7 143	8 293	157 602	-	278 219	
Accumulated Depreciation	-	(311)	(51)	(1 237)	(1 682)	(5 660)	(12 307)	-	(21 248)	
Carrying Amount at the End of the Reporting Period	32 585	3 200	529	67 268	5 461	2 633	145 295	-	256 971	

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 18 PROPERTY, PLANT AND EQUIPMENT - CONTINUED

Reconciliation of Property, Plant and Equipment 2023-24

	Land \$'000	Buildings \$'000	Improvement \$'000	Leasehold \$'000	Heritage and Community Assets \$'000	Plant and Equipment \$'000	Right-of-Use Plant and Equipment \$'000	Infrastructur Assets \$'000	Property, Plant and Equipment Held for Transfer	Total \$'000
Carrying Amount at the Beginning of the Reporting Period	32 698	7 251	500	62 827	6 734	4 625	145 859	-	-	260 494
Additions	-	42	-	8	632	740	535	1 568	3 525	
Completed Capital Works Transferred in from Capital Works in Progress	-	13	78	302	185	-	834	3 402	4 814	
Disposal	-	-	-	-	(27)	-	-	-	(27)	
Assets Transferred Between Classes	-	(3 969)	-	4 932	(992)	-	29	-	-	
Revaluation Decrement	(113)	-	-	-	-	-	-	-	-	(113)
Depreciation	-	(295)	(24)	(351)	(1 026)	(1 774)	(5 964)	-	-	(9 434)
Carrying Amount at the End of the Reporting Period	32 585	3 042	554	67 718	5 506	3 591	141 293	4 970	259 259	

Carrying Amount at the End of the Reporting Period, is represented by:

Gross Book Value	32 585	3 202	580	68 414	6 383	9 742	147 855	4 970	273 731
Accumulated Depreciation	-	(160)	(26)	(696)	(877)	(6 151)	(6 562)	-	(14 472)
Carrying Amount at the End of the Reporting Period	32 585	3 042	554	67 718	5 506	3 591	141 293	4 970	259 259

Reconciliation of Depreciation and Amortisation Amounts from the Notes to the Amount on the Face of the Operating Statement:

Depreciation Expense (from Note 18: Property, Plant and Equipment above)	8 957	9 434
Amortisation Expense (from Note 19: Intangible Assets)	47	70
Total Depreciation and Amortisation Expense on the Operating Statement	9 004	9 504

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 18 PROPERTY, PLANT AND EQUIPMENT – CONTINUED

Reconciliation of Capital Works in Progress 2024-25

	Infrastructure Works in Progress \$'000	Total \$'000
Carrying Amount at the Beginning of the Reporting Period	9 648	9 648
Additions	5 172	5 172
Capital Works in Progress Completed and Transferred to another class of Property, Plant and Equipment ¹	(7 216)	(7 216)
Capital Works Completed and Transferred to Other ACT Government Agencies	(3 425)	(3 425)
Capital Works in Progress Transferred in from Other ACT Government Agencies	355	355
Carrying Amount at the End of the Reporting Period	4 534	4 534

¹The increase in Infrastructure Works in Progress is due to a number of large projects commencing in 2024-25 which were not completed at the end of the reporting period.

Reconciliation of Capital Works in Progress 2023-24

	Infrastructure Works in Progress \$'000	Total \$'000
Carrying Amount at the Beginning of the Reporting Period	3 853	3 853
Additions	11 940	11 940
Capital Works in Progress Completed and Transferred to Property, Plant and Equipment	(4 814)	(4 814)
Capital Works in Progress Written Off ¹	(1 331)	(1 331)
Carrying Amount at the End of the Reporting Period	9 648	9 648

¹Relates to the write-off of residual balances for a number of capital works in progress projects that were completed in previous financial years but have remained recorded in the Directorate's Capital Works in Progress balance.

	2025 \$'000	2024 \$'000
Reconciliation of Capital Works in Progress Amount from the Notes to the Amount on the Face of the Balance Sheet		
Capital Works in Progress	4 534	9 648
Total Capital Works in Progress on the Balance Sheet	4 534	9 648

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 18 PROPERTY, PLANT AND EQUIPMENT - CONTINUED

Fair Value Hierarchy

The Fair Value Hierarchy below reflects the significance of the inputs used in determining fair value. The Fair Value Hierarchy is made up of the following three levels:

- Level 1 - quoted prices (unadjusted) in active markets for identical assets that the Directorate can access at the measurement date;
- Level 2 - inputs other than quoted prices included within Level 1 that are observable for each asset, either directly or indirectly; and
- Level 3 - inputs that are unobservable for particular assets or liabilities.

Details of the Directorate's property, plant and equipment at fair value and information about the fair value hierarchy as at 30 June is as follows:

	Classification According to Fair Value Hierarchy		
	Level 2	Level 3	Total
	\$'000	\$'000	\$'000
2025			
Property, Plant and Equipment at Fair Value			
Land	19 145	13 440	32 585
Buildings	-	3 200	3 200
Leasehold Improvements	-	529	529
Heritage and Community Assets	2 467	64 801	67 268
Plant and Equipment	1 302	4 159	5 461
Infrastructure Assets	-	145 295	145 295
	22 914	231 424	254 338
2024			
Property, Plant and Equipment at Fair Value			
Land	19 145	13 440	32 585
Buildings	-	3 042	3 042
Leasehold Improvements	-	554	554
Heritage and Community Assets	2 467	65 251	67 718
Plant and Equipment	1 520	3 986	5 506
Infrastructure Assets	-	141 293	141 293
	23 132	227 566	250 698

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 18 PROPERTY, PLANT AND EQUIPMENT - CONTINUED

Transfers between Categories

There has been no transfer between Levels 2 and 3 during the current reporting period. The characteristics of physical assets held by government entities generally preclude the availability of observable input data for identical assets. They are often unique and not traded on a regular basis. Fair value measurements are determined from level 2 or level 3 inputs.

Level 2 measurements are relevant where there is a good level of market transactions requiring the valuer to rely more heavily on transactions as opposed to making a professional judgement. Where significant professional judgements are made to market evidence or where other significant assumptions are unobservable, the fair value measurement would be categorised as a level 3 measurement.

Valuation Techniques, Inputs and Processes

Level 2 Valuation Techniques and Inputs

Valuation Technique: The valuation technique used to value land, buildings and plant and equipment is the market approach that reflects recent transaction prices for similar properties and buildings (comparable in location and size) and vehicles.

Inputs: Prices and other relevant information generated by market transactions involving comparable land and buildings were considered. Regard was taken of the Crown Lease terms and tenure, The Australian Capital Territory Plan and the National Capital Plan, where applicable, as well as current zoning. For Plant and Equipment, market research was performed to establish the ascribed values utilising current asking or advertised prices.

Level 3 Valuation Techniques and Significant Unobservable Inputs

Land

Valuation Technique: Land where there is no active market or significant restriction is valued through the market approach.

Significant Unobservable Inputs: Selecting land with similar approximate utility. In determining the value of land with similar approximate utility significant adjustment to market-based data was required.

Other Property, Plant and Equipment

Valuation Technique: Buildings, Leasehold Improvements, Infrastructure Assets and Heritage and Community Assets were considered specialised assets by the Valuers and officers internal to the Directorate and measured using the cost approach.

Significant Unobservable Inputs: Estimating the cost to a market participant to construct assets of comparable utility adjusted for obsolescence. For Buildings, historical costs per square metre of floor was used in measuring fair value. For Infrastructure Assets, the historical costs per cubic metre was also used in measuring fair value. In determining the value of buildings, leasehold improvements, infrastructure assets and heritage and community assets regard was given to the age and condition of the assets, their estimated replacement cost and current use. This required the use of data internal to the Directorate.

There has been no change to the above valuation techniques during the year.

Transfers in and out of a fair value level are recognised on the date of the event or change in circumstances that caused the transfer.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 18 PROPERTY, PLANT AND EQUIPMENT - CONTINUED

Fair Value measurements using significant unobservable inputs (Level 3)

	Land \$'000	Buildings \$'000	Leasehold Improvements \$'000	Heritage and Community Assets \$'000	Plant and Equipment \$'000	Infrastructure Assets \$'000	Total \$'000
2025							
Fair Value at the Beginning of the Reporting Period	13 440	3 042	554	65 251	3 986	141 293	227 566
Additions	-	310	-	91	813	9 747	10 961
Depreciation (Disposals)	-	(152)	(25)	(541)	(604)	(5 745)	(7 067)
Fair Value at the end of the Reporting period	13 440	3 200	529	64 801	4 159	145 295	231 424

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 18 PROPERTY, PLANT AND EQUIPMENT - CONTINUED

	Fair Value measurements using significant unobservable inputs (Level 3)							Total \$'000
	Land \$'000	Buildings \$'000	Leasehold Improvements \$'000	Heritage and Community Assets \$'000	Plant and Equipment \$'000	Infrastructure Assets \$'000		
2024								
Fair Value at the Beginning of the Reporting Period	11 038	7 251	500	60 360	4 936	145 859	229 944	
Additions	-	55	78	310	817	1 369	2 629	
Depreciation	-	(295)	(24)	(351)	(775)	(5 964)	(7 409)	
Other Comprehensive Income	2 402	-	-	-	-	-	2 402	
Other Movements ¹	-	(3 969)	-	4 932	(992)	29	-	
Fair Value at the end of the Reporting period	13 440	3 042	554	65 251	3 986	141 293	227 566	

¹ Assets were transferred between asset classes during the 2023-24 year to reflect the characteristics of the assets nature in accordance with ACT Accounting policies.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 19 INTANGIBLE ASSETS

Description and Material Accounting Policies Relating to Intangible Assets

(i) Software

The Directorate has internally generated software for internal use.

Recognition

Software is recognised as an asset and capitalised when:

- (a) it is probable that the expected future economic benefits attributable to the software will flow to the Directorate;
- (b) the cost of the software can be measured reliably; and
- (c) the acquisition cost is equal to or exceeds \$50,000.

Internally generated software is recognised when it meets the general recognition criteria outlined above and where it also meets the specific recognition criteria relating to intangible assets arising from the development phase of an internal project.

Measurement

Intangible Assets are measured at cost, which comprises their purchase price and any directly attributable costs of preparing the asset for its intended use.

Amortisation

Capitalised software and other intangibles have a finite useful life. Amortisation commences when intangible assets are ready for their intended use. Software is amortised on a straight-line basis over its useful life, over a period not exceeding 10 years.

Impairment

The Directorate assesses at each reporting date, whether there is any indication that an intangible asset may be impaired. Intangible assets are also reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. However, intangible assets that are not yet available for use are tested annually for impairment regardless of whether there is an indication of impairment, or more frequently if events or circumstances indicate they might be impaired.

Impairment losses for intangible assets are recognised in the Operating Statement (see Note 13: *Other Expenses*), as intangibles are measured at cost. The carrying amount of the intangible asset is reduced to its recoverable amount.

Amortisation for intangible assets is determined as follows:

Class of Intangible Asset	Amortisation Method	Useful Life (Years)
Internally Generated Software	Straight Line	2-10

(ii) Large-Scale Generation Certificates

The Directorate receives Large-Scale Generation Certificates (Certificates) from Large-Scale Renewable Energy Generators (LREGs) as part of the LREG's obligations under a deed of entitlement. These Certificates are created through the generation of renewable energy (electricity) by an LREG. The rights to the Certificates are required to be surrendered to the Directorate when the LREG feeds the renewable energy generated into the ACT Electricity Network through the ACT's licensed electricity distributor, Evoenergy.

An intangible asset (the Right to Receive Certificates) is recorded by the Directorate on the payment of feed-in tariff support to the LREG generators. When legal title to the Certificate transfers to the Directorate, the Right to Receive Certificates (intangible asset) is derecognised, and a Large-scale Generation Certificate (intangible asset) is recognised. Both types of intangible assets are transferred at no cost to the Directorate.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 19 INTANGIBLE ASSETS - CONTINUED

(ii) Large-Scale Generation Certificates - Continued

Large-Scale Generation Certificates are initially measured at fair value.

After the initial recognition, Large-Scale Generation Certificates, both Right to Receive and Received, are revalued each year. The valuation is done internally and is based on the market rate at 30 June each year. The Directorate uses the spot price per Certificate as quoted by Green Energy Markets to revalue the intangible assets.

The Directorate has determined the Certificates have an indeterminate useful life and therefore no amortisation expense is recognised in the financial statements.

The Directorate has the option to sell the Large-Scale Generation Certificates in the market for a price, or they can be surrendered for no consideration by the Directorate to assist in meeting ACT Governments renewable energy targets.

The Directorate intends in the future to surrender the Large-Scale Generation Certificates to the Clean Energy Regulator to assist in meeting ACT Government's renewable energy targets. To achieve this the Directorate determines the number of certificates required to be surrendered to satisfy all or a predetermined portion of the ACT Governments renewable energy target. The surrender would be formalised through the Clean Energy Regulator's registry for no consideration and the certificates derecognised as an intangible asset in accordance with AASB 138 *Intangible Assets*.

At 30 June 2025 the Directorate held 1,024,568 certificates (2024: 847,405).

Significant accounting judgements and estimates

The Directorate has recognised revenue in relation to the contribution of Certificates or the Right to Receive Certificates from LREGs as part of the *Electricity Feed-in (Large-Scale Renewable Energy Generation Act 2011 (ACT))*. The contribution of these Intangible Assets has been measured based on one certificate for every megawatt hour of renewable energy generated and fed into the ACT Electricity Network. The price attributed to Certificates upon initial recognition is determined using the market price (spot rate) at the time the Directorate has a 'Right to Receive' the Certificates and is generally at the end of each quarter. The Right to Receive Large-Scale Generation Certificates is confirmed with Evoenergy reporting at the end of each quarter. The Directorate obtains legal title to the Large-Scale Generation Certificates when final certificate entitlements have been calculated, and the transfer is accepted.

The Directorate has classified the Certificates as being Non-Current as the number of certificates that will be surrendered in 2025-26 to meet the ACT Governments renewable energy target is not yet known.

	2025 \$'000	2024 \$'000
Intangible Assets		
Computer Software		
<i>Internally Generated Software</i>		
Computer Software at Cost	1 553	1 553
Less: Accumulated Amortisation	(1 553)	(1 506)
Total Computer Software	-	47
Other Intangibles		
<i>Large-Scale Generation Certificates</i>		
Right to Receive Large-Scale Generation Certificates at Fair Value	14 158	35 615
Large-Scale Generation Certificates Received at Fair Value	2 747	2 942
Total Other Intangibles	16 905	38 557
Total Intangible Assets	16 905	38 604

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 19 INTANGIBLE ASSETS - CONTINUED

Reconciliation of Intangible Assets 2024-25

	Right to Receive Large Scale Generation Certificates \$'000	Large Scale Generation Certificates Received \$'000	Internally Generated Software \$'000	Total \$'000
Carrying Amount at the Beginning of the Reporting Period	35 615	2 942	47	38 604
Rights to Receive Large-Scale Generation Certificates Transferred to Received	(80 418)	80 418	-	-
Additional Large-Scale Generation Certificates	61 098	-	-	61 098
Amortisation	-	-	(47)	(47)
Large-Scale Generation Certificates Surrendered ¹	-	(32 510)	-	(32 510)
Revaluation Decrement	(2 137)	(48 103)	-	(50 240)
Carrying Amount at the End of the Reporting Period	14 158	2 747	-	16 905

¹ 1,970,313 Large-Scale Generation Certificates were surrendered on 30 June 2025 to meet the ACT Government's 2024-25 renewable energy targets.

Reconciliation of Intangible Assets 2023-24

	Right to Receive Large Scale Generation Certificates \$'000	Large Scale Generation Certificates Received \$'000	Internally Generated Software \$'000	Total \$'000
Carrying Amount at the Beginning of the Reporting Period	54 639	13 249	117	68 005
Rights to Receive Large-Scale Generation Certificates Transferred to Received	(106 248)	106 248	-	-
Additional Large-Scale Generation Certificates	87 559	-	-	87 559
Amortisation	-	-	(70)	(70)
Large-Scale Generation Certificates Surrendered ¹	-	(100 960)	-	(100 960)
Revaluation Decrement	(335)	(15 595)	-	(15 930)
Carrying Amount at the End of the Reporting Period	35 615	2 942	47	38 604

¹ 2,218,905 Large-Scale Generation Certificates were surrendered on 30 June 2024 to meet the ACT Government's 2023-24 renewable energy targets.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 20 BIOLOGICAL ASSETS

Description and Material Accounting Policies Relating to Biological Assets

The Directorate has recognised commercial softwood plantations as a biological asset in accordance with Australian Accounting Standard AASB 141 *Agriculture*.

Timber is classified as being either 'pre-commercial' or 'commercial'. Pre-commercial stands are less than 15 years old and are not yet suitable to be sold for commercial purposes. Commercial stands are 15 years old or greater in age and are managed to produce commercial output. 'Commercial-beyond normal' are areas within plantations that are beyond the planned rotation length in each forest.

The cost of restoring fire affected forestry land is recognised as an expense throughout the year. At the end of each reporting period expenditure is assessed and, where appropriate, the relevant expenditure is recognised as an asset.

The commercial plantation's fair value was determined using estimated stand volume (the volume of timber in a stand of trees) from growth plot measurements, and applying the proportional split of the product mix, and the values of the individual products. The valuations are undertaken annually. In 2024-25 the valuation was conducted by Forsci Pty Ltd, an experienced and suitably qualified external valuer who has recent experience in the valuation of pine plantations.

The pre-commercial plantation's fair value was estimated as aggregated establishment costs and management costs.

	2025	2024
	\$'000	\$'000
Biological Assets		
Standing Plantation Timber - at Independent Valuation	48 649	48 830
Total Biological Assets	48 649	48 830
Represented by:		
Plantations		
Pre-Commercial Plantation's Value at the Beginning of the Reporting Period	7 930	8 070
Net Movement due to change in Age Classes and Plantation Area	1 766	335
Less: Transfer to Commercial Plantations ¹	(515)	(475)
Pre-Commercial Standing Timber Value at the End of the Reporting Period	9 181	7 930
Commercial Plantation's Value at the Beginning of the Reporting Period	40 900	33 186
Add: Transfer from Pre-Commercial Plantations ¹	618	733
Net Movement due to Tree Growth and Thinning	4 174	9 931
Less: Harvesting Removals	(6 224)	(2 950)
Commercial Standing Timber Value at the End of the Reporting Period	39 468	40 900
Standing Timber Value at the End of the Reporting Period	48 649	48 830

¹121 hectares were moved from pre-commercial to commercial plantations. The plantations are valued using different methodologies for each category.

The number of trees across the total plantation is estimated at 6.12 million at 30 June 2025 (5.35 million at 30 June 2024).

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 21 PAYABLES

Description and Material Accounting Policies Relating to Payables

Payables

Payables include Trade Payables, Accrued Expenses and Other Payables, which are primarily security deposits from developers which are payable on receipt of completion certificates in relation to the specified works of construction projects.

Payables are initially measured at fair value based on the transaction cost and subsequent to initial recognition at amortised cost, with any adjustments to the carrying amount being recorded in the Operating Statement. Amounts are now normally settled within 14 days after the invoice date as the ACT Government accelerated the payment of invoices for local enterprises recognising the importance of cash flow to small and medium enterprises.

	2025	2024
	\$'000	\$'000
Payables		
Current Payables		
Trade Payables	1 604	3 241
Accrued Expenses	5 493	7 151
Other Payables	11 025	13 201
Total Current Payables	18 122	23 593
Total Payables	18 122	23 593
Payables are aged as follows		
Not Overdue	18 074	23 137
Overdue for Less than 30 Days	48	442
Overdue for 30 to 60 Days	-	11
Overdue for More than 60 Days	-	3
Total Payables	18 122	23 593

Environment, Planning and Sustainable Development Directorate

Notes to and Forming Part of the Financial Statements

For the Year Ended 30 June 2025

NOTE 22 LEASE LIABILITIES

Description and Material Accounting Policies Relating to Lease Liabilities

Directorate as a Lessee

The Directorate has leases over a range of assets including buildings, motor vehicles and ICT equipment. There are a number of leasing arrangements that have resulted in the recognition of a lease liability while other leasing arrangements have not resulted in a liability being recognised. The below table provides information relating to the leases in place and a split between those that have been taken up as a lease liability and those that have not.

Leases that have resulted in 'Environment, Planning and Sustainable Development Directorate' recognising a lease liability are as follows:

Terms and Conditions of Leases

Motor vehicles The Directorate holds 98 motor vehicle leases (115 in 2024). The terms vary from two years to ten years. These leases allow for extensions, but have no terms of renewal or purchase options, nor escalation clauses.

Leases that have not resulted in 'Environment, Planning and Sustainable Development Directorate' recognising a lease liability are as follows:

Terms and Conditions of Leases

Building leases – office accommodation The Directorate has a Memorandum of Understanding (MoU) for its office buildings with Infrastructure Canberra (ICBR). A lease asset and lease liability have been recognised by ICBR for these office buildings in accordance with ACT Government Office Accommodation Accounting Policy, and as such, the Directorate has not recognised a lease liability for these buildings.

IT and office equipment The Directorate has numerous leases for equipment, including office equipment and IT equipment. Office and IT equipment leases have been assessed as low value assets therefore the Directorate does not take up a lease liability for these leases but instead accounts for the cost of these leases as an expense through the Operating Statement as incurred. Photocopier leases have variable lease payments which are dependent on the number of copies made, the usage-based payments are recognised as variable lease expenses in the Operating Statement as incurred. The fixed payment component is not subject to increases throughout the lease term.

Extension Options

Where a lease contains extension options, at commencement date and at each subsequent reporting date, the Directorate assesses whether it is reasonably certain that the extension options will be exercised. The Directorate has not undertaken a valuation of potential future payments as the Directorate has assessed that exercising these options is not reasonably certain.

At the lease commencement date, the Directorate recognises a right-of-use asset and associated lease liability for the lease term.

At inception of a contract, the Directorate assesses whether a lease exists, that is, does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 22 LEASE LIABILITIES – CONTINUED

Extension Options - Continued

This involves an assessment of whether:

- the contract involves the use of an identified asset – this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right then there is no identified asset;
- the Directorate has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use; and
- the Directorate has the right to direct the use of the asset i.e. decision making rights in relation to changing how and for what purpose the asset is used.

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease.

Lease liabilities include the net present value of the following lease payments:

- fixed payments (including in-substance fixed payments), less any lease incentive receivables;
- variable lease payments that are based on an index or a rate, initially measured using the index or rate as at the commencement date;
- amounts expected to be payable by the lessee under residual value guarantees;
- the exercise price of a purchase option if the lessee is reasonably certain to exercise that option; and
- payments of penalties for terminating the lease, if the lease term reflects the lessee exercising that termination option.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured when there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI).

Lease payments to be made under reasonably certain extension options are also included in the measurement of the liability.

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, a rate that reflects the lessee's incremental borrowing rate is used, which is in line with ACT Government Accounting Policy.

The Directorate has elected not to separate non-lease components from lease components for leases, except for specialised plant and equipment contracts which contain both a lease component and non-lease component. The non-lease component is material and relates to maintenance services for the specialised plant and equipment. The Directorate allocates the contractual payments to each component on the basis of their stand-alone prices.

Where the non-lease components have been separated, they are recognised as an expense as incurred in the Operating Statement.

Exemptions to Lease Accounting

The Directorate has elected to apply the exemptions to lease accounting for both short-term leases (i.e., leases with a term of less than or equal to 12 months) and leases of low-value assets (below \$10,000).

The Directorate recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 22 LEASE LIABILITIES – CONTINUED

	2025	2024
	\$'000	\$'000
Current Lease Liabilities		
Motor Vehicles	1 469	1 619
Total Current Lease Liabilities	1 469	1 619
Non-Current Lease Liabilities		
Motor Vehicles	1 318	2 145
Total Non-Current Lease Liabilities	1 318	2 145
Total Lease Liabilities	2 787	3 764
Reconciliation of Lease Liabilities		
Opening Balance of Lease Liabilities	3 764	4 754
Add: Additional Lease Liabilities taken up in the Current Reporting Period	842	740
Less: Payments to Reduce the Principal of the Liability ¹	(1 860)	(1 964)
Add: Interest Expense	179	234
Less: Other Movements	(138)	-
Closing Balance of Lease Liabilities	2 787	3 764

¹The Directorate had total cash outflows relating to leases of \$1.860m in 2024-25 (\$1.964m in 2023-24).

Maturity Analysis for Lease Liabilities

All amounts appearing in the following maturity analysis are shown on an undisclosed cash flow basis.

1 Year or Less	1587	1780
Over 1 Year to 5 Year	1388	2257
Less: Future Lease Charges	(188)	(273)
Total Lease Liabilities	2 787	3 764

In last year's financial statements, the 'Maturity Analysis for Lease Liabilities' was included in the Financial Instruments Note, however in this year's financial statements it has been included in the Lease Liabilities Note. This change has been made as it is considered that this maturity analysis is better reflected in the Lease Liabilities Note.

Environment, Planning and Sustainable Development Directorate

Notes to and Forming Part of the Financial Statements

For the Year Ended 30 June 2025

NOTE 23 EMPLOYEE BENEFITS

Description and Material Accounting Policies Relating to Employee Benefits

Accrued Wages and Salaries

Accrued wages and salaries are measured at the amount that remains unpaid to employees at the end of the reporting period.

Annual and Long Service Leave

Annual and long service leave including applicable on-costs that are not expected to be wholly settled before twelve months after the end of the reporting period when the employees render the related service are measured at the present value. The present value is determined based on the estimated future payments to be made in respect of services provided by employees up to the end of the reporting period. Consideration is given to the future wage and salary levels, experience of employee departures and periods of service. At the end of each reporting period, the present value of future annual leave and long service leave payments is estimated using market yields on Commonwealth Government bonds with terms to maturity that match, as closely as possible, the estimated future cash flows.

Annual leave liabilities have been estimated on the assumption that they will be wholly settled within three years. This financial year the rate used to estimate the present value of future:

- annual leave payments is 99.5% (98.2% in the previous financial year); and
- payments for long service leave is 100.1% (91.2% in the previous financial year).

The long service leave liability is estimated with reference to the minimum period of qualifying service. For employees with less than the required minimum period of 7 years qualifying service, the probability that employees will reach the required minimum period has been taken into account in estimating the provision for long service leave and applicable on-costs.

On-costs only become payable if the employee takes annual and long service leave while in-service. The probability that employees will take annual and long service leave while in service has been taken into account in estimating the liability for on-costs.

Significant judgements have been applied in estimating the annual and long service leave liabilities, given that the Directorate uses the Whole-of-Government present value, probability and on-cost factors. These factors are issued by ACT Treasury and apply to all ACT Government Agencies. ACT Treasury organises an actuarial review to be undertaken every three years by the Australian Government Actuary to estimate each of these factors. The latest assessment was undertaken in December 2024 and early 2025, with the next review expected to be undertaken by late 2027.

Annual leave and long service leave liabilities are classified as current liabilities in the Balance Sheet where there are no unconditional rights to defer the settlement of the liability for at least 12 months. Conditional long service leave liabilities are classified as non-current because the Directorate has an unconditional right to defer the settlement of the liability until the employee has completed the requisite years of service.

Superannuation Liability

The employer superannuation benefits payable to the Directorates employees, who are members of the defined benefit CSS or PSS Schemes, are recognised in the financial statements of the Superannuation Provision Account.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 23 EMPLOYEE BENEFITS - CONTINUED

	2025	2024
	\$'000	\$'000
Current Employee Benefits		
Annual Leave	12 938	12 569
Long Service Leave	18 817	16 277
Accrued Wages and Salaries	3 223	2 930
Flexitime ¹	1 652	-
Other Benefits	507	429
Total Current Employee Benefits	37 137	32 205
Non-Current Employee Benefits		
Long Service Leave	2 038	1 815
Total Non-Current Employee Benefits	2 038	1 815
Total Employee Benefits²	39 175	34 020
Estimate of when leave is payable		
Estimated Amount Payable within 12 months		
Annual Leave	7 775	7 934
Long Service Leave	1 869	1 274
Accrued Wages and Salaries	3 223	2 930
Flexitime	1 652	-
Other Benefits	507	429
Total Employee Benefits Payable within 12 months	15 026	12 567
Estimated Amount Payable after 12 months		
Annual Leave	5 163	4 635
Long Service Leave	18 986	16 818
Total Employee Benefits Payable after 12 months	24 149	21 453
Total Employee Benefits	39 175	34 020

¹The increase in the Flexitime liability of \$1.652 million is due to a change in accounting policy regarding Flexitime. Last financial year the Directorate did not recognise its Flexitime liability as it was assessed as immaterial. However, in this year's financial statements the Directorate recognised a Flexitime liability regardless of materiality.

²As at 30 June 2025 the Directorate employed 812 full-time equivalent (FTE) staff (2024:812). The FTE numbers reported include staff employed by the Office of the Commissioner for Sustainability and the Environment.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 24 OTHER PROVISIONS

Description and Material Accounting Policies Relating to Other Provisions

Provisions are recognised when the Directorate has a present legal or constructive obligation, it is probable that an outflow of resources will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Provision for Loose-Fill Asbestos Insulation Eradication Scheme

The provision for Loose-Fill Asbestos Insulation Eradication Scheme Purchase of Asbestos Affected Homes relates to properties purchased which are affected with asbestos from homeowners that have opted into the Scheme but have not yet settled.

The provision for Loose-Fill Asbestos Insulation Eradication Scheme Building Demolitions and Land Remediation relates to building demolitions and land remediation associated with asbestos affected homes where the Territory has purchased the asbestos affected homes but has not yet demolished the homes.

Provision for Large-Scale Generation Certificates

The provision for Large-Scale Generation Certificates (LGCs) was first created in 2020-21 after the ACT Government publicly stated in the ACT Budget Statements (released in February 2021) that current policy is to surrender LGCs as part of its commitment to meet the ACT's 100 per cent renewable electricity target. Under AASB 137 *Provisions, Contingent Liabilities and Contingent Assets* this creates a constructive obligation as the statement creates an expectation to the community that the Government will surrender LGCs to meet its renewable electricity target.

A provision is recognised for the certificates transferred to the Directorate during the year and an expense is also recognised. The provision is recognised at fair value each year based on the spot price for certificates in the market at 30 June.

	2025	2024
	\$'000	\$'000
Current Other Provisions		
Provision for Scheme Purchases of Asbestos Affected Homes	-	51
Provision for Scheme Building Demolitions and Land Remediation	440	989
Provision for Large-Scale Generation Certificates	16 905	38 557
Total Current Other Provisions	17 345	39 597
Non-Current Other Provisions		
Provision for Scheme Building Demolitions and Land Remediation	650	1 500
Total Non-Current Other Provisions	650	1 500
Total Other Provisions	17 995	41 097

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 24 OTHER PROVISIONS – CONTINUED

Reconciliation of Other Provisions - 2024-25

	Provision for:		
	Scheme Purchases of Asbestos Affected Homes	Scheme Building Demolition and Land Remediation	Large Scale Generation Certificates
	\$'000	\$'000	\$'000
Provision at the Beginning of the Reporting Period	51	2 489	38 557
Additional Provision Recognised	-	-	61 098
Reduction in Provision as a result of Demolition and Remediation Works	(51)	(236)	-
Reduction in Provision as a result of Surrender	-	-	(32 510)
Provision reversed during the Year	-	(1 163)	-
Fair Value Adjustment	-	-	(50 240)
Provision at the End of the Reporting Period	-	1 090	16 905

Reconciliation of Other Provisions - 2023-24

	Provision for:		
	Scheme Purchases of Asbestos Affected Homes	Scheme Building Demolition and Land Remediation	Large Scale Generation Certificates
	\$'000	\$'000	\$'000
Provision at the Beginning of the Reporting Period	-	5 158	67 888
Additional Provision Recognised	51	-	87 559
Reduction in Provision as a result of Demolition and Remediation Works	-	(696)	-
Reduction in Provision as a result of Surrender	-	-	(100 960)
Provision reversed during the Year	-	(1 973)	-
Fair Value Adjustment	-	-	(15 930)
Provision at the End of the Reporting Period	51	2 489	38 557

Environment, Planning and Sustainable Development Directorate

Notes to and Forming Part of the Financial Statements

For the Year Ended 30 June 2025

NOTE 25 RESTRUCTURE OF ADMINISTRATIVE ARRANGEMENTS

Description and Material Accounting Policies Relating to Restructure of Administrative Arrangements

A restructure of administrative arrangements (AAs) is the reallocation or reorganisation of assets, liabilities, activities and responsibilities amongst the agencies that the government controls that occurs as a consequence of a rearrangement in the way in which activities and responsibilities are prescribed under legislation or other authority are allocated between the government's controlled agencies.

AAs do not apply to the transfer of individual assets between agencies, but instead they involve the transfer of an integrated set of activities, mainly for the purpose of reducing overall costs or providing other economic benefits to the community. They involve a discrete function being transferred between agencies. As such, AAs often involve the transfer of appropriations, staff, bank accounts, assets and liabilities.

AA transfers are classified as contributions by/distribution to owners and as such are accounted for as an equity transfer. AA transfers are measured at the carrying value recorded by the transferor immediately prior to the transfer.

Restructure of Administrative Arrangements during 2024-25

On 7 November 2024, the ACT Government issued the *Administrative Arrangements (AA) 2024 (No 1)*. This AA included transfers between EPSDD and the Chief Minister, Treasury and Economic Development Chief Minister (CMTEDD) and Infrastructure Canberra (iCBR) involving the Big Canberra Battery Stream 2 and 3 and one Tier 2 project. Following agreement between iCBR and the Directorate, a transfer date of 31 December 2024 was adopted for financial and operational purposes.

The Big Canberra Battery project was developed to deliver an ecosystem of batteries across the ACT to ensure stability in the Territory's electricity grid. Streams two and three of this project have involved the installation of batteries at several government sites across the ACT and working with industry partners to understand the opportunities for neighbourhood-scale batteries to support the Territory's future energy supply. Both streams two and three have been transferred to EPSDD in addition to 2 staff moving to EPSDD under the administrative arrangement.

The transfer of the Gungahlin Community Centre Project from EPSDD to iCBR occurred as part of this restructure of administrative arrangements. The transfer of this function was due to the size of the project, with all tier 1 and 2 infrastructure projects being transferred to iCBR.

Income and Expenses

The following table shows the income and expenses associated with the Big Canberra Battery and Gungahlin Community Centre projects recognised by EPSDD for the year ended 30 June 2025. It also shows the income and expenses relating to when these functions belonged to CMTEDD and iCBR. These income and expense figures were supplied by CMTEDD and iCBR respectively, and as such have been relied upon by EPSDD. Finally, the table shows the total income and expenses of these functions for the whole financial year.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 25 RESTRUCTURE OF ADMINISTRATIVE ARRANGEMENTS – CONTINUED

Big Canberra Battery - Stream 2 & 3	Amounts Relating to Function when held by CMTEDD July 2024 - Dec 2024	Amounts Relating to Function when held by the Directorate Jan 2025 - June 2025	Total 2025
	\$'000	\$'000	\$'000
Revenue			
Controlled Recurrent Payments	99	482	581
Grants from the Commonwealth	225	-	225
Total Income	324	482	806
Expenses			
Supplies and Services	233	308	541
Grants and Purchased Services	168	174	342
Total Expenses	401	482	883

Better community infrastructure Gungahlin Community Centre	Amounts Relating to Function when held by the Directorate July 2024 – Dec 2024	Amounts Relating to Function when held by iCBR Jan 2025 - June 2025	Total 2025
	\$'000	\$'000	\$'000
Expenses			
Employee Expenses	116	-	116
Supplies and Services	84	-	84
Total Expenses	200	-	200

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 25 RESTRUCTURE OF ADMINISTRATIVE ARRANGEMENTS – CONTINUED

Assets and Liabilities

Assets and liabilities transferred as part of a restructuring of administrative arrangement are recognised by the Directorate and measured at the transferor's carrying amount. The amounts are agreed with the transferor prior to the transfer. The assets and liabilities transferred as part of the restructuring of administrative arrangements at the dates of transfer were as follows:

	CMTEDD \$'000	iCBR \$'000	Total \$'000
Assets			
Cash and Cash Equivalents	56	-	56
Capital Works in Progress	359	(1 489)	(1 130)
Total Assets Transferred	415	(1 489)	(1 074)
Liabilities			
Payables	77	-	77
Total Liabilities Transferred	77	-	77
Total Net Assets Transferred	338	(1 489)	(1 151)

Restructure of Administrative Arrangements during 2023-24

There were no restructures of administrative arrangements in 2023-24.

Environment, Planning and Sustainable Development Directorate
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For the Year Ended 30 June 2025

NOTE 26 FINANCIAL INSTRUMENTS

Material Accounting Policies Relating to Financial Instruments

Details of the material accounting policies and methods adopted, including the criteria for recognition, the basis of measurement, and the basis on which income and expenses are recognised, with respect to each class of financial asset and financial liability are disclosed in the note to which they relate. In addition to these policies, the following are also accounting policies relating to financial assets and liabilities.

Financial assets are subsequently measured at amortised cost, fair value through other comprehensive income or fair value through profit or loss on the basis of both:

- (a) the business model for managing the financial assets; and
- (b) the contractual cash flow characteristics of the financial assets.

The following are the classification of the Directorate's financial assets under AASB 9 *Financial Instruments*:

Items	Business Model Held to collect principal and interest/sell	Solely for payment of Principal and Interest SPPI Test (basic lending characteristics)	Classification
Cash and Cash Equivalents	Held to collect	Yes	Amortised cost
Trade Receivables	Held to collect	Yes	Amortised cost
Accrued Revenue	Held to collect	Yes	Amortised cost

Financial liabilities are measured at amortised cost.

Environment, Planning and Sustainable Development Directorate Notes to and Forming Part of the Financial Statements For the Year Ended 30 June 2025

NOTE 26 FINANCIAL INSTRUMENTS - CONTINUED

Interest Rate Risk

Interest rate risk is the risk that the fair value, or future cash flows, of a financial instrument will fluctuate because of changes in the market interest rates.

A significant proportion of the Directorate's financial assets consist of cash and cash equivalents. The Directorate has nine bank accounts held with Westpac Bank. The majority of bank accounts are non-interest bearing and are therefore not at risk of interest rate fluctuations. As receivables and payables are held in non-interest bearing arrangements the Directorate is not exposed to movements in interest rates in respect of these financial assets and liabilities.

As monies held in two bank accounts have floating interest arrangements with Westpac Banking Corporation, the Directorate is exposed to movements in the amount of interest it may earn on cash and cash equivalents. The Directorate does not actively manage the risk of fluctuating interest rates for this account because the interest is not material.

Sensitivity Analysis

A sensitivity analysis has not been undertaken for the interest rate risk of the Directorate as it has been determined that the possible impact on income and expenses or total equity from fluctuations in interest rates is immaterial.

Credit Risk

Credit risk is the risk that one party to a financial instrument will fail to discharge an obligation and cause the other party to incur a financial loss. The Directorate's credit risk is limited to the amount of the financial assets it holds net of any provision for impairment. The Directorate expects to collect all financial assets that are not past due or impaired.

The Directorate's receivables consist of amounts receivable from other ACT Government agencies and entities external to the ACT Government, and these receivables are unsecured. The Directorate manages its credit risk for receivables by regularly monitoring its receivables and issuing monthly statements to overdue accounts where required.

There have been no significant changes in credit risk exposure since the last reporting period.

Liquidity Risk

Liquidity risk is the risk that the Directorate will encounter difficulties in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset. The Directorate's main financial obligations relate to the payment of grants and the purchase of supplies and services. Purchases of supplies and services are paid within 30 days of receiving the goods and services.

The main source of cash to pay the Directorate's obligations is appropriation from the ACT Government which is paid on a fortnightly basis during the year. The Directorate manages its liquidity risk through forecasting appropriation drawdown requirements to enable payment of anticipated obligations.

The Directorate's exposure to liquidity risk and the management of this risk has not changed since the previous reporting period.

Price Risk

Price risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices (other than arising from interest rate risk or currency risk), whether these changes are caused by factors specific to the individual financial instrument or its issuer or by factors affecting all similar financial instruments in the market.

As the Directorate's financial assets only consist of assets that are not subject to price risk, the Directorate is not considered to have any price risk. Accordingly, a sensitivity analysis has not been undertaken. The Directorate's exposure to price risk and the management of this risk has not changed since the last reporting period.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 26 FINANCIAL INSTRUMENTS - CONTINUED

The following tables set out the Directorate's maturity analysis for financial liabilities as well as the exposure to interest rates, including the weighted average interest rates by maturity period as at 30 June 2025 and 30 June 2024 respectively. All amounts appearing in the following maturity analysis are shown on an undiscounted cash flow basis.

		Weighted Average Interest Rate	Floating Interest \$'000	Fixed Interest Maturing In:			Over Non-Interest Bearing \$'000	Total \$'000
	Note No.			1 Year or Less \$'000	Over 1 Year to 5 Years \$'000	5 Years \$'000		
2025								
Financial Liabilities								
Payables	21	-	-	-	-	-	18 122	18 122
Total Financial Liabilities			-	-	-	-	18 122	18 122
		Weighted Average Interest Rate	Floating Interest \$'000	Fixed Interest Maturing In:			Over Non-Interest Bearing \$'000	Total \$'000
	Note No.			1 Year or Less \$'000	Over 1 Year to 5 Years \$'000	5 Years \$'000		
2024								
Financial Liabilities								
Payables	21	-	-	-	-	-	23 593	23 593
Total Financial Liabilities			-	-	-	-	23 593	23 593

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 27 COMMITMENTS

Description and Material Accounting Policies Relating to Commitments

Commitments are a firm intention, but not a present obligation, at the end of the reporting period to incur future expenditure. As such, commitments do not constitute a liability. Commitments usually arise from contracts but can arise from other things like placing an order.

Commitments are measured at their nominal value and are inclusive of GST.

Capital Commitments

Capital commitments contracted at reporting date but not recognised as liabilities are as follows:

	2025	2024
	\$'000	\$'000
Capital Commitments		
Payable:		
Within one year	2 183	11 100
Later than one year but not later than five years	246	4 313
Total Capital Commitments¹	2 429	15 413

¹The decrease in capital commitments primarily relates to the completion of a number of ACT Healthy Waterways projects.

Other Commitments

Other commitments contracted at reporting date but not recognised as liabilities are as follows:

Payable:		
Within one year	9 724	6 182
Later than one year but not later than five years	5 871	20 285
Later than five years	57	90 308
Total Other Commitments¹	15 652	116 775

¹Other commitments have decreased significantly due to the direct appropriation of rental payments to iCBR.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 28 CONTINGENT LIABILITIES AND CONTINGENT ASSETS

Material Accounting Policies Relating to Contingent Liabilities and Contingent Assets

Contingent liabilities and contingent assets are not recognised in the Balance Sheet due to the uncertainty regarding any possible amount or timing of any underlying claim or obligation. Instead, they are disclosed and, if quantifiable, the best estimate is disclosed.

Contingent Liabilities

	2025	2024
	\$'000	\$'000
Compensation to Leaseholders and Personal Injury Claims	2 840	2 275
Loose-Fill Asbestos Insulation Eradication Scheme - Building Demolition and Land Remediation	-	200
Total Contingent Liabilities	2 840	2 475

Compensation to Leaseholders and Personal Injury Claims

The estimates as advised by the ACT Government Solicitor's Office.

Contingent Assets

	2025	2024
	\$'000	\$'000
Contingent Assets		
Loose-Fill Asbestos Insulation Eradication Scheme - Land Assets	-	249
Loose-Fill Asbestos Insulation Eradication Scheme - Building Demolition and Land Remediation Works	-	200
Total Contingent Assets	-	449

Estimated Value of Loose-Fill Asbestos Insulation Eradication Scheme - Land Assets

Contingent Assets and Liabilities related to the Loose-Fill Asbestos Insulation Eradication Scheme - Land Assets and Building Demolition and Land Remediation Works were included in the prior year. No comparable amounts have been included as settlement on this property occurred in the 2024-25 year and amounts related to the property are no longer contingent.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 29 EVENTS AFTER THE REPORTING PERIOD

Administrative Arrangement After the Reporting Period

On 1 July 2025, *Administrative Arrangement 2025 (No.1)*, notifiable instrument NI2025-350, came into effect which integrated EPSDD's operations into the newly established City and Environment Directorate (CED). As a result, these 2024-25 financial statements will be the last prepared for the Directorate. All of the Directorate's assets, liabilities and appropriation transferred to CED on 1 July 2025.

CED combines the functions of EPSDD and the Transport Canberra and City Services Directorate (TCCS). The Access Canberra and the Better Regulation team functions from the Chief Minister, Treasury and Economic Development Directorate (CMTEDD) will also move to CED. These changes are designed to support a structure that is primed to deliver the Government's priorities and meet community and stakeholder expectations.

This event did not require adjustments to the disclosures, classifications or measurements in these financial statements.

Environment, Planning and Sustainable Development Directorate

Notes to and Forming Part of the Financial Statements

For the Year Ended 30 June 2025

NOTE 30 RELATED PARTY DISCLOSURES

Description and Material Accounting Policies Relating to Related Party Disclosures

A related party is a person that controls or has significant influence over the reporting entity or is a member of the Key Management Personnel (KMP) of the reporting entity or its parent entity and includes their close family members and entities in which the KMP and/or their close family members individually or jointly have controlling interests.

KMP are those persons having authority and responsibility for planning, directing and controlling the activities of the Environment, Planning and Sustainable Development Directorate, directly or indirectly.

KMP of the Environment, Planning and Sustainable Development Directorate are the Portfolio Minister, Director-General and certain members of the Senior Management Team.

The Head of Service and the ACT Executive comprising the Cabinet Ministers are KMP of the ACT Government and therefore related parties of the Environment, Planning and Sustainable Development Directorate.

This note does not include typical citizen transactions between the KMP and the Environment, Planning and Sustainable Development Directorate that occur on terms and conditions no different to those applying to the general public.

(A) Controlling Entity

The Environment, Planning and Sustainable Development Directorate is an ACT Government controlled entity.

(B) Key Management Personnel

B.1 Compensation of Key Management Personnel

Compensation of all Cabinet Ministers, including the Portfolio Ministers, is disclosed in the note on related party disclosures included in the ACT Executive's financial statements for the year ended 30 June 2025.

Compensation of the Head of Service is included in the note on related party disclosures included in the Chief Minister, Treasury and Economic Development Directorate's (CMTEDD) financial statements for the year ended 30 June 2025.

Compensation by Environment, Planning and Sustainable Development Directorate to KMP is set out below. There was a total of 11 full time equivalent (FTE) staff (17 head count) identified as KMP in 2024-25 (10 FTE staff (17 head count) in 2023-24).

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 30 RELATED PARTY DISCLOSURES - CONTINUED

	2025	2024
	\$'000	\$'000
Compensation of Key Management Personnel		
Short-term employee benefits	3 610	3 193
Post-employment benefit	783	690
Other long-term benefit	85	75
Total Compensation of Key Management Personnel	4 478	3 958

B.2 Transactions with Key Management Personnel

No disclosure is required for typical citizen transactions between the KMP and the Directorate that occur on terms and conditions no different to those applying to the general public, where no discretion is applied and no influence is exerted by the related parties over the terms and conditions of these transactions.

(C) Transactions with Other ACT Government Controlled Entities

The Directorate has entered into transactions with other ACT Government Entities in 2024-25 consistent with day-to-day business operations provided under varying terms and conditions. The notes to the Financial Statements provide the details of transactions with other ACT Government Entities. Below is a summary of the material transactions with Other ACT Government Entities.

Revenue

- Appropriation (Statement of Appropriation) – The Directorate’s main ongoing source of funding is received from the ACT Government through the Territory Banking Account. This funding is in the form of Controlled Recurrent Payment appropriation and Capital Injection appropriation.
- *Sales of Goods and Services from Contracts with Customers* (Note 4) – The Directorate received \$22.649 million in 2024-25 (\$6.284 million in 2023-24) in revenue from other ACT Government Entities related to Services provided by the Directorate.
- *Resources Received Free of Charge* (Note 5) – The Directorate received \$11.564 million in 2024-25 (\$9.917 million in 2023-24) for;
 - Legal services free of charge from the Government Solicitor’s Office; and
 - Finance, Human Resources, Information Technology and other administrative services free of charge from the Chief Minister, Treasury and Economic Development Directorate.

Expenses

- *Supplies and Services* (Note 9) – The Directorate recognised an expense of \$0.255 million to the ACT Audit Office for audit services. The Directorate recognised an expense of \$21.906 million in 2024-25 (\$19.405 million in 2023-24) to other ACT Government Entities for Supplies and Services including Computing Expenses, Property Expenses and Insurance Premiums.

Assets

- *Receivables* (Note 15) – The Directorate holds \$6.088 million in accounts receivable owed by other ACT Government entities at 30 June 2025.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 31 BUDGETARY REPORTING

Significant Accounting Judgements and Estimates – Budgetary Reporting

Significant judgements have been applied in determining what variances are considered ‘major variances’. Variances are considered major if both of the following criteria are met:

- The line item is a significant line item: where either the line-item actual amount accounts for more than 10% of the relevant associated actual category amount (Income, Expenses, Assets, Liabilities and Equity totals) or more than 10% of the sub-element (e.g. Current Liabilities and Receipts from Operating Activities totals) of the financial statements; and
- The variances (original budget to actual) are greater than plus (+) or minus (-) 10% and \$15 million for the financial statement line item.

Original Budget refers to the amounts presented to the Legislative Assembly in the original budgeted financial statements in respect of the reporting period Budget Statements. These amounts have not been adjusted to reflect supplementary appropriation or appropriation instruments.

Note: # in the ‘Variance %’ column represents a variance that is greater than 999 percent or less than -999 per cent.

	Variance Explanation	Actual 2025 \$'000	Original Budget 2025 \$'000	Variance \$'000	Variance %
Operating Statement Line Items					
Sales of Goods and Services from Contracts with Customers	1	35 314	15 863	19 451	123%
Large-Scale Generation Certificates - Revenue	2	10 859	104 248	(93 389)	(90%)
Employee Expenses	3	127 879	111 820	16 059	14%
Supplies and Services	1	95 697	83 677	12 020	14%
Large-Scale Generation Certificates - Expense	2	10 859	104 248	(93 389)	(90%)

Variance Explanation

1. The increase in both revenue and expenses is primarily due to Public Housing Energy Efficiency upgrades delivered on behalf of Housing ACT as part of the Vulnerable Household Energy Support Scheme.

2. The variance for both the revenue and expense are due to the spot price for Large-Scale Generation Certificates at 30 June 2025 being lower than the estimated spot price used during the setting of the Budget.

3. The increase in employee expenses is attributed to increased staff costs associated with changes in the staff profile and pay increments.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 31 BUDGETARY REPORTING - CONTINUED

	Variance Explanation	Actual 2025 \$'000	Original Budget 2025 \$'000	Variance \$'000	Variance %
Balance Sheet Line Items					
Intangible Assets	1	16 905	53 780	(36 875)	(69%)
Capital Works in Progress	2	4 534	21 628	(17 094)	(79%)
Other Provisions	1	17 345	53 361	(36 016)	(67%)

Variance Explanation

1. The reduction in both intangible assets and other provisions is attributable to the fair value of LGC's being lower at 30 June 2025 (\$16.50) than the estimates used in the 2024-25 Budget (\$46.50). The spot price changes due to a combination of factors, including market supply and demand dynamics and broader economic factors.
2. The decrease in Capital works in progress is a result of projects being completed during the year.

	Variance Explanation	Actual 2025 \$'000	Original Budget 2025 \$'000	Variance \$'000	Variance %
Statement of Cash Flows					
Sales of Goods and Services with Contracts with Customers	1	32 765	16 225	16 540	102%
Employee Payments	2	122 725	107 196	15 529	14%
Capital Works Expenditure	3	5 032	23 215	(18 183)	(78%)

Variance Explanation

1. The increase is primarily due to Public Housing Energy Efficiency upgrades delivered on behalf of Housing ACT as par of the Vulnerable Household Energy Support Scheme.
2. The increase in employee expenses is attributed to increased staff costs associated with changes in the staff profile and pay increments.
3. The decrease in Capital Works Expenditure is a result of delays in the capital works program.

Environment, Planning and Sustainable Development Directorate

Notes to and Forming Part of the Financial Statements

For the Year Ended 30 June 2025

NOTE 32 DISAGGREGATED FINANCIAL INFORMATION BY OUTPUT

Description of Operating Statement Output Classes

Description of Operating Statement for Output Class 1 - Statutory Planning

Output Class 1: 'Statutory Planning' facilitates and manages growth and change within the ACT through development assessment and leasehold management, with the overarching objective of promoting and facilitating economically productive, sustainable, attractive, safe and well-designed urban and rural environments in the ACT.

Description of Operating Statement for Output Class 2 – Environment

Output Class 2: 'Environment' provides protection, conservation and enhancement of the ACT's natural environment, including:

- management of the ACT's parks, reserves and unleased public land as per the *Nature Conservation Act 2014*.
- management of the ACT's commercial pine plantations and offset areas.
- development, implementation and review of land management programs including for conservation, fire, pests and weeds, and nature-based recreation.
- delivering statutory functions under the *Heritage Act 2004* to recognise, register and conserve Aboriginal places and objects or heritage places and objects that have natural or cultural heritage significance.
- delivering statutory functions of the *Water Resources Act 2007* to provide for the well managed and sustainable use of the ACT's water resources including development and implementation of catchment plans, water quality monitoring programs, and assets to enhance the quality of ACT's potable and non-potable water.

Description of Operating Statement for Output Class 3 – Climate Change and Energy

Output Class 3: 'Climate Change and Energy' develops policy, provides advice and supports delivery of a range of programs in relation to the ACT Climate Change Strategy 2019-25 and the Zero Emissions Vehicles Strategy 2022-30. It includes investments in renewable electricity, the Energy Efficiency Improvement Scheme, administration of ACT's Zero Emissions Government Scheme, the Integrated Energy Plan in support of community and urban adaptation and resilience.

Description of Operating Statement for Output Class 4 – Development and Implementation

Output Class 4: 'Development and Implementation' delivers studies, assessments and engagement to inform strategic planning for future land development opportunities. This work also includes undertaking strategic projects and government initiatives, as well as infrastructure capacity studies, related to future land development opportunities and facilitating the direct sale of land for community use.

Description of Operating Statement for Output Class 5 – Loose Fill Asbestos Coordination

Output Class 5: 'Loose Fill Asbestos Coordination' delivers the Loose Fill Asbestos Insulation Eradication Scheme and the Mr Fluffy legacy projects, providing support and advice to affected homeowners, the Canberra community, industry and Government.

Description of Operating Statement for Output Class 6 – Planning and Urban Policy

Output Class 6: 'Planning and Urban Policy' delivers strategic planning and policy work, including the planning strategy, district strategies, the Territory Plan and design guides. 'Planning and Urban Policy' also delivers building reforms that improve the ACT's building regulatory system, provides transparent and efficient regulation of the building and construction industry and develops policies for safe, healthy, climate resilient, liveable and quality buildings.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 32 DISAGGREGATED FINANCIAL INFORMATION BY OUTPUT – CONTINUED

Output Class 1 – Statutory Planning – Operating Statements of Environment, Planning and Sustainable Development Directorate

	Actual 2025 \$'000	Original Budget 2025 \$'000	Actual 2024 \$'000
Income			
Controlled Recurrent Payments	17 904	20 057	17 265
Sales of Goods and Services from Contracts with Customers	2 512	3 243	2 783
Grants and Contributions Income	1 631	2 892	1 367
Interest Revenue	607	725	804
Other Income	106	-	656
Total Income	22 760	26 917	22 875
Expenses			
Employee Expenses	17 967	16 690	16 563
Supplies and Services	5 936	8 244	6 219
Depreciation and Amortisation	52	1 085	58
Grants and Purchased Services	-	-	3
Borrowing Costs	-	-	3
Asset Transfers and Write Offs	-	-	-
Other Expenses	11	463	463
Transfers to Government	-	-	-
Total Expenses	23 966	26 482	23 309
Operating Result	(1 206)	435	(434)

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 32 DISAGGREGATED FINANCIAL INFORMATION BY OUTPUT – CONTINUED

Output Class 2 – Environment – Operating statements of Environment, Planning and Sustainable Development Directorate

	Actual 2025 \$'000	Original Budget 2025 \$'000	Actual 2024 \$'000
Income			
Controlled Recurrent Payments	99 136	94 290	91 508
Sales of Goods and Services from Contracts with Customers	12 323	9 459	11 217
Grants and Contributions Income	11 346	4 517	7 055
Interest Revenue	-	95	-
Other Income	10 492	2 452	10 015
Total Income	133 297	110 813	119 795
Expenses			
Employee Expenses	71 466	60 934	62 635
Supplies and Services	48 126	47 907	49 716
Depreciation and Amortisation	8 935	8 282	9 437
Grants and Purchased Services	4 093	2 610	2 718
Borrowing Costs	179	33	231
Transfers to Government	-	-	-
Asset Transfers and Write Offs	4 970	-	714
Other Expenses	4 919	377	1 786
Total Expenses	142 688	120 143	127 237
Operating Result	(9 391)	(9 330)	(7 442)

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 32 DISAGGREGATED FINANCIAL INFORMATION BY OUTPUT – CONTINUED

Output Class 3 – Climate Change & Energy – Operating Statements of Environment, Planning and Sustainable Development Directorate

	Actual 2025 \$'000	Original Budget 2025 \$'000	Actual 2024 \$'000
Income			
Controlled Recurrent Payments	32 240	35 412	30 909
Sales of Goods and Services from Contracts with Customers	20 334	3 161	6 812
Grants and Contributions Income	2 160	1 875	7 027
Interest Revenue	1 353	80	961
Large-Scale Generation Certificates ¹	10 859	104 248	71 629
Other Income	558	286	424
Total Income	67 504	145 062	117 762
Expenses			
Employee Expenses	18 762	16 194	16 951
Supplies and Services	33 307	17 158	16 787
Depreciation and Amortisation	15	244	9
Grants and Purchased Services	3 234	6 249	4 981
Large-Scale Generation Certificates ²	10 859	104 248	71 629
Asset Transfers and Write Offs	293	-	863
Other Expenses	2 876	3 123	3 938
Total Expenses	69 346	147 216	115 158
Operating Result	(1 842)	(2 154)	2 604

¹ See Note 6: *Large-Scale Generation Certificates Revenue* for further details.

² See Note 11: *Large-Scale Generation Certificates Expense* for further details.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 32 DISAGGREGATED FINANCIAL INFORMATION BY OUTPUT – CONTINUED

Output Class 4 – Development & Implementation – Operating Statements of Environment, Planning and Sustainable Development Directorate

	Actual 2025 \$'000	Original Budget 2025 \$'000	Actual 2024 \$'000
Income			
Controlled Recurrent Payments	13 252	12 007	15 764
Sales of Goods and Services from Contracts with Customers	123	-	41
Grants and Contributions Income	672	831	707
Other Income	-	526	3
Total Income	14 047	13 364	16 515
Expenses			
Employee Expenses	8 742	7 430	8 301
Supplies and Services	3 930	4 749	7 479
Depreciation and Amortisation	3	-	-
Grants and Purchased Services	489	793	71
Asset Transfers and Write Offs	1 772	-	617
Other Expenses	6	8	1 240
Total Expenses	14 942	12 980	17 708
Operating Result	(895)	384	(1 193)

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 32 DISAGGREGATED FINANCIAL INFORMATION BY OUTPUT – CONTINUED

Output Class 5 – Loose Fill Asbestos Coordination – Operating Statements of Environment, Planning and Sustainable Development Directorate

	Actual 2025 \$'000	Original Budget 2025 \$'000	Actual 2024 \$'000
Income			
Controlled Recurrent Payments	-	1 232	1 117
Sales of Goods and Services from Contracts with Customers	-	-	-
Grants and Contributions Income	78	-	67
Other Income	2 048	1 409	8 741
Total Income	2 126	2 641	9 925
Expenses			
Employee Expenses	748	826	976
Supplies and Services	286	407	501
Other Expenses	-	-	10
Transfers to Government	1 349	1 408	6 839
Total Expenses	2 383	2 641	8 326
Operating Result	(257)	-	1 599

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 32 DISAGGREGATED FINANCIAL INFORMATION BY OUTPUT – CONTINUED

Output Class 6 – Planning & Urban Policy – Operating Statements of Environment, Planning and Sustainable Development Directorate

	Actual	Original	Actual
	2025	Budget	2024
	\$'000	\$'000	\$'000
Income			
Controlled Recurrent Payments	12 676	14 938	13 700
Sales of Goods and Services from Contracts with Customers	24	-	13
Grants and Contributions Income	777	632	668
Other Income	-	-	4
Total Income	13 477	15 570	14 385
Expenses			
Employee Expenses	10 187	9 746	10 757
Supplies and Services	4 110	5 212	4 109
Depreciation and Amortisation	-	-	-
Grants and Purchased Services	-	-	1
Other Expenses	148	623	147
Total Expenses	14 445	15 581	15 014
Operating Result	(968)	(11)	(629)

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 32 DISAGGREGATED FINANCIAL INFORMATION BY OUTPUT – CONTINUED

Disaggregated Disclosure of Assets and Liabilities

At 30 June 2025

	Output Class 1 \$'000	Output Class 2 \$'000	Output Class 3 \$'000	Output Class 4 \$'000	Output Class 5 \$'000	Output Class 6 \$'000	Total \$'000
Current Assets							
Cash and Cash Equivalents	12 855	9 271	30 597	432	9 780	174	63 109
Receivables	600	4 846	1 445	241	29	286	7 447
Inventories	-	38	-	-	-	-	38
Land Held for Sale							
Loose-Fill Asbestos Insulation Eradication Scheme	-	-	-	-	688	-	688
Other Assets	21	84	1 054	8	1	10	1 178
Total Current Assets	13 476	14 239	33 096	681	10 498	470	72 460
Non-Current Assets							
Receivables	-	-	3 364	-	-	-	3 364
Land - Loose-Fill Asbestos Insulation Eradication Scheme	-	-	-	-	378	-	378
Property, Plant and Equipment	168	256 717	67	19	-	-	256 971
Intangible Assets	-	-	16 905	-	-	-	16 905
Biological Assets	-	48 649	-	-	-	-	48 649
Capital Works in Progress	-	1 963	2 571	-	-	-	4 534
Total Non-Current Assets	168	307 329	22 907	19	378	-	330 801
Total Assets	13 644	321 568	56 003	700	10 876	470	403 261
Current Liabilities							
Payables	11 461	3 870	1 723	296	110	662	18 122
Lease Liabilities	-	1 469	-	-	-	-	1 469
Employee Benefits	5 457	20 187	4 676	3 861	234	2 722	37 137
Other Provisions	-	-	16 905	-	440	-	17 345
Deposits Received in Advance	-	100	-	1 479	-	-	1 579
Total Current Liabilities	16 918	25 626	23 304	5 636	784	3 384	75 652
Non-Current Liabilities							
Lease Liabilities	-	1 318	-	-	-	-	1 318
Employee Benefits	292	1 107	429	76	2	132	2 038
Other Provisions	-	-	-	-	650	-	650
Total Non-Current Liabilities	292	2 425	429	76	652	132	4 006
Total Liabilities	17 210	28 051	23 733	5 712	1 436	3 516	79 658
Net (Liabilities)/Assets	(3 566)	293 517	32 270	(5 012)	9 440	(3 046)	323 603

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 32 DISAGGREGATED FINANCIAL INFORMATION BY OUTPUT – CONTINUED

Disaggregated Disclosure of Assets and Liabilities - Continued

At 30 June 2024

	Output Class 1 \$'000	Output Class 2 \$'000	Output Class 3 \$'000	Output Class 4 \$'000	Output Class 5 \$'000	Output Class 6 \$'000	Total \$'000
Current Assets							
Cash and Cash Equivalents	14 118	7 342	28 503	131	11 307	55	61 456
Receivables	678	3 918	1 310	271	45	316	6 538
Inventories	-	39	-	-	-	-	39
Land Held for Sale							
Loose-Fill Asbestos Insulation Eradication Scheme	-	-	-	-	1 838	-	1 838
Other Assets	2	33	30	1	-	1	67
Total Current Assets	14 798	11 332	29 843	403	13 190	372	69 938
Non-Current Assets							
Receivables	-	-	3 601	-	-	-	3 601
Land - Loose-Fill Asbestos Insulation Eradication Scheme	-	-	-	-	1 066	-	1 066
Property, Plant and Equipment	261	258 949	49	-	-	-	259 259
Intangible Assets	-	47	38 557	-	-	-	38 604
Biological Assets	-	48 830	-	-	-	-	48 830
Capital Works in Progress	-	6 960	866	1 822	-	-	9 648
Total Non-Current Assets	261	314 786	43 073	1 822	1 066	-	361 008
Total Assets	15 059	326 118	72 916	2 225	14 256	372	430 946
Current Liabilities							
Payables	14 012	5 301	1 910	1 878	31	461	23 593
Lease Liabilities	-	1 618	1	-	-	-	1 619
Employee Benefits	4 923	16 952	4 122	3 229	452	2 527	32 205
Other Provisions	-	-	38 557	-	1 040	-	39 597
Deposits Received in Advance	-	1 153	-	-	50	-	1 203
Total Current Liabilities	18 935	25 024	44 590	5 107	1 573	2 988	98 217
Non-Current Liabilities							
Lease Liabilities	-	2 144	1	-	-	-	2 145
Employee Benefits	251	941	394	100	9	120	1 815
Other Provisions	-	-	-	-	1 500	-	1 500
Total Non-Current Liabilities	251	3 085	395	100	1 509	120	5 460
Total Liabilities	19 186	28 109	44 985	5 207	3 082	3 108	103 677
Net (Liabilities)/Assets	(4 127)	298 009	27 931	(2 982)	11 174	(2 736)	327 269

**ENVIRONMENT, PLANNING AND
SUSTAINABLE DEVELOPMENT
DIRECTORATE**

TERRITORIAL FINANCIAL STATEMENTS

**FOR THE YEAR ENDED
30 JUNE 2025**

Environment, Planning and Sustainable Development Directorate

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Environment, Planning and Sustainable Development Directorate
Statement of Income and Expenses on Behalf of the Territory
For the Year Ended 30 June 2025

		Actual	Original	
	Note	2025	Budget	Actual
	No.	\$'000	2025	2024
			\$'000	\$'000
Income				
Payment for Expenses on Behalf of the Territory	#	1 598	1 968	2 212
Sales of Goods and Services from Contracts with Customers	34	17 894	18 582	17 500
Land Revenue		2 453	5 118	-
Land Rental Revenue	35	4 793	5 407	4 589
Interest		348	280	188
Resource Received Free of Charge		116	-	254
Total Income		27 202	31 355	24 743
Expenses				
Employee Expenses	36	1 141	1 166	1 126
Supplies and Services		439	5 930	424
Grants and Purchased Services		-	-	547
Cost of Land Transfers		2 453	-	-
Transfer Payments to Government		21 739	21 107	19 377
Other Expenses	37	1 413	3 161	3 147
Total Expenses		27 185	31 364	24 621
Operating Result		17	(9)	122
Other Comprehensive Income				
Increase in Asset Revaluation Surplus		-	-	284
Total Other Comprehensive Income		-	-	284
Total Comprehensive Income		17	(9)	406

The above Statement of Income and Expenses on Behalf of the Territory is to be read in conjunction with the accompanying notes.

Refer to the Territorial Statement of Appropriation.

Environment, Planning and Sustainable Development Directorate
Statement of Assets and Liabilities on Behalf of the Territory
As at 30 June 2025

	Note No.	Actual 2025 \$'000	Original Budget 2025 \$'000	Actual 2024 \$'000
Current Assets				
Cash and Cash Equivalents	38	4 319	5 573	4 181
Receivables	39	8 776	5 693	4 377
Inventories	40	6 791	8 299	15 264
Total Current Assets		19 886	19 565	23 822
Non-Current Assets				
Receivables	39	11 260	14 753	13 571
Inventories	40	11 249	7 076	5 229
Land	41	68 946	68 662	68 946
Total Non-Current Assets		91 455	90 491	87 746
Total Assets		111 341	110 056	111 568
Current Liabilities				
Payables	42	11 833	13 829	9 835
Employee Benefits		279	274	272
Revenue Received in Advance		1 257	-	1 164
Total Current Liabilities		13 369	14 103	11 271
Non-Current Liabilities				
Payables	42	11 261	14 753	13 571
Employee Benefits		3	43	35
Total Non-Current Liabilities		11 264	14 796	13 606
Total Liabilities		24 633	28 899	24 877
Net Assets		86 708	81 157	86 691
Equity				
Accumulated Funds		38 052	32 785	38 035
Asset Revaluation Surplus		48 656	48 372	48 656
Total Equity		86 708	81 157	86 691

The above Statement of Assets and Liabilities on Behalf of the Territory is to be read in conjunction with the accompanying notes.

Environment, Planning and Sustainable Development Directorate
Statement of Changes in Equity on Behalf of the Territory
For the Year Ended 30 June 2025

	Asset			Original Budget 2025 \$'000
	Accumulated	Revaluation	Total	
	Funds	Surplus	Equity	
	Actual 2025 \$'000	Actual 2025 \$'000	Actual 2025 \$'000	
Balance as at 1 July 2024	38 035	48 656	86 691	86 284
Comprehensive Income				
Operating Result	17	-	17	(9)
Increase in Asset Revaluation Surplus	-	-	-	-
Total Comprehensive Result	17	-	17	(9)
Transactions Involving Owners Affecting Accumulated Funds				
Capital Distributions	-	-	-	(5 118)
Total Transactions Involving Owners Affecting Accumulated Funds	-	-	-	(5 118)
Balance as at 30 June 2025	38 052	48 656	86 708	81 157

	Asset		
	Accumulated	Revaluation	Total
	Funds	Surplus	Equity
	Actual 2024 \$'000	Actual 2024 \$'000	Actual 2024 \$'000
Balance as at 1 July 2023	37 901	48 372	86 273
Comprehensive Income			
Operating Result	122	-	122
Increase in Asset Revaluation Surplus	-	284	284
Total Comprehensive Result	122	284	406
Transactions Involving Owners Affecting Accumulated Funds			
Capital Injections			
Capital Injections	12	-	12
Total Transactions Involving Owners Affecting Accumulated Funds	12	-	12
Balance as at 30 June 2024	38 035	48 656	86 691

The above Statement of Changes in Equity on Behalf of the Territory is to be read in conjunction with the accompanying notes.

Environment, Planning and Sustainable Development Directorate
Statement of Cash Flows on Behalf of the Territory
For the Year Ended 30 June 2025

	Note No.	Actual 2025 \$'000	Original Budget 2025 \$'000	Actual 2024 \$'000
Cash Flows from Operating Activities				
Receipts				
Cash from Government for Expenses on Behalf of the Territory		1 598	1 968	2 212
Lease Variation Charges		3 979	6 270	4 084
Fees for Regulatory Services		13 861	12 312	13 295
Interest Received		245	280	188
Land Sales Revenue		1 358	5 118	1 706
Land Rental Revenue		4 101	5 407	4 441
GST Collected from Customers		349	172	424
GST Input Credits Received from the ATO		-	-	-
Total Receipts from Operating Activities		25 491	31 527	26 350
Payments				
Employee Payments		1 165	1 157	1 131
Supplies and Services		513	1 012	373
Grants and Purchased Services		-	-	547
Transfer of Territory Receipts to the ACT Government		22 000	21 107	22 777
GST Paid to Suppliers		51	-	59
GST Paid to ATO		308	5	343
Other		1 370	3 161	2 666
Total Payments from Operating Activities		25 407	26 442	27 896
Net Cash Inflows/(Outflows) from Operating Activities	38	84	5 085	(1 546)
Cash Flows from Financing Activities				
Receipts				
Capital Injections		-	-	12
Total Receipts from Financing Activities		-	-	12
Payments				
Capital Distributions		-	5 118	-
Total Payments from Financing Activities		-	5 118	-
Net Cash (Outflows)/Inflows from Financing Activities		-	(5 118)	12
Cash Flows from Investing Activities				
Receipts				
Proceeds from Repayment of Loans Receivable		54	-	76
Total Receipts from Investing Activities		54	-	76
Net Cash Inflows from Investing Activities		54	-	76
Net Increase/(Decrease) in Cash and Cash Equivalents		138	(33)	(1 458)
Cash and Cash Equivalents at the Beginning of the Reporting Period		4 181	5 606	5 639
Cash and Cash Equivalents at the End of the Reporting Period	38	4 319	5 573	4 181

The above Statement of Cash Flows on Behalf of the Territory is to be read in conjunction with the accompanying notes.

Environment, Planning and Sustainable Development Directorate Territorial Statement of Appropriation For the Year Ended 30 June 2025

Description and Material Accounting Policies relating to Payment for Expenses on Behalf of the Territory

The Directorate receives appropriation to fund expenses related to the Office of the Commissioner for Sustainability and the Environment.

Payment for Expenses on behalf of the Territory is recognised when the Directorate receives the cash.

	Original Budget 2025 \$'000	Total Appropriated 2025 \$'000	Appropriation Drawn 2025 \$'000	Appropriation Drawn 2024 \$'000
Territorial				
Expenses on Behalf of the Territory (EBT)	1 968	1 968	1 598	2 212
Capital Injections	-	-	-	12
Total Territorial Appropriation	1 968	1 968	1 598	2 224

The above Territorial Statement of Appropriation is to be read in conjunction with the accompanying notes.

Column Heading Explanations

The *Original Budget* column shows the amounts that appear in the Statement of Cash Flows in the Budget Papers. This amount also appears in the Statement of Cash Flows.

The *Total Appropriated* column is inclusive of all appropriation variations occurring after the Original Budget.

The *Appropriation Drawn* is the total amount of appropriation received by the Directorate during the year. These amounts appear in the Statement of Cash Flows on Behalf of the Territory.

Variance between '2024-25 Expenses on Behalf of the Territory Appropriation Drawn' and '2023-24 Expenses on Behalf of the Territory Appropriation Drawn'

The decrease in the appropriation drawn is primarily related to heritage and environmental grants no longer being appropriated through the Territorial entity.

	Expenses on Behalf of the Territory \$'000	Capital Injections on Behalf of the Territory \$'000
Reconciliation of Appropriations for 2024-25		
Original Appropriation	1 968	-
Total Appropriated	1 968	-
Year End Rollovers	(370)	
Appropriation Drawn¹	1 598	-

¹The difference between the Total Appropriated and the Appropriation Drawn is largely due to appropriation that was expected to be spent but was not drawn in 2024-25 as spending was lower than anticipated.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 33 BASIS OF PREPARATION OF THE FINANCIAL STATEMENTS - TERRITORIAL

The basis of preparation for the Directorate are contained in Note 2: *Basis of Preparation of the Financial Statements* and apply to both the Controlled and Territorial financial statements.

NOTE 34 SALES OF GOODS AND SERVICES FROM CONTRACTS WITH CUSTOMERS - TERRITORIAL

Description and Material Accounting Policies Relating to Sales of Goods and Services from Contracts with Customers - Territorial

The Directorate collects Regulatory services fees on behalf of the Territory.

The material accounting policies stated in the Controlled Statements are also applicable for Territorial.

Fees for Regulatory Services include fees collected under the *Planning and Development Act 2007* such as development application fees, development application design and siting and unit title applications. Fees are generally either recognised as revenue at the time of receipt or when the fee is incurred.

Lease Variation Charges are payable when a variation to a Crown lease occurs which results in an increase in the value of the lease. Lease Variation Charges are recorded as revenue when the applicant pays the fee and triggers the start of the development application process.

The Energy Efficiency Improvement Scheme involves the collection of fees under the *Energy Efficiency (Cost of Living) Improvement Act 2012*. The fees are paid by energy retailers to achieve their performance obligations in meeting their energy savings requirements as per section 14(3) of the Act and the compliance plan lodged with the Administrator of the Act. The revenue is recognised as per their compliance plan in June each year and a receivable is raised for payment.

	2025	2024
	\$'000	\$'000
Fees		
Regulatory Services	9 308	10 235
Lease Variation Charge	3 979	4 084
Energy Efficiency Improvement Scheme ¹	4 607	3 181
Total Fees	17 894	17 500

¹The increase in the Energy Efficiency Improvement Scheme is primarily due to increased electricity sales by retailers which determines the amount of the contribution paid each year.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 35 LAND RENTAL REVENUE - TERRITORIAL

Description and Material Accounting Policies Relating to Land Rental Revenue - Territorial

Land Rental revenue relates to leased Territorial land. The Directorate currently holds 159 agreements for land rental (2023-24: 159 agreements).

Revenue from land rental is recognised when it is due. This is typically on a quarterly basis.

	2025	2024
	\$'000	\$'000
Land Rental Revenue		
Land Rental	4 793	4 589
Total Land Rental Revenue	4 793	4 589

NOTE 36 EMPLOYEE EXPENSES - TERRITORIAL

Description and Material Accounting Policies Relating to Employee Expenses – Territorial

Employee expenses comprise all costs incurred in relation to employing staff including wages and salaries, fringe benefits tax, leave entitlements, annual leave loading, termination payments, workers' compensation insurance premiums, accrued flextime, non-monetary benefits, and other employee benefits and on-cost expenses.

Wages and salaries are recognised in the reporting period when the employee renders services to the Directorate. They are measured based on the amount paid to employees during the year as well as any wages and salaries due to employees that remain unpaid at the end of the financial year.

	2025	2024
	\$'000	\$'000
Wages and Salaries	908	863
Annual Leave Expense	44	91
Long Service Leave Expense	31	35
Flexitime Expense ¹	15	-
Superannuation Contributions to the Territory Banking Account	51	36
Productivity Benefit	4	3
Superannuation to External Providers	88	98
Total Employee Expenses	1 141	1 126

¹The increase in Flexitime expense of \$0.015 million is due to a change in accounting policy regarding Flexitime. Last financial year the Directorate did not recognise its Flexitime liability and the corresponding expense as it was assessed as immaterial. However, in this year's financial statements the Directorate recognised a Flexitime liability regardless of materiality.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 37 OTHER EXPENSES - TERRITORIAL

Description and Material Accounting Policies Relating to Other Expenses - Territorial

Waivers

The Treasurer may, in writing, waive the right to payment of an amount payable to the Territory. The Treasurer has waived amounts owing to the Directorate from third parties in relation to direct sale fees of five land parcels. This was due to extenuating circumstances affecting landholders, including prolonged uncertainty and financial disadvantage.

Debts are expensed during the year in which the right to payment was waived.

Impairment Losses – Receivables

A matrix is used to calculate the amount of lifetime expected credit loss which factors practical and justifiable forward-looking information, including forecast economic changes expected to impact the Directorate's receivables (See Note 39: *Receivables - Territorial*).

Act of Grace Payments

There were no Act of Grace Payments in the 2024-25 year. In the prior year the Treasurer authorised one Act of Grace Payment. This payment related to a development application to subdivide a block that was submitted twice with the second one being approved after construction. As the second application was unable to be amended to allow subdivision prior to construction the client was left unfairly disadvantaged.

	2025	2024
	\$'000	\$'000
Other Expenses		
Energy Efficiency Improvement Scheme	1 082	2 667
Write-down of Inventory to Net Realisable Value ¹	116	254
Impairment Loss from Receivables	198	222
Waivers	17	-
Act of Grace Payments	-	4
Total Other Expenses	1 413	3 147

	No.	2025	No.	2024
		\$'000		\$'000
Breakdown of Waivers				
Other Waivers	5	17	-	-
Total Waivers	5	17	-	-

	2025	2024
	\$'000	\$'000
Breakdown of Act of Grace Payments		
Payments relating to Development Applications	-	4
Total Act of Grace Payments	-	4

¹Write down of inventory relates to change of land owned by the Directorate and available for transfer and costs relating to due diligence. Refer to Note 40: *Inventories - Territorial* for the accounting policy. As the inventory expense for due diligence is appropriated as a Controlled function, the Territorial accounts recognise a corresponding income identified as 'resource received free of charge' for the due diligence expense incurred. The decrease is a result of no change in the value of the land available for transfer as at 30 June 2025.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 38 CASH AND CASH EQUIVALENTS - TERRITORIAL

Description and Material Accounting Policies Relating to Cash and Cash Equivalents - Territorial

Under the whole-of-government banking arrangements, given the Directorate holds a Set-Off Bank account, interest is not earned on 'Deposits Held at Call with a Financial Institution'.

	2025 \$'000	2024 \$'000
(a) Cash and Cash Equivalents Balances		
Cash and Cash Equivalents		
Deposits Held at Call with a Financial Institution	4 319	4 181
Total Cash and Cash Equivalents	4 319	4 181
(b) Reconciliation of Cash and Cash Equivalents at the End of the Reporting Period in the Statement of Cash Flows on Behalf of the Territory to the Related items in the Statement of Assets and Liabilities on Behalf of the Territory		
Total Cash and Cash Equivalents Recorded in the Statement of Assets and Liabilities on Behalf of the Territory	4 319	4 181
Cash and Cash Equivalents at the End of the Reporting Period as Recorded in the Statement of Cash Flows on Behalf of the Territory	4 319	4 181
(c) Reconciliation of the Operating Result to Net Cash Inflows from Operating Activities		
Operating Result	17	122
Add/(Less) Non-Cash Items		
Resources Received Free of Charge	(116)	(254)
Movement in Allowance for Credit Losses	198	222
Write off of Inventory to Net Realisable Value	116	254
Cash Before Changes in Operating Assets and Liabilities	215	344
Changes in Operating Assets and Liabilities		
(Increase)/Decrease in Receivables	(2 340)	1 987
Decrease in Inventories	2 453	-
(Decrease) in Payables	(312)	(3 551)
(Decrease) Employee Benefits	(25)	(4)
Increase/(Decrease) in Revenue Received in Advance	93	(322)
Net Changes in Operating Assets and Liabilities	(131)	(1 890)
Net Cash Inflows/(Outflows) from Operating Activities	84	(1 546)

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 39 RECEIVABLES - TERRITORIAL

Description and Material Accounting Policies Relating to Receivables - Territorial

The Directorate's territorial receivables arise from the collection of land rents and fees. Receivables relating to land rents are recognised when the rental invoice is issued and receivables relating to fees are recognised when they are incurred. These are generally due within 30 days after the fee is incurred or the invoice is issued.

All material accounting policies stated in the Controlled Statements are also applied in Territorial Statements. Additional policies relating to Territorial are listed below.

Trade receivables for land rent are payable in advance in accordance with the terms of the lease. AASB 16 *Leases* has been applied to the recognition of land rental revenue.

Loan receivables in the Territorial financial statements are arrangements with rural lease holders with the Crown to pay lease costs by instalments.

Land sale receivables relate to the amount due from the Suburban Land Agency for land transfers.

	2025	2024
	\$'000	\$'000
Receivables		
Current Receivables		
Trade Receivables	1 245	534
Less: Expected Credit Loss Allowance	(608)	(410)
Loans Receivable	850	784
Land Sales Receivable	7 316	3 498
Other Trade Receivables	4	-
Net Goods and Services Tax Receivable	(31)	(29)
Total Current Receivables	8 776	4 377
Non-Current Receivables		
Loans Receivable	322	350
Land Sales Receivable	10 938	13 221
Total Non-Current Receivables	11 260	13 571
Total Receivables	20 036	17 948

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 39 RECEIVABLES - TERRITORIAL - CONTINUED

Expected Credit Loss Allowance

Ageing of Trade Receivables

	Estimated total gross carrying amount at default \$'000	Expected credit loss Allowance \$'000	Expected credit loss rate %
30 June 2025			
Not Overdue	-	-	-
1-30 Days Past Due	10	-	-
31-60 Days Past Due	4	-	-
61-90 Days Past Due	83	5	6.0%
>91 Days Past Due	603	603	100%
Total	700	608	
30 June 2024			
Not Overdue	11	1	1.1%
1-30 Days Past Due	-	-	-
31-60 Days Past Due	-	-	-
61-90 Days Past Due	62	61	98.3%
>91 Days Past Due	348	348	100%
Total	421	410	

The Directorate's methodology for calculating the ECL rate classifies customers into two groups, Small Customers and Large Customers including ACT Government agencies. It has been determined that the latter group has an ECL rate of 0%. Total Gross is the value of debtors that may be considered at risk of becoming uncollectable. This value for each ageing category is multiplied by the ECL Rate percentage to arrive at the total Expected Credit Loss Allowance.

	2025 \$'000	2024 \$'000
Reconciliation of the Loss Allowance for Trade Receivables		
Expected Credit Loss Allowance at the Beginning of the Reporting Period	410	187
Expected Credit Loss Expense	198	223
Expected Credit Loss Allowance at the End of the Reporting Period	608	410

Environment, Planning and Sustainable Development Directorate Notes to and Forming Part of the Financial Statements For the Year Ended 30 June 2025

NOTE 40 INVENTORIES – TERRITORIAL

Description and Material Accounting Policies Relating to Inventories – Territorial

The unleased Territory land comprises:

- Land where no decision has been made in relation to the future intentions, and
- Land where the decision has been made to transfer the parcel to another agency for development and sale.

As part of the ACT Government's land release program the Directorate transfers unleased land to the Suburban Land Agency (SLA) for development purposes. Unleased land is classified as inventory in the Territorial financial statements.

Land where no decision has been made in relation to the future intentions.

The Directorate classifies unleased Territory land as Property, Plant and Equipment where it is held for strategic purposes and no decision has been made in relation to future intentions. This land is measured at fair value in accordance with the principles of AASB 13 *Fair Value Measurement*.

Land where the decision has been made to transfer the parcel to a Territory agency for development and sale

The Directorate has determined that unleased Territory land should be reclassified from Property, Plant and Equipment to Inventory upon inclusion in the Housing Supply and Land Release Program. Unleased Territory land reclassified as Inventory is subsequently measured at the lower of deemed cost and net realisable value. The Directorate has determined that setting the fair value as the deemed cost on transfer provides the most faithful representation of the cost if the inventory had been purchased.

Land which has been transferred to Inventory and fails due diligence works will be subsequently reclassified as Property, Plant and Equipment. Any additional costs incurred by the Directorate to prepare the land for transfer are included in the carrying amount of Inventory and immediately expensed to ensure that the carrying value of the land is measured at the lower of cost (deemed) and net realisable value. Refer to Note 37: *Other Expenses - Territorial*. As the inventory expense is appropriated as a Controlled function in the Budget Papers, the Territorial accounts recognise a resource received free of charge for the due diligence expense incurred.

The Directorate transfers unleased Territory land to the SLA upon formal transfer of the development project to the SLA. Any land which is yet to be transferred to the SLA at the end of the financial year is presented as 'Non-current Inventory' in the Balance Sheet.

The accounting treatment for unleased Territorial land that has been identified for transfer to other ACT Government Directorates (except SLA), where the Directorate is the custodian, will be assessed based on the nature of the transfer and the requirements of the Whole of Government Land Transfer Framework.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 40 INVENTORIES – TERRITORIAL – CONTINUED

	2025	2024
	\$'000	\$'000
Current Inventories		
Inventories Land Held for Transfer	6 791	15 264
Total Current Inventories Held for Transfer	6 791	15 264
Non-Current Inventories		
Inventories Land Held for Transfer	11 249	5 229
Total Non-Current Inventories	11 249	5 229
Total Inventories Held for Transfer	18 040	20 493
Reconciliation of Inventory		
Opening Inventory at the beginning of the Financial Year	20 493	20 493
Due Diligence received free of charge	116	254
Inventory write down	(116)	(254)
Cost of Land Transfers	(2 453)	-
Closing Inventories Held for Transfer	18 040	20 493

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 41 LAND - TERRITORIAL

Description and Material Accounting Policies Relating to Land – Territorial

Land relates to Territorial land rented to the ACT Community and unleased rural Territorial land where the Directorate has not yet determined a use.

The most recent valuation was conducted in June 2024 by Acumentis Pty Ltd.

Leased Territorial land is valued adopting the income approach under AASB 13 *Fair Value Measurement*. The Directorate has made an assessment that an independent valuation would provide more reliable and relevant information as to fair value under AASB 13 *Fair Value Measurement* in the current economic environment. The unleased Territorial land is revalued adopting both market and cost approaches under AASB 13 *Fair Value Measurement*.

	2025	2024
	\$'000	\$'000
Land		
Leased Territorial Land at Fair Value	41 702	41 702
Unleased Territorial Land at Fair Value	27 244	27 244
Total Land	68 946	68 946

Reconciliation of Land 2024-25	Total
	\$'000

Carrying Amount at the Beginning of the Reporting Period	68 946
Revaluation Increment	-
Carrying Amount at the End of the Reporting Period	68 946

Reconciliation of Land 2023-24	Total
	\$'000

Carrying Amount at the Beginning of the Reporting Period	68 662
Revaluation Increment	284
Carrying Amount at the End of the Reporting Period	68 946

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 41 LAND - TERRITORIAL - CONTINUED

Fair Value Hierarchy

The Fair Value Hierarchy below reflects the significance of the inputs used in determining their fair value. The fair value hierarchy is made up of the following three levels:

- Level 1 - quoted prices (unadjusted) in active markets for identical assets or liabilities that the Directorate can access at the measurement date;
- Level 2 - inputs other than quoted prices included within Level 1 that are observable for an asset or liability, either directly or indirectly; and
- Level 3 - inputs that are unobservable for particular assets or liabilities.

The Directorate values land based on Level 3.

Level 3 Valuation Techniques and Significant Unobservable Inputs for Unleased and Leased Territorial Land

Valuation Technique: Unleased Territorial land where there is no active market or significant restrictions is valued through the market approach. Unleased Territorial land where due diligence is to commence is valued through the market approach, where consideration is given to the highest and best use of the asset. Territorial land that is leased is valued through an income approach.

Significant Unobservable Inputs: Selecting land with similar approximate utility. In determining the value of unleased Territorial land with similar approximate utility significant adjustment to market-based data was required. In determining the value of leased Territorial land with similar approximate utility significant adjustment to income-based data was required.

Unleased Territorial land that has been specifically identified as future development land is valued at its highest and best use and not based on the current use. Land that is transferring to a more intensive use category is subject to variations of town planning instruments and investigative reports into sustainability of that land for other uses. These investigations can determine the possible uses of the land and any potential of contamination, environmental and cultural sensitivities, which can influence the future uses and cost to ready the land for development. Valuation is undertaken at the commencement of due diligence and transferred to inventory at this value.

Transfers in and out of a fair value level are recognised on the date of the event or change in circumstances that caused the transfer.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 42 PAYABLES - TERRITORIAL

Description and Material Accounting Policies Relating to Payables – Territorial

Payables include Trade Payables, Other Payables, and Payables to the Territory Banking Account. Payables are initially recognised at fair value based on the transaction cost and subsequent to initial recognition at amortised cost, with any adjustments to the carrying amount being recorded in the Operating Statement.

Trade and Other Payables

Trade and Other Payable amounts are now normally settled within 14 days after the invoice date. The ACT Government accelerated the payment of invoices for local enterprises recognising the importance of cash flow to small and medium enterprises.

Payables to the Territory Banking Account

Payables to the Territory Banking Account arise when the Directorate collects taxes, licences, fees and fines or other Territorial revenue and the Directorate is then obligated to pass those funds to Government by transferring them to the Territory Banking Account. The amount of the payable is the territorial revenue collected by the Directorate less any expected credit loss relating to revenue not yet received and has not been transferred to the Territory Banking Account by the end of the financial year.

	2025	2024
	\$'000	\$'000
Current Payables		
Payable to the Territory Banking Account	11 797	9 748
Accrued Expenses	36	87
Total Current Payables	11 833	9 835
Non-Current Payables		
Payable to the Territory Banking Account	11 261	13 571
Total Non-Current Payables	11 261	13 571
Total Payables	23 094	23 406
 Payables are Aged as Follows:		
Not Overdue	23 094	23 406
Total Payables	23 094	23 406

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 43 FINANCIAL INSTRUMENTS - TERRITORIAL

Material Accounting Policies Relating to Financial Instruments - Territorial

Details of the material accounting policies and methods adopted, including the criteria for recognition, the basis of measurement, and the basis on which income and expenses are recognised, with respect to each class of financial asset and financial liability are disclosed in the note to which they relate. In addition to these policies, the following are also accounting policies relating to financial assets and liabilities.

In accordance with AASB 9 *Financial Instruments* financial assets are required to be subsequently 'measured at amortised cost', 'fair value through other comprehensive income' or 'fair value through profit or loss' on the basis of both:

- (a) the business model for managing the financial assets; and
- (b) the contractual cash flow characteristics of the financial assets.

All Territorial financial assets and financial liabilities are measured at amortised cost.

Interest Rate Risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

The Directorate, on behalf of the Territory, manages 30-year loans to rural leaseholders who are converting their rural leases to 99-year leases, and manages land rental agreements for a range of rural, cultural, sporting and other leases. The interest charged for 30-year loans is based on the interest rate applicable in the respective agreements. The interest rates on these loans is at a fixed rate. This limits the exposure of the Directorate to movements in interest rates. There have been no changes to risk exposure or processes for managing risk since last financial reporting period.

Sensitivity Analysis

A sensitivity analysis has not been undertaken for the interest rate risk of the Directorate as it has been determined that the possible impact on income and expenses or total equity from fluctuations in interest rates is immaterial.

Credit Risk

Credit risk is the risk that one party to a financial instrument will fail to discharge an obligation and cause the other party to incur a financial loss.

The Directorate's Territorial credit risk is limited to the amount of the financial assets held less any provision for losses. The Directorate expects to collect all financial assets that are not past due or impaired.

The Directorate's Territorial financial assets consist of cash and cash equivalents and receivables. Credit risk is managed by the Directorate for investments by only investing surplus funds with the Territory Banking Account, which has appropriate investment criteria for the external fund manager engaged to manage the Territory's surplus funds.

The Directorate's Territorial receivables consist of amounts receivable from other ACT Government agencies and external to ACT Government, and these receivables are unsecured. The Directorate manages its credit risk for receivables by regularly monitoring its receivables and issuing monthly statements to overdue accounts where required.

The Directorate undertakes an impairment assessment of all debtors and makes an allowance which reflects the prospect of recovery.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 43 FINANCIAL INSTRUMENTS - TERRITORIAL - CONTINUED

Liquidity Risk

Liquidity risk is the risk that the Directorate will encounter difficulties in meeting obligations associated with financial liabilities that are settled by delivering cash or another financial asset. To limit its exposure to liquidity risk, the Directorate ensures that, at any particular point in time, it has a sufficient amount of current financial assets to meet its current financial liabilities. The Directorate manages its liquidity risk through forecasting appropriation drawdown requirements to enable payments of anticipated obligations, however, where necessary the Directorate has the ability to request additional appropriation in order to meet its territorial payables. This ensures the Directorate has enough liquidity to meet its emerging financial liabilities. See the maturity analysis below for further details of when financial liabilities mature.

The Directorate's exposure to liquidity risk and the management of this risk has not changed since the previous reporting period.

Price Risk

Price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Directorate is not exposed to any price risk.

Fair Value of Financial Assets and Liabilities

The carrying amount of Territorial financial assets and Territorial financial liabilities of the Directorate approximate their fair value.

Fair Value Hierarchy

The Directorate does not have any financial assets or financial liabilities on behalf of the Territory measured at fair value. As such no Fair Value Hierarchy disclosures have been made.

Environment, Planning and Sustainable Development Directorate
Notes to and Forming Part of the Financial Statements
For the Year Ended 30 June 2025

NOTE 43 FINANCIAL INSTRUMENTS - TERRITORIAL - CONTINUED

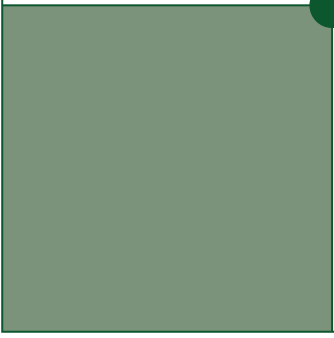
The following tables set out the Directorate's maturity analysis for financial liabilities as well as the exposure to interest rates, including the weighted average interest rates by maturity period as at 30 June 2025 and as at 30 June 2024. All financial assets and liabilities which are non-interest bearing will mature in one year or less. All amounts appearing in the following maturity analysis are shown on an undiscounted cash flow basis.

	Note No.	Weighted Average Interest Rate %	Floating Interest \$'000	Fixed Interest Maturing In:			Non-Interest Bearing \$'000	Total \$'000
				1 Year or Less \$'000	Over 1 Year to 5 Years \$'000	Over 5 Years \$'000		
2025								
Financial Liabilities								
Payables	42	-	-	-	-	23 094	23 094	
Total Financial Liabilities			-	-	-	23 094	23 094	
2024								
Financial Liabilities								
Payables	42	-	-	-	-	23 406	23 406	
Total Financial Liabilities			-	-	-	23 406	23 406	



Part C3

Capital Works





C3 Capital Works

Table C3.1 – Capital works 2024–25

Project	Original project value \$'000	Revised project value \$'000	Estimated completion date	Actual completion date	Prior year's Expenditure \$'000	2024-25 Actual Expenditure \$'000	Total spend to date \$'000
New capital works							
Bushfire Safety Risk Reduction	1,395	1,395	Jun-26		0	0	0
Delivering Heritage reforms, database and website	1,814	1,814	Jun-26		0	1,080	1,080
Improving Visitor Experience at Tidbinbilla and Canberra Nature Parks	3,827	3,827	Jun-26		0	21	21
Asset Renewal Program							
EPSDD 2024-25 Asset Renewal Program (ARP)	1,692	1,692			0	882	882
Works in progress							
Better community infrastructure – Improving Tidbinbilla and Canberra Nature Park	1,074	1,074	Jun-26		812	60	872
Better community infrastructure – Increased site works for Watson Section 76	7,531	7,531	Jun-26		3,075	253	3,328
Better community infrastructure – Making Canberra a premier mountain bike destination	1,835	1,835	Jun-26		132	158	290
Implementing planning reforms	4,840	4,840	Jun-26		1,248	1,101	2,349
Protecting Canberra's unique environment – Connecting Nature and People	252	252	Jun-26		227	0	227
Protecting Canberra's unique environment – Further Expanding the Healthy Waterways project	14,356	14,356	Jun-26		10,808	1,087	11,895
Protecting Canberra's unique environment - Franklin Nature Reserve enhancement	3,055	3,055	Jun-26		1,316	1,219	2,535
Protecting grasslands and conservation areas	798	798	Jun-26		743	0	743
Zero Emissions Vehicles Strategy	2,360	2,360	Jun-25		0	1,293	1,293
Big Canberra Battery - Stream 2	0	692	Jun-26		338	228	566

Project	Original project value \$'000	Revised project value \$'000	Estimated completion date	Actual completion date	Prior year's Expenditure \$'000	2024-25 Actual Expenditure \$'000	Total spend to date \$'000
Completed works							
East Lake urban renewal - Site investigations and planning	2,139	2,139	Jun-25	Jun-25	1,957	120	2,077
Replanting the Ingledene Forest	1,734	1,734	Jun-25	Jun-25	1,696	35	1,731
TOTAL	48,702	49,394			22,352	7,537	29,889

Table C3.2 – Reconciliation of Total Current Year Financing

Reconciliation of Total Current Year Financing	\$'000
Original Capital Works Financing	28,702
Add: Transfer of Functions	342
Less: Capital Injection not drawn in 2024-25	-15,113
Capital Injection from Government per Cash Flow Statement	13,931

Table C3.3 – Reconciliation of Total Current Year Actual Expenditure - Against Financing

Reconciliation of Total Current Year Actual Expenditure - Against Financing	\$'000
Total Current Year Capital Works Program Expenditure	7,537
Add: Expenditure for Capital Injection Projects outside Capital Works Program	1,648
Add: Expenditure on Projects prior to Administrative Arrangements Transfer	1,752
Add: Drawdown of appropriation for prior year accelerated projects	3,233
Less: Controlled Recurrent Payments funded projects	-120
Less: Current Year Accruals	-119
Capital Injection from Government per Cash Flow Statement	13,931



Part C4

Asset Management





C4 Asset Management

Assets managed

EPSDD managed assets with a total value of \$397.1 million as at 30 June 2025.

Assets managed include:

Table C4.1 – Assets managed 2024–25

Asset	Value \$,000
Land - Asbestos Insulation Scheme	378
Property Plant & Equipment	256,971
Intangible assets	16,905
Biological assets	48,649
Assets held for sale or transfer	688
Capital Works in Progress	4,534
Territorial Land	68,946
Total	397,071

During 2024-25 asset additions included the following:

- various walking trails, fencing works and bridge upgrades to Canberra Nature Park, Tidbinbilla Nature Reserve and Namadgi National Park
- drone and radio communication equipment for wildlife management and conservation
- electric vehicle charging infrastructure at Stromlo and Googong Depots
- mower, weed wiper, tractor and other machinery required for conservation work at Parks and Conservation depots.

Asset maintenance

Maintainable assets comprise ‘property, plant and equipment’ and ‘biological assets’ and are valued at \$305.6 million as at 30 June 2025.

The expenditure on repairs and maintenance was \$13.5 million, which represented 4 per cent of the Directorate’s asset value.

Office accommodation and management

As at 30 June 2025, the Directorate employed 812 full time equivalent (FTE) staff.

572 FTE were employed in the following office-based locations:

Table C4.2 – Office accommodation 2024–25

Location	Floor area (m ²)	FTE	m ² /FTE
Dickson Office Block, 480 Northbourne Ave	4,940	566	8.7
Office of the Commissioner for Sustainability and the Environment,	85	6	14.2

The remaining 240 FTE were in non-office accommodation as they were located in the 7 depots across the ACT, primarily employed as rangers, field and fire officers and ecologists.



Part C5

Government Contracting





C5 Government Contracting

The online ACT Government Contracts Register records contracts with suppliers of goods, services and works with a value of \$25,000 or more.

A full search of the directorate's contracts notified with an execution date from 1 July 2024 to 30 June 2025 can be made at <https://www.tenders.act.gov.au/contract/search>.

Compliance with Government Procurement Act 2001

As required under section 44 of the *Government Procurement Act 2001*, each Territory entity must report on compliance with the Act during the year. The directorate complied with the Act except as specified in Table C5.1.

Table C5.1 – Exceptions to compliance with the Government Procurement Act

Description of non-compliance	Section and subsection of the Government Procurement Act to which the non-compliance relates	Reason for non-compliance	Steps taken to rectify non-compliance
An internal audit showed a small number of cases within a limited tender procurement process were non-compliant with applying GST inc. to the total amount.	Part 7, 41 'Amounts inclusive of GST'	Some of the audited procurements did not apply GST inc. to the total amount.	The non-compliances have been reported. Actions are underway to improve the guidance and education available to procurement officers and delegates.

Secure Local Jobs Code

The directorate reports any exemptions from the Secure Local Jobs Code under section 22G of the Act. There were no exemptions to report during the reporting period.

Aboriginal and Torres Strait Islander Procurement Policy

The directorate reports on the Aboriginal and Torres Strait Islander Procurement Policy (ATSIPP) against 3 performance measures, as shown in Table C5.2.

Table C5.2 – Aboriginal and Torres Strait Islander Procurement Policy performance measures

Performance measure	Result
The number of unique Aboriginal and Torres Strait Islander Enterprises that responded to the reporting entity's tender and quotation opportunities that were issued from the approved systems	1
The number of unique Aboriginal and Torres Strait Islander Enterprises attributed a value of addressable spend in the financial year	34
Percentage of the financial year's addressable spend that was spent with Aboriginal and Torres Strait Islander Enterprises	9.28%

Part C6

Statement of
Performance





C6 Statement of Performance

Independent Limited Assurance Report



AUDITOR-GENERAL AN OFFICER
OF THE ACT LEGISLATIVE ASSEMBLY 

INDEPENDENT LIMITED ASSURANCE REPORT

To the Members of the ACT Legislative Assembly

Conclusion

I have undertaken a limited assurance engagement on the statement of performance of the Environment, Planning and Sustainable Development Directorate (Directorate) for the year ended 30 June 2025.

Based on the procedures performed and evidence obtained, nothing has come to my attention to indicate the results of the accountability indicators reported in the statement of performance for the year ended 30 June 2025 are not in agreement with the Directorate's records or do not fairly reflect, in all material respects, the performance of the Directorate, in accordance with the *Financial Management Act 1996*.

Basis for conclusion

I have conducted the engagement in accordance with the Standard on Assurance Engagements ASAE 3000 *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*. My responsibilities under the standard and legislation are described in the 'Auditor-General's responsibilities' section of this report.

I have complied with the independence and other relevant ethical requirements relating to assurance engagements, and the ACT Audit Office applies Australian Auditing Standard ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information or Other Assurance or Related Services Engagements*.

I believe that sufficient and appropriate evidence was obtained to provide a basis for my conclusion.

The Directorate's responsibilities for the statement of performance

The Director-General of City and Environment Directorate is responsible for:

- preparing and fairly presenting the statement of performance in accordance with the *Financial Management Act 1996* and *Financial Management (Statement of Performance Scrutiny) Guidelines 2019*; and
- determining the internal controls necessary for the preparation and fair presentation of the statement of performance so that the results of accountability indicators and accompanying information are free from material misstatements, whether due to error or fraud.

Auditor-General's responsibilities

Under the *Financial Management Act 1996* and *Financial Management (Statement of Performance Scrutiny) Guidelines 2019*, the Auditor-General is responsible for issuing a limited assurance report on the statement of performance of the Directorate.

My objective is to provide limited assurance on whether anything has come to my attention that indicates the results of the accountability indicators reported in the statement of performance are not in agreement with the Directorate's records or do not fairly reflect, in all material respects, the performance of the Directorate, in accordance with the *Financial Management Act 1996*.

In a limited assurance engagement, I perform procedures such as making inquiries with representatives of the Directorate, performing analytical review procedures and examining selected evidence supporting the results of accountability indicators. The procedures used depend on my judgement, including the assessment of the risks of material misstatement of the results reported for the accountability indicators.

Limitations on the scope

The procedures performed in a limited assurance engagement are less in extent than those required in a reasonable assurance engagement and consequently the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, I do not express a reasonable assurance opinion on the statement of performance.

This limited assurance engagement does not provide assurance on the:

- relevance or appropriateness of the accountability indicators reported in the statement of performance or the related performance targets;
- accuracy of explanations provided for variations between actual and targeted performance due to the often subjective nature of such explanations; or
- adequacy of controls implemented by the Directorate.



Ajay Sharma PSM
Assistant Auditor-General, Financial Audit
29 September 2025

Statement of Responsibility

Environment, Planning and Sustainable Development Directorate Statement of Performance For the Year Ended 30 June 2025

Statement of Responsibility

In my opinion, the Statement of Performance is in agreement with the directorate's records and fairly reflects the service performance of the directorate in providing each class of outputs for the year ended 30 June 2025, and also fairly reflects the judgements exercised in preparing them.



Dave Peffer
Director-General
City and Environment Directorate
29 September 2025

Environment, Planning and Sustainable Development Directorate

Statement Of Performance for the year ended 30 June 2025

2024-25 Statement of Performance

The following Statement of Performance sets out the performance of the Environment, Planning and Sustainable Development Directorate (EPSDD) against the accountability indicator targets set during the 2024-25 Budget Process.

When reading the following Statement of Performance please note:

- All tables in this report should be read in conjunction with the accompanying notes;
- All variances are rounded to the nearest whole number;
- All variances are calculated before rounding;
- The variance is based on the actual results to 30 June 2025 compared to the original targeted result for the same period;
- The Accountability Indicators were examined by the ACT Audit Office in accordance with the *Financial Management Act 1996*; and
- The Total Cost and Controlled Recurrent Payments measures were not examined by the ACT Audit Office in accordance with the *Financial Management (Statement of Performance Scrutiny) Guidelines 2019*.

Output Class 1: Statutory Planning

Output 1.1: Statutory Planning

Facilitates and manages growth and change within the ACT through development assessment and leasehold management, with the overarching objective of promoting and facilitating economically productive, sustainable, attractive, safe and well-designed urban and rural environments in the ACT.

Table 1: Accountability Indicators Output 1.1

	2024-25 Original Targets	2024-25 Actual Results	Variance %	Note
Total Cost (\$'000)	26,482	23,966	(10%)	1
Controlled Recurrent Payments (\$'000)	20,057	17,904	(11%)	2
a. Development application processing times:				
- Median processing times in working days for significant development applications	60	128	(113%)	3
- Median processing times in working days for other (non-significant) development applications	37	30	19%	3
b. Percentage of development application decisions made within statutory timeframes	75%	73%	(3%)	
c. Proportion of minor housing developments (exemption declaration applications) approved within statutory timeframe (10 days)	80%	93%	16%	4
d. Proportion of Survey plans examined within standard timeframes as published by the Surveyor-General	85%	81%	(5%)	

Explanation of Material Variance (+/- 10%)

1. The result is lower than target due to procurement delays associated with projects including Implementing Planning Reforms.
2. The result is lower than target as Controlled Recurrent Payments (CRP) are not drawn until funds are to be paid out, which is largely reflective of the lower than targeted Total Cost.
3. Significant DAs were introduced when the Planning Act took effect in November 2023. 'Significant' DAs represent a small proportion of DAs (18) determined within the reporting period. Extended timeframes for significant DAs may be attributed to a number of factors such as complexity of proposal, entity requirements, additional information required by applicants. Timeframes for these applications are expected to improve as familiarity with the new planning system increases. The standard of applications and documentation is also expected to improve as familiarity with the new system increases. The median processing timeframes for non-significant DAs improved, reflecting ongoing process efficiencies.
4. Improved pre-lodgement resources and internal processes have resulted in higher quality documentation being lodged, creating efficiencies in the processing of these applications. There has been no significant changes in the regulations in this period which provides a period of stability for industry to understand requirements and respond consistently.

Output Class 2: Environment

Output 2.1: Environment

Provides protection, conservation and enhancement of the ACT's natural environment through delivering functions under the *Nature Conservation Act 2014*, *Environment Protection Act 1997*, *Animal Diseases Act 2005*, *Plant Diseases Act 2002*, and *Pest Plants and Animals Act 2005*.

Table 2: Accountability Indicators Output 2.1

	2024-25 Original Targets	2024-25 Actual Results	Variance %	Note
Total Cost (\$'000)	34,331	40,349	18%	1
Controlled Recurrent Payments (\$'000)	31,314	32,316	3%	
a. Monitoring evaluation reporting and improvement (MERI) reports submitted to the Commonwealth	100%	100%	0%	
b. Prepare and submit National Environment Protection Measure jurisdictional reports to the National Environment Protection Council within agreed timeframe	1	1	0%	
c. The area treated to reduce risk from invasive species	60,000 ha	164,680ha	174%	2
d. Index of monitored threatened species	>75%	71%	(100%)	3
e. Ecosystem health (vegetation; climate-adjusted) score	2 or above	2.3	0%	

Explanation of Material Variance (+/- 10%)

1. The result is higher than target due to payments required during the biosecurity response to Avian Influenza 2024.
2. The performance is greater than the target primarily due to the Thermal Assisted Aerial Control program which can cover large areas and is effective as it targets animals in remote areas that have previously been inaccessible for invasive animal control.
3. The result is lower than target due to an increase in the number of monitored threatened species from the 2023-24 financial year, which introduced greater uncertainty of meeting the proportional target.

Output 2.2: Parks and Conservation

Includes management of the ACT's parks, reserves, unleased public land as per the *Nature Conservation Act 2014* and management of the ACT's commercial pine plantations and offset areas. Also under this output is delivery of development, implementation and review of land management programs including for conservation, fire, pests and weeds, and nature-based recreation.

Table 3: Accountability Indicators Output 2.2

	2024-25 Original Targets	2024-25 Actual Results	Variance %	Note
Total Cost (\$'000)	67,167	80,141	19%	1
Controlled Recurrent Payments (\$'000)	45,223	47,879	6%	
a. Customer satisfaction with the Management of protected areas (Tidbinbilla Nature Reserve, Namadgi National Park and Canberra Nature Park)	90%	88%	(2%)	
b. Percentage of annual Bushfire Operations Plan actions completed	90%	88%	(2%)	

Explanation of Material Variance (+/- 10%)

1. The result is higher than target due to increased forestry operations as well as increased expenditure on disaster ready projects, increasing public safety in parks and completion of projects under the Black Summer Bushfire Grant.

Output 2.3: Heritage

Delivers statutory functions under the *Heritage Act 2004* to recognise, register and conserve Aboriginal places and objects or heritage places and objects that have natural or cultural heritage significance. It includes supporting the ACT Heritage Council to exercise its functions under the *Heritage Act 2004*, delivery of the ACT Heritage Grants Program and the annual Canberra and Region Heritage Festival.

Table 4: Accountability Indicators Output 2.3

	2024-25 Original Targets	2024-25 Actual Results	Variance %	Note
Total Cost (\$'000)	5,497	6,385	16%	1
Controlled Recurrent Payments (\$'000)	4,969	5,484	10%	2
a. Notification on the legislation register of Heritage Council decisions within 5 working days of the decision	100%	100%	0%	
b. Development application advice issued within 15 working days of referral by the Territory Planning Authority	90%	82%	(9%)	
c. Decisions about heritage registrations by the ACT Heritage Council made within statutory timeframes	100%	100%	0%	

Explanation of Material Variance (+/- 10%)

1. The result is higher than target due to the expensing of costs associated with the capital program that are not attributable to an asset. These amounts are not budgeted for as an expense.
2. The result is higher than target as Controlled Recurrent Payments (CRP) are drawn when funds are required to be paid out, which is largely reflective of the higher than targeted Total Cost.

Output 2.4: Water

Delivers statutory functions of the *Water Resources Act 2007* to provide for the well managed and sustainable use of the ACT's water resources. It includes development and implementation of catchment plans, water quality monitoring programs, and assets to enhance the quality of ACT's potable and non-potable water. It includes implementation of the ACT's Water Strategy and contributions to national water reforms.

Table 5: Accountability Indicators Output 2.4

	2024-25 Original Targets	2024-25 Actual Results	Variance %	Note
Total Cost (\$'000)	13,148	15,813	20%	1
Controlled Recurrent Payments (\$'000)	12,784	13,457	5%	
a. Proportion of annual requirement of water samples processed under the Waterwatch Program ^a	100%	100%	0%	

Note(s):

a. This is calculated by the number of datapoints processed by the Office of Water as a proportion of the number of samples that were planned to be analysed by the Waterwatch program for a calendar year.

Explanation of Material Variance (+/- 10%)

1. The result is higher than target due to the transfer of completed ACT Healthy Waterways assets to Transport Canberra and City Services Directorate. These transfers were not budgeted.

Output Class 3: Climate Change and Energy

Output 3.1: Climate Change and Energy

Develops policy, provides advice and supports delivery of a range of programs in relation to the ACT Climate Change Strategy 2019-25 and the Zero Emissions Vehicles Strategy 2022-30. It includes investments in renewable electricity, the Energy Efficiency Improvement Scheme, administration of ACT's Zero Emissions Government Scheme, the Integrated Energy Plan in support of community and urban adaptation and resilience.

Table 6: Accountability Indicators Output 3.1

	2024-25 Original Targets	2024-25 Actual Results	Variance %	Note
Total Cost (\$'000)	147,216	69,346	(53%)	1
Controlled Recurrent Payments (\$'000)	35,412	32,240	(9%)	
a. Households improving sustainability through participating in government initiatives	5,155	5,404	5%	
b. Businesses improving sustainability through participating in government initiatives	398	442	11%	2
c. Publish an annual inventory - The inventory is the ACT greenhouse gas inventory that provides the annual amount of greenhouse emissions and the greenhouse gas per capita for the ACT	Dec 24	Dec 24	0%	

Explanation of Material Variance (+/- 10%)

1. The result is lower than target due to a reduction in the expected number of Large-scale Generation Certificates received and a reduction in the spot rate for certificates.
2. The result is higher than target due to an increased number of businesses seeking assistance and rebates through various programs for a variety of reasons including rising costs for business owners.

Output Class 4: Development and Implementation

Output 4.1: Development and Implementation

Delivers studies, assessments and engagement to inform strategic planning for future land development opportunities. This work also includes undertaking strategic projects and government initiatives, as well as infrastructure capacity studies, related to future land development opportunities and facilitating the direct sale of land for community use.

Table 7: Accountability Indicators Output 4.1

	2024-25 Original Targets	2024-25 Actual Results	Variance %	Note
Total Cost (\$'000)	12,980	14,942	15%	1
Controlled Recurrent Payments (\$'000)	12,007	13,252	10%	2
a. Completion of Infrastructure Capacity Studies	2	0	(100%)	3
b. Completion of Flood Studies	2	0	(100%)	4
c. Publish Land and Property Report within six months of the end of the reporting period	2	2	0%	
d. Complete Territory wide planning assessments to support District Strategies implementation	2	1	(50%)	5

Explanation of Material Variance (+/- 10%)

1. The result is higher than target due to the transfer of completed assets to Transport Canberra and City Services Directorate and increased employee costs.
2. The result is higher than target as Controlled Recurrent Payments (CRP) are drawn when funds are required to be paid out, which is largely reflective of the higher than targeted employee costs.
3. Procurement challenges and reprioritisation of district studies led to delays in progressing the Inner North and City Infrastructure Capacity Study, prompting a revised approach focused on developing infrastructure planning development scenarios (IPDS).
4. The Tuggeranong Flood Study, while 95 per cent complete, has been delayed at the final stage of being the first complete flood study. The flood mapping lay out, technical lay out requirements for ACTmapi, and technical data specifications for internal storage and use are being sorted with stakeholders, requiring extra time. It will however form the base and benefit all future flood studies. The Sullivans Creek Flood Study is 48 per cent complete, due to delays associated with the technical complexity of the study, and has an expected finalisation date by the end of next financial year.
5. The Employment Land Study was completed in June 2025 and the ACT Community Needs Assessment will be completed late 2025, due to a delay associated with several key deliverables from the supplier.

Output Class 5: Loose Fill Asbestos Coordination

Output 5.1: Loose Fill Asbestos Coordination

Delivers the Loose Fill Asbestos Insulation Eradication Scheme and the Mr Fluffy legacy projects, providing support and advice to affected homeowners, the Canberra community, industry and Government.

Table 8: Accountability Indicators Output 5.1

	2024-25 Original Targets	2024-25 Actual Results	Variance %	Note
Total Cost (\$'000)	2,641	2,383	(10%)	1
Controlled Recurrent Payments (\$'000)	1,232	0	(100%)	2
a. Removal of properties demolished during the financial year from the Affected Residential Premises Register	3	1	(67%)	3

Explanation of Material Variance (+/- 10%)

1. The result is lower as the program is now due to be delivered over a longer time period than originally budgeted, due to case complexity of the remaining affected properties.
2. The result is lower than target due to CRP not being drawn as payments were made using existing cash reserves.
3. Case complexity and specific Development Application (DA) demolition requirements of the remaining affected properties has impacted achievement of the target. Capital funds for demolition contractor were secured in the 2025-26 Budget process. Procurement for a demolition contractor is anticipated for early Quarter 1 2025-26 financial year.

Output Class 6: Planning and Urban Policy

Output 6.1: Planning Policy

Delivers strategic planning and policy work, including the planning strategy, district strategies, the Territory Plan and design guides so that the planning, development and building policy settings support the economic growth and prosperity of the ACT, and so that the ACT is a place of choice for the community, today and into the future.

Table 9: Accountability Indicators Output 6.1

	2024-25 Original Targets	2024-25 Actual Results	Variance %	Note
Total Cost (\$'000)	11,748	12,023	2%	
Controlled Recurrent Payments (\$'000)	11,490	10,583	(8%)	
a. Number of Environment and Planning Forums held during the year to assist in community consultations	6	5	(17%)	1
b. Decision on Major Plan Amendment (MPA) Applications completed within Statutory timeframe	75%	75%	0%	
c. Number of planning reports completed in group centres as identified in the District Strategies	5	0	(100%)	2
d. Proportion of development proposals receiving design advice within 10 business days following the National Capital Design Review Panel considerations	90%	100%	11%	3

Explanation of Material Variance (+/- 10%)

1. Due to the Caretaker period a third meeting was not able to be scheduled prior to the end of the calendar year.
2. ESPDD is progressing a number of technical studies at some group centres identified in the District Strategies. However, the scope and intent of the work associated with this Output has been revised in response to the commitments stemming from the new Government term relating to enabling an additional 30,000 dwellings by 2030 within both the public and private sector and more shop-top housing, as part of commercial centres revitalisation. The 2025-26 financial year will see the completion of the current tranche of technical studies that could be used to support future planning report(s) and the commencement, as required, of amendments to the Territory Plan.
3. Additional resources for the Panel has supported the ability for the team to prepare and issue design advice within 10 days of the session date for all 34 sessions in this financial year.

Output 6.2: Building Reform

Delivers building reforms that improve the ACT's building regulatory system, provides transparent and efficient regulation of the building and construction industry and develops policies for safe, healthy, climate resilient, liveable and quality buildings.

Table 10: Accountability Indicators Output 6.2

	2024-25 Original Targets	2024-25 Actual Results	Variance %	Note
Total Cost (\$'000)	3,833	2,422	(37%)	1
Controlled Recurrent Payments (\$'000)	3,448	2,093	(39%)	2
a. Publish an annual report card on progress of building reforms	1	1	0%	

Explanation of Material Variance (+/- 10%)

1. The result is lower than target due to procurement and recruitment delays associated with projects.
2. The result is lower than target due to CRP not being drawn until funds are to be paid out, which is largely reflective of the lower than targeted Total Cost.

Output Class EBT: Office of the Commissioner for Sustainability and the Environment

Output EBT 1: Office of the Commissioner for Sustainability and the Environment

Publication of the State of the Environment Report, investigations by Ministerial direction, and complaints where a Territory agency's actions may have a substantial impact on the environment.

Table 11: Accountability Indicators Output EBT 1

	2024-25 Original Targets	2024-25 Actual Results	Variance %	Note
Total Cost (\$'000)^a	1,978	1,580	(20%)	1
Payment for Expenses on Behalf of the Territory (\$'000)^a	1,968	1,598	(19%)	2
a. Report on the uptake of recommendations on the ACT State of the Environment and special reports as part of the annual report	Oct 24	Oct 24	0%	
b. Complete Ministerial initiated investigations in accordance with the Minister's direction within the timeframe outlined in the Minister's direction letter	100%	N/A ^b	N/A ^b	
c. Report on the complaints about the management of the environment by the Territory or a Territory agency as part of the annual report	Oct 24	Oct 24	0%	

Note(s):

- a. Total cost and Payments for Expenses on Behalf of the Territory are in relation to the Office of The Commissioner for Sustainability and the Environment. It excludes costs and payments for other Expenses on Behalf of the Territory.
- b. No investigations were directed by the Minister within the reporting period.

Explanation of Material Variance (+/- 10%)

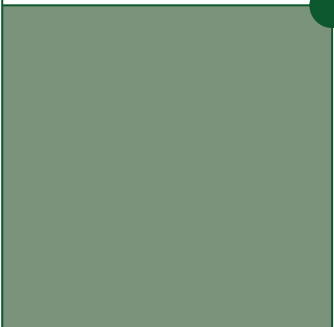
1. The result is lower than target due to delays in planned work resulting from procurement and resourcing constraints.
2. The result is lower than target due to Expenses on Behalf of the Territory (EBT) not being drawn until funds are to be paid out, which is largely reflective of the lower than targeted Total Cost.

Part D

Directorate and Public
Sector Body Specific
Annual Report Requirements

Part D2

Public Land Management
Plans





D2 Public Land Management Plans

Under the *Planning Act 2023* (section 389) and the *Nature Conservation Act 2014* (section 177), the custodian of public land must prepare public land management plans and [reserve management plans](#) respectively. Both Acts detail what must be included in management plans for public land.

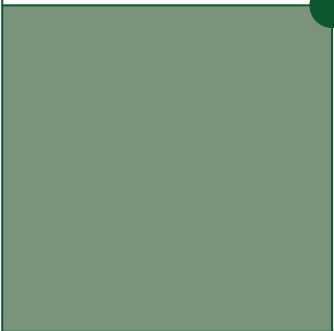
The Parks and Conservation Service is the custodian of public land reserves (wilderness areas, national parks, nature reserves, catchment areas and other prescribed areas of public land) under the Nature Conservation Act.

Preparation of new draft reserve management plans progressed for Namadgi National Park and the Murrumbidgee River Corridor. Reviews of existing plans were completed for Jerrabomberra Wetlands Nature Reserve and Tidbinbilla.

Table D2.1 – Reserve Management Plans under the Nature Conservation Act

Reserve management plan	Introduced / status	Website location
Tidbinbilla Plan of Management 2012	2012 – approved final (reviewed December 2024)	http://www.legislation.act.gov.au/di/2012-193
Namadgi National Park Plan of Management 2010	2010 – approved final (reviewed December 2022)	http://www.legislation.act.gov.au/di/2010-192
Canberra Nature Park Reserve Management Plan 2021	2021 – approved final	http://www.legislation.act.gov.au/di/2021-268
Jerrabomberra Wetlands Nature Reserve Plan of Management 2010	2010 – approved final (reviewed December 2024)	http://www.legislation.act.gov.au/di/2010-280
Murrumbidgee River Corridor Plan of Management 1998	1997 – approved final (reviewed November 2021)	https://www.legislation.act.gov.au/di/1997-268
Lower Cotter Catchment Reserve Management Plan 2018	2018 – approved final	http://www.legislation.act.gov.au/di/2018-20
Molonglo River Reserve Management Plan 2019	2019 – approved final	https://http://www.legislation.act.gov.au/di/2019-192

Annexed Reports





ACT Heritage Council

Highlights

In 2024–25, the ACT Heritage Council (the Council) strengthened its strategic leadership in the recognition and management of heritage places and objects across the ACT. The Council focused on delivering timely, well-informed decisions for the [Heritage Register](#) and providing authoritative advice on managing impacts to heritage places, ensuring alignment with the ACT Government’s priorities.

Key achievements

- **Strengthened statutory performance and stakeholder responsiveness:** The Council prioritised its statutory obligations while enhancing responsiveness to stakeholders. This included streamlining decision-making processes and improving transparency in heritage impact assessments.
- **Reviewed registrations and nominations:** A comprehensive strategic review of heritage registrations and nominations was initiated to ensure consistency with recent amendments to the Heritage Act. This initiative supports a more coherent and future-focused heritage framework.
- **Collaborated on complex registrations:** The Council worked closely with stakeholders on complex heritage matters, including the registration of Belconnen Library and provisional registration of the early Kingston shops. These efforts reflect a commitment to inclusive and evidence-based heritage decisions.
- **Developed policy for improved guidance and efficiency:** New policies were developed to support heritage owners and applicants, including the release of the Heritage Application Guide. This guide clarifies requirements for planning and development proposals, helping reduce processing times and improving the quality of submissions.
- **Enhanced Aboriginal engagement and representation:** The Council continued to engage with Representative Aboriginal Organisations, strengthening Aboriginal involvement in heritage decision-making and ensuring culturally respectful practices.
- **Engaged proactively with stakeholders:** Council members actively engaged with stakeholder groups to explain Council processes, gather feedback and address challenges. Engagement included outreach to owners and managers of heritage places to increase clarity and confidence around heritage obligations.
- **Provided national and regional leadership:** At the end of 2024, the Council Chair co-hosted the annual meeting of the Heritage Chairs and Officials of Australia and New Zealand (HCOANZ) in Canberra. This event reinforced the ACT’s leadership role in national heritage dialogue, including a presentation, supported by ACT Heritage, on a proposed Australia Heritage Register Data Standard to improve language alignment, data accuracy and interoperability.

Legislative framework and functions

The Council is established under the [Heritage Act 2004](#) with the following functions:

- Identify, assess, conserve and promote places and objects in the ACT with natural and cultural heritage significance.
- Encourage the registration of heritage places and objects.
- Work within the land planning and development system to achieve appropriate conservation of the ACT's natural and cultural heritage places and objects, including Aboriginal places and objects.
- Advise the Minister about issues affecting the management and promotion of heritage.
- Encourage and assist in appropriate management of heritage places and objects.
- Encourage public interest in, and understanding of, issues relevant to the conservation of heritage places and objects.
- Encourage and provide public education about heritage places and objects.
- Assist in the promotion of tourism in relation to heritage places and objects.
- Keep adequate records, and encourage others to keep adequate records, in relation to heritage places and objects.
- Undertake any other function given to it under the Heritage Act or another Territory law.

Membership

A maximum of 10 expert and public representative members are appointed to the Council by the Minister in addition to 2 permanent ex-officio members (the ACT Chief Planner and the Conservator of Flora and Fauna).

When the appointments for Mr Duncan Marshall, Chairperson, and Ms Kate Clark, expert member in archaeology, expired in May 2025, both members concluded their time on the Council. Mr David Hobbes, appointed as an expert member in architecture, advised the Minister of his intent to step down from the Council effective 30 June 2025.

A statutory appointment process to replace outgoing members commenced in January. New Council memberships were announced in mid-2025 for commencement in the 2025–26 financial year. When confirmed, these Ministerial appointments will increase current Council membership to its full complement of 10 voting members and increase the number of Aboriginal community representatives on Council to 2, as required under amendments to the Heritage Act introduced in July 2024.

Members of the Council as of 30 June 2025 were:

- Ms Cathy Skippington (Deputy Chair)
- Ms Alanna King
- Mr Doug Williams
- Mr Alistair Henschman
- Ms Rachael O'Neill
- Mr George Cilliers (ACT Chief Planner)
- Mr Bren Burkevics (Conservator of Flora and Fauna).

Strategic direction

In May 2025, the Minister for Heritage provided the Council with a draft Statement of Priorities, which describes the Minister’s expectations. The Council commenced preparing a response. When finalised, the statement will be released publicly as a Notifiable Instrument.

Council business

The Council conducts its legislated business in accordance with the Heritage Act and the [Heritage Regulation 2006](#). It met 9 times in 2024–25.

Council business includes fulfilling legislative requirements such as: registrations to the ACT Heritage Register; assessment of excavation permits; statements of heritage effects; conservation management plans; provision of advice to the Minister for Heritage and other decision-making entities such as the Territory Planning Authority; and advice to heritage owners, managers and the broader community on heritage issues in the ACT.

The Council makes registration decisions and considers complex heritage applications. Matters can be actioned under delegation by the Chair and key staff of ACT Heritage to ensure timeliness, efficiency and effectiveness in conducting the functions of the Heritage Act. All registrations and some complex development decisions are made by the Council; other complex development decisions are taken by the Chair as a delegate of the Council. All registration decisions are informed by the Registration Taskforce of the Council and complex development decisions are informed by the Development Taskforce. Routine development decisions are made under delegation by ACT Heritage, noting these are often required to meet tight statutory timeframes.

ACT Heritage assisted the Council in issuing 857 pieces of advice and/or approvals on Heritage Act applications, submissions and referrals; 455 were in response to Heritage Act applications and submissions and 402 were in response to referrals from other government agencies.

The Council has 4 taskforces, comprised of its members, to consider matters outside full Council meetings and before they are determined by the Council or those with delegated powers under the Heritage Act. Seventeen taskforce meetings were held as detailed in Table H1.

Table H1 – Taskforce meetings and membership as of 30 June 2025

Taskforce	Purpose	Membership	Number of meetings	Number of referrals
Development Taskforce	Advises the Council about the potential effect of development on heritage places.	Alistair Henchman (Convenor) Alanna King Kate Clark Rachael O’Neill	12	12
Register Taskforce	Provides recommendations to the Council on provisional and final registration decisions following detailed research and analysis of places and objects against the heritage significance criteria.	David Hobbes (Convenor) Duncan Marshall Alanna King Cathy Skippington	4	The Register taskforce does not work on a referrals basis; however, considerations at the meetings contributed to 10 Council decisions.
Conservation Management Plan (CMP) Taskforce	Advises Council on whether a CMP would ensure conservation and responsible management of a heritage place.	Rachael O’Neill (Convenor) Cathy Skippington Kate Clark Duncan Marshall	0	0
Aboriginal Taskforce	This lead taskforce for all matters relating to Aboriginal heritage provides advice to assist the Council with complex or controversial matters affecting Aboriginal places and objects.	Doug Williams (Convenor) Alanna King	1	0

Nomination and Register decisions

The Council made 10 decisions during the reporting period:

Nominations dismissed by the Heritage Council

- Gladefield Homestead, Majura
- Majura Valley
- Grasshopper Habitat, Paddys River

Decisions not to provisionally register

- Former CML Building, City
- Early Brickworks Housing Precinct, Yarralumla, Banks, Hutchins and Hooker streets
- Ainslie Volcanics
- Wesley Uniting Church Complex, Forrest

Decisions to register

- Majura House and Property
- West Portal Cafeteria, Parkes
- Belconnen Library

ACT Civil and Administrative Tribunal

The decision to include Belconnen Library and Pedestrian Plaza (Belconnen Library) in the ACT Heritage Register was made on 16 December 2024 following a direction from the then Minister for Heritage to undertake further consultation with property owners to address questions around opportunities for future use.

An application was made to the ACT Civil and Administrative Tribunal (ACAT) to review the decision (AT 04 2025 Leifer v ACT Heritage Council). The Council appeared in December 2024 and the final hearing was held on 16 April 2025. Chairperson Duncan Marshall served as expert witness for the Council. The applicant submitted that, in making the decision to register the library, the Council should have referred expressly to economic issues (amongst other things) set out in public comments provided during the statutory public consultation period.

The Tribunal concluded that Mr Marshall was a credible and considered witness and dismissed the application for review, stating it did not intend to remit the decision to the Council for amendment.

Secretariat support

ACT Heritage, located within the directorate, continued to provide administrative and secretariat support for the Council and its activities.

The Secretary has a range of delegations under the Heritage Act, including those in relation to heritage guidelines, the heritage registration process, advice about the effect of development on heritage significance, conservation management plans, restricted information and public consultation, including consultation with Representative Aboriginal Organisations.

From 1 July 2025, ACT Heritage will be located within the City and Environment Directorate.

Remuneration

Council members are entitled to remuneration as determined by the ACT Remuneration Tribunal. Remuneration paid to Council members for the reporting period totalled \$124,256.

Contact

ACT Heritage

Email: Heritage@act.gov.au



Conservator of Flora and Fauna

The position of Conservator of Flora and Fauna (the Conservator) is a statutory position established by the [Nature Conservation Act 2014](#) (NC Act), with additional responsibilities under the [Planning Act 2023](#) (Planning Act), the [Fisheries Act 2000](#) (Fisheries Act) and the [Urban Forest Act 2023](#) (Urban Forest Act).

Mr Bren Burkevics, Executive Group Manager of the Environment, Heritage and Parks Group in the Environment, Planning and Sustainable Development Directorate held the position in 2024–25.

The Conservator acts on issues that affect conservation matters embodied in the NC Act including:

- managing the nature reserve system
- protecting and conserving threatened species and ecological communities
- administering a licensing system for the taking, keeping, selling, importing, exporting, disturbing, displaying and killing of native plants and animals.

The NC Act requires the Conservator to develop and oversee policies, programs and plans for the effective management of nature conservation and to monitor the state of nature conservation in the ACT.

Action plans and strategies

The NC Act requires the Conservator to prepare an action plan for each relevant native species or ecological community that has been listed as threatened under the Act or any key threatening process. Action plans contain proposals for the identification, protection and survival of the species or proposals to minimise the effect of processes that threaten the species.

During 2024–25, the ACT had 33 action plans. Most action plans were developed in association with a habitat-based conservation strategy.

Existing action plans:

- 27 threatened species (3 mammals, 4 birds, 3 reptiles, 4 fish, 1 frog, 3 invertebrates and 9 plants)
- 3 ecological communities (Box–Gum Woodland, Native Temperate Grassland and High-Country Bogs and Fens)
- 1 key threatening process (Loss of Mature Native Trees)
- 1 action plan for listed migratory bird species (covering 27 migratory birds).

One action plan was finalised and notified on 16 May 2025. It replaced the Grassland Earless Dragon Action Plan in the ACT Grassland Conservation Strategy and Action Plans:

- [Canberra Grassland Earless Dragon](#)

Five-year statutory reviews under the Nature Conservation Act were prepared for 5 species. The ACT Scientific Committee prepared 10-year reviews and made recommendations to the ACT Conservator for all 5 action plans:

- Northern Corroboree Frog
- Smoky Mouse
- Brindabella Midge Orchid

- Little Eagle
- Glossy Black-cockatoo

Drafting of an action plan for the Key Threatening Process of Unnatural Fragmentation of Habitat was delayed. Action plans are still to be developed for the:

- Gang-gang Cockatoo
- woodland birds
- Riek's Crayfish.

[Conservation advice](#) accompanies listings for threatened native species, ecological communities and key threatening processes and provides initial guidance to the Minister and Conservator. The ACT Scientific Committee has notified 72 conservation advice since 2018 including 7 during 2024–25. A further 3 were in preparation and 3 under revision at year end.

Native species conservation plans

Under section 117 of the NC Act, the Conservator can prepare a native species conservation plan for native species that have special protection status or for which the Conservator considers it appropriate. The [Grey-headed Flying Fox Native Species Conservation Plan](#) was finalised on 10 September 2024.

Reserve management plans

Under section 386(b) of the Planning Act, each area of public land identified in the Territory Plan must be managed in accordance with the public land management plan for the area. Under the NC Act, the Parks and Conservation Service (PCS) is the custodian of public land reserves, which are identified in the Territory Plan as wilderness areas, national parks, nature reserves, catchment areas and other prescribed areas of public land.

For reserve areas, the public land management plan is known as a [reserve management plan](#) and is prepared under the NC Act. The plan identifies the reserve and describes how its management objectives are to be implemented or promoted. The management objectives are specified in Schedule 3 of the Planning Act. The Conservator may determine management objectives for an area and may assign a reserve, or zone within a reserve, to an [International Union for the Conservation of Nature](#) category. The reserve must be managed in accordance with these objectives.

Under section 177 of the NC Act, when preparing the reserve management plans, the land custodian must consult the Conservator.

No plans were referred to the Conservator for consultation during the 2024–25 reporting year.

Conservator Guidelines for Burrowing Animals

The Conservator finalised the [Nature Conservation \(Protection of Burrowing Animals During Development\) Conservator Guidelines 2025](#). These guidelines were notified as an instrument under the NC Act. They support the Conservator in ensuring that proposed developments as outlined in environmental impact statements, environmental significance opinions and development applications have adequately considered and minimised impacts to native burrowing animals.

The guidelines provide directions to developers on best practice methods to identify and manage the presence of 6 species of burrowing animals and minimise impacts to them. Species included in the guidelines include wombats, echidnas, Rosenberg's Goannas, platypus, rakali and long-neck turtles.

The guidelines apply to any government or non-government individual or organisation intending to undertake a development or activity that may impact burrowing animals.

Minister's directions

Under section 34 of the NC Act, the Minister may direct the Scientific Committee to provide advice about a stated nature conservation matter.

The Minister did not issue any directions in the 2024–25 reporting year.

Statutory planning obligations

The Conservator has statutory obligations under the Planning Act to comment on, among other things, major plan amendments, environmental impact statements and development applications.

The Conservator was consulted on:

- 7 draft major plan amendments (section 57) and initiated 2 major plan amendments
- 1 draft environmental impact statement
- 1 revised environmental impact statement
- 1 revised environmental impact statement exemption referral.

The Conservator also provided 30 environmental significance opinions (section 140(4)) that proposed development was unlikely to have a significant adverse environmental impact.

Licensing

The following licences relating to plants, animals and fish were issued under the NC Act.

Table CR.1 – Licences issued under the Nature Conservation Act as at 30 June 2025

Licence type	Number
Keep licences (these licences include the private and commercial keeping of native animals including birds, reptiles, amphibians and a small number of exotic species)	1,739
Import a non-exempt animal into the ACT	117
Export a non-exempt animal from the ACT	162
Take native flora and fauna from the wild (these licences are entirely for scientific research)	123
New keep licences to keep a non-exempt animal	274
Remove and/or interfere with the nest of a native animal (these licences are entirely related to authorised tree removal and result in the relocation of the nest and animal)	4
Import/export live fish under the Fisheries Act (these licences are entirely related to the pet retail industry)	3
Other licences relating to reserves (prohibited and restricted activities: motor vehicle in reserve, traps in reserve)	38
Licences relating to land – small works	11
Licences to sell for private keepers	21
Landholder authorisations	73
Shooter authorisations	82
Remove native timber	4
Scientific licences under the Fisheries Act	6
Total licences	2,657

Investigations

NC Act investigations were conducted into a range of offences, including the following.

Dogs in reserves

Dogs in reserves, either where prohibited or being off-leash where they are permitted, is one of the most common offences encountered by rangers. Dogs are prohibited from about half ACT reserves and about a third of Canberra Nature Park reserves. There are sound ecological reasons for these restrictions.

The issue can sometimes be dealt with on the spot through education and/or directing people to leave the reserve. In late 2024, PCS delivered a dogs off-leash campaign to educate Canberrans about the importance of keeping dogs on-leash in reserves. Sixty members of the public who were walking their dogs off-leash were engaged by PCS staff. The campaign prioritised education. Future campaigns will shift towards enforcement action.

One infringement notice was issued in relation to a hunting dog taken into a reserve. Another incident involving dogs, and a range of other offences allegedly committed in a reserve, resulted in 7 infringement and 7 reminder notices being issued, 2 of each of which related to dogs; this matter is now before the courts. Other alleged offences included driving a vehicle where not permitted, camping where prohibited and possession of a weapon.

Animal cruelty

Animal cruelty offences may involve native animals as well as potential offences under the NC Act. Two incidents of alleged aggravated animal cruelty were jointly investigated with ACT Police and, as of 30 June 2025, were before the courts.

Keeping non-exempt animals

Twelve native pythons, a Murray Turtle and 3 exotic snakes were seized or otherwise came into care. These are non-exempt animals under the NC Act, with a licence required to keep them. Two shingleback lizards were also in care, relating to potential breaches of Commonwealth law. Exotic snakes were euthanised for welfare and biosecurity reasons. Where possible, escaped pets or animals unintentionally brought from interstate and found in vehicles were rehomed.

Unauthorised public land use in reserves

At 30 June 2025, an unauthorised rave party, held in a reserve in 2025 with various associated impacts, was being investigated by rangers.

Vehicles in reserves

PCS occasionally detects vehicles in restricted areas within reserves and investigates these matters where the driver is able to be identified. Three infringement notices were issued for this offence as well as 2 each of the infringement and reminder notices mentioned above in Dogs in Reserves.

Damage land in reserve

At 30 June 2025, one significant instance of unauthorised trenching in a reserve by a utility or its contractors was being investigated by rangers.

Damage infrastructure in reserves

While infrastructure damage is not a common offence, gate or lock damage, for example, may sometimes be associated with illegal motor vehicle entry to reserves. One infringement notice was issued in relation to this offence and the alleged offender was also billed for damages.

Woodcutting in reserves

Woodcutting in native bushland, which may involve living or standing trees or timber on the ground, is one of the most impactful illegal activities occurring in ACT reserves. Two infringement notices and one reminder notice were issued for the offence of damaging a native plant in a reserve, related to woodcutting activities that were detected. At 30 June 2025, a further incident of woodcutting, on public unleased land, was being investigated by rangers.

Fisheries compliance

Five infringement notices, one reminder notice (one of each mentioned above under Dogs in Reserves) and 15 formal warnings were issued in relation to alleged fisheries offences. Nine formal warnings were related to fishing in prohibited waters, while 6 related to fishing gear. Thirty-one verbal warnings were issued, mostly to anglers in possession of excess rods.

Prohibited fishing gear

Reports of illegal fishing gear are often received. Typically, the gear is unattended and an owner unable to be identified. Fourteen illegal jabby nets and one drum net were seized.

Tree registration and protection

The Conservator is responsible for making decisions on nominations for the registration of exceptional trees and applications to undertake defined tree-damaging activities on trees on leased urban land that meet the criteria for protection in the Urban Forest Act.

As administrators of the Urban Forest Act, reporting on these matters is included in the TCCS's [annual report](#).

Land Management Agreements

A Land Management Agreement (LMA) is required under Part 10.8 of the Planning Act for all rural leases in the ACT. A rural lease cannot be granted, renewed, varied, assigned or transferred without a LMA first being approved by the Conservator. The principal objective of a LMA is to establish appropriate sustainable agricultural management practices and good farm biosecurity for the subject land while maintaining ecological and cultural values present on the land and protecting the environment from harm.

Table CR.2 – Land Management Agreement status as at 30 June 2025

Status	Number
Due for renewal	82
Required by new lease/lease variation	19
Completed	19
Outstanding	82

Grazing on unleased Territory lands

Grazing licences can be issued over unleased Territory land within the ACT. These licences are all short term and are reviewed and re-issued on a 1–3 year basis. They are issued on estate managed by EPSDD and are signed off by Biosecurity and Rural Services representing the Conservator. Grazing is a strategy employed to manage herbage mass for ecological outcomes, to manage fire fuels or to provide relief grazing to ACT farmers.

The licence administration process was reviewed and updated.

There were more than 50 active grazing licences during the year. Seven licences were issued, with 30 in progress.

Contact

Conservator Flora and Fauna

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Energy Efficiency Improvement Scheme Administrator 2024–25

Report on the operation and administration of the Energy Efficiency (Cost of Living) Improvement Act 2012

The [Energy Efficiency \(Cost of Living\) Improvement Act 2012](#) created the Energy Efficiency Improvement Scheme (EEIS). The EEIS requires electricity retailers to achieve certain energy savings in households and small-to-medium enterprises during a compliance year. For this Act, compliance year refers to calendar year (that is, 1 January to 31 December). The EEIS Administrator is appointed under section 23 of the Act. Section 27 requires the Administrator to report annually to the Minister on the operation and administration of the Act including:

- National Energy Retail Law (NERL) retailer compliance
- the number and type of eligible activities undertaken under the Act.

The Minister appointed the Executive Group Manager, Climate Change, Energy and Water as the Administrator by way of the [Energy Efficiency \(Cost of Living\) Improvement \(Administrator\) Appointment 2019](#). This arrangement commenced 30 July 2019. Ms Fiona Wright has held the substantive position of Executive Group Manager, Climate Change, Energy and Water since January 2022 and currently serves as the Administrator. The following served as the Administrator while acting in the Executive Group Manager role:

- Ms Rachael de Hosson between June and July 2024
- Ms Ros Malouf between July and August 2024
- Ms Carolyn O'Neill between April and May 2025.

The EEIS Administrator occasionally delegated the functions of the Administrator to the 2 executive branch managers within the Climate Change, Energy and Water Division under the authority of the [Energy Efficiency \(Cost of Living\) Improvement \(Administrator\) Delegation 2024](#). The Administrator is supported by a team of 3 administrative officers, a policy officer and a team manager.

National Energy Retail Law (NERL) retailer compliance

Context

The energy savings required by electricity retailers under the EEIS is set through the energy savings target. The target is expressed as a percentage of electricity retailers' total electricity sales in the ACT. The energy savings target for the 2024 and 2025 compliance years was set at 14.6%.

There are 2 tiers of electricity retailers under the EEIS. A Tier 1 electricity retailer is an electricity retailer with at least 5,000 customers in the ACT and which sells at least 500,000 megawatt hours of electricity to ACT customers within the compliance period. All other electricity retailers with sales in the ACT are Tier 2 electricity retailers.

Under the EEIS, Tier 1 electricity retailers are required to meet their energy savings target by undertaking 'eligible activities' in households and businesses or by acquiring energy savings factors from approved energy savings providers. Eligible activities include upgrading building envelopes, space heating and cooling, hot water systems, lighting and other efficient electric appliances and removing inefficient and emissions-intensive gas

appliances. Tier 2 electricity retailers have the option to meet their obligations by undertaking eligible activities, acquiring energy savings factors from approved energy savings providers, or making a financial contribution to the scheme through an energy saving contribution.

The EEIS requires Tier 1 electricity retailers to meet the priority household target, which mandates that a specified proportion of their energy savings obligations be delivered in priority (low-income) households. For the 2024 and 2025 compliance years, the priority household target was set at 40%.

Electricity retailers undertaking eligible activities are required to submit an annual compliance plan detailing the activities they intend to deliver and a forecast of expected energy savings. In the following year, all retailers must submit an annual report demonstrating how they met their obligations. All activities are subject to annual compliance reporting, verification and reconciliation against targets. Comprehensive information on retailer compliance and auditing processes is outlined in the Act.

Retailer compliance in 2023

The Administrator determined that the sole Tier 1 retailer, ActewAGL, was compliant with the requirements of the Act and met its energy savings obligation for the 2023 compliance year. Additionally, the Administrator determined that all 28 Tier 2 retailers met their respective obligations for the same period.

Retailer compliance in 2024

In the 2024 compliance year, one Tier 1 retailer (ActewAGL) and 27 Tier 2 retailers participated in the EEIS. All retailers submitted their compliance period reports on or before the deadline of 31 March 2025.

The 2024 energy savings result of the Tier 1 retailer had not been determined by the end of the financial year as compliance and auditing activities were still underway. The Administrator will report on ActewAGL's compliance later in 2025.

All Tier 2 retailers met their 2024 obligations by opting to make an energy saving contribution. The financial contributions collected from the Tier 2 retailers increased, totalling \$4.5 million in the 2024 compliance year compared to \$3.181 million in 2023. This increase can be largely attributed to higher electricity sales reported by Tier 2 retailers during 2024.

In accordance with the Act, funds collected through energy saving contributions must be used to advance the Objects of the Act. These funds were allocated through the ACT Budget process to support energy efficiency initiatives, including the administration of the EEIS and the delivery of other ACT Government energy efficiency programs.

Summary of activities reported for 2024–25

Information on the eligible activities undertaken by retailers as part of the EEIS is collected by the Administrator. More than 1.4 million energy saving items have been installed since the scheme commenced in 2013. The eligible activities reported by the Tier 1 electricity retailer between 1 July 2024 and 30 June 2025 are summarised in Table E1.1. A comprehensive list of eligible activities that electricity retailers can choose to deliver is contained in the [Energy Efficiency \(Cost of Living\) Improvement \(Eligible Activities\) Determination 2023](#).

Table E1.1 – Eligible activities undertaken in 2024–25

Activity number	Activity description	Number of items
1.8	Install ceiling insulation (new or top up) in a room either uninsulated or under-insulated.	683
2.1	Install a high-efficiency ducted reverse cycle electric heat pump heater (replace inefficient ducted gas heaters).	684
2.3	Install a specified high-efficiency electric room heater.	258
2.4	Install insulated space-conditioning ductwork (decommission all existing space-conditioning ductwork that is connected to an operable ducted heater).	684
3.1 and 3.2	Decommission an electric-resistance water heater or gas or LPG hot water system and install a specified high-efficiency water heater.	1,072
5.1	Decommission and dispose of refrigerator or freezer (remove a refrigerator or freezer in working order from a premise and destroy the refrigerator or freezer).	530
Total number of activities installed or decommissioned		3,911

Note: Annual report timing does not align with EEIS calendar year compliance report timing. For this reason, raw data was used for the period of 1 January 2025 to 30 June 2025.

Additional key events

Following the 2024 scheme review, the priority household definition was expanded to include individuals on an energy retailer’s payment plan and residents of rental properties. These changes were formalised through the [Energy Efficiency \(Cost of Living\) Improvement \(Priority Households\) Determination 2024](#), which came into effect on 1 January 2025.

Annual customer satisfaction surveys are conducted with households and businesses that received EEIS upgrades. For the 2023 compliance period, overall customer satisfaction with installations was approximately 87%. Survey results for 2024 installations are yet to be finalised.

Contact

EEIS Administration Team

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Chief Planner (Territory Planning Authority)

Chief Planner

The Territory Planning Authority (the Authority) sits within the Environment, Planning and Sustainable Development Directorate (EPSDD, the directorate) and handles statutory decision making for the Territory in accordance with the [Planning Act 2023](#) (the Planning Act).

The ACT Chief Planner, a statutory position held by a suitably qualified person, is the Authority. The functions of the ACT Chief Planner and the Authority are outlined in the Planning Act and carried out independently from the functions of the directorate more broadly. The Minister for Planning also has statutory responsibilities under the Planning Act, which relate to matters such as Territory Priority Projects, concessional leases and environmental impact statements (EIS).

Mr George Cilliers, Executive Group Manager, Statutory Planning in EPSDD, held the position of ACT Chief Planner from 1 July 2024 to 30 June 2025. Acting Chief Planner arrangements were in place to ensure continuity of the role whenever Mr Cilliers was on leave, interstate or overseas.

Detailed information including governance, delegations, referral entities, advisory bodies, review and oversight can be found on the [Authority's website](#). Training and education resources about the new planning system are available on the [Planning website](#).

Ministerial Directions

Section 20 of the Planning Act provides that the Minister for Planning may give a written direction to the Authority about general policies the Authority must follow and/or requiring the Authority to review or prepare an amendment to the Territory Plan.

There were no directions to the Authority from the Minister during the reporting period.

Territory Priority Projects

A [Territory Priority Project](#) is defined in the Planning Act as a development proposal that is declared to be a Territory Priority Project or is related to light rail. A Territory Priority Project declaration is where the Chief Minister and Planning Minister jointly declare that a proposal is a Territory Priority Project.

There were no Territory Priority Project declarations during the reporting period.

Statutory planning functions

The Statutory Planning Group within EPSDD facilitates and manages growth and change within the ACT through development assessment and leasehold management, with the overarching objective of promoting and facilitating economically productive, sustainable, attractive, safe and well-designed urban and rural environments in the ACT.

Under the Planning Act, the Authority functions include:

- to prepare and administer the Territory Plan
- to continually review the Territory Plan, propose amendments and consider amendments initiated by proponents and the Minister, as necessary
- to plan and regulate the development of land
- to advise on planning and land policy, including the broad spatial planning framework for the ACT and the achievement of desired future planning outcomes
- to promote and implement the ACT Planning Strategy and District Strategies 2023
- to promote high-quality design and good planning outcomes
- to maintain the digital cadastral database under the [Districts Act 2002](#)
- to make available land information
- to grant, administer, vary and end leases on behalf of the Executive
- to grant licences over unleased land
- to decide applications for approval to undertake development
- to make controlled activity orders under Part 12.3 (Controlled activity orders) and take other compliance and enforcement action under this Act and other Territory laws
- to provide planning services, including services to entities outside the ACT
- to review its own decisions and participate in external review processes
- to provide opportunities for participation in planning and decision-making processes
- to promote public education about, and understanding of, the planning system including by providing easily accessible public information and documentation on planning and land use.

Some of these functions, such as those relating to the Territory Plan, leases and development applications (DAs), are statutory.

DA Gateway

The DA Gateway team provides a single point of contact for industry and the community for all development application (DA) and planning related matters through phone calls, emails and the web-based platform Salesforce. The team does all pre-lodgement processes, including pre-application meetings and DA completeness checks.

Table P.1 – DA Gateway performance 2024–25

Activities	Number
Planning enquiries actioned through phone calls	5,267
Planning enquiries responded to online and via email	2,262
Completeness checks actioned (including new DAs, amendment applications and resubmissions)	1,953
Average response rate for completeness checks in working days	5.5
First time failure rate for completeness checks	81%
Pre-application proposals considered through document review or online meetings	54
In-person meetings about pre-application proposals attended on request	138

DA Assessment

The DA Assessment team assesses and determines merit track, standard and significant DAs, which apply to most developments, including varying a lease, multi-unit and commercial developments, single houses and estate development plans (EDPs) under the [Planning Act 2023](#).

DAs are processed as efficiently as possible to achieve statutory timeframes. Table AP.2 outlines statutory timeframes that are targeted, with some deviations explained depending on how the DA progresses.

Large and complex development proposals (significant DA) require careful consideration of community concerns. They require considerable resourcing to assess and manage the DA assessment process. Significant DAs require 2 rounds of public notification that often lead to additional considerations by the Authority and/or other entities. The time needed for these considerations contributed to the overall DA processing timeframes.

Table P.2 – DA Timeframes

DA type	Representations received?	Timeframe to make a decision
Significant development	Yes or No	60 working days
Standard development with representations	Yes	45 working days
Standard development without representations	No	30 working days
Concurrent DAs	No	10 working days after the concurrent process is complete

Any requests for further information, pre-decision advice and DA amendments influence the timeframes. Specifically:

- further information requested pauses the DA timeframe from the day of the request
- further information provided recommences the DA timeframe when it is received
- further information not provided within 18 months means the DA is withdrawn
- pre-decision advice pauses the DA timeframe on the day of the advice
- requesting a decision on a DA in its current form (in response to pre-decision advice) recommences the DA timeframe
- amendment to DA restarts the DA timeframe.

Table P.3 – DA Assessment performance 2024–25

Activities	Number
Total DAs received	769
Total DAs determined	741
Merit Track DAs received	9
Merit Track DAs determined	105
Standard DAs received	712
Standard DAs determined	618
Significant DAs received	48
Significant DAs determined	18
Generated construction work to ACT economy from DA determinations	\$2.1 billion
Determined DA amendment to approval applications under the Planning and Development Act	60
Determined DA amendment under the Planning Act	141
Determined applications to satisfy conditions of approval under the Planning and Development Act	219

Activities	Number
Determined applications to satisfy conditions of approval under the Planning Act	259
Minor housing developments (exemption declaration applications) lodged	791
Minor housing developments (exemption declaration applications) determined	760
Minor housing developments (exemption declaration applications) determined under transitional arrangements	9
Average processing time for minor housing developments (exemption declaration applications)	4.6

Impact Assessment

The Impact Assessment team is responsible for administering environmental impact assessment processes and assessing impact track/significant DAs where there is a potentially significant impact on the environment. These assessment processes aim to minimise impact on the environment through avoidance or mitigation or, as a last resort, offset measures.

The team also administers the bilateral assessment agreement between the Australian and the ACT governments under the *Environment Protection and Biodiversity Conservation Act 1999 (Cth) (EPBC Act)* and reports on implementation of strategic assessments in accordance with the EPBC Act.

Table P.4 – Impact Assessment performance 2024–25

Activities	Number
EIS assessment reports prepared for the Minister for Planning	1
EIS under assessment	5
EIS exemption under assessment	1
Applications for environmental significance opinions processed	45
Impact track DAs determined	8
Impact track DAs under assessment at 30 June 2025	2
Responses to referrals received under the EPBC Act prepared	3
Construction environmental management plans reviewed and endorsed	11

DA Leasing

All private land in the ACT is under lease (not freehold). The DA Leasing team is responsible for all DA leasing matters including:

- answering public leasing enquiries
- providing pre-DA leasing advice
- assessing standard and significant Crown lease variation applications
- assessing and determining DAs to remove the concessional status from a lease
- post-approval leasing matters, such as lease variation charges (LVC), drafting instruments and issuing of Crown leases in accordance with approved DAs.

Table P.5 – DA Leasing performance 2024–25

Activities	Payments \$	Number
LVC determinations made	3,926,117.50	126
LVC determinations made in the Deferred Payment Scheme	12,101,829.75	14
LV-only DAs received	N/A	14
DAs commented on	N/A	205
DAs determined	N/A	116
Variation instruments and Crown leases registered	N/A	123
Nil rent relief applications	N/A	0

Leasing Services

The Leasing Services team is responsible for leasing matters outside of the DA process.

Table P.6 – Leasing Services performance 2024–25

Activities	Details
Land transfer applications subject to building and development provisions	216 received 211 approved
Land transfer/sublease applications other than building and development provisions	41 received 39 approved
Management of Crown leases granted	59 further leases 10 executive leases
Licence applications to occupy or use unleased Territory land	86 received 72 approved
Deeds of variation to licences	5 received 4 executed
Unit title applications	88 received 67 registered
Community title applications	0 received 0 approved
Rural leases processed	0 subleases 6 transfers 0 land withdrawals
Land rent payouts	34 received 25 executed
Rent reappraisals	31 received 31 processed
General lease interpretations/advice	49 received 49 completed 1 refunded
Liquor licence advice	96 received 94 completed 2 refunded
Motor vehicle dealer licence advice	2 received 2 completed 0 refunded

Activities	Details
Determination of concessional status leases	18 received 18 processed

Table P.7 – Leases Issued 2024–25

Activities	Leases Number	Dwellings Number
Consequential leases to private sector land developers – single residential	124	124
Consequential leases to private sector land developers – multi-unit	8	323
Consequential leases to private sector land developers – mixed use/other	11	415
Leases on behalf of the Suburban Land Agency – single residential	275	275
Leases on behalf of the Suburban Land Agency – multi-unit	5	135
Total	427	1,276

Table P.7 describes leases issued to private sector land developers and leases issued on behalf of the Suburban Land Agency. The leasing team and the Suburban Land Agency issue leases. The Suburban Land Agency has a delegation for this purpose under sections 263 and 265 of the Planning Act.

The team re-issued 52 leases on behalf of the Suburban Land Agency (this figure is excluded from the total number of leases).

Deed Management

The Deed Management team is responsible for overseeing holding leases and deeds of agreement for both greenfield and infill development projects that require public infrastructure. The team also serves as the primary point of contact for coordinating and circulating estate development plans and indicative development plans to relevant agencies and service utilities for comment prior to the lodgement of a Subdivision Design Application.

There was one variation made to the deeds. At year end, 46 deeds were under management, with an additional 5 deeds under investigation and preparation for future development sites.

Review of decisions

Under the Act there is a process for development applications to be reconsidered. During 2024–25, 43 decisions were approved via reconsideration.

Some DAs are subject to review through the ACT Civil and Administrative Tribunal (ACAT) or other judicial review process. The Authority prepares documentation for the matters and provides assistance to the ACAT. Twenty-one ACAT applications were made in relation to DAs.

Statutory Planning Complaints Policy

The directorate continued to receive, consider and respond to stakeholder feedback in line with its Statutory Planning Complaints Policy. The policy, introduced in late 2020, ensures the independent Authority has an open and transparent approach to dealing with complaints or feedback. It provides an avenue for complaints to be made in relation to conduct, processes or actions of Authority staff when performing both their statutory and non-statutory functions.

The Authority received a range of feedback on processes. All complaints are taken seriously and as described above there are different pathways for treatment of a complaint. During the last financial year, one complaint was received that warranted further investigation in line with the policy. This related to entity advice prior to the DA process and was referred on to the relevant entity. Following this, the TPA reviewed its internal processes, including outgoing communication throughout the assessment process.

Feedback provides valuable information about the Authority's business operations and service delivery. It also provides a sound evidence base to pursue internal business improvement initiatives. The Authority will continue to impartially review its internal processes in line with complaints received.

Integrity Framework

As part of the Statutory Planning Division's Integrity Plan, a Conflict of Interest (COI) Policy and Procedure was implemented. Statutory Planning increased the completion of mandatory training, in particular, relating to integral matters. Statutory Planning will continue to review other parts of the framework to ensure its relevance.

Offsets Register

Under section 242 of the Planning Act the TPA must keep a register of each environmental offset. The register is available on the [Planning website](#).

Spatial data and land information

The Office of the Surveyor-General and Land Information (OSGLI) provides accessible and accurate spatial data information analytics to government, industry and the community including land boundaries, land use, roads topography, heights, contours, infrastructure, environmental attributes, place names, addresses, land titles and licences. This is achieved through a variety of information systems including maintenance of the [Spatial Data Management System \(SDMS\)](#) and the main viewing application, [ACTMapi](#).

OSGLI provides additional functions under the [Surveyors Act 2007](#) and the [Public Place Names Act 1989](#). Further information on these functions can be found in [Section B2 Performance Analysis](#).

Strategic planning functions

The Chief Planner has delegated the Authority's strategic planning functions to the Planning and Urban Policy (PUP) Group within the directorate. Under the Planning Act, these functions include:

- advice on planning and land policy
- management of the Territory Plan, including reviews and amendments
- management of the Planning Strategy, including reviews and amendments
- management of the district strategies, including reviews and amendments.

The Territory Plan, Planning Strategy and District Strategies 2023 are all notifiable instruments under the Planning Act.

Statement of Planning Priorities

The Minister's annual Statement of Planning Priorities informs key priorities for the planning portfolio for the financial year. The [2024–25 Statement of Planning Priorities](#) was published during the reporting period.

Planning Strategy

The [ACT Planning Strategy](#) articulates the long-term planning policy and goals for the ACT including strategic direction and desired future planning outcomes. There were no reviews or amendments of the Planning Strategy during the reporting period.

District strategies

The [District Strategies 2023](#) state the long-term planning policy and goals for each of the ACT's 9 districts, consistent with the Planning Strategy. There were no reviews or amendments of district strategies during the reporting period.

Territory Plan

The [Territory Plan](#) guides planning and development in the ACT by outlining what development can take place and where. The process of changing the Territory Plan is through a 'plan amendment'.

Major plan amendments

[Major plan amendments](#) (MPA) tend to represent larger changes to the Territory Plan, such as the implementation of new government policy or more complex changes, such as land use zoning changes in existing urban areas.

There are 3 ways an MPA can be initiated:

- proponent-initiated
- Territory Planning Authority-initiated
- minister-initiated.

While the types of MPAs are slightly different, they follow a very similar process, which includes the following steps. More information about the process is available on the Planning website.

1. A proponent makes an application for the Authority's consideration and decision (for proponent-initiated MPAs only).
2. A draft MPA (DPA) is prepared by the Authority.
3. Public consultation on the DPA.
4. Following consultation, DPAs are revised or withdrawn by the Authority.
5. Revised DPAs are referred to the relevant Standing Committee to consider whether they will undertake an inquiry.
6. Following any inquiry or decision by the Standing Committee, DPAs are decided by the Minister.
7. If approved, MPAs are tabled in the Legislative Assembly.
8. If an approved MPA is not rejected by the Assembly, it commences.

As of 30 June 2025:

- Four proponent-initiated MPA applications were decided, 3 within the statutory timeframe:
 - 2023-03 – Ainslie Football Club (Section 26 Blocks 11, 16, 20, 21 and 22). This led to DPA-02, which is outlined below
 - 2024-02 – Denman Prospect Section 83 Block 1. This was incorporated into the final Territory Plan in September 2024; as such, no draft MPA was prepared in relation to this application

- 2024-03 – Blocks 2,7 and 8 Section 74 Holt. This led to DPA-03, which is outlined below
- 2025-02 – Blocks 5, 6 and 11 Section 19 Forrest. The led to DPA-B, which is outlined below.
- Three proponent-initiated MPA applications were under consideration:
 - 2024-01 – Thoroughbred Park (Block 9 Section 69 Lyneham)
 - 2025-01 – Braddon Bowls Club (Block 16 Section 25 Braddon)
 - 2025-03 – Block 800 Gungahlin.
- Two DPAs were open for consultation:
 - DPA-04 – Missing Middle Housing Reform
 - DPA-05 – Removing the Future Urban Area (FUA) overlay and setting zoning for a number of sites, including Bluett’s Block and Coombs Peninsula.
- Three DPAs were under consideration following consultation:
 - DPA-03 – Blocks 2,7 and 8 Section 74 Holt
 - DPA-02 – Ainslie Section 26 Blocks 11, 16, 20, 21 and 22
 - DPA-B – Forrest Section 19 Blocks 5,6,9, 11 and 12.
- One MPA (DPA-01 – Fraser Section 64 Block 6) was approved by the Minister on 5 June 2025 and was tabled in the Legislative Assembly but had not yet commenced and become part of the Territory Plan.
- Two MPAs were completed:
 - MPA-C Watson Section 95 Block 3 was approved by the Minister on 8 April 2025 and commenced on 30 May 2025.
 - DPA-A East Lake was withdrawn following the Standing Committee on Planning, Transport and City Services (Tenth Assembly) advising it would not undertake an inquiry. DPA-A East Lake was later incorporated in the final Territory Plan, which passed through the Legislative Assembly on 28 August 2024. The final Territory Plan commenced on 27 September 2024.

Minor plan amendments

Minor amendments have limitations on the types of changes which can be made to the Territory Plan. Common changes to the Territory Plan by minor amendments are:

- remove duplication, errors and provide clarity in the Territory Plan
- support the implementation of the subdivision design process, to facilitate the delivery of new land
- minor relocation of boundaries to support the intentions of an agreed development.

Minor amendments are prepared and commenced by with the Authority and, depending on type, may not require public consultation.

In 2024-25, 18 [minor amendments](#) were made; 5 of these required consultation. No further minor amendments were placed on consultation.

Review of Territory Plan outcomes

EPSDD developed the [ACT Planning System Evaluation Framework 2024–29](#) for the new outcomes-focused planning system. It commenced on 1 July 2024 and will be implemented over 5 years. Early planning for evaluations under the framework indicated the need for a ‘process’ evaluation of its implementation and a ‘planning outcomes’ evaluation in the fifth year (2028–29). In addition, Statutory Planning is seeking to undertake a procurement for an evaluation plan for the framework to ensure its effective operation through external analysis.

EPSDD maintained a DA decision register to assist DA assessing officers to maintain consistency across determinations. The data captured includes information regarding dual occupancy development including the number of DAs lodged and approved, the impact to dwelling numbers and location information.

Compliance functions

The Chief Planner has delegated some of the Authority's functions to Access Canberra within the Chief Minister, Treasury and Economic Development Directorate. Access Canberra, as delegates of the Chief Planner, have responsibility for investigations of complaints and compliance and enforcement under Chapter 12 of the Planning Act – Development offences and controlled activities.

Officers in Access Canberra also undertake compliance and enforcement under a range of other ACT legislation.

Table P.8 – Complaints and enforcement 2024–25

Planning complaints received by Access Canberra	Number
Encroachment including fencing, privacy, setbacks and solar access	140
Lease compliance including business, unapproved structures and untidy blocks	752
Site compliance (Building) and other	46
Total	938

Enforcement action	Number
Show cause notice for controlled activity order	19
Controlled activity order	13
Infringement notice	10
Prohibition notice	2
Total	44

Contact

Territory Planning Authority

<https://www.planning.act.gov.au/contact>

