

Plant Health Australia

Strengthening Australia's
plant biosecurity system



Plant Health
AUSTRALIA

About PHA

Plant Health Australia (PHA) is the national coordinator of the government-industry partnership for plant biosecurity in Australia.

As the trusted coordinator of the Australian plant biosecurity system, we bring expertise, knowledge and stakeholders together to generate solutions that improve biosecurity outcomes to ensure that the system is future-oriented and solutions-focused.

OUR VISION

A valued leader of a strong, integrated Australian plant biosecurity system.

OUR MISSION

To strengthen the Australian plant biosecurity system for the benefit of the economy, environment, and community.

OUR ROLE

Plant Health Australia is the trusted coordinator of the Australian plant biosecurity system.

We bring expertise, knowledge and stakeholders together to generate solutions that improve biosecurity outcomes to ensure that the system is future-oriented and solutions-focused.

A SUBSCRIPTION FUNDED ORGANISATION

PHA's main activities are funded from annual subscriptions paid by Members.

The Australian Government, state and territory governments and plant industry Members each meet one third of the total annual membership subscription. This tripartisan funding model ensures the independence of the company. In addition to subscription-funded activities, PHA undertakes separately funded projects for individual Members or subsets of Members.

THE VALUE OF PHA MEMBERSHIP

Membership of PHA ensures that an organisation is linked with, and supported by, governments, industries and research organisations, placing it in the strongest position to tackle the biosecurity challenges ahead.

Membership of PHA provides:

- access to the benefits of the Emergency Plant Pest Response Deed (EPPRD)
- assistance in the event of a plant pest incursion
- EPPRD training
- access to the Biosecurity Portal
- biosecurity planning for plant pests and diseases
- advice on the identification, prioritisation and delivery of biosecurity investments
- support to develop partnership solutions to protect against plant pests
- access to the full benefits of the Farm Biosecurity Program.

PHA Members comprise all major plant industry bodies that represent Australian growers and beekeepers, as well as state and territory governments and the Australian government.

INDUSTRY MEMBERS



GOVERNMENT MEMBERS



ASSOCIATE MEMBERS



25 Years of improving national biosecurity outcomes through partnerships

THE PLANT BIOSECURITY SYSTEM IN AUSTRALIA

Australia has a unique and internationally-recognised biosecurity system to protect our plant production industries and the natural environment from damage caused by plant pests. The system is underpinned by a cooperative partnership between plant industries and all levels of government, with PHA playing a key facilitation role.

THE PLANT BIOSECURITY PARTNERSHIP

The enormous challenge of protecting Australia from plant pests can only be achieved by stakeholders operating in a coordinated fashion, referred to as the plant biosecurity partnership. Each of the seven key plant biosecurity partners has a role to play in protecting Australia from plant pests.



THE EMERGENCY PLANT PEST RESPONSE DEED

The partnership model of plant biosecurity in Australia is strengthened by the EPPRD, the legal agreement that governs emergency response arrangements in the event of an Emergency Plant Pest incursion. The EPPRD sets out the roles of each organisation in the event of a plant pest incursion, and mechanisms for determining who will pay, so that responses can be set in train swiftly, allowing the best chance of success.

The Australian Government, all state and territory governments and Australia's major plant industries are signatories to the EPPRD. The agreement confers both benefits and responsibilities on all parties and provides a great deal of certainty in the face of new plant pest detections. PHA is custodian of the EPPRD and oversees any activity generated by the agreement.

STRATEGIC PLAN 2022-27

To achieve the vision set out for the company by 2027, PHA will focus on three strategic priorities:

1. Respond effectively
2. Strengthen partnerships
3. Enhance integration

Our Strategic Priorities

A strong and resilient Plant Biosecurity System is built on connected strategies and partnerships, effective, and efficient response and recovery and leveraged data and technology for improved decision-making and rapid response to biosecurity threats.

STRATEGIC PRIORITY

1

Respond effectively

AIM

We will advance Australia's collective ability to respond and recover from plant pest incursions.

MEASURES/OUTCOMES

- Continued shared commitment to the Emergency Plant Pest Response Deed measured by positive sentiment of signatories and no decrease in industry coverage
- "Fit for purpose" national response arrangements underpinned by strengthened and expanded response partnerships
- Maturing levels of biosecurity response capability across stakeholders sustained through practices supporting continual and shared learning
- Cohesive networks of informed and capable industry, government, and community stakeholders ready to respond to biosecurity threats.

STRATEGIC ACTIONS

We will do this by focusing on:

- 1.1 Strengthening and expanding the scope of national response arrangements.
- 1.2 Strengthening response readiness and resilience.
- 1.3 Cultivating collaborations that improve national response arrangements.
- 1.4 Reviewing and sharing learnings to improve responses.

STRATEGIC PRIORITY

2

Strengthen partnerships

AIM

We will develop cohesive networks amongst our members, the supply chain and the science and technology community.

MEASURES/OUTCOMES

- New relationships established with non-traditional and international partners
- Increased positive sentiment towards the value of existing partnerships
- Increased number of industry and partner programs developing best practice solutions
- Increased understanding of industry adoption of biosecurity practices
- Benefits of partnered communication, extension and training valued by industry.

STRATEGIC ACTIONS

We will do this by focusing on:

- 2.1 Building new partnerships to face future risks.
- 2.2 Improving our existing partnerships for emerging risks.
- 2.3 Working with members to develop best practice solutions for preparedness, response and recovery.
- 2.4 Driving adoption of best practice solutions that reduce risk.
- 2.5 Collaborating with partners to ensure targeted communication, extension and training.

STRATEGIC PRIORITY

3

Enhance integration

AIM

We will improve Australia's ability to identify and detect biosecurity threats.

MEASURES/OUTCOMES

- Increased awareness of the use of innovative technologies and approaches in plant biosecurity
- Enhanced national identification and detection capability across Australia that reflects biosecurity risk profiles
- Increased knowledge brokering of industry and government intelligence
- Increase in engagement activities and initiatives with the community.

STRATEGIC ACTIONS

We will do this by focusing on:

- 3.1 Being a role model in the use of innovative technologies and approaches in plant biosecurity.
- 3.2 Strengthening scientific rigour and capability.
- 3.3 Establishing PHA as the knowledge broker for plant biosecurity.
- 3.4 Continually improving Australia's biosecurity systems and processes.
- 3.5 Engaging the community to enhance reporting of biosecurity threats.
- 3.6 Capturing greater benefits from national and international initiatives.

Nurturing **people.** Valuing growth.

We are a high-performing, future-oriented and solution-seeking team with a culture of continuous improvement. With a focus on collaboration, innovation, integrity, leadership and care, our values drive our decision-making, aimed at building talent, promoting growth and achieving the best outcomes for our member base.

In addition to a rewarding, interesting and unique work environment we offer:

- a culture of continuous learning with a focus on professional growth
- study assistance, including five days study leave per year with full or partial reimbursement of course costs
- three additional days of annual leave a year
- interstate travel opportunities
- hybrid working arrangements
- great inner south location (Canberra) with free parking
- flexible and friendly workplace with an active social club.



Investing in our people

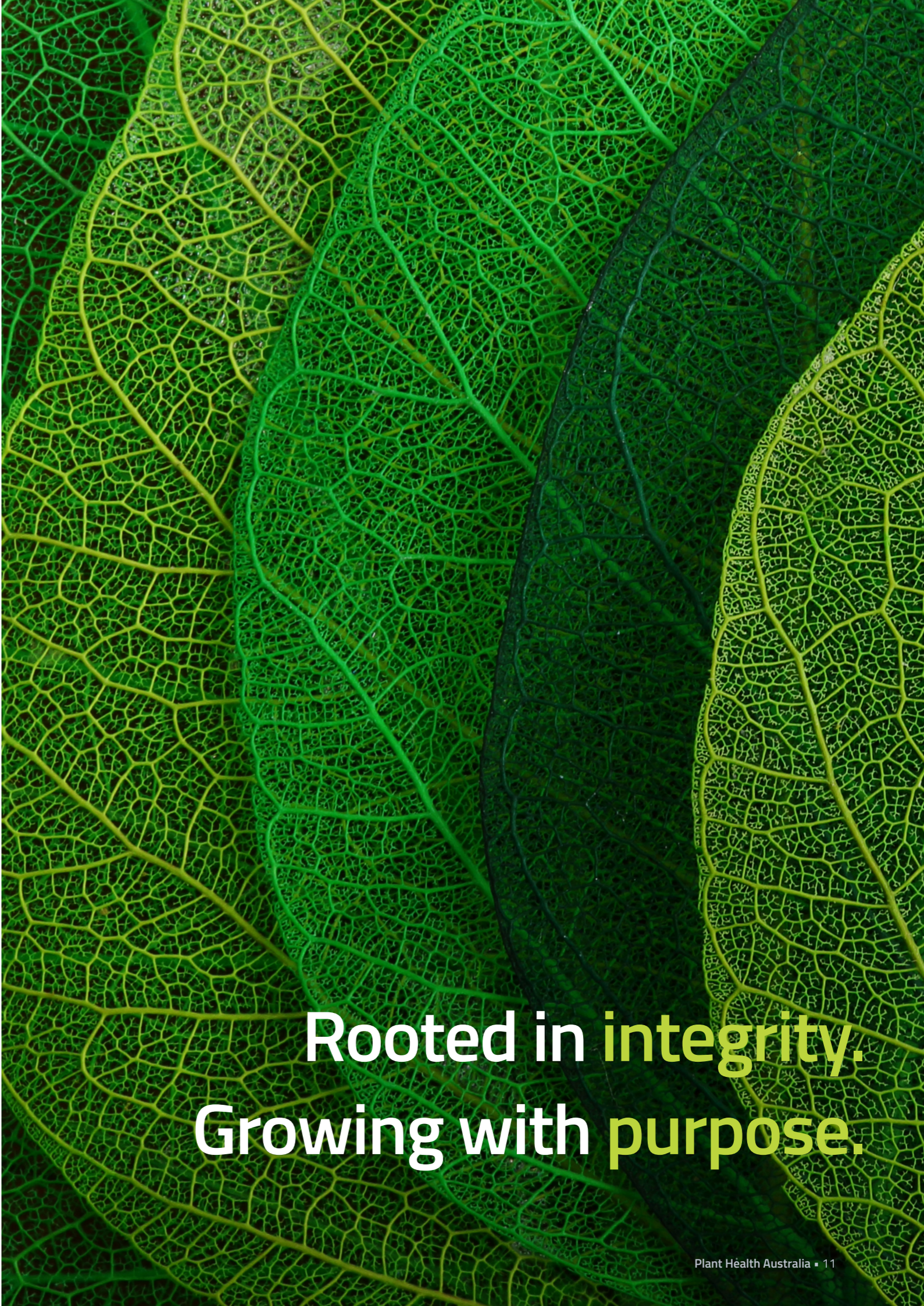
We are committed to fostering a high-performing, future-focused team by investing in professional development and continuous learning. Our Learning Strategy ensures employees have the support and opportunities they need to grow their skills, adapt to challenges, and drive innovation.

Our commitment to learning and development includes:

- attracting and retaining high-performing, motivated employees by fostering an environment where learning is valued
- providing structured opportunities for growth, with access to training, mentoring, industry conferences, and career development initiatives
- encouraging a culture of knowledge-sharing, strengthening expertise across the organisation through collaboration and internal learning sessions
- supporting further education, with study assistance available for employees undertaking formal qualifications
- ensuring our workforce has the right skills, identifying and addressing capability gaps to meet current and future needs
- supporting leadership and succession planning, ensuring critical roles are backed by a strong talent pipeline and knowledge transfer.

Learning is embedded in our Performance Review and Development Plan (PRDP) process, which encourages meaningful conversations about career goals and ensures development is actively supported. Employees are encouraged to explore professional development opportunities through a blended learning approach tailored to both individual aspirations and

Our company values



Rooted in integrity.
Growing with purpose.



Plant Health
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