



Department of Water and
Environmental Regulation



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ANNUAL REPORT

Department of Water and Environmental Regulation

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Front cover: Terrestrial Ecosystem Research Network (TERN) staff Nikki Francis conducting point-intercept cover survey in native grassland on Muntulgura Guruma country, Pilbara region, for the WA Vegetation Extent (WAVE) project. Photo: Kirrily Blaycock (TERN Australia)

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Statement of compliance

For the year ended 30 June 2025

Hon Don Punch MLA

Minister for Water;
Climate Resilience

Hon Matthew Swinbourn MLC

Minister for the Environment

Hon Amber-Jade Sanderson MLA

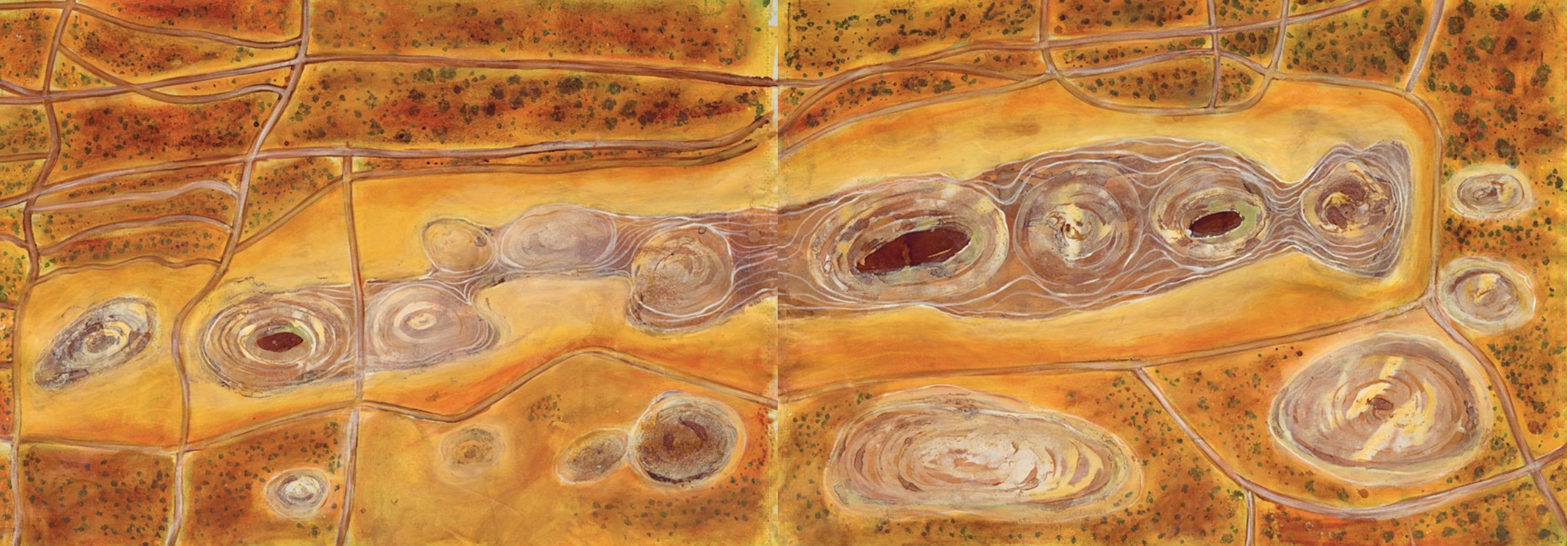
Minister for Energy and
Decarbonisation

In accordance with section 63 of the *Financial Management Act 2006*, I hereby submit for your information and presentation to Parliament the annual report for the Department of Water and Environmental Regulation for the financial year ended 30 June 2025.

The annual report has been prepared in accordance with the provisions of the *Financial Management Act 2006*.



Alistair Jones
Director General
14 October 2025



Acknowledgement of Country

DWER acknowledges the Traditional Owners of the lands on which we live and work throughout Western Australia and we pay our respects to Elders past and present. DWER recognises the practice of intergenerational care for Country and its relevance to our work and working with the community. DWER continues to move forward with a shared commitment to protect and conserve Country for our future generations.

'Water and Pathways' by Sharyn Egan

Water to me is the source of all life. Water provides a focus around which life can take on meaning and social interactions as well as the interactions with all the other creatures that are around us. The lines around the lakes represent the ancient paths and the modern roads and highways. (Source: Words taken from 'Water and Pathways' artwork commissioning plaque DWER head office Prime House Joondalup)



Contents

10 Overview

Executive summary	6
Our 2024–25 at a glance	8
Who we are	10
Our vision	11
Our mission	11
Our values	11
Our 2024–25 structure	12
Performance summary	15
Summary of key effectiveness indicators	16
Summary of key efficiency indicators	17

18 Our priorities

Climate response and resilience ..	19
Technology and environmental management	24
Sustainability and diversification ..	28
Circular economy priorities	31
Customer service and engagement	35
Capacity, community and Closing the Gap	37
Corporate and strategic priorities and success	41

46 Significant issues

Current and emerging issues and trends	46
Economic and social trends	46
Changes in written law	46
Emissions targets climate change	46
Climate and program risks	47

48 Agency performance

Outcome-based management framework	49
Outcome 1	50
Outcome 2	67
Outcome 3	74
Outcome 4	84
Outcome 5	92
Outcome 6	97

179 Other requirements

Government policy requirements	180
Other legal requirements	186
Appendices	190
Appendix A: Legislation	190
Appendix B: Shortened forms	193
Appendix C: References	193
Contact us	194
Head office	194
Regional offices	194
Feedback form	195

101 Disclosures

Auditor General independent auditor's report	102
Certification of financial statements	105
Statement of comprehensive income	106
Statement of financial position	107
Statement of changes in equity	108
Statement of cash flows	109
Administered schedules	110
Notes to the financial statements	111
Certification of key performance indicators	155
Outcome-based management framework	156
Key effectiveness indicators	158
Key efficiency indicators	165

Executive summary



This year the Department reached more significant milestones in our transformation of service delivery to meet government priorities for environmental protection and economic diversification.

A major overhaul of our environmental approvals system alongside reforms to our environmental legislation, means we are prepared for the government's direction to keep our environment and economy healthy, while preparing Western Australians for the impacts of climate change.

The Department has important roles to play in balancing protection of the State's environment and water resources while supporting economic and social development.

Through our transformation journey, we are enabling Government plans to bring online critical minerals, hydrogen production, downstream processing, and manufacturing projects that will diversify the economy, including empowering Aboriginal communities, corporations and businesses in alignment with the National Agreement on Closing the Gap.

Our environmental assessment and licensing capacity has been bolstered with \$16.7 million in new funding to support strategic government focus associated with State Agreements, particularly water and infrastructure planning in the nation's mining 'engine room' of the Pilbara.

We are providing the latest climate science to Government, industry and the public to inform our major climate challenges, and our science is tracking similar and different climate futures, depending on where you live in our large and diverse state.

Our new Ministerial portfolio priority of Climate Resilience accelerates the adaptation response work already undertaken by the Department, supported by almost \$40 million in new funding. It includes delivery of high-resolution climate projections and sector adaptation plans to identify sector-specific climate impacts and priority actions to enhance resilience.

The southern half of the state is becoming drier and hotter. Last December's low to severe intensity heatwaves across much of Western Australia highlights our need to act on rising temperatures.

The creation of the Energy and Decarbonisation Ministerial portfolio by the State Government in March 2025 focuses the integration of net zero emissions and reform to the energy sector.

The direction aligns with the Department's focus on green and clean energy to accelerate hydrogen hubs, green iron and steel and electricity generation using wind and solar resources.

At a local level, urban design strategies through Waterwise programs managed by the Department and Water Corporation have focused on conserving water resources and supporting creation of climate-resilient communities through water efficient buildings and businesses, public open spaces, urban greening, biodiversity, tree canopy and urban cooling.

We are expanding our Waterwise activities to regional areas as they are vital to how we respond, and adapt, our urban spaces in a changing climate.

Our circular economy is being driven by progress in the beverage container deposit scheme, food and organics recycling and our nation leading plan for reducing problem plastics. Our programs are delivering less litter, less pollution, and increased material recovery, and at the same time creating income opportunities for businesses and the community.

At a Corporate and Organisational level, we have completed the first year of our Portfolio Operation Model. This included the establishment of the new Statewide Delivery Directorate to integrate services across the seven regions we operate in.

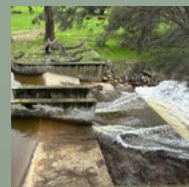
This work on our state-wide delivery sets up the integration of Part V and Water licensing which supports the new Parallel Decision Making Policy along with the creation of a Heavy Industries branch and increased hydrogeology roles that increase capability and capacity of our teams.

This also closes out our response to the Agency Capability Review and sets us well for the future.

With new technologies, the continuing deployment of our flagship digital project Environment Online, and the beginnings of safe and responsible harnessing of Artificial Intelligence to drive our environmental regulatory mission, the year ahead promises to be an even more transformative one.



Alistair Jones
Director General



Our 2024–25 at a glance

37
climate adaptation
actions
complete or underway



WasteSorted
Community
Education
Grants

✓ OPEN NOW



13.4
million in
waste grants
since 2017–18



7.2 million invested
to replace lost tree
canopy

8.5 million supporting
First Nations
energy transition

CleanEnergy
FutureFund

1,000 seagrass
observations
recorded



9,192

automated water info
requests processed



43

new or refreshed
Waterwise Actions



4,380 billion litres
of water licensed





350,000
households
now using FOGO



386
jobs supported
through 16 projects recycling
378,850 tonnes of waste



1,700+
businesses supported
to go plastic free



11,352 reports
submitted to
EnviroWatch

333 new monitoring
bore telemetry
systems



4 years
of Best Practice
cyber security



4.25 billion containers recycled
= \$15 million (for 8,000 charities, community groups and schools) + 900 jobs,
container deposit scheme is making it happen

Who we are

As Western Australia's primary water and environmental regulator, the Department of Water and Environmental Regulation (the Department) has a responsibility to be an influential and future-focused organisation.

A group of five people, three men and two women, are standing on a dirt path next to a solar-powered water pump. They are all wearing waders and hats, suggesting they are in a field or river environment. The pump is a green cylindrical unit with a solar panel mounted on a pole next to it. In the background, there are trees and a white pickup truck parked on the dirt path. The ground is reddish-brown dirt.

Overview

Our vision

Our vision is for a low-carbon Western Australia with a healthy environment and secure water resources for future generations.

Our mission



We act to reduce the harmful impact of waste and create a low-waste circular economy.



We act to reduce emissions, mitigate climate change impacts and build greater environmental and community resilience.



We act to ensure our water resources meet the needs of the community, ecosystems and economic development.



We act to make sure that environmental values are protected, and that development is sustainable.

Our values



- We are professionals who deliver sustainable outcomes for current and future generations.
- We align our work with the Department's priorities and government's direction.
- We continue to improve our engagement with Aboriginal people for everyone's prosperity.
- We recognise the practice of intergenerational care for Country by Traditional Custodians.
- We plan with the future in mind, regularly reviewing our efforts to focus on the right priorities at the right time.



- We engage early, listen to understand, and respond consistently.
- We ensure our work is transparent, evidence-based, and accountable.
- We are respectful, honest and kind, and demonstrate empathy.
- We operate with the highest levels of integrity.
- We hold ourselves and each other to account.



- We work as a team, valuing the expertise of each other.
- We take time to build capability and contribute to the development of our people.
- We contribute to an inclusive, safe and healthy workplace.
- We are upstanders and support one another to respectfully challenge inappropriate behaviour.



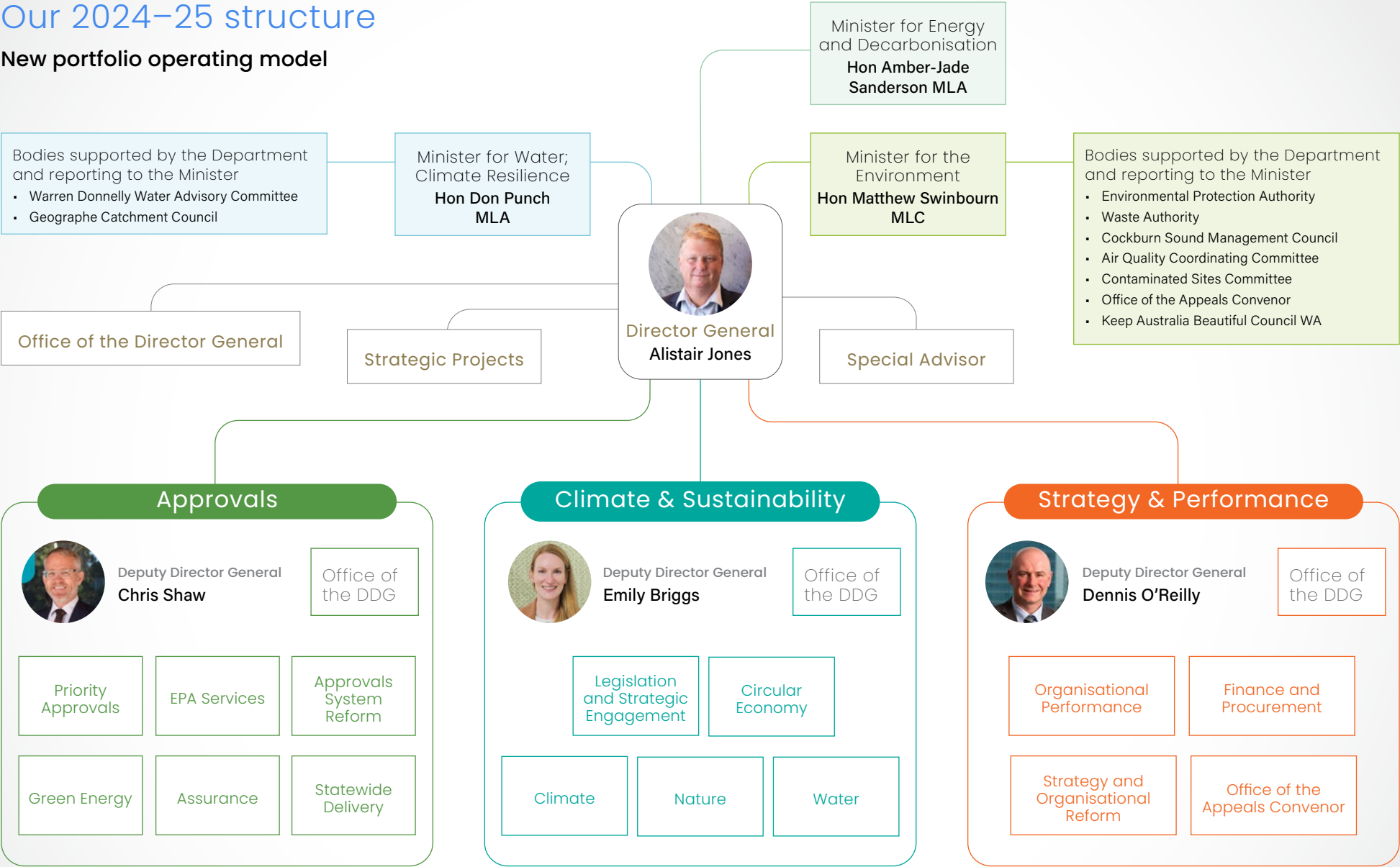
- We embrace new ideas and innovation.
- We are mindful of both the big picture and local place-based information in our work.
- We are flexible and seek better ways to do our work, and we learn from our mistakes.
- We are adaptable and resilient in the face of change.



- We work inclusively and collaboratively and have a 'one Government' mindset.
- We value our differences and use them to expand our thinking.
- We actively share knowledge and information.
- We engage in a practical and courteous way with those affected by our work.
- We lead at all levels and empower our people to make decisions.

Our 2024–25 structure

New portfolio operating model



Alistair Jones

Director General

Alistair joined the Department as Director General in January 2024. He is dedicated to protecting Western Australia's environment and water resources and is excited to be leading the Department through the major reform of the state's environmental approvals system.

Alistair arrived from the Department of Treasury, where he was Assistant Under Treasurer of the Economic Business Unit and, before that, Assistant Under Treasurer of Strategic Policy and Evaluation. With more than 15 years in State Government, his leadership roles include Acting Director General of the Department of Jobs, Tourism, Science and Innovation in 2023.



Chris Shaw

Deputy Director General Approvals

Chris joined the Department in November 2023, bringing extensive experience in regulatory decision-making, strategic policy and major reforms. He previously served as Deputy Director General at Queensland's Department of Energy and Public Works where he led the formation of a division for future industries.

With a strong track record in cross-government reforms in environmental and natural resource management, Chris has overseen the establishment of the Approvals portfolio which integrates all regulatory functions. He is dedicated to advancing the State Government's environmental approvals reform agenda and supporting key areas such as housing, green energy and critical minerals.



Emily Briggs

Deputy Director General Climate and Sustainability

Emily became the inaugural Deputy Director General Climate and Sustainability in April 2023, bringing international experience in decarbonisation and economic development across government and the private sector. Emily began her career at BP Australia and has held senior roles in the UK Government, focusing on renewable energy, Brexit and the COVID Green Economic Recovery.

Passionate about climate action and ensuring the long-term prosperity of Western Australia, Emily has overseen the establishment of the Climate and Sustainability portfolio which is delivering key policies to support the state's transition to net zero emissions.



Dennis O'Reilly

Deputy Director General Strategy and Performance

With more than 20 years of public sector experience, Dennis joined the Department in January 2023, leading corporate services, strategy and engagement. He has driven the Department's response to the Public Sector Commission's Agency Capability Review, introducing initiatives to enhance integrity, program planning, and customer and stakeholder experiences.

Dennis is committed to the agency's regional work and partnerships with First Nations people. Previously, he served as Executive Director Regional Services at the Department of Transport, delivering services to regional and remote communities, and transforming Corporate Services into a high-performing, customer-focused team.





Performance summary

Actual results versus budget targets

The Department evaluates, measures and reports on the effectiveness of its services in achieving its desired agency-level outcomes through key performance indicators (KPIs).

KPIs comprise both effectiveness and efficiency indicators.

Effectiveness indicators show the extent to which the Department achieved its Department-level outcomes, while efficiency indicators show the cost of services delivered by the Department, as summarised in the following tables.

You will find more detail in our Disclosures section, which starts on page 101.

Financial targets	2023–24 Actual (\$'000)	2024–25 Budget (\$'000)	2024–25 Actual (\$'000)	2024–25 Variance (\$'000)
Total cost of services (i.e. endorsed expense limit)	240,581	305,976	267,562	38,414
Net cost services (details in the income statement)	72,784	126,646	106,518	20,128
Total equity (details in the statement of financial position)	735,261	738,482	817,979	-79,497
Agreed salary expense level	116,624	134,678	138,034	-3,356
Working cash limit	11,196	14,373	12,331	2,042

Summary of key effectiveness indicators

Outcome	Key effectiveness indicator	2023-24	2024-25		
		Actual %	Target %	Actual %	Variance %
1. Outcome: Western Australia's growth and development is supported by the sustainable management of water resources for the long term benefit of the state:	Proportion of stakeholders who perceive the Department to be effectively managing the state's water as a resource for sustainable, productive use	63	65	38	-27 ↓
	Proportion of priority growth areas that have a water supply planning strategy	100	33	22	-11 ↓
2. Outcome: Emissions, discharges and clearing of native vegetation are effectively regulated to avoid unacceptable risks to public health and the environment:	Percentage of regulatory compliance activities completed as planned	81	100	97	-3 ↓
	Percentage of potential environmental risks identified during compliance monitoring program that are rectified within two months	19	40	16	-24 ↓
3. Outcome: Development and implementation of strategic policy and legislation that promoted sustainable environmental outcomes:	Percentage of advice and recommendations that met Ministerial approval, without the need for significant modification	99	95	98	3 ↑
4. Outcome: Waste avoided and the recovery of materials from landfill maximised:	Percentage of Municipal Solid Waste reported as diverted from landfill through recycling compared to waste strategy target in the Perth Metropolitan Region	36	N/A ^(a)	N/A ^(a)	N/A ^(a)
	Percentage of Commercial and Industrial Waste reported as diverted from landfill through recycling compared to the statewide waste strategy target	46	N/A ^(a)	N/A ^(a)	N/A ^(a)
	Percentage of Construction and Demolition Waste reported as diverted from landfill through recycling compared to the statewide waste strategy target	85	N/A ^(a)	N/A ^(a)	N/A ^(a)
5. Outcome: Quality advice to the EPA and the Minister for the Environment on significant proposals and environmental issues:	The Environmental Protection Authority's satisfaction with the Department's Environmental Impact Assessment (EIA) service, during the year, in line with Best Practice Principles of EIA	93	90	87	-3 ↓
	Percentage of project-specific conditions which did not require significant change following the appeal process	89	90	67	-23 ↓
	Percentage of assessments that met agreed timelines	88	N/A ^(a)	N/A ^(a)	N/A ^(a)
	The EPA's satisfaction with the Department's provision of environmental management services during the year	73	85	92	7 ↑
6. Outcome: Compliance with Ministerial statement implementation conditions are monitored effectively:	The number of Ministerial statements audited compared to targets	23	100	68	-32 ↓

(a) The Treasurer has approved an exemption from reporting this indicator for 2024-25, 2025-26 and 2026-27

Summary of key efficiency indicators

Service		Key efficiency indicators	2023–24 Actual	Target	2024–25 Actual	Variance	
Service 1	Water Information and Advice	Proportion of Statutory Referrals from Decision Making Authorities Where Advice is Provided within Target Timeframes	92%	95%	94%	-1%	⬇️
		Average Cost per Referral Assessment	\$4,259	\$6,641	\$5,182	-1,459	⬆️
		Average Cost per Water Measurement Site Managed	\$8,285	\$7,419	\$8,107	688	⬇️
Service 2	Water Planning, Allocation and Optimisation	Average Cost per Plan, Report or Guidance Document to Support Water Planning, Allocation and Optimisation	\$194,137	\$321,012	\$259,057	-61,955	⬆️
		Average Cost per Hour of Scientific Support for Water Planning, Allocation and Optimisation	\$199	\$214	\$218	4	⬇️
Service 3	Water Regulation, Licensing and Industry Governance	Average Cost of Assessing a Water Licence Application by Risk Assessment Category:					
		• Low risk	\$4,182	\$4,742	\$4,243	-499	⬆️
		• Medium risk	\$5,577	\$6,323	\$5,657	-666	⬆️
		• High risk	\$6,971	\$7,904	\$7,071	-833	⬆️
		Average Time Taken (Days) to Assess a Licence Application by Risk Assessment Category:					
		• Low risk	58	65	59	-6	⬆️
		• Medium risk	84	75	63	-12	⬆️
		• High risk	92	95	76	-19	⬆️
		Average Cost of Compliance Monitoring and Enforcement Action	\$344	\$487	\$475	-12	⬆️
Service 4	Environmental Regulation	Average Cost per Works Approval and Licence Application	\$77,628	\$76,556	\$69,499	-7,057	⬆️
		Average Cost per Native Vegetation Clearing Permit Application	\$38,428	\$49,695	\$38,442	-11,253	⬆️
Service 5	Water and Environment Policy	Average Cost per Hour of Policy Advice and Recommendations	\$325	\$432	\$334	-98	⬆️
Service 6	Waste Strategies	Cost of Landfill Levy Compliance as a Percentage of Landfill Levy Income Collected	1.55%	1.40%	1.19%	-0.21%	⬆️
Service 7	Environmental Impact Assessment Services to the EPA	Cost per Standardised Unit of Assessment Output	\$102,998	\$79,087	\$79,259	172	⬇️
Service 8	Environmental Management Services to the EPA	Cost per Standardised Unit of Environmental Management Services Output	\$53,172	\$48,827	\$47,570	-1,257	⬆️
Service 9	Compliance Monitoring Services to the Minister	Average cost per Environmental Audit Completed	\$336,373	\$76,663	\$112,958	36,295	⬇️

Our priorities

We are responsible for ensuring the state's water resources and environment are healthy and able to support a strong economy and thriving communities. This section reflects our work delivering on the strategic directions of the Government of Western Australia.

Climate response and resilience	19
New climate projections guide to strengthen water management.....	19
Climate Resilience portfolio.....	20
2024–25 climate insights for Western Australia .	20
Indian Ocean Territories on the climate frontline	21
Cocos Islands coastal hazards map and adaptation plan	21
Local project collaboration advances modelling of urban heat effect.....	21
Gabi Warlang Bidi water quality improvement plan.....	22
Seawater – managing climate risk to our freshwater resources.....	23
Rural water crisis response – supporting our farming communities	23

Technology and environmental management	24
Counting app streamlines critical data collection	24
Upgrading our hi-tech groundwater modelling	25
WAVE – Cumulative impact and assessment technology and the environment.....	26
Sustainability and diversification	28
Reforming environmental approvals	28
Decarbonisation	29
Driving clean energy innovation	29
Green energy	30
Circular economy priorities	31
Reducing household waste and reclaiming organics	32
Thirst for container change grows	32
Progress on problem plastics.....	33
Lithium battery fires	33
Customer service and engagement	35
Integrating our online environment	35
Stakeholder insights and engagement	35
Central resource for customer service	36
New statewide directorate delivering for the regions	36

Capacity, community and Closing the Gap	37
Albany community helps name locally built monitoring vessel	37
Annual Ord stakeholder forum.....	37
Legacy of the Gascoyne.....	38
Yamatji water measurement trainee success ...	38
SALT supporting transformational change	39
Graduates on the ground.....	39
Aboriginal Empowerment	40
Corporate and strategic priorities and success	41
Best-practice cyber security.....	41
Agency Capability Review – program closure summary	41
Strategic planning refresh and future direction.....	42
Celebrating excellence in Public Service – Woola Awards 2025	43
Our people are our business	43
Workforce snapshot.....	44
New access and inclusion plan	44

Climate response and resilience

New climate projections guide to strengthen water management

Our climate and water futures are linked. As an agency we have committed to put out the best and most robust climate data, not only to inform Western Australians but also to support efforts to adapt to climate change. Climate data is critical to inform water resource management. This year we published [a new guide for scientists, planners and decision-makers](#) on how to use up-to-date climate projections and approaches.

It is important for us to explain climate science in an accessible yet robust way – an approach which helps promote acceptance of our water and environmental management decisions. This in turn supports our climate risk management strategy.

Our climate data and related communications outputs boost confidence among our stakeholders and help government prepare industry and the community to adapt and respond to climate change impacts and risks. For more details see [Outcome 3](#).



Schematic of several key climate drivers and weather features of relevance for the Australian continent (BoM 2023)



Western Australia's climate is influenced by a range of climate drivers, with different regions experiencing various dominant influences. The observed drying trend in the state's south-west is projected to continue. For the rest of the state, projections for both wetter and drier rainfall futures are plausible. Temperature and potential evapotranspiration are projected to increase throughout the state. These increases will affect crop water demands and evaporation from waterbodies, including riverine pools and shallow groundwater. Increased temperatures may also directly affect vegetation and fire behaviour, which in turn will influence river flows and groundwater recharge. Western Australia is already experiencing the impacts of climate change. It has warmed by about 1.3°C since 1910 (DWER 2021).

Climate Resilience portfolio

In March the State Government set up a dedicated Climate Resilience ministerial portfolio to focus on the delivery of core initiatives to enhance the resilience of Western Australia's communities, environment and economy.

This Climate Resilience portfolio has begun overseeing implementation of the state's first Climate Adaptation Strategy (released in mid-2023), for which almost \$40 million has been allocated for delivery of 37 actions across 13 agencies and government trading enterprises. The Department is leading 17 of the actions.

2024–25 climate insights for Western Australia¹



Rising temperature

Mean maximum temperatures in 2024 were above, to very much above average for almost the whole state, with the highest on record along the west coast. Many coastal sites from Carnarvon down to Busselton had their warmest year on record.

Western Australia's area-averaged mean maximum temperature was 1.69°C above the 1961–1990 average, the second warmest on record for all years since 1910, behind the record set in 2019.



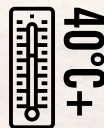
South-west drying trend

Rainfall totals in 2024 were below, to very much below average in the state's south-west.



Summer extreme flashpoint

In late December, low to severe-intensity heatwaves impacted much of Western Australia, with parts of the west coast and adjacent inland areas experiencing the most severe conditions. From the 21st to 23rd, daytime temperatures were 4 to 12°C above average and fire dangers were high to extreme for large parts of the state. Several sites had their highest-ever-recorded daily maximum temperature for December, including Murchison, which recorded 46.0°C on the 22nd (35 years of data) and Pearce RAAF, which recorded 44.7°C on the 23rd (65 years of data). Several sites also had two to three consecutive days of maximum temperatures above 45°C between the 21st and 23rd, including Morawa (two days) and Mullewa and Murchison (three days).



Autumn 2025

Many sites in the South West Land Division had their warmest autumn on record. Low to severe-intensity heatwaves were observed across the north, central and south west in early March, with maximum temperatures reaching the 40s and minimum temperatures remaining in the low 30s. Several sites had their highest ever recorded daily maximum or daily minimum temperature.

¹ Source BoM 2025

Indian Ocean Territories on the climate frontline

Cocos Islands coastal hazards map and adaptation plan

We manage environmental and water resources in the Indian Ocean Territories (IOT) on behalf of the Commonwealth which has a service delivery agreement with the Department. The agreement ensures that Territory communities receive services comparable to those on the mainland. We currently conduct over 40 environment and water-based services, with a focus on contemporising integrated land and water planning proposals.

Climate change on atoll communities is being felt across the world due to rising sea levels. We have been supporting the Department of Planning, Lands and Heritage (DPLH) on water governance measures relating to its [draft Cocos Islands coastal hazards map and adaption plan](#) for the

Cocos-Keeling Islands. Work on this plan outlines scenarios and recommendations concerning climate change threats over a 50 year horizon to the continued inhabitation of the island's communities.

The Department is in consultation with the Cocos-Keeling Islands community and DPLH to ensure appropriate decision-making over the coming years for the strategic planning options outlined in the plan concerning flood, wave overtopping and sea level rise.

Our environmental and water assessments, informed by climate change projections, provide the science underpinning the proposed regulatory planning framework to protect the Cocos-Keeling Islands.

Read more about the services we deliver to the [IOT](#).



Local project collaboration advances modelling of urban heat effect

The Government of Western Australia's 2023 climate adaptation funding included modelling of the Urban Heat Island (UHI) effect in the Perth metropolitan area to inform future planning and adaptation strategies.

The three-year project involves complex atmospheric modelling running the [Weather Research and Forecasting \(WRF\) model on supercomputers](#). Future climate projections developed by the [WA Climate Science Initiative](#) will also be used as input for this project. The project also includes mobile and stationary environmental monitoring, as well as assessment of air quality changes in a changing climate.

Urban heat threatens health, and its impacts will increase in future. Producing high-resolution heat maps to support all levels of government in heat mitigation efforts will help keep people safe and well.

This year our Urban Heat Island Project procured specialised landcover and urban morphology datasets, with additional data provided by local project collaborators. We conducted simulations for the WRF model using the Pawsey supercomputer. We also created high-resolution urban descriptive input data for urban heat island modelling using high-resolution landcover and building morphology datasets.

Gabi Warlang Bidi water quality improvement plan

The Bindjareb Djilba (Peel Harvey Estuary) is south-west Western Australia's largest and most diverse estuary, yet it suffers from eutrophication, algal blooms, low oxygen levels and related fish kills.

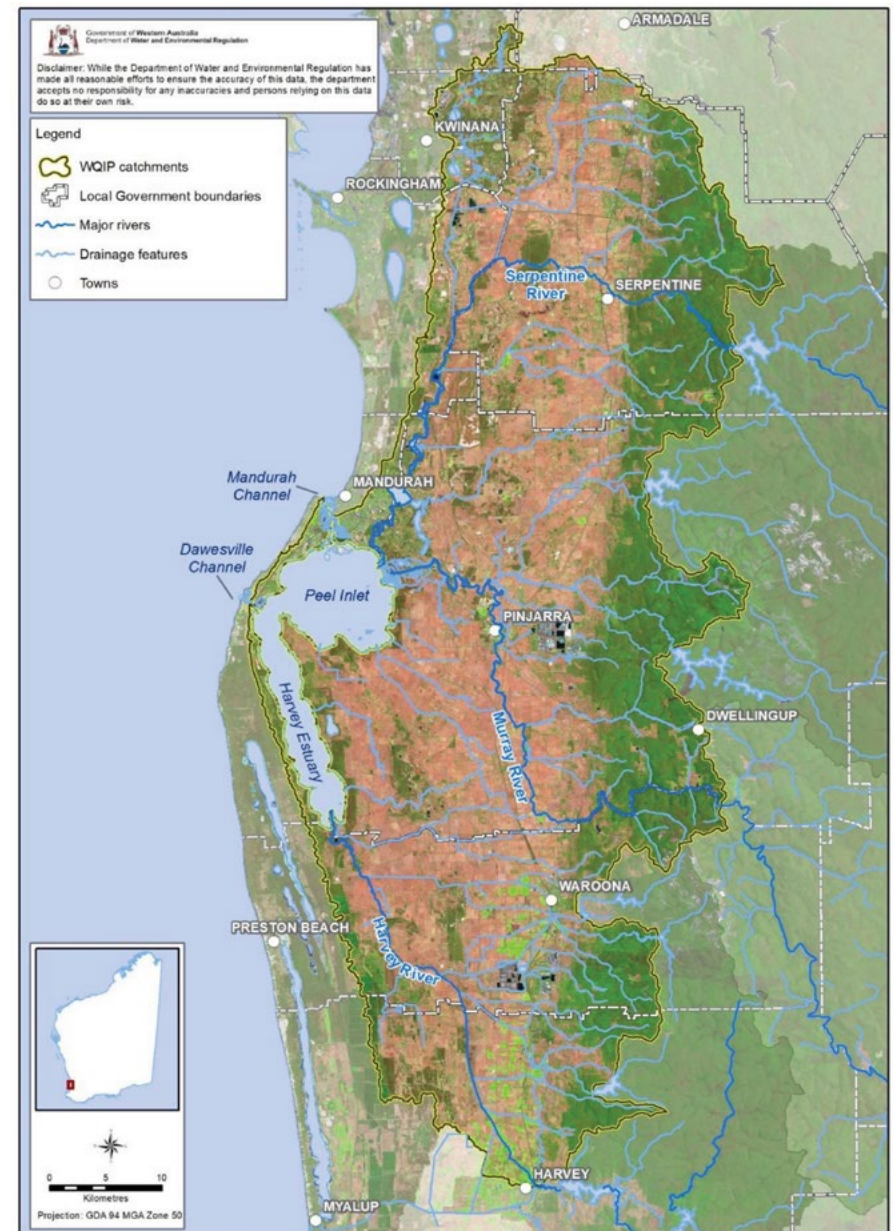
Strengthening protection of the estuary system is a key government commitment.

The new water quality improvement plan (WQIP) released this year prioritises a reduction in nutrient inputs to improve water quality and resilience in a drying climate.

The WQIP supports the Bindjareb Djilba Protection Plan by providing more detail about water quality issues and robust scientific evidence, including modelling, to support the protection plan's management goals and actions. This builds on complementary initiatives, namely the Regional Estuaries Initiative (2016–20) and Healthy Estuaries WA (2020–present).



The snowy white *Ardea alba* (great egret) is found wading in the shallow waters of the Peel-Harvey estuary and lakes, feeding mainly on fish and other small aquatic animals (Hale and Butcher 2007)



The Peel-Harvey estuary coastal plain catchment (plan area)

Seawater – managing climate risk to our freshwater resources

As the climate changes, and both sea and inland water levels change in response, managing the interface between saltwater and freshwater bodies is crucial for water source protection, ecosystem health and liveability.

Our State Groundwater Investigation Program is delivering high-quality data and mapping to mitigate [saltwater intrusion risks along Western Australia's coastline](#). These investigations are critical to ensuring long-term water security for local communities and industries that depend on groundwater, and will underpin better water planning and licensing decisions.

In Esperance, where the Superficial aquifer is the sole source of drinking water, our groundwater science experts completed a detailed study of saltwater movement. The study was supported by new monitoring bores and spatial maps showing where salinity is increasing and where management action may be needed. The findings will guide sustainable groundwater use and help the community manage risks from climate change and increased water demand.

This work is about staying one step ahead – ensuring that Western Australians can continue to rely on high-quality groundwater even as conditions change.

Rural water crisis response – supporting our farming communities

Drought is an enduring feature in many parts of the state, particularly in the dryland farming communities.

During the year, the Department supported three communities experiencing severe water deficiencies in the Shire of Esperance. We carted water to Salmon Gums, Grasspatch and Cascades using water from the Esperance town water supply scheme.

The government through the Department approved more than \$4.8 million in emergency water supplies and community water projects in dryland areas during 2024–25, including \$2.2 million for 38 projects under National Water Grid Connections, National Water Grid WISER and the Community Water Supplies Partnerships program expansion; and \$2.1 million for Agricultural Areas emergency dams.

Together with the Australian Government, the State Government is further supporting these and other dryland farming communities and towns by investing in climate resilient water infrastructure projects.

The Community Water Supply Partnerships program has been funded \$5.6 million from 2024–25 to 2026–27, and its approval processes have been streamlined for projects under \$100,000 so that communities can respond faster to local needs for climate adaptation. These funds support infrastructure like bores, tanks, and capture and distribution for community supplies used for firefighting, irrigating public spaces, or reducing pressure on scheme water.



AA dams Shire of Westonia Warralackin Tank Upgrades

Technology and environmental management

Counting app streamlines critical data collection

Passion and perseverance have driven the Department's Phytoplankton Ecology Unit to revolutionise data recording in sample analysis. A new app has replaced paper-based processes, enabling staff to transfer data directly to our databases – thus eliminating manual calculations.

Our Aquatic Science specialists spearheaded the app project, which included obtaining crucial

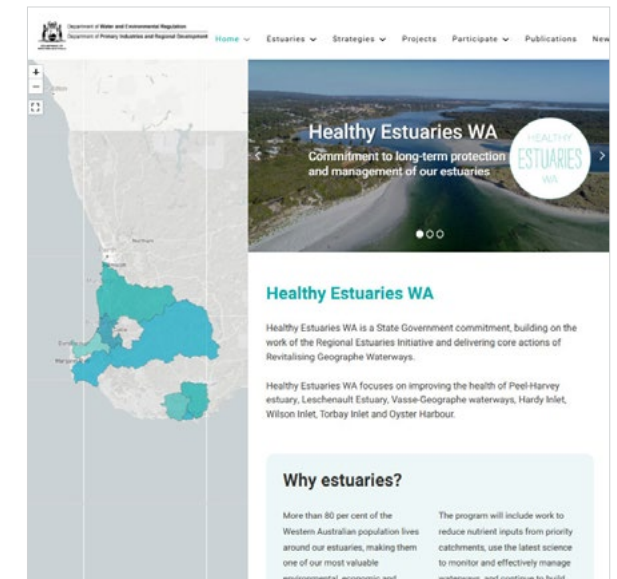
end-user feedback from the Department's phytoplankton taxonomists and information services specialists – highlighting the power of cross-team innovation with excellent outcomes for our business.

Phytoplankton, which are microscopic organisms crucial to aquatic ecosystems, support the food chain, remove carbon dioxide, and oxygenate

water. However, excessive growth can harm water quality and aquatic life. The Phytoplankton Ecology Unit oversees the statewide phytoplankton response, monitoring key waterways through programs like Healthy Estuaries WA and the Bindjareb Djilba Protection Plan. It also advises government agencies on public health and ecological risks, including fish deaths and algal blooms.



Shaojun Lin, Kaylee Giannopoulos, Amanda Charles working in the lab



Upgrading our hi-tech groundwater modelling

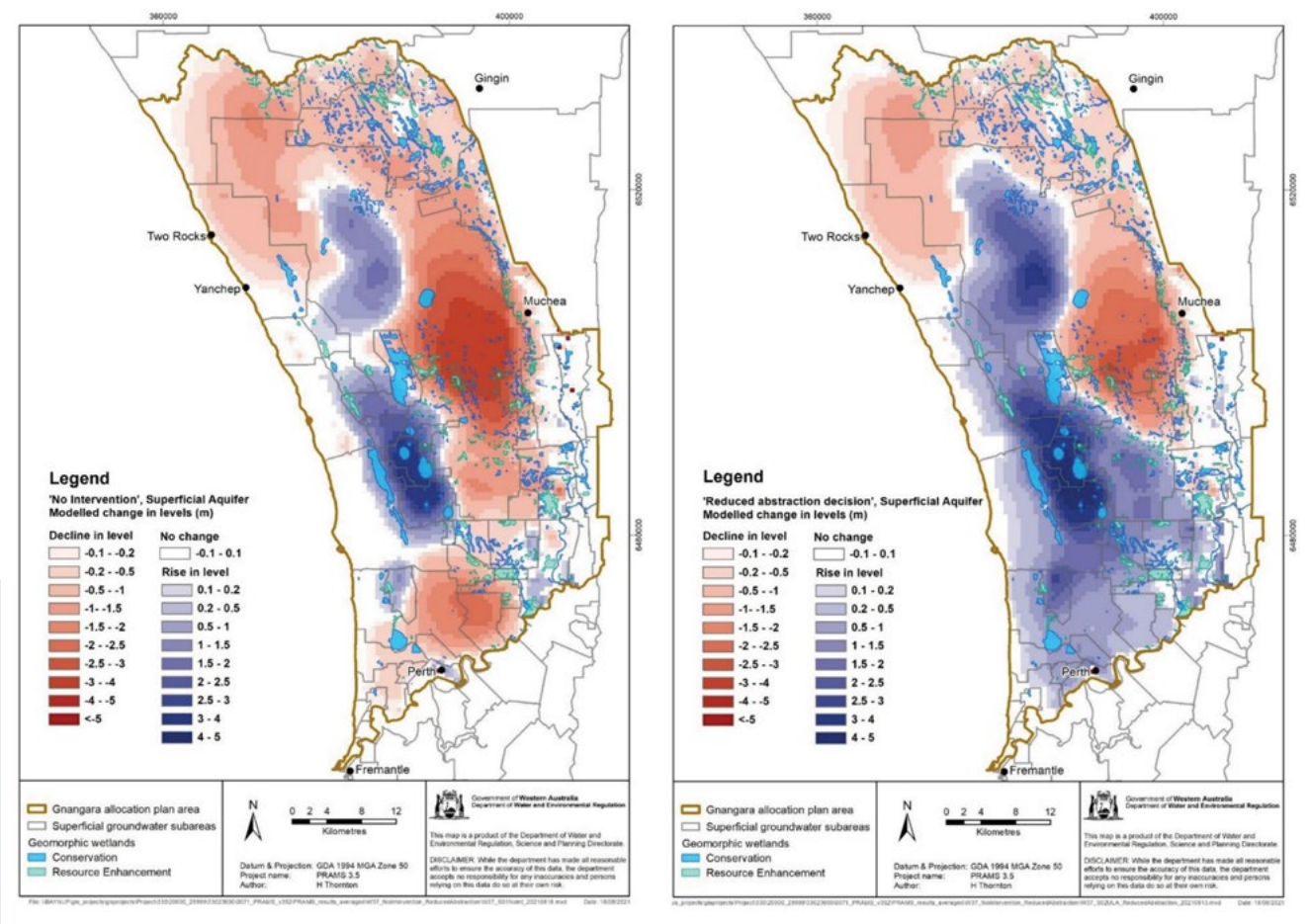
The Department’s success with managing complex hydrogeological systems is predicated on our ability to make reliable predictions about future system behaviour. We use groundwater models primarily to inform water supply and allocation planning decisions. Of particular note is the Perth Regional Aquifer Modelling System (PRAMS) – a joint effort between the Department and Water Corporation – which simulates Perth’s two major water resources: the Gngangara and Jandakot groundwater systems.

Groundwater is a key resource for the Perth region where it provides water for drinking, irrigating gardens and recreational spaces, horticulture and industry. The PRAMS model domain extends as far north as Cervantes and south to Mandurah.

Sustainable water use in the context of a changing climate remains at the core of the planning process. Following release of the Gngangara groundwater allocation plan and in line with Action 20 in the *Kep Katitjin – Gabi Kaadadjan – Waterwise Perth Action Plan 2* and and Action 26 of *Kep Katitjin – Gabi Kaadadjan – Waterwise Perth Action 3 (2024–27)*, we committed to reviewing allocation limits in the Jandakot and Perth South groundwater areas.

So that the PRAMS modelling platform could continue to remain suitable for decision support across Perth’s groundwater systems, in July we performed ‘history matching’ to create an updated version of the model to become PRAMS version 3.6.

Advanced modelling is critical for reliable predictions of future system behaviour to adapt to climate change.



WAVE – Cumulative impact and assessment technology and the environment

The past decade has seen significant advances in artificial intelligence (AI). Under the [Native Vegetation Policy](#), the State Government is delivering a vegetation extent mapping system for Western Australia (WAVE) pilot using AI, to see if new technological advances can be used to track losses of and gains in this critical state asset.

The government has committed \$3.3 million over three years to the WAVE pilot project. This year the Department continued to customise the latest vegetation mapping technologies to our state's unique data settings and establish bespoke machine learning.

If successful, WAVE will inform the decision-making of government agencies and improve their regulatory decisions, as well as their ability to track environmental impacts and support conservation initiatives. Industries such as mining, agriculture, and urban development will have a reliable resource to guide land use planning, compliance, and sustainability efforts.

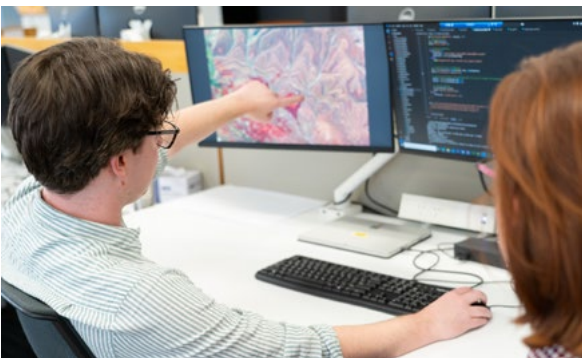


Nyamal Ranger Adrian Taylor talking about survey site placement with TERN field staff Michael Starkey in the jointly-managed Purungunya Conservation Estate. Photo Donna Lewis (TERN Australia)

WAVE is a crucial step toward harnessing technology to achieve a net gain in native vegetation and achieving the state's broader environmental strategies through the Native Vegetation Policy. At the end of the pilot, we will make recommendations on the accuracy and future use of the technology.

Pilot features:

- responds to lack of off-the-shelf solution for our state's unique flora and landscape
- utilises developments in satellite mapping technology and adds AI to support Western Australian conditions
- deploys machine learning for recognition of unique species as objects for meaningful analysis, as well as for site surveys and image capture.



WAVE staff working on Pilbara datasets using collected field data



TERN staff Lisa Wood undertaking comprehensive flora survey in new ecosystem surveillance plots on Muntulgura Guruma country Photo: Kirrily Blaycock (TERN Australia)



Bobtail lizard (*Tiliqua rugosa*) Dandaragan Plateau, Swan Coastal Plain. Photo: Carolyn Martin, WAVE program manager

Sustainability and diversification

Reforming environmental approvals

In October the Western Australian Parliament passed the *Environmental Protection Amendment Act 2024*, formalising significant reforms to the state's environmental approval laws in line with the Vogel-McFerran review's recommendations.

The approvals reforms have been designed to accelerate major job-creating projects, while maintaining Western Australia's world-class environmental standards.

Under the new legislation, other government regulators can process and issue their own approvals, parallel to Environmental Protection Authority (EPA) assessments, improving timeframes and providing more certainty for industry.

The laws provide a new mechanism for the EPA to factor government priorities into its operations – through a Statement of Expectation from the Minister for the Environment.



Over 85 per cent of the [Vogel-McFerran review recommendations](#) were completed by 30 June 2025. Recommendations related to social surroundings have been superseded by a [Native Title and an Aboriginal cultural heritage targeted review](#), announced by Government on 30 May 2025.

A further seven per cent of recommendations were noted by Government, with three per cent expected to be completed by December 2025. Remaining recommendations under

DWER responsibility are subject to Commonwealth negotiations.

Some recommendations actioned by DWER include:

- opening a central business district office hub for the EPA
- introducing a renewed graduate program, recruitment strategy and mentoring program
- exempting a range of amendments to regional and local planning schemes from automatic referral to the EPA.

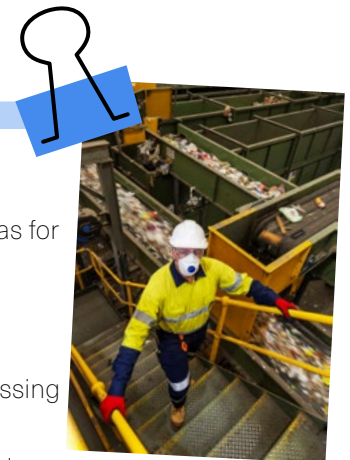
The Minister for the Environment's first Statement of Expectation highlights several government focus areas for the EPA to prioritise in its operations, including:

- housing supply and expansion of the softwood plantation estate for the construction industry
- critical minerals, hydrogen and downstream processing projects for diversifying the state's economy
- transmission infrastructure and other projects to drive the renewable energy transition and Collie's Just Transition
- job-creating projects to support the state's economic development.

The statement also included some future government major projects as important matters for the EPA to consider, including the delivery of Westport – the state's next seawater desalination plant in Alkimos – and the new public Women and Babies Hospital.

► Resourcing the reforms

The government has allocated \$14 million to boost staffing of the EPA and the Office of the Appeals Convenor to clear existing backlogs, enabling faster decisions without impacting environmental protection standards.



Job-creating projects to support the state's economic development and sustainability

Decarbonisation

In March the State Government created the Energy and Decarbonisation ministerial portfolio to focus on the integration of net zero emissions and energy sector reform.

The portfolio will support the government's ambitions for Western Australia to become a clean energy powerhouse, leveraging new legislative and machinery-of-government reforms to accelerate hydrogen hubs, green iron and steel, and electricity generation using wind and solar resources.

This portfolio is planning for common-use transmission infrastructure in the emissions-intensive Pilbara, investments in breakthroughs on initiatives like carbon capture and storage, and moving the South West power grid away from coal-fired power.



Moora Microgrid turbine transport. Photo courtesy Advanced Energy Resources

Driving clean energy innovation

The Department approved \$16 million in grants across seven new projects during the year under the [Clean Energy Future Fund](#) (CEFF).

These projects included hydrogen production, battery storage, a pilot converting diesel mining vehicles to electric power, and an all-electric retirement home.

Of the total funding, \$8.5 million will support three initiatives led by First Nations organisations: the Banjima Native Title Aboriginal Corporation, the Jinparinya Aboriginal Community and Electric Power Conversions Australia.

When complete, we estimate all the funded projects will lead to a reduction of 175,000 tonnes of greenhouse gases each year – or the equivalent of removing 56,000 petroleum vehicles off the road.

We administer the Clean Energy Future Fund with support from Energy Policy WA and the Department of Energy, Mines, Industry Regulation and Safety.



The Department's officer Ro Richardson inspecting the Ambrisolar solar grid installation and upgrade



Carosue Dam Nomadic Energy

Green energy

Established in 2023 to support the cross-government [Green Energy Approvals Initiative](#) and deliver green energy solutions for Western Australia, the Green Energy directorate has seen a steady and sustained increase in demand for assessments of green energy proposals (renewable energy and critical minerals).

We are continuing to work collaboratively with other State Government agencies to develop clear assessment pathways and provide high-quality, timely support for proponents and investors, while finding solutions for any emerging regulatory issues.

Since the Green Energy directorate was established, we have finalised more than 70 environmental referrals and/or assessments for renewable energy projects under Part IV and Part V of the *Environmental Protection Act 1986* (EP Act) including:

- Eleven solar projects, such as the Turner River Solar Hub, Broome Future Energy System, Yindjibarndi Jinbi Solar Project #1 and Kimberley Future Energy System.
- Five wind projects, including three National Renewable Energy Priority projects: Parron Wind Farm, Waddi Wind Farm, and Narrogin Wind Farm.
- Five electricity transmission projects.

We have also delivered key environmental approvals for critical mineral projects, including assessments for lithium projects such as Greenbushes Lithium Project, Albemarle Kemerton Plant, and Covalent Lithium Hydroxide Refinery operations, as well as nickel and tantalum projects.

We are currently assessing or regulating more than 50 green energy projects and proposals, including the Hastings Yangibana Expansion, Western Green Energy Hub, and Chalice Mining's Gonneville Nickel-Copper-Platinum Group Element project. More than 30 proposals are expected to be referred for assessment in the coming year.



AER Moora microgrid project

Circular economy priorities

Waste management and resource recovery are dynamic areas and government priorities are evolving to meet environmental needs and community expectations.

Our approach to waste acknowledges the need for a more circular economy.

Programs like [Containers for Change](#), [Plan for Plastics](#) and [FOGO](#) (food and garden organics) are making real differences to the way we handle waste and recycling to support the circular economy.

A successful circular economy relies on government and businesses working together to identify and take advantage of opportunities to invest and produce jobs across communities – including in regional Western Australia.

Our state waste infrastructure plan identifies infrastructure needs to deliver on waste management and recycling objectives for the future.

Our teams are working on a recovered materials framework which supports industry with the certainty they need to invest in turning waste into commercial products, such as using construction waste to make road base.



Reducing household waste and reclaiming organics

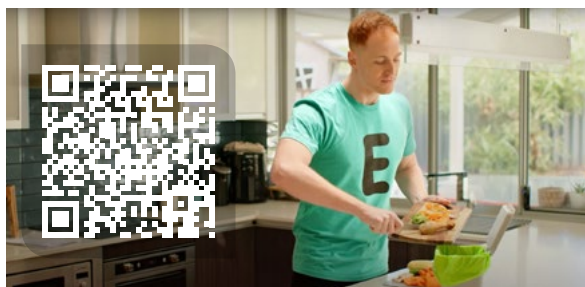
Three-bin collection systems which include food and garden organics (FOGO) are a key component of the State Government's ambitions to build a low-waste circular economy through the [Waste Avoidance and Resource Recovery Strategy 2030](#).

Separating FOGO from other waste categories gives local governments the opportunity to turn household waste into high-quality compost and soil products for agriculture, landscaping and public open spaces.

The [Better Bins Plus: Go FOGO](#) program, run by the Waste Authority, part funds and helps councils transition to the three-bin system.

In June the government announced the City of Rockingham as the 25th local government in Western Australia to begin FOGO collection. More than 57,000 households in Rockingham now have access to a three-bin FOGO service.

The rollout of FOGO in Rockingham marks a major milestone in Western Australia's push to reduce landfill and lift recycling rates.



WasteSorted: [Transform your kitchen scraps and garden waste](#) campaign video

Thirst for container change grows

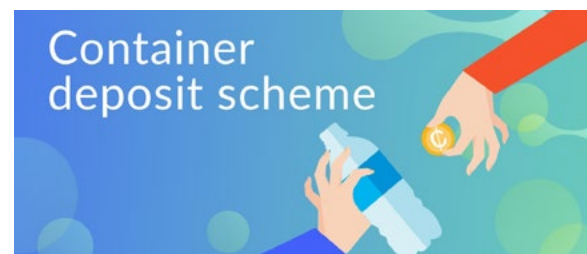
The popular Containers for Change program is an example of well-designed product stewardship involving businesses, community and the waste industry.

The program has seen the collection of 4.25 billion containers for recycling; \$15 million raised across 8,000 charities, community groups and schools; and the creation of 900 jobs.

Before Containers for Change, only 32 per cent of eligible beverage containers were being recycled – this has now increased to 65 per cent. Drinks containers were around 12 per cent of all litter, but are now less than 4 per cent.

In 2025, the State Government made a commitment to expand the container deposit scheme to include wine and spirit bottles.

The Department has consulted widely with all relevant stakeholders, including the beverage industry, and is working on minimising costs and administrative burdens (which will ultimately benefit consumers). We are working with all other states and territories to make it easier for beverage suppliers to participate across jurisdictions through a national portal.



Progress on problem plastics

The [Plan for Plastics](#) was introduced in 2020 and provides a roadmap towards a more sustainable, plastic and litter-free Western Australia. The plan introduced regulations to ban more than 20 single-use plastic items, preventing hundreds of millions of such items becoming litter or contributing to landfill every year.

Single-use plastic products may be convenient but their impacts on the environment, waste management facilities and human health cannot be ignored.

The Plan for Plastics has garnered strong community and industry support to maintain progress and address the environmental issues and health impacts presented by plastics.



During the year, single-use takeaway food container lids and loose produce bags became the latest products to be replaced by compostable, environmentally-friendly alternatives.

Items already banned under the plan include plastic takeaway coffee cups, microbeads, polystyrene cups, cotton buds with plastic stems, and loose-fill polystyrene packaging.

The latest bans will save up to an additional 226 million single-use plastics from becoming landfill and litter each year.

Households with access to the three-bin FOGO system can compost their compliant produce bags, including using them as a kitchen caddy liner.

Businesses have been given transition periods to work through the changes. The National Retail Association and the Boomerang Alliance will continue to support businesses throughout the transition, including through the WA Plastic Free Places program and the [Plastic Ban Solution Finder tool](#).

Lithium battery fires

The rapid proliferation of lithium-ion batteries in consumer goods presents a critical threat to the waste and resource recovery sector. When incorrectly placed in kerbside bins, these batteries can be crushed, triggering intense fires in collection trucks and facilities. These incidents cause pollution, create a grave and direct risk to worker safety, damage essential infrastructure, and jeopardise the viability of recycling operations. Addressing this growing hazard is a key priority for the Waste Authority.

More than \$6 million has already been invested in prevention through the [E-Waste Infrastructure Grants](#) and the 'Never Bin a Battery' campaign. The latter, which includes two videos interviewing waste workers who responded to fires, has been amplified by local governments and the Western Australian Local Government Association (WALGA). Opportunities for further action are being considered.



WasteSorted: [Never Bin a Battery](#) campaign video



Customer service and engagement

Integrating our online environment

[Environment Online](#) is a digital platform that provides a single access point for regulatory activities, automated case management and integrated data management. It continues to evolve as a key enabler of the State Government’s environmental approvals reform in Western Australia.

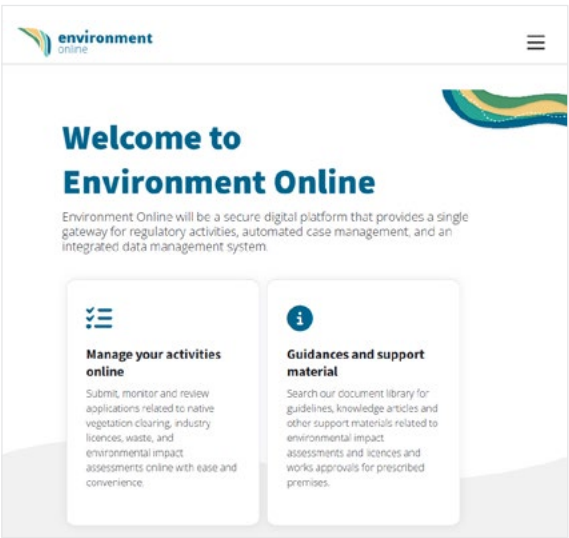
During the year, foundational functionality was introduced to support industry regulation services. This includes the ability for customers to apply for licences, works approvals and registrations; submit annual licence fee information; and lodge compliance plans and reports. These capabilities lay the groundwork for the full integration of industry regulation services into Environment Online, creating a more flexible and responsive system that can adapt to future legislative and regulatory changes.



Environment Online team celebrating integrated payments going live

Additional enhancements delivered during the year include an integrated payment solution for environmental impact assessment proposals and a new login option to improve accessibility for individual users.

Current development work is focused on transitioning Water Online and existing industry regulation systems into Environment Online, as well as introducing planning advice referrals to the platform.

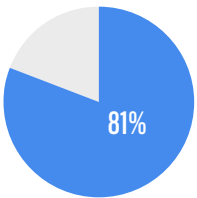


Stakeholder insights and engagement

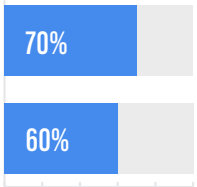
Each year we engage our key stakeholders, customers and the community to gain insights into, and feedback on our performance.

To align with our new portfolio operating model, this year we made changes to the survey methodology, which recorded results against five pillars: water, environment, waste, approvals, and climate change and sustainability.

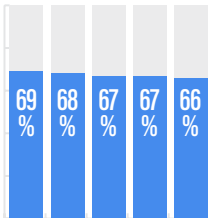
Some findings from this year’s key stakeholder research are:



81 per cent of stakeholders feel their interactions with us are equal to, or better than their interactions with other government organisations.



70 per cent of stakeholders find it easy to engage with us, compared with 60 per cent of customers. Even though there were some differences between groups, the majority found it was straightforward to engage with us.



Stakeholders reported consistent experiences across all five pillars, with climate change and sustainability (69 per cent), waste (68 per cent), water (67 per cent), approvals (67 per cent) and environment (66 per cent) showing similarly positive experiences.

These results suggest that, overall, stakeholders feel positive about their dealings with the Department.

Feedback on how we are managing the state's water resources is being addressed through ongoing reform and operational improvements.

Read about how we are responding to [water compliance and security](#).

Our research includes people with a disability, people caring for someone with a disability, people who live in all regions of Western Australia, people of various income levels (from less than \$31,199 to those with incomes of \$208,000 or more), people of non-binary gender, Aboriginal and Torres Strait Islander peoples, and people from various specific industry groups such as those working in mining, conservation, government, water, heavy industry, climate change, academia, environment, and business.

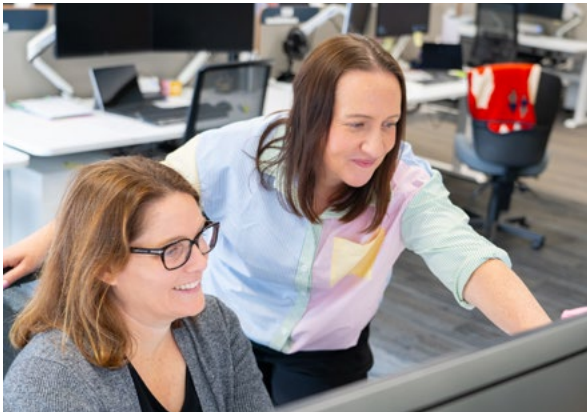
This makes sure views of stakeholders, customers and the community are considered in our work, policy development and our strategic planning.

Central resource for customer service

We have launched a new Customers First portal as a central resource for our staff to access customer service information and support materials.

Grounded in the Department's values, the portal provides quick and easy access to key resources including our customer service charter, training materials, stakeholder engagement guidance, and annual research findings.

As part of our commitment to putting stakeholders, customers and the community at the heart of everything we do, the portal supports staff to deliver services that reflect what people want, need and expect.



Bec O'Leary, Assistant Director, Stakeholder Engagement and Renee Hazeldine, Graphic Designer working on the Customers First Portal

New statewide directorate delivering for the regions

Statewide Delivery (SWD) is now our largest directorate and sits within the Approvals portfolio. With over 340 staff across the state, SWD provides a significant portion of our regional footprint.

SWD processes about 70 per cent of the Department's water and environmental approvals, provides planning advice, leads strategic programs, and undertakes surface and groundwater water measurement and monitoring across the state. SWD also supports stakeholder engagement and contentious issues management.

Between July 2024 and March 2025, SWD underwent organisational reform as part of the introduction of the Department's Portfolio Operating Model. The reform process amalgamated the previous regulatory services and regional delivery directorates to create a more 'joined-up approach'. The result will be better decision-making and advice across water and environment approvals, and improved statewide connectivity and intelligence for proactive risk management and service delivery.

Since March 2025, areas of focus have been to support staff through change, develop leadership and capacity, create a statewide water measurement program, establish a new Heavy Industries Branch, and develop processes to improve service delivery and stakeholder engagement.

Capacity, community and Closing the Gap

Albany community helps name locally built monitoring vessel

A new boat built in Albany (Kinjarling) will replace the 35-year-old vessel that had supported water quality monitoring in South Coast waterways since the early 90s.

The vessel's design was a collaboration between the Aquatic Science Branch's Healthy Estuaries WA and the South Coast regional office. The boat was constructed in Albany, drawing on local expertise and supporting regional businesses.

Monitoring water quality is an important part of protecting our estuaries. The new boat will help to ensure the data gathered is as accurate as possible and better protect the safety of our monitoring officers (who are often on the water in less-than-ideal conditions).

From the 49 proposed names submitted, our staff drew up a shortlist of four. More than 200 people then voted on this final four to select the winner.

The name was revealed at a launch event in Albany in July, attended by the then member for Albany, Rebecca Stephens MLA; the Executive Director of Statewide Delivery, Liam O'Connell; Menang Elders Lester and Harley Coyne; and various internal and external stakeholders.

An 11-year-old from Denmark, Leeuwin Ossinger, submitted the winning name 'Paarndi' – a Menang Noongar word meaning Black Bream. Leeuwin will be invited to join scientific officers on a monitoring trip in the new boat to one of the South Coast estuaries.

Annual Ord stakeholder forum

The Ord continues to be a major source of water with significance for the state and Kimberley region – supporting agriculture and electricity generation, as well as deep cultural values for Traditional Owners of the Miriwoong Country.

Each year our North West team hosts a gathering of stakeholders with an interest in the Ord's management. At the forum our team reports to the community, irrigators and industry on the status of the water supply and whether any irrigation restrictions are forecast in upcoming years. It is also an opportunity to connect with the community on other developments in the Ord and discuss work that different groups have been progressing.

Early this year the Annual Ord Stakeholder Forum was held in the Ord Irrigation Cooperative (OIC) shed in Kununurra, in partnership with the OIC and Water Corporation.

The forum heard that Lake Argyle dam is at capacity and running over the spillway, which removes the possibility of restrictions for the next two years. Ord Irrigation Cooperative efficiency work was also discussed.



Menang Elder Harley Coyne endorses the vessel and name



Rebecca Stephens MLA and Leeuwin Ossinger unveil the new boat's name



Regional Director North West Susie Williams talking at the Ord stakeholder gathering

Legacy of the Gascoyne

In partnership with Gwoonwardu Mia, we commissioned a canvas painting to represent the Gascoyne region as a sign of our respect and commitment to include First Nations perspectives in our work.

Gwoonwardu Mia is a multipurpose cultural centre, hosted on Yinggarda Country in Carnarvon, which celebrates and recognises the five Aboriginal language groups of the Gascoyne.

After developing a transparent process and selection criteria, the team at Gwoonwardu Mia accepted applications from various Aboriginal artists in the region. A committee of representatives then decided on its preferred applicant – Gabrielle Barney from Carnarvon. Gabrielle is from the Yinggarda clan, a heritage that deeply influences her artistic expression and storytelling. She has been passionately creating art that reflects her rich cultural heritage and personal experiences for 15 years.

Gwoonwardu Mia hosted a morning tea to unveil the painting, which is now proudly displayed in our Carnarvon office along with the story behind the painting and the artist's profile.



Barry Belotti (Gwoonwardu Mia), Sheila Trevisan (Regional Director MWG), Gabrielle Barney (artist)

Yamatji water measurement trainee success

Through the water components of the [Yamatji Indigenous Land Use Agreement](#) (ILUA) native title settlement, we are training Yamatji people in techniques to take water measurements and manage water. With our Geraldton office hosting two trainees, the training program includes work experience, as well as on-the-job and TAFE training.

During the visit, the trainees observed how seismic surveying works and learned more about how this technology is being used to explore what is beneath the earth's surface.

Site visits on Yamatji Country in the Mid West Region form a large part of the training. In February, the trainees went out to Strike Energy's Natta 3D Seismic Survey site in the Shire of Three Springs. During the visit, the trainees observed how seismic surveying works and learned more about how this technology is being used to explore what is beneath the earth's surface.

Seismic surveys are a feature of resource exploration on Yamatji Country – allowing geological mapping without drilling or digging. Seeing this blend of advanced technology and environmental care gave the team plenty to consider for their own work in water management and natural resource conservation.



Cadence Gordon (trainee), Sharon Oxenham (Senior Aboriginal Liaison Officer), Vilma Hodder (trainee), Lyric Papertalk (Natural Resource Management Officer)

SALT supporting transformational change

We are proud to introduce our new Senior Aboriginal Leadership Team (SALT), a strategic group providing Aboriginal leadership across all Department portfolios. SALT plays a key role in embedding Aboriginal empowerment into our core business and strengthening how we work with Aboriginal people and communities.

SALT includes:

- Jillian Collard, Senior Manager Aboriginal Engagement and Partnerships (Strategy and Performance).
- Deanne Fitzgerald, Senior Aboriginal Advisor (Climate and Sustainability).
- Marissa Hastings, Senior Aboriginal Advisor (Approvals).

This unique and interconnected leadership model reflects Aboriginal ways of working, and marks a shift from transactional approaches to transformational change. SALT's focus has been leading a strategic uplift towards embedding Aboriginal empowerment into DWER's operations by complementing the expertise of business units and aligning the Department's work with key whole-of-government drivers, including the [National Agreement on Closing the Gap](#) (National Agreement) and WA [Aboriginal Empowerment Strategy](#).



Our Senior Aboriginal Leadership Team: Jillian Collard, Deanne Fitzgerald and Marissa Hastings

Graduates on the ground

A large part of our reform agenda has been to recruit and develop staff to meet our contemporary human resource needs – our graduate program is an important part of this.

Through this program we have sought to encourage an appreciation of the diverse regions we work in throughout Western Australia.

This year our graduate officers – Brianne Robinson-Ellis, Rebecca Wei, Rachel Padden, Luci Holmes and Sharlene Baloch – joined an inter-agency trip to the Mid West region as part of their development program.

Marking the first year of our involvement, the excursion gave the new officers an opportunity to see the Department's regional work firsthand.

They joined graduates and leaders from the Department of Jobs, Tourism, Science and Innovation and Department of Treasury.

Among the many highlights were site visits to the Warradarge Wind Farm, APA Mondarra Gas Storage Facility, and the Kalbarri Skywalk.

The graduates shared their learnings and insights with the Corporate Executive, with everyone agreeing the activity was valuable and worthy of inclusion in future graduate programs.



Valuable insights and learnings for our graduates in the Mid West

Aboriginal empowerment

Over the past year, the Department has continued to embed Aboriginal worldviews and decision-making into our core business, supporting the social, cultural and economic aspirations of Aboriginal people across Western Australia.

Through the Aboriginal Engagement and Partnerships (AEP) Branch, the Department continued to build strong, respectful relationships with Aboriginal communities across the state. The branch supported co-designed initiatives and maintained ongoing dialogue to ensure our services reflect the needs and aspirations of Aboriginal people.

The Department has continued to advance key actions aligned with the National Agreement and the Western Australian Government’s Aboriginal Empowerment Strategy (AES), delivering tangible outcomes across governance, engagement, training, and cultural capability.

The final report for the Department’s Reconciliation Action Plan (RAP) was also completed this year, documenting achievements and lessons learned, and informing the development of future reconciliation initiatives. The Department is now transitioning to a 10-year Roadmap aligned with the National Agreement and AES, embedding reconciliation and Aboriginal empowerment into core operations.

The Department has strengthened internal governance to ensure Aboriginal voices shape the Department’s strategic direction. The Aboriginal Empowerment Board (AEB), provided strategic oversight of initiatives that impact Aboriginal people and communities. The AEB met quarterly during the year, progressing key actions under the RAP, and overseeing the alignment of departmental initiatives with national and state Aboriginal affairs strategies.

The Aboriginal Water and Environment Advisory Group (AWEAG), our independent Aboriginal advisory body, met four times over the year. AWEAG provided strategic advice on:

- The Murujuga Rock Art Monitoring program.
- Traditional Owner engagement in the Pilbara.
- Climate adaptation planning in the Kimberley.
- Inland Water Target work (National Agreement).
- First Nations Climate Resilience Project.
- Contribution to the National Committee on Aboriginal and Torres Strait Islander Water Interests (CAWI).

This cross-portfolio engagement ensured Aboriginal values, knowledge systems and aspirations were embedded in the Department’s environmental and water programs.



Corporate and strategic priorities and success

Best-practice cyber security

The Department was highlighted in the recent State Government [Information Systems Audit](#) as being one of only five agencies who had consistently met their expectations since 2021–22.

Conducted by the [Office of the Auditor General](#) as part of its any financial audit program, the Information Systems Audit considers the capability maturity level of government entities to manage risks to the confidentiality, integrity and availability of their systems and information.



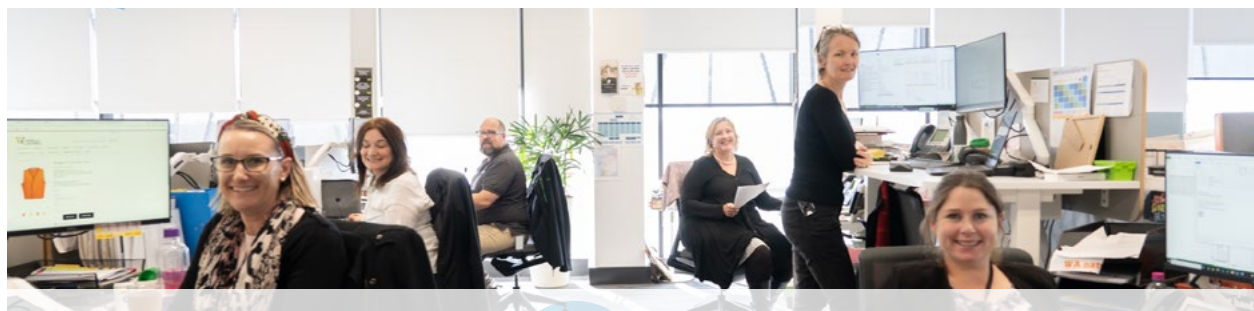
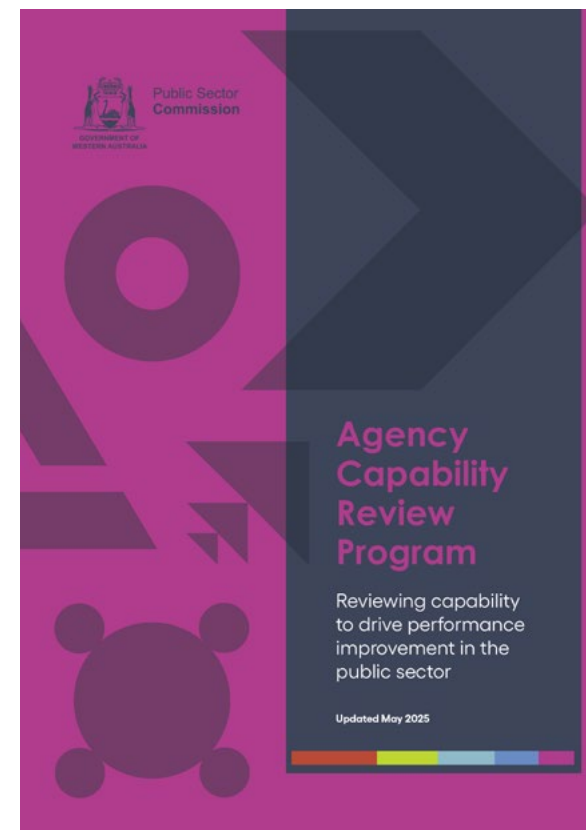
Agency Capability Review – program closure summary

The Department has successfully concluded its actions in response to the [Public Sector Commission's Agency Capability Review](#) (ACR), conducted from November 2021 to June 2022. The review identified key areas for improvement and highlighted strengths such as a values-based culture and strong internal engagement.

In response, we launched a reform program aligned with our [Strategic Plan 2022–26](#), delivering 39 initiatives including the Portfolio Operating Model to improve efficiency and leadership stability.

Due to evolving priorities and the State Government's environmental approvals reform, the program concluded early in December 2023, with resources redirected to high-impact areas.

The ACR has strengthened the Department's strategic planning, resource allocation, and readiness to meet environmental and community challenges. We remain committed to continuous improvement and future capability reviews.



Strategic planning refresh and future direction

In response to the rapidly evolving global landscape, we initiated a comprehensive refresh of our strategic planning approach. This process seeks to better align the Department with whole-of-government goals, adapt to internal portfolio changes, and respond to external driving forces.

From March to June, our staff joined a series of collaborative workshops to co-develop a new strategic framework. This framework will guide our future direction, unify staff around a shared purpose, and reinforce our commitment to serving the Western Australian community.

Through this initiative we are seeking to:

- develop an ambitious and compelling overarching statement of intent
- integrate with existing organisational values and planning instruments
- consider strategic risks and current operational realities
- establish guiding principles for delivery and impact.

We conducted an external environmental scan, which revealed the following critical insights:

- a need for resilient, long-term strategies that transcend political cycles

- growing demand for housing, energy, infrastructure and environmental resources
- an imperative to balance economic growth with environmental protection
- community expectations for strong environmental stewardship
- urgency around climate action through robust policy and implementation
- the importance of science, data and innovation in decision-making.

This strategic refresh will ensure that all our efforts are interconnected, future focused, and responsive to the challenges and opportunities ahead.



Celebrating excellence in Public Service – Woola Awards 2025

Each year to coincide with United Nations Public Service Day, we proudly host our Woola Awards and Employee Recognition Ceremony – a powerful reminder of the impact and dedication of our public service workforce.

In the spirit of the Noongar word 'Woola', meaning shout of praise, we come together as an organisation to honour the individuals and teams who have gone above and beyond in service to our community.

This year's recipient of the Aboriginal Empowerment Award was Sharon Oxenham, recognising her outstanding leadership and mentorship in delivering the water components of the Yamatji Nation ILUA and advancing Aboriginal empowerment in water management.

The Significant Achievement Award for 2025 went to a collaboration between our Environmental Crime Team, South Coast Region and Aquatic Science Branch. Together, these teams showed an outstanding commitment to improving environmental compliance and setting a new standard for sustainable dairy waste management in Western Australia.

This event is more than just recognition – it celebrates values, culture, and the people who make public service meaningful.

During the awards, we recognised and celebrated 116 staff for achieving milestone lengths of continuous service in the public sector between 10 and 40 years.

In addition, the ceremony acknowledged the 27 Making a Difference Award recipients from the past 12 months. These peer-nominated awards recognise individuals for embodying our values and for their workplace contributions.



Alistair Jones, Sharon Oxenham and George Heydon



Alistair Jones with members of the Environmental Crime Team, South Coast Region and Aquatic Science Branch

Our people are our business

We are committed to empowering women to take on leadership roles and break through barriers in senior service positions.

The [Women in Executive Leadership Development Experience Initiative](#) is a Public Sector Commission program designed to support a continuing pipeline of female leadership talent in government. It is part of a shared commitment to ensure talented women are skilled and ready to take on senior positions, and to build on the impact of their leadership across the public sector.

Kym Squires was the 2024–25 participant for our Department. Over 12 months Kym took on the role Director Strategic Projects to work with our Corporate Executive and oversee the development of the reform of the Department's recruitment and retention strategies. This project was both a ministerial and Department priority.



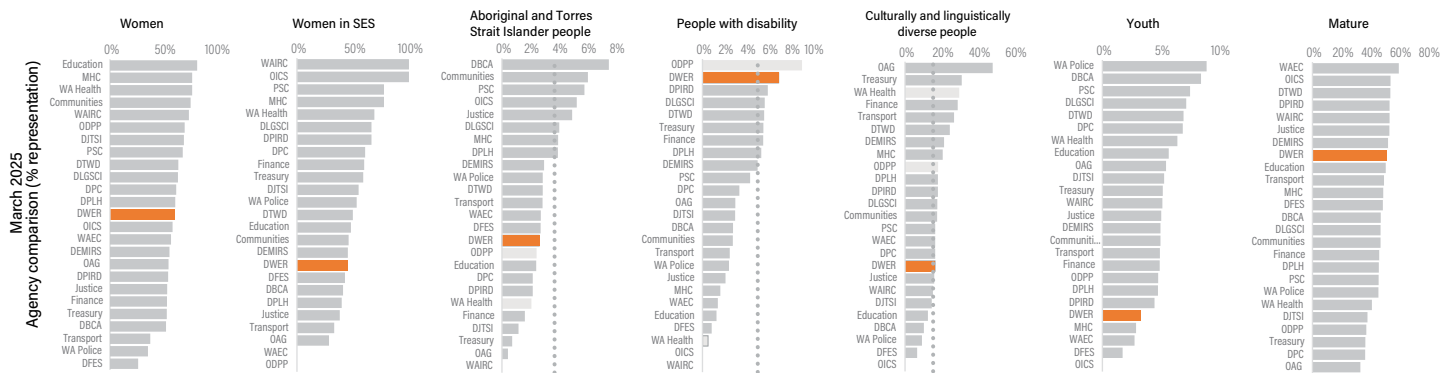
Kym Squires was the 2024–25 Women in Executive Leadership participant for our Department

Workforce snapshot

Our head count at 30 June 2025 was 1,227 employees, a growth of 54 employees in 2024–25. The Department has been twice recognised as a Top Inclusive employer by the Diversity Council of Australia, and this year we will again be participating in DCA's Inclusion@work study to understand our staff's experience of inclusion in our workplace and use the insights garnered to inform further workforce and diversity initiatives.

(March 2025)
Headcount: 1,218
Change in headcount over 3 months: +27 (+2.3%)

Diversity Group	Target %	Based on diversity response rate						Based on total public sector headcount	
		Current % and change since last quarter	Previous quarter %	Same time last year %	Current employee headcount in diversity group	Equity Index	Response rate	Target employee headcount in diversity group	Employee headcount below target
Women		60.8% ▲	60.7%	61.0%	741	93			
Women in Senior Executive Service (SES)	50.0%	45.0% ▼	47.6%	40.0%	9			10	1
Aboriginal and Torres Strait Islander people	3.7%	2.6% ▼	2.7%	2.0%	19	85	59.3% 722 496	46	27
People with disability	5.0%	6.9% ▼	7.0%	7.7%	43	101	51.2% 624 594	61	18
Culturally and linguistically diverse people	15.5%	16.5% ▲	15.8%	14.3%	159	68	79.0% 962 256	189	30
Youth (age 24 and below)	5.8%	3.3% ▲	2.4%	3.0%	40			71	31
Mature (age 45 and above)		51.7% ▼	51.9%	50.8%	630				



Response rate

The representation rates of employees in each diversity group is based on the number of valid responses. Agencies with less than 70% response rate is considered to be below the reliability threshold. This is also indicated in the agency comparison charts by the lighter grey bars.

If there are fewer than 10 employees in a diversity group, the equity index may not be a good indicator of the distribution of salary ranges of the diversity group.

Equity index

The equity index indicates the distribution of a diversity group across the salary ranges compared with the distribution of all employees across the same salary ranges across the public sector. An index of less than 100 indicates a concentration of employees at the lower salary range. An index greater than 100 indicates a concentration of employees at the higher salary range. An index of 100 indicates that the distribution of that diversity group is reflective of the general salary distribution of the agency.

Agency comparison legend

- Orange = Selected agency for this report
- Dark Grey = greater or equal to 70% response rate (see response rate definition)
- Light Grey = less than 70% response rate (see response rate definition)
- Dotted line = Target

New access and inclusion plan

The Department's new [Disability Access and Inclusion Plan](#) (DAIP) supports us to achieve the required government accessibility standards and meet our legislative requirements. It provides a strategic framework to underpin equitable access over seven key outcomes: services; facilities; information; service quality; complaints; consultation; and employment.

The DAIP was informed by feedback from internal and external stakeholders, including key stakeholders from the disability sector and community members who use our services or engage with the Department's work.

During the year our payroll service provider, Aurion, updated its software to align with the [Web Content Accessibility Guidelines \(WCAG\) 2.2](#). The system now has a more accessible platform for people with disabilities, and provides better visual appeal overall.





Significant issues impacting the agency

Current and emerging issues and trends

In our management of water and environmental resources, we are facing increasing pressure to meet expectations for social and economic growth and development, while protecting the environment and liveability.

Major issues and trends for the Department are:

- growing demand for housing, energy, infrastructure and environmental resources
- an imperative to balance economic growth with environmental protection
- community expectations for strong environmental stewardship
- urgency around climate action through robust policy and implementation
- the importance of science, data and innovation in decision-making.

Economic and social trends

Priorities set by the government for the EPA

- housing supply and expansion of the softwood plantation estate for the construction industry
- critical minerals, hydrogen and downstream processing projects for diversifying the state's economy
- transmission infrastructure and other projects to drive the renewable energy transition and [Collie's Just Transition](#)
- job-creating projects to support the state's economic development.

Artificial intelligence and new technology

Artificial Intelligence (AI) can transform how data is analysed and has the potential to improve environmental regulation.

It also has known risks being considered by industry and governments including security vulnerabilities, legal concerns and financial implications related to acquisition, licensing and development of AI tools.

The Department's AI adoption strategy is guided by the [WA Government AI Assurance Framework](#) to introduce, develop, and utilise AI technology to enhance efficiency, improve decision-making, and bolster environmental regulation efforts.

Changes in written law

Environmental approvals have been a focus of industry, national and state jurisdictions driving reforms to remove duplication in assessments by state and federal agencies.

Western Australia is working to align with Commonwealth changes, while working on its own reform program to update how approvals for development and industry activities are regulated, and modernise environmental legislation to meet industry and community expectations.

In October the Western Australian Parliament passed the [Environmental Protection Act Amendment Bill 2024](#). Under the new legislation, other government regulators can process and issue their own approvals, parallel to EPA assessments, improving timeframes and providing more certainty for industry.

Emissions targets climate change

The State Government recognises the need to take significant action this decade to reduce emissions, transition emissions-intensive industries and protect Western Australia's economy from carbon transition risks.

Emissions tracking and reporting is supporting delivery of the State Government's climate change commitments, including its target to cut emissions

from its operations to 80 per cent below 2020 levels by 2030. The Australian Government's [Net Zero Plan](#) will lay out and extend Australia's action on climate change.

Climate and program risks

Climate risk

The State Government has many climate risks to manage across its respective departments and agencies. These include impacts to agricultural production, damage to infrastructure from sea level rises and extreme events, biodiversity loss, damage to water resources and the environment, and human health impacts.

	Department of Primary Industries and Regional Development	Department of Health	Department of Water and Environmental Regulation	Main Roads
Agency Objective	We develop and protect WA's agriculture and food sector and aquatic resources, and build vibrant regions with strong economies.	We help people stay healthy and provide access to timely, high quality, patient-centred health care.	We protect, manage and regulate the state's environment and water resources.	We provide a world-class, safe, reliable and sustainable road-based transport system.
Climate Risk and Impact	Declining growing season rainfall in the South West Land Division is driving changes to cropping practices and soil management. By 2050, growers could face shorter growing seasons and even greater variation in annual yields.	Heatwaves of greater frequency, duration and intensity are increasing heat-related health issues and morbidity, placing greater pressure on health services. Heat-related deaths are expected to double over the next 40 years.	Reduced rainfall is affecting water demand and allocation. Rainfall has reduced faster than changes to groundwater use, our once-healthy system is under strain.	Sea level rise across WA is expected to impact on 9,000 km of roadways resulting in \$11.3 billion in damages.

The Department's primary role under the WA government's climate risk management strategic objectives is protecting water sources for sustainable use and the environment.

As the lead agency in the state's [Climate Policy](#) and [Climate Adaptation Strategy](#) we are leading delivery of high-resolution climate projections and sector adaptation plans to identify sector-specific climate impacts and priority actions to enhance resilience.

Our work in the [Indian Ocean Territories \(IOT\)](#) is the first of its kind preparing coastal communities for extreme climate risk.

Contamination risks in recycling and recovery

Contamination and hazardous and toxic materials are posing risks to the state's waste recovery program. Forever chemicals (PFAS/PFOS) have the potential to disrupt the development of FOGO processing initiatives being supported by state and federal governments and related industries, due to their presence in some packaging material that is being fed into FOGO. Contamination of recycling materials disrupts the circular economy and creates concern about unplanned risks in new recovery and recycling directions.

► Lithium battery fires

The rapid proliferation of lithium-ion batteries in consumer goods presents a critical threat to the waste and resource recovery sector. When incorrectly placed in kerbside bins, these batteries are often crushed, triggering intense fires in collection trucks and facilities. These incidents cause pollution, create a grave and direct risk to worker safety, damage essential infrastructure, and jeopardise the viability of recycling operations. Addressing this growing hazard is a key priority for the [Waste Authority](#).



WasteSorted: [Never Bin a Battery](#) campaign video



Agency performance

Outcome-based management framework

Outcome 1	50
Service 1 – Water information and advice	50
Water measurement and monitoring	50
Water information	51
Water and land use planning	51
Service 2 – Water planning, allocation and optimisation	52
Water allocation plans	52
Water investigations	55
Water source protection	56
Waterwise programs and plans	56
Community Water Supplies Partnership program	58
Agricultural dams and strategic community water supplies	58
Strategic community water supplies	58
Water deficiency declarations	58
River health	59
Healthy Rivers program	59
Fish kill response – inland waters	59
Priority research – developing water quality guidelines for local rivers	60
Priority research – managing farm dams to support environmental values	60
Country Areas Water Supply Act	60
Service 3 – Water regulation, licensing and industry governance	61
Water licensing	61
Water Online	62
Water compliance and enforcement	62
ALCOA assurance program	63
Water services	64
Water policy	65
Warren Donnelly Water Advisory Committee	65
Healthy estuaries	65
Bindjareb Djilba (Peel-Harvey Estuary) Protection Plan	66
GeoCatch	66

Outcome 2	67
Service 4 – Environmental regulation	67
Industry regulation	67
Native vegetation regulation	67
Environmental compliance and enforcement	68
Environmental noise	69
Odour emissions and management	70
Wind power	70
Contaminated sites	70
Air quality	71
Murujuga rock art monitoring program	72
Cross Sector Triage Team	73
Housing Approvals Unit	73

Outcome 3	74
Service 5 – Environmental and water policy	74
EP Act Amendments	74
Western Australian climate policy	74
Climate resilient rivers	75
Building climate resilience for West Kimberley Traditional Owners	75
Climate Adaptation Strategy implementation	76
Climate Risk Capability Initiative	76
Climate Science Initiative	76
Adaptation Research Hub	76
First Nations Climate Resilience Fund	77
Climate Adaptation 2025 conference	77
Native vegetation policy	78
Nature programs	78
Clean Energy Future Fund	80
Electric vehicles	81
Whole-of-government emissions tracking and reporting	82
Air Quality Coordinating Committee	82
Exmouth Gulf Taskforce	82
Cockburn Sound Management Council	83

Outcome 4	84
Service 6 – Waste strategies	84
Waste Avoidance and Resource Recovery	84
Waste projects	85
Waste priorities	88
Waste infrastructure	90
Key litter strategy achievements in 2024–25	91

Outcome 5	92
Service 7 – Environmental impact assessment services to the EPA	92
Referral of development proposals, planning schemes and scheme amendments	92
Completed assessments	93
Consultation	94
Service 8 – Environmental management services to the EPA	94
Green energy proponent guideline	94
Statement of Expectation and supporting Vogel reforms	94

Outcome 6	97
Service 9 – Compliance monitoring services to the Minister for the Environment	97
Part IV EP Act Ministerial statements (and conditions)	97
Compliance and audit activity	97

Outcome 1

Service 1 – Water information and advice

Water measurement and monitoring


The Department owns, operates and maintains a statewide water measurement and monitoring network.

We use the network to collect hydrological information to support our sustainable water resource management programs, including water supply and allocation planning, regulation and compliance decisions. We make the data available free-of-charge to the community, where it supports a range of industrial development, academic research and recreational activities. The past few years have seen progressive upgrades to the telemetry of these systems using our own innovations, improving the reliability and security of water monitoring across the state.

As of 30 June, the network comprised 2,759 groundwater monitoring bores, 284 river gauging stations, 163 meteorological sites and 20 water quality buoys.

 **2,759**
groundwater
monitoring bores

 **284**
river gauging
stations

 **163**
meteorological
sites

 **20**
water quality
buoys

River gauging network

Work during the year included progression of the Replace and Maintain River Gauging Stations asset replacement program. This program maintains and upgrades the instrumentation and infrastructure at these sites to improve the accuracy of the data and increase efficiency and safety.

Groundwater monitoring network

We continue to upgrade, replace and expand the state's groundwater monitoring network. At present this network comprises more than 6,700 bores, which we maintain through the Replace and Maintain Monitoring Bores program.

This year we focused on the South West and Mid West regions, where we constructed 19 new deep bores with a cumulative total drilling depth of 6,647 metres. We installed 333 monitoring bore telemetry systems throughout the state and on Cocos Island in the Indian Ocean Territories, to provide near-real-time data to support sustainable water allocation, regulation, and compliance decisions. As well as supporting modern water management and demonstrating transparency, telemetry vastly improves the efficiency and reduces the costs and risks associated with manual field measurement programs.

Western Australia's growth and development is supported by the sustainable management of water resources for the long-term benefit of the state.

Water information

We are the state's authority on water resources. It is our role to ensure water data is collected and freely available to other agencies, industry, consultants, scientists and the public.

The [Water Information Reporting](#) portal, otherwise known as WIR, provides instant access to more than 150,000 water monitoring sites. This year's requests via WIR were up on last year, with 9,192 requests for water information and an average turnaround time of less than five minutes. Analysis of data use shows most of these requests relate to environmental assessment, research and investigation.

Water and land use planning

The Department provides advice to local governments and land planning agencies on water and environmental regulation and water resource management in urban areas, to protect our natural systems and support sustainable development. This role extends to pre-emptively scoping regulatory processes under Part V of the EP Act and *Contaminated Sites Act 2003* (Contaminated Sites Act) to ensure development proponents are informed of other legislative requirements.

DWER continued to play a key role in the assessment of Significant Development Applications by providing expert environmental and water management advice and technical input to support informed decision-making. The Department contributed to early significance testing, streamlined regulatory processes, and improved efficiency through risk-based workflows

Water Information Reporting data use

Purpose	21/22 FY	22/23 FY	23/24 FY	24/25 FY
Environmental assessment	2,547	3,051	2,713	2,782 ↑
Research and investigation	2,242	2,622	2,880	3,330 ↑
Other	364	435	462	554 ↑
Mining and exploration	573	653	644	696 ↑
Agriculture	269	430	316	488 ↑
Domestic supply	194	153	134	153 ↑
Water source protection	292	551	493	410 ↓
Infrastructure	335	382	384	337 ↓
Property dev./land use planning	223	249	163	266 ↑
Industry and commerce	78	99	91	141 ↑
Recreation	29	32	27	33 ↑
Totals	7,146	8,657	8,307	9,192 ↑

and digital tools. We also worked to improve the quality of referrals and scoping documentation, ensuring timely and transparent environmental assessments aligned with EPA expectations.

In 2024–25 we assessed and responded to 2,718 requests for water and environment advice. Of these:

- 1,511 requests were from the DPLH
- 814 requests were from LGAs
- 124 requests were from DEMIRS
- 51 requests were from the EPA

- 218 requests were from other stakeholders, including other State Government agencies and utilities, and industry
- 19 requests related to the new Part 11B (*Planning and Development Act 2005*) [Significant Development Application](#) pathway.

This also included advice on 90 water management reports associated with land planning.

Drainage planning and floodplain modelling

We produce catchment scale flood models for priority development areas and major state projects and deliver guidance on stormwater and shallow groundwater management. We also provide strategic flood risk management and land capability advice for development areas identified in the Western Australian Planning Commission's [Perth and Peel @ 3.5 million](#) frameworks.

We resolved a total of 105 enquiries during the year, providing advice to members of the public, industry and government on water resources, flood risk management and drainage, and modelling as part of the land planning process.

Floodplain mapping and advice

We are the leading authority for the state's floodplain mapping and mitigation design.

During the year, we partnered with DPIRD and the Shire of Carnarvon to deliver updated flood modelling for the Gascoyne River. The study incorporates the latest flood modelling techniques, detailed survey of the river and floodplain, and information on climate change to provide a clearer understanding of the current and future flood risks in the Carnarvon region.

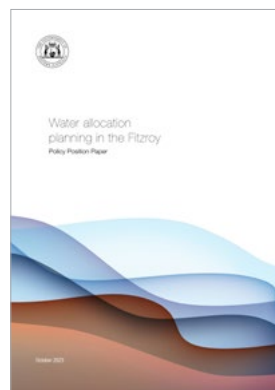
Outputs from the study will support future land use planning, emergency response and ongoing preparedness and community resilience efforts in this important regional town and food bowl.

Service 2 – Water planning, allocation and optimisation

Water allocation plans

Water allocation plans are our key water resource management documents. These plans establish how much water is available in an area, how much water is set aside for the environment and public drinking water supply, and how much can be licensed to businesses and individuals sustainably. They provide water users and the public with a transparent and detailed picture of how much water is available from aquifers and rivers in plan areas, how the resource is managed and what can be accessed through water licences.

We regularly review and update the plans in priority areas using the latest licensing and scientific investigation data and models, helping to maintain water security and adjust to climate impacts and influences.



Fitzroy and Derby

The Fitzroy River and catchment in the Kimberley region has major significance for surrounding Aboriginal populations and Traditional Owners, as well as industries and agricultural and tourism interests. It also supports a rich biodiversity and threatened ecological communities.

The State Government remains committed to protecting the Fitzroy River and providing sustainable economic opportunities for Kimberley communities. We are working with the Kimberley Land Council to engage Traditional Owners on a combined draft Fitzroy–Derby water plan for public consultation.

Allocation planning for the Fitzroy is being guided by the government's policy position paper [Water allocation planning](#) in the Fitzroy, published in October 2023, which reaffirms its commitment not to dam the Fitzroy River and its tributaries. The position paper allows for the allocation of groundwater for future use and development, with no additional surface water to be made available. The paper is supported by scientific studies across the Fitzroy catchment, reflects extensive discussions held across the Fitzroy planning area, and will feed into a draft Fitzroy water allocation plan. This work builds on extensive stakeholder consultations held in 2020 and 2021.

Exmouth

Salinity, increased demand and climate change all need to be managed in Exmouth to account for population growth, tourism and potential defence expansions, while protecting the area's essential groundwater-dependent values. We published our [groundwater allocation limits review](#) in June, further ensuring the sustainable management of the region's groundwater resources into the future to support Exmouth's community, environment and economic growth.

Using existing knowledge and new investigations, the review focused on understanding the effects of climate change, assessing the impacts of existing groundwater use, and identifying the key groundwater-dependent ecosystems and cultural values that require protection. It has informed the work of the Minister for the Environment's [Exmouth Gulf Taskforce](#) to underpin its recommendations for protecting and enhancing the key values of the gulf and its surrounds.

Work on the review has also furthered engagement on the aspirations and intents of Traditional Owners toward the use and allocation of groundwater resources for cultural and heritage protection, as well as for economic purposes. Through the taskforce, we are consulting with the [Nganhurra Thanardi Garrbu Aboriginal Corporation](#) to improve our understanding of the Cape Range Subterranean Waterways and identify key groundwater-dependent ecological, cultural and social values.

The Water Corporation is also using our review to guide future water source planning for Exmouth town's drinking water supply. We are actively working with Water Corporation as it develops

options to meet the town's drinking water needs, with a focus on those that are sustainable and consider future climate.

As a result of the review, there were no changes to existing licences for supply of groundwater to local businesses, tourism and industry, green parks and ovals, and premises not connected to scheme water.

La Grange

La Grange is a key area for water investigation in the West Kimberley because of its high ecological and cultural values. Groundwater use in the [La Grange groundwater allocation plan](#) area has increased with agricultural development and other economic opportunities.

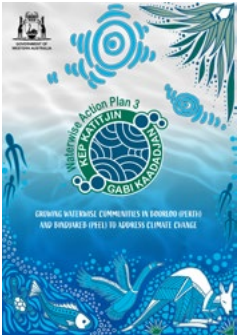
We have put a comprehensive licence assessment and water management approach in place to meet the plan's principles and objectives and ensure sustainable water use.

This year we prepared the [La Grange groundwater allocation statement](#) to update what we know about the Broome sandstone aquifer and update local licensing policies. This statement reflects ongoing discussions with water users, Traditional Owners and other stakeholders, as well as our improved understanding of the aquifer in the La Grange plan area and the economic, cultural and ecological values it supports. The statement adds to and replaces parts of the allocation plan, but does not review or change allocation limits.



Jandakot – Perth South

As part of delivering Action 26 of [Kep Katitjin – Gabi Kaadadjan Waterwise Perth Action Plan 3](#) to 'review allocation limits across the Boorloo and Bindjareb regions to manage groundwater levels for its sustainable use in line with the impacts of climate change', we are reviewing allocation limits across the Jandakot and Perth South groundwater areas. Groundwater in these areas is an important source of drinking water, while also being used for garden and public space irrigation, horticulture and industry.



To prepare for the review, the Department's Perth Regional Aquifer Modelling System (PRAMS) was updated to [version 3.6](#) in July. Our scientists used industry leading, automated parameter estimation techniques to allow a significant increase to model parameterisation, resulting in the best model fit to observed data seen so far in PRAMS.

Gnangara

In December, we released the first biennial progress report of the [2022 Gnangara groundwater allocation plan](#), continuing our commitment to safeguarding Perth's vital groundwater resources in response to the challenges of climate change.

We published the [Gnangara groundwater allocation plan](#) in June 2022 as part of new measures to protect Perth's largest and most valuable groundwater resource. The plan responds

to ongoing groundwater-level declines across aquifers of the Gnangara groundwater system to address environmental health and water quality issues. The groundwater declines have been caused by a combination of groundwater abstraction, dense pine plantations which affect rainfall recharge, and a long term reduction in rainfall because of climate change. The Gnangara plan sets forth a series of strategies and actions to reduce groundwater use by 2032.

The [Gnangara groundwater allocation plan – 2024 progress report](#) highlights the achievements of the Gnangara plan's first two years and provides updates on:

- recent climate and rainfall
- recent groundwater-level trends
- licensing statistics
- the status of plan actions
- other work with key stakeholders and industry partners.

Implementing the Gnangara plan is part of our broader effort to safeguard water supplies in the face of climate change and decreasing rainfall. The work is key to transforming Perth into a leading waterwise community, and we will continue to collaborate with stakeholders to ensure the long-term sustainability of the Gnangara groundwater system.



Learn more about the *Gnangara groundwater allocation plan* on [YouTube](#)

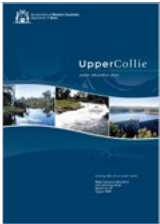
Middle Canning

The [Middle Canning River surface water allocation plan – 2024 evaluation statement](#) updates the 2012 plan and highlights the challenges of maintaining minimum river flow criteria under hotter and drier conditions due to climate change. In response, we reduced allocation limits for the middle Canning River and adjusted the long-standing river release arrangements without affecting current water users. We also updated the river release arrangements to provide for additional water to support the river's values in very dry years.



Upper Collie

The Collie area of the South West region is undergoing a significant industrial transition. This will provide new priorities for water management in the Upper Collie and further opportunities to adapt to changing rainfall, streamflow and groundwater recharge as the climate changes.



Our scientists are carrying out studies under the [State Groundwater Investigation Program](#) to support future economic and environmental planning in the Collie Coal Basin.

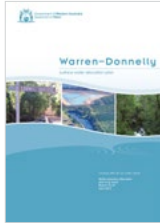
The 2009 [Upper Collie water allocation plan](#) manages groundwater and surface water resources in the Collie Coal Basin and the Collie River catchment, including the Wellington Reservoir. More than a hundred years of coal mining, which has supported the state's power demands, has altered the scientifically complex water resources in this area.

Recently we evaluated the plan and found it could continue to provide the basis for managing groundwater and surface water in the Upper Collie catchment and Collie Coal Basin until further scientific investigations are complete.

We are also working with other government agencies to provide hydrological and hydrogeological technical information for the Collie area, including projections about future water supply from the Wellington Reservoir.

Warren-Donnelly

The Warren-Donnelly area is one of Australia's premier agricultural regions, supporting diverse businesses and communities. The region's pristine environment and food production attracts thousands of tourists every year.



We are continuing to collaborate with the [Warren Donnelly Water Advisory Committee](#) to develop a new Warren Donnelly surface water allocation plan. This plan will guide future water management in the region and address the impacts of climate change.

In November, the [State Government announced](#) that local horticulture businesses will receive \$4.28 million from the \$10 million Southern Forests Infrastructure Support Scheme, which was launched by the Minister for Water and Minister for Regional Development in April 2024. This funding will be used to upgrade a range of on-farm irrigation systems and devices to improve water security and climate resilience. A total of 70 local businesses will benefit from this support.

Water investigations

Under the [State Groundwater Investigation Program](#) we undertake targeted groundwater investigations to ensure government and industry have timely and accurate knowledge of water resources suitable for drinking, agriculture, horticulture, mining and industry. This year \$4.9 million of capital funding supported 14 active groundwater investigation projects.

Case study 01

La Grange groundwater-dependent ecosystems

This year we completed the most remote drilling campaign to date in the West Kimberley region (south of Broome), installing 23 monitoring bores at 11 sites, with a total drilling depth of 718 metres. Data collected from the new bores will improve our understanding of how groundwater in the area supports sites with high ecological and cultural values, such as wetlands, springs and nearshore marine habitat. Our collaboration with Traditional Owners from Nyamba Buru Yawuru and the Karajarri Traditional Lands Association will significantly enhance the project's outcomes.

Case study 02

West Canning Basin project

This year we updated the hydrogeological conceptual model for the West Canning Basin, using new drilling data, geological and geophysical interpretations, and recent monitoring and abstraction data. These additions have refined our understanding of groundwater and surface water interactions, groundwater flows, recharge and discharge dynamics. The updated model will support licensing decisions and help with reviewing water allocation limits.

Case study 03

East Midlands Project

This year we completed the final hydrogeological report for the East Midlands investigation, focusing on the southern Dandaragan Plateau area about 40 to 150 km north of Perth, extending from Muchea to Moora. Groundwater for agriculture, mining and public water supply is in high demand, and important ecological and social values – Gingin Brook and Moore River – are also sustained by groundwater. The improved understanding of groundwater recharge, fresh groundwater availability, and the risk and distribution of salinity will inform our future water management decisions.

We receive capital funding to develop numerical models for assessing water availability, flood risk, planning for urban drainage, and to guide catchment management actions to improve water quality in rivers and estuaries.

► Highlights of this year's water modelling program include:

- completing estuary response models for Wilson Inlet and Hardy Inlet to help decision-makers develop and operate sandbar-opening protocols and to support estuary management
- developing a catchment water quality model for Wilson Inlet to support managers to plan for and evaluate on-ground management to improve water quality in the inlet and waterways
- updating our urban water quality planning tool UNDO (version 2.0) to support water quality planning in urban development.

Water source protection

We take great care to [identify and protect areas](#) from where drinking water is sourced. These public drinking water source areas include the catchments of surface water sources (dams, reservoirs) and the recharge areas of groundwater sources (aquifers, bores). We protect these valuable drinking water sources and help ensure good quality water is available now and into the future.

Adhering to the [Australian Drinking Water Guidelines](#), we prepare drinking water source protection reports, designate public drinking water source areas, provide expert advice to support land use decisions in these areas, publish best-practice management guidance, and engage stakeholders in our planning processes.

► Water supply planning

This year we carried out a rapid assessment of water demand and source options for the West Pilbara (Karratha), East Pilbara (Port Hedland) and Onslow public water supply schemes and nearby strategic industrial areas, including Maitland and Boodarie. The assessment found that aquifer recharge in 2023 and 2024 was limited because of a lack of cyclonic rainfall, but demand for water was increasing. Potential new water source options include seawater desalination, additional groundwater resources and mine dewatering surplus.

Other work under our regional strategy program included starting a water supply and demand assessment for the South West planning region

We maintained our state water use datasets and Water Supply Demand Model, enabling us to provide water use information to a variety of stakeholders, both within the Department and externally, to help inform water resource management.

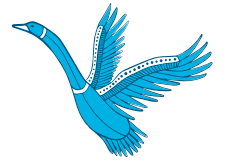
and a risk assessment approach for regional town water supply schemes.

As part of our local supply planning program, we completed a review of the 2014 [North West corridor water supply strategy](#), which found the strategy was meeting its objective to achieve water-efficient public open spaces. However, the reduced volume of groundwater allocated for public open space irrigation has challenged the ability of local governments to provide enough irrigation water to maintain these spaces.

We also prepared a discussion paper to review water planning in Western Australia, worked with water service providers on source development planning for public drinking water supply schemes, and provided advice on water source options for green energy project planning.

We maintained our state water use datasets and [Water Supply Demand Model](#), enabling us to provide water use information to a variety of stakeholders, both within the Department and externally, to help inform water resource management.

Waterwise programs and plans



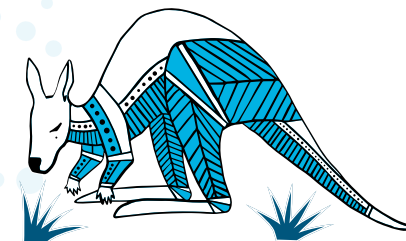
Kep Katitjin – Gabi Kaadadjan Waterwise Action Plan program

Declining rainfall and rising temperatures due to climate change, combined with an increasing population and urbanisation pressures, are significantly impacting our water resources.

[Kep Katitjin – Gabi Kaadadjan Waterwise Action Plan 3](#) (2024–2027) is the third of successive plans in the national award-winning Waterwise Action Plan program, part of the response to the impacts of climate change in Boorloo (Perth) and Bindjareb (Peel).

The State Government's Waterwise Action Plan program began in October 2019 and is now delivered by 11 State Government agencies. This third plan includes 43 actions and targets to 2030 to conserve water resources, engage water users, support urban greening, biodiversity, the tree canopy and urban cooling to create climate-resilient communities.

It also has a new action to scope how we can apply the learnings and experience gained over the previous plans to selected regional urban centres, recognising the pressures of climate change impacts across Western Australia, not just Boorloo and Bindjareb.



Waterwise Councils

Water Corporation and local governments are key partners in this long-standing program and action in *Kep Katitjin – Gabi Kaadadjan*, with a record 47 councils statewide endorsed through the [Waterwise Councils program](#) since it began in 2009.

Waterwise Councils upgrade, maintain and redevelop parks using waterwise principles, making open spaces more resilient and increasing vegetation and tree cover. They also implement stormwater harvesting and look at the potential for alternative water sources, including wastewater reuse to make our towns and cities more climate resilient and sustainable.

Waterwise and urban greening projects are also much closer aligned through the work of state agencies and local governments on Waterwise programs.

Achievers in the program are recognised each year at the [annual Waterwise recognition event](#) hosted by the Department and Water Corporation.



Representatives from the Cities of Nedlands (centre) and Armadale (right) and Shire of Capel (left) receive Gold Waterwise Council recognition at the annual Waterwise Recognition event hosted by the Department and Water Corporation

Drainage for liveability

The [Drainage for Liveability program](#) is an action in *Kep Katitjin – Gabi Kaadadjan* and a joint initiative with Water Corporation that creates more sustainable, productive, resilient and liveable waterwise communities.

Working with interested community groups, local government and the development industry, we are improving stormwater drains and basins to increase the social and environmental value of these spaces in our urban environment. This program looks at transforming drains into living streams to enhance local water quality, biodiversity and community landscapes in urban areas.

Drainage for Liveability has a guidance note series to provide an integrated approach to drainage management, focusing on opportunities to maximise community and environmental benefits.

This year guidance on spoil banks and flood levees was released, aligning with the regional expansion of Waterwise programs. This guidance supports developers in rural areas to engage early in the land planning process to determine where potential spoil bank failures pose flood consequences. Where potential flooding from spoil bank failures is identified, Water Corporation and the Department can advise on the appropriate methodology to assess flood extent and associated consequences.

The intention is to promote a considered, collaborative and consistent approach to drainage design.



Example management options for estate scale – small rainfall event runoff

Rural Water Planning

The Rural Water Planning program seeks to improve non-potable water supplies for broadacre agricultural and community use and ensure the best use of water resources in dryland agricultural regions.

The program is working to:

- improve the management of water resources
- develop reliable and sustainable water supplies
- increase water use efficiency
- safeguard local governments and regional communities against serious water shortages
- provide reliable emergency water supplies for rural communities for livestock and emergency firefighting.

The program has four priority areas that support dryland farming communities and towns:

- Community Water Supplies Partnership (CWSP) program.
- Agricultural area (AA) dams and Strategic Community Water Supplies (SCWS) programs.
- Management of strategic community water supplies through non-potable strategic community water supply plans.
- Water deficiency declarations.

Community Water Supplies Partnership program

The Western Australian and Australian Governments have committed \$5 million to the CWSP program through the Water Infrastructure for [Sustainable Efficient Regions \(WISER\)](#) initiative under the National Water Grid Fund. Funded from 2024–25 to 2026–27, this program is improving community amenity, reducing reliance on scheme water and providing emergency water supplies for dryland towns and communities.

Due to the increased drying trend across the southern half of the state, the government is extending support beyond the dryland agricultural regions. Meantime the program continues to support local governments in the South West and Great Southern regions. To date more than \$569,000 has been committed from the \$1.5 million announced in April 2024.



Emergency water tanks installed at the Shire of Williams CBH site through the CWSP program. This National Water Grid project was funded by the Australian and Western Australian governments and delivered in partnership with DWER

Some projects funded during the year include:

- City of Albany – \$73,302 for water tanks to support firefighting and irrigation AA dams Shire of Westonia Warralackin Tank Upgrades.
- Shire of Carnarvon – \$100,000 to connect an artesian water source to irrigate key green spaces.
- Shire of Plantagenet – \$38,709 for a rainwater harvesting system at the Rocky Gully Bush Fire Brigade.
- Shire of Kondinin – \$131,678 for two projects for new pipelines and pumps to move water from CBH town site to the town's dams for irrigation of the Kondinin Sporting Precinct.
- Shire of Perenjori – \$57,600 to drill a new bore and install tanks and solar-powered pumps for emergencies such as firefighting and livestock deficiencies, reducing reliance on the scheme water system and further enhancing the ability for the Shire to manage the drying climate.

Agricultural dams and strategic community water supplies

Through the [Agricultural Areas \(AA\) dams and Strategic Community Water Supplies \(SCWS\)](#) capital works programs, the Rural Water Planning team has upgraded and developed a network of dams and water supply sites across the state's dryland agricultural areas. These are providing an important source of non-potable water for farming and firefighting needs.

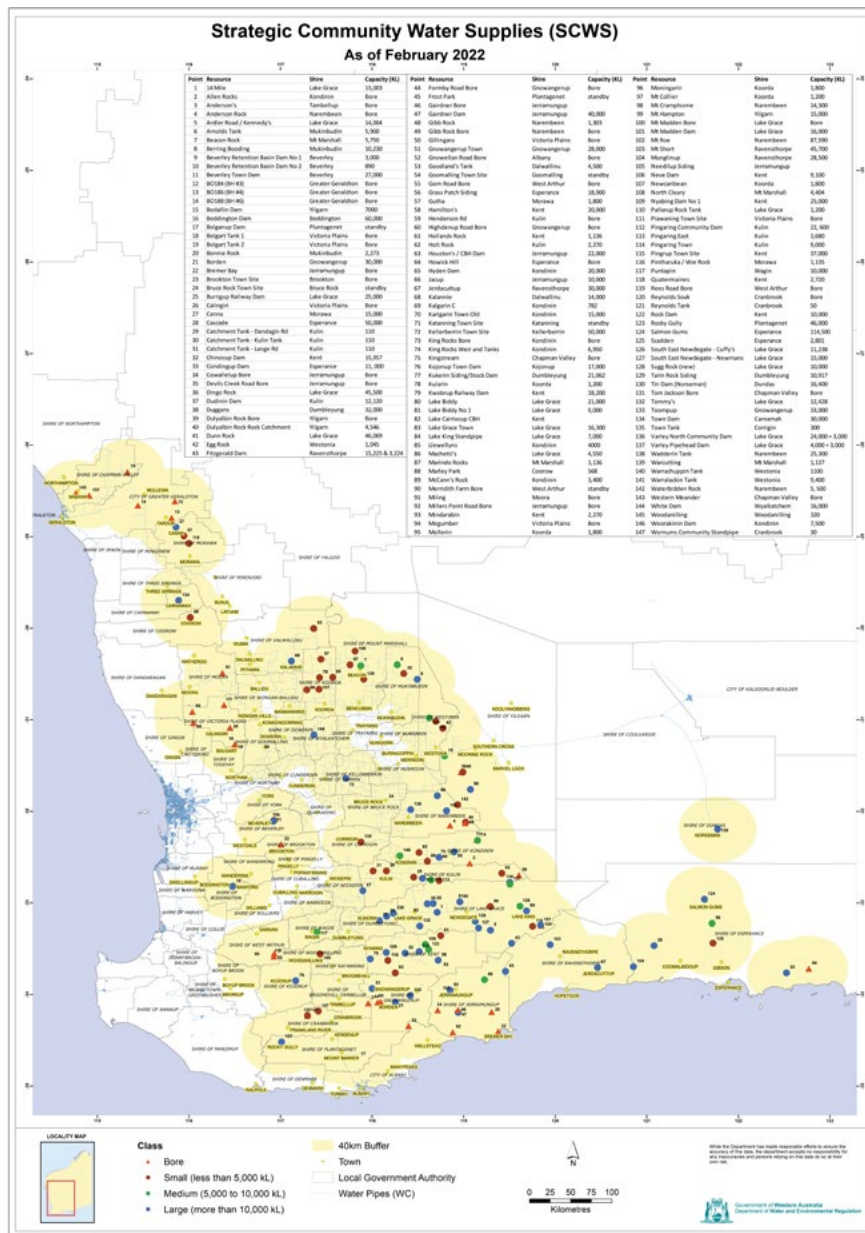
The State and Australian governments have committed \$8 million towards the AA dams and SCWS program from 2024–25 to 2026–27 to continue to construct and upgrade these important assets.

Strategic community water supplies

We have compiled 10 new [non-potable strategic community water supply plans](#) for relevant local government areas. These provide a clear description of the strategic community water supplies available for firefighting purposes, as well as for farmers and farming communities in times of emergency. (*See map of strategic community water supplies in the Wheatbelt region on pg 59)

Water deficiency declarations

The State Government makes [deficiency declarations during dry periods](#) in our agricultural regions to address emergency animal welfare needs. Under a declaration, the government will provide water for livestock needs at a central storage point, within a 40 kilometre radius of the farms impacted. During the year three water deficiencies were declared in the Shire of Esperance (Salmon Gums, Grass Patch and Cascades). More than \$500,000 has been spent on water carting during this time.



River health

Looking after the health of the state's inland rivers and waterways is a key function of the Department. We have several coordinated programs that specifically focus on river and inland waterways health.

Healthy Rivers program

Our [Healthy Rivers program](#) assesses the biodiversity, water quality, and habitat condition of rivers across south-west Western Australia to support our water and environmental planning and licensing decisions. We routinely monitor around 200 sites, as well as investigate new locations each year as required. This work helps us to identify ecosystem values, understand requirements for protection, assess threats and impacts, and evaluate ecosystem responses to our management decisions to enable us to adapt and evolve.

This year the Healthy Rivers team carried out more than 50 detailed site investigations between Dongara in the north and Donnelly River in the south. This included significant work to understand the effects of our drying climate. While climate change has resulted in some significant changes to flow regimes, our work revealed the remarkable ability of ecosystems to withstand or recover from changes. This work is critical in adapting management to support ecosystems in a drying climate.

Fish kill response – inland waters

We lead the response to fish deaths in inland waters of Western Australia, working cooperatively with the Department of Primary Industry and Regional Development (DPIRD), Department of Biodiversity, Conservation and Attractions (DBCA), Department of Health (DoH) and local governments.

Our work includes collecting and analysing water, phytoplankton and fish; gathering information from the public; and notifying the community about causes of fish deaths and any public safety risks.

This year we responded to around 20 fish kill reports across Western Australia, and supported DPIRD in their response to events in marine waters, including significant impacts due to the marine heatwave. Our work in inland waters also involved responding to the ongoing strandings of the threatened



DWER officer rescuing a threatened sawfish in the Kimberley

freshwater sawfish in the Fitzroy River. Through a partnership with Murdoch University, Traditional Owners and local landholders, we were able to successfully relocate 76 stranded fish to protected waters, all of which would have otherwise perished in this year's extreme dry conditions.

Priority research – developing water quality guidelines for local rivers

Our long-term project on new water quality guidelines to support local native wetland and waterway species is almost complete. These guidelines will provide increased confidence for environmental protection, while also reducing the time taken to assess new proposals and monitor responses supporting regulatory timeframes. This work will include new standard tests available to everyone for generating locally relevant guidelines for any contaminants of interest in inland waters of Western Australia.

Priority research – managing farm dams to support environmental values

We are partnering with universities to improve the management of farm dams and water points to optimise their value in supporting endemic species. This includes improving habitat within dams and the efficient management of water to support connected environments.

Country Areas Water Supply Act

Licensing

We administer the [Country Areas Water Supply Act 1947 \(CAWS Act\)](#) to regulate clearing controls within gazetted water resource catchments for salinity mitigation. This includes:

- issuing clearing licences and advising the government and private sector on salinity and water resource management
- preserving historic government investment in protecting native vegetation for salinity management purposes
- managing the CAWS Act Land Estate.

During the year we:

- issued six CAWS Act licences to clear
- assessed eight EP Act referrals
- assessed 14 Western Australian Planning Commission planning advice referrals.

Bushfire management

Seven bushfires occurred within our Land Estate during this year's bushfire season. We work collaboratively with bushfire response agencies (Bushfire Volunteers and DBCA) on fire control and provide resources and logistical support when bushfires occur within the estate. Our response activities are guided by our Bushfire Management Strategy.

Plantations

We continued work with the Forest Products Commission (FPC) to establish pine plantations for commercial harvest in suitable areas. Plantation coverage within CAWS Act catchment areas not only reduces saline water discharge to river systems but also expands the state's softwood supply capacity. A total of 2,980 hectares of our Land Estate has been placed under leasehold with the FPC to date.



Our work supports local native wetland and waterway species

Service 3 – Water regulation, licensing and industry governance

Water licensing

Through the *Rights in Water and Irrigation Act 1914* we license water to more than 14 types of business activities and categories. These include water for:

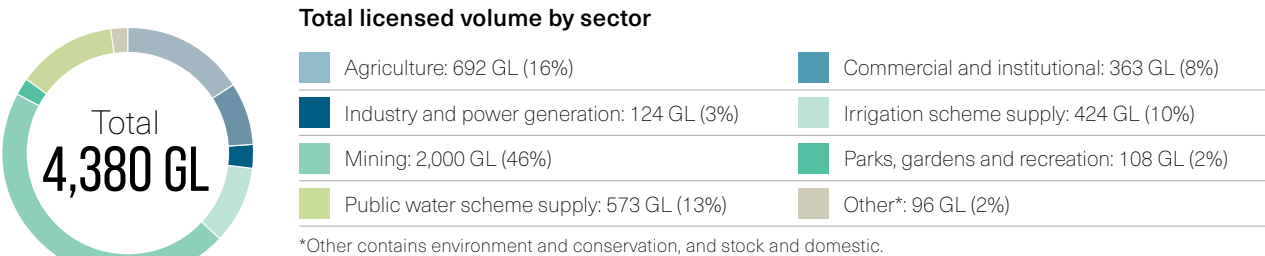
- horticulture, parks and gardens
- bottling and dairy production
- cleaning and food processing
- mine and construction dewatering
- public water supply.

Water licences set the volume of water that can be taken, what water resource it can be taken from, where it can be used and for what purpose.

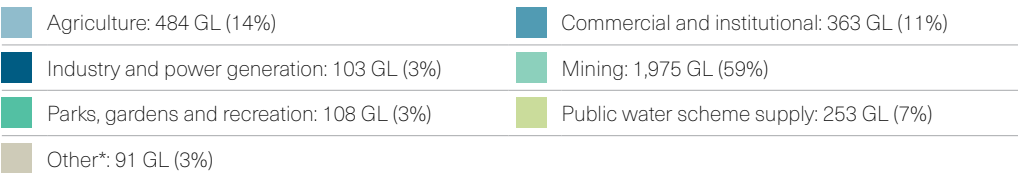
As at 30 June 2025, we managed 12,653 water licences across 773 groundwater and 427 surface water resources. These licences authorise the taking of 4,380 gigalitres (GL) of water – 3,377 GL from groundwater resources and 1,003 GL from surface water resources. In certain areas, the construction of water-use infrastructure including bores and dams, and the disturbance or interference of the beds and banks of watercourses, are also subject to authorisations. As at 30 June 2025, there were 1,027 licences to construct and alter groundwater wells and 478 permits to interfere with beds and banks granted across the state.

Western Australia’s water users by sector (allocated volume)

Please note: The sector volumes (both individual and totalled) in each of these charts have been subject to rounding.

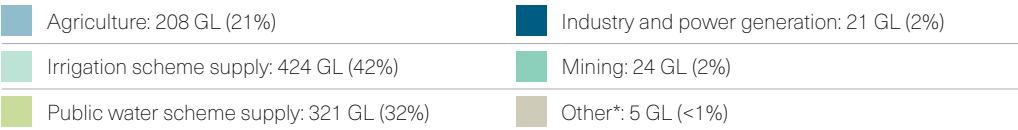


Groundwater licensed volume by sector



*Other contains irrigation scheme supply, environment and conservation, and stock and domestic.

Surface water licensed volume by sector



*Other includes stock and domestic, commercial and institutional, environment and conservation, and parks, gardens and recreation.

In 2024–25 the water licensing targets for average application processing times (65 days low-risk, 75 days medium-risk and 95 days high-risk) were met for the low and high-risk licence applications. The average assessment timeliness performances for low, medium and high-risk water licence applications were 47 days, 58 days and 71 days, respectively.

We have also continued implementing the statewide water licensing backlog program, which includes longer-term approaches to maintaining the backlog within a target threshold of fewer than 350 applications

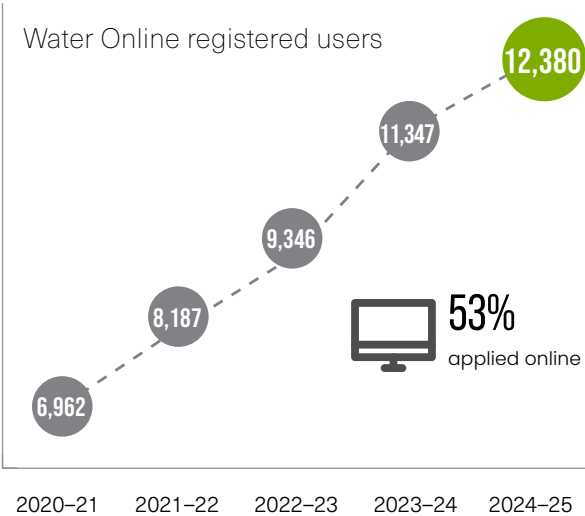
As of 30 June 2025, there was a 16 per cent decrease in the water licence application ‘backlog’ on the previous year, largely driven by the Department’s implementation of a Statewide Water Licensing Backlog Strategy in February 2024. Initiated in response to a sustained increase in the backlog of water licence applications, the backlog strategy leveraged \$1.03 million in State Government funding over two years to deliver a targeted reduction in the number of applications that had been open for more than 65 days. The associated increase in water licensing capacity also saw the Department finalise the highest number of water licence applications in 10 years in 2024–25 (3,519), representing a 10 per cent increase in applications resolved compared to the 2023–24 year.

Water Online

Water Online enables users to lodge licence and permit applications and licensees and permit holders to submit reports and meter readings.

In 2024–25, the portal remained a consistently utilised tool, with 53 per cent of all applications submitted online and the total active user base reaching 12,380.

While Water Online has served us well it will transition into [Environment Online](#) as part of our broader strategy to integrate and enhance online service, delivering a more seamless digital experience for our users across water and environmental services.



Water compliance and enforcement

As of 30 June 2025, 5,839 water licences were subject to metering and alternative measurement requirements under the Rights in Water and Irrigation Regulations 2000. The total volume

of water subject to metering and alternative measurement represents 97 per cent of all water licensed across the state. In 2024–25 we undertook 60 compliance inspections and water meter audits, conducted 1,144 desktop water use surveys and completed 396 reviews of submitted compliance reports. We also processed 2,418 abstraction volume submissions and meter reading submissions.

 **1,144**
desktop water use surveys

 **396**
reviews of reports

As an outcome of these monitoring activities, we undertook 223 incident reviews and investigations, and responded to 194 confirmed incidents of non-compliance with a combination of statutory and non-statutory enforcement actions. We issued 110 letters of education, 60 warning notices and six infringement notices, and gave 18 statutory directions.

Our regulatory work includes educational and behavioural support as well as compliance and enforcement activities to ensure licensees are adhering to the legal requirements. When necessary, formal action is taken for breaches of these requirements. Support mechanisms are made available to licensees which promote self-regulation of the terms and conditions of water licences. For example, by using our online services, licensees can receive reminder notices of due dates for report submissions and input meter details to keep track of monthly and annual water use. Compliance monitoring consists of onsite visits and remote monitoring activities.

Office of the Auditor General water compliance audit

During the year, the Office of the Auditor General (OAG) assessed how the Department monitors and enforces water licence conditions. In June the OAG [tabled a report to parliament](#) which included recommendations on new approaches to water compliance.

Before the audit, we had identified and prioritised ongoing improvements to our water assurance functions. In early 2024, we established a dedicated Water Assurance Division in the Assurance Directorate, which provides centralised expert capacity to support operational compliance delivery in the regions.

Our Assurance Program for 2025–26 sets out specific targets for water assurance to ensure we continue to uplift our delivery. Partnership with regions and across different business areas will be critical to delivery of this important regulatory function.



Our Water Assurance and Statewide Delivery staff are working together to explore ways to improve the effectiveness, accuracy and efficiency of our water compliance activities, including the enhanced use of technology such as high-resolution satellite imagery, telemetry, drones, and digital elevation models. Each of these can support the identification of non-compliance and help inform any on ground response.

The OAG report found the Department had appropriate probity controls in place, with committed staff who were facing challenging circumstances – particularly where they needed to set and enforce licensing conditions that might have significant impacts on the communities in which they live.



ALCOA assurance program

In December 2023 the State Government announced the Alcoa Transitional Approvals Framework (ATAF). The ATAF has been designed to mitigate the social and economic impacts of curtailment of Alcoa’s mining operations and afford a reasonable level of risk mitigation as the company transitions its operations to contemporary regulation, under Part IV of the EP Act.

To sustain local economic and social benefits, while ensuring Alcoa meets strict environmental standards, the government issued a conditional exemption under section 6 of the EP Act which allows Alcoa to continue mining while the EPA assesses its operations. The government expects Alcoa to meet its environmental obligations and continue to ensure that public drinking water supplies in Serpentine Dam are protected and safe for use.

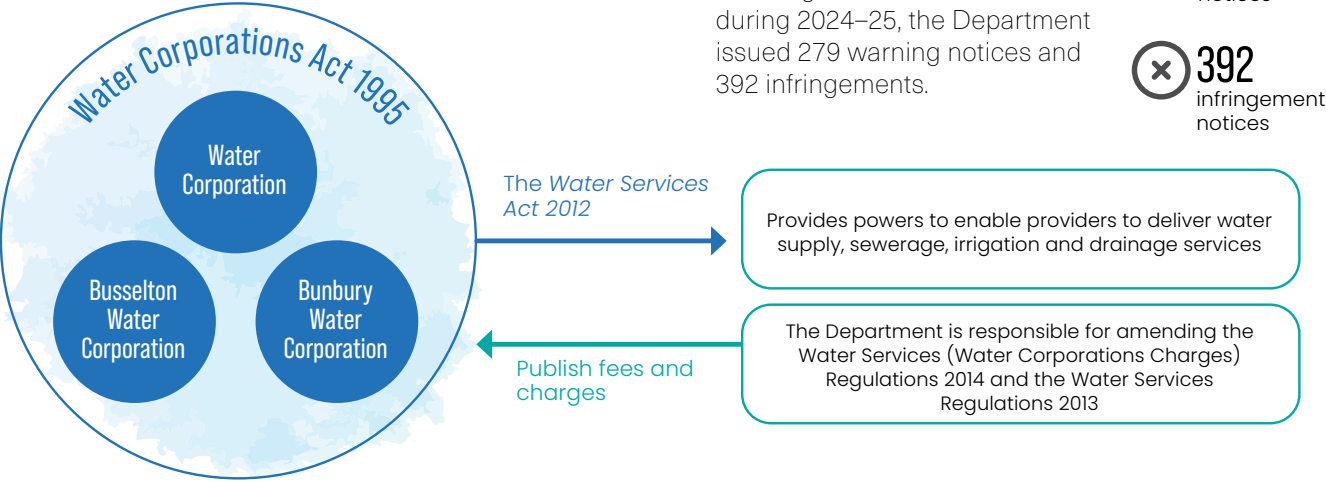
During the year we continued to implement a robust assurance program to ensure conditions in the Environmental Protection (Darling Range Bauxite Mining Proposals) Exemption Order 2023 were being met, along with the expectations of government and the community, to ensure the protection of drinking water resources and key environmental assets. In 2024–25 we conducted 452 inspections across both the Huntly and Willowdale mine sites. Our engagement with Alcoa on drainage control management plans has seen a significant reduction in drainage-related incidents, down from 60 or more in previous years to around 20 reportable incidents in the last winter season. We did not identify any Exemption Order non-compliances.

Water services

The State Government has three water utilities established under the *Water Corporations Act 1995* – Water Corporation, Busselton Water Corporation and Bunbury Water Corporation (Aqwest). The *Water Services Act 2012* provides powers to enable licensed service providers, including the government's water corporations, to deliver water supply, sewerage, irrigation and drainage services, and establish areas of service operation.

There are 19 other licensed water service providers in Western Australia, comprising local governments, irrigation cooperatives, mining companies, developers and the Rottnest Island Authority.

The Water Services (Water Corporations Charges) Regulations 2014 and the Water Services Regulations 2013 are amended each year to publish customer fees and charges for Aqwest, Busselton Water and Water Corporation.



We make the amendments in consultation with the corporations, to take effect in the following financial year.

We continue to work with Water Corporation as required to support the improvement of water services to regional Aboriginal communities. This includes support for licensing, permits and public drinking water source protection.

Garden bore restrictions

Most garden bores in Western Australia are not licensed but are subject to sprinkler restrictions under the Water Agencies (Water Use) By-laws 2010. The Department, in partnership with Water Corporation, regulates domestic garden bore sprinkler restrictions. In Perth and Mandurah, domestic garden bore sprinkler restrictions align with scheme water users, allowing watering on two rostered days a week. Elsewhere in the state, garden bore owners can water once a day between 6pm and 9am.

For alleged garden bore watering restriction offences during 2024–25, the Department issued 279 warning notices and 392 infringements.

279 warning notices
392 infringement notices

Managing public water supply

The Department manages surface water and groundwater used by the State Government's water corporations for public water supply through water licences issued under the *Rights in Water and Irrigation Act 1914*. We continue to work with Water Corporation and other providers to ensure abstraction is sustainable and protects the health and integrity of the resource. The work on abstraction to support resource health has been particularly active and ongoing for the Gnangara groundwater resource. We also ensure that sources of drinking water are protected from potential contamination risks through the Water Source Protection program.

This year we continued to work with water service providers on source development planning for regional schemes including the Lower Great Southern, Busselton, Esperance, Exmouth, West Pilbara, Port Hedland and Warren-Blackwood. We are also working with Water Corporation on planning for Perth's integrated water supply scheme. From 2028, the Alkimos seawater desalination plant will supply 50 billion litres of safe drinking water to millions of Western Australians each year via this scheme.

Water fees

We collect fees from water licence and permit applications from the mining and public water supply sectors.

In 2024–25, we spent \$19,437,405 on the assessment of all water licence and permit applications and collected \$1,574,190 in fees from 172 licensees for 536 application assessments.

Water policy

The Department’s water policy staff continue to prioritise the review and development of state water resource policies. The focus of this work during the year has been on ensuring community needs are met for the timely processing of licence applications and investigations.

We continue to work with the Australian Government and other jurisdictions to develop a new [National Water Agreement](#) to replace the existing National Water Initiative. The new agreement is being developed to provide a nationally consistent framework for water reform and policy.

Warren Donnelly Water Advisory Committee

The [Warren Donnelly Water Advisory Committee](#) provides advice to the Minister for Water and the Department regarding surface water management in the Warren and Donnelly River catchments. The committee is made up of community, local Aboriginal Corporations, government, and the Southern Forest Community Landcare representatives. The Committee provides a critical link between water users, the broader community and government agencies and will be instrumental in the development of the updated Warren Donnelly surface water allocation plan currently being prepared. The committee meet four times a year to discuss important water resource management issues relevant to the Warren Donnelly catchments and community. The Department provides executive support service to the committee.

Healthy estuaries

Our initial four-year program to improve the health of regional estuaries throughout south-west Western Australia concluded in December. The Healthy Estuaries program entered its second phase in 2025 with nearly \$10 million in funding awarded to regional environmental groups for continued delivery of programs in the Peel-Harvey, Leschenault, Vasse-Wonnerup, Hardy Inlet, Wilson Inlet, Torbay Inlet and Oyster Harbour catchment areas.

In these catchments, we regularly sample 175 sites to monitor water quality. Our programs will continue through [Healthy Estuaries WA](#), [Revitalising Geopraphe Waterways](#), and the [Bindjareb Djiilba \(Peel-Harvey estuary\) Protection Plan](#).

During the year we recorded more than 1,000 seagrass observations across the Peel-Harvey estuary, Leschenault Estuary and Oyster Harbour, marking a huge effort from the team to map seagrass distribution. In addition, for the first time we used aerial imagery to help estimate shallow-water seagrass cover in the Peel-Harvey estuary. These monitoring efforts contribute to detailed seagrass distribution maps in each estuary, informing management action on improving water quality and reducing nutrient inputs into waterways.

We continued innovative trials with hydrotalcite clay (HT-clay) in Mandurah, investigating its effectiveness when used after applying a commercially available product called Phoslock. Both products bind with phosphorus to make it

unavailable to algae, and form clumps of algae that sink to the bottom of the lake.

Given sources of phosphorus to the lake are ongoing, we must try to reduce the severity of the resulting algal blooms. Our applications of the combined clays in December reduced algae in the lake by 84 per cent and associated total phosphorus by 74 per cent. Monitoring bores were installed in May to help us identify nutrient sources to the lake and evaluate the effectiveness of the water treatment trials.

At the end of 2024, farmers and volunteers had fenced 207 kilometres of waterways and exceeded our target with 122 hectares revegetated. Fencing and revegetation helps reduce the nutrient load from stock and improves the natural filtration and ecosystem benefits in local waterways.

Our [Dairy for Healthy Estuaries project](#), part of the [Sustainable Agriculture Strategy](#), partnered with Western Dairy to reduce dairy effluent entering waterways. Unmanaged effluent can drive algal blooms, fish kills and, in extreme instances, completely undermine water quality or use.

As a part of the project, our team established an effluent demonstration trial to showcase smart reuse and effluent management benefits, and encourage industry adoption of improved practices. We also helped install four new concrete manure storage pads and shared efforts with local government officers in a two-day workshop.

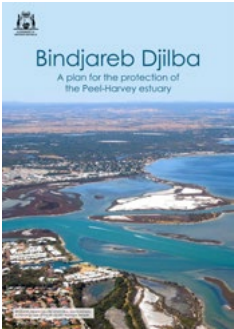
A total of 172 farms participated in our annual fertiliser management program. It is estimated the farms could collectively reduce the amount of phosphorus they apply by 668,000 kilograms,

while saving a total of \$3,084,000, if their fertiliser application rates were based on their soil test results.

There has been an estimated 46 per cent reduction in the amount of phosphorus applied on participating farms since 2020.

Bindjareb Djilba (Peel-Harvey Estuary) Protection Plan

The [Bindjareb Djilba \(Peel-Harvey Estuary\) Protection Plan](#) is in its fourth year of implementation, with strong positive engagement from stakeholders and continued State Government funding support. The Policy and Planning Committee – co-chaired by the Member for Mandurah and the Member for Dawesville – meets regularly to progress priority actions to protect the estuary as the area develops.

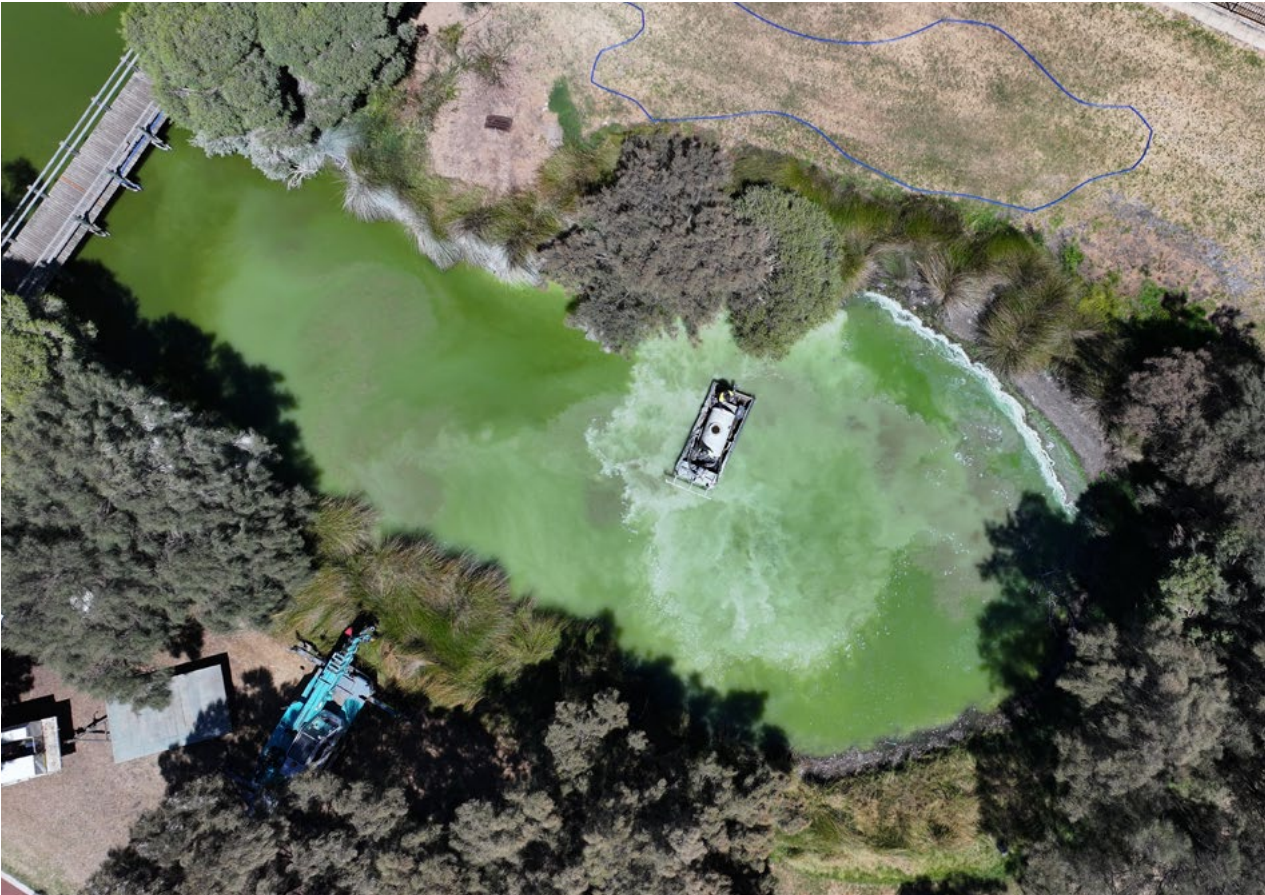


The protection plan supports a partnership with [Peel-Harvey Catchment Council](#) to expand the impact of fertiliser management and river restoration activities implemented through Healthy Estuaries WA. It also supports partnerships with local Aboriginal corporations to increase Traditional Owner involvement through Bindjareb-led yarning circles and cultural mapping.

GeoCatch

[GeoCatch](#) is a catchment management group that has worked in partnership with the Department and the local community for over 25 years to care for the Geographe Bay catchment. GeoCatch is a key partner with the Department in delivering the

State Government initiatives Healthy Estuaries WA and Revitalising Geographe Waterways, working with farmers, the local community, industry and government agencies to deliver onground works and communication. The Department supports GeoCatch through project funding and support services, co-locating with GeoCatch in the the Department's Busselton Office.



We continued innovative trials with hydrotalcite clay (HT-clay) in Mandurah, investigating its effectiveness alongside a commercially available product called Phoslock, in making phosphorus unavailable to feed algal blooms

Outcome 2

Emissions, discharges, and clearing of native vegetation are effectively regulated to avoid unacceptable risks to public health and the environment.

Service 4 – Environmental regulation

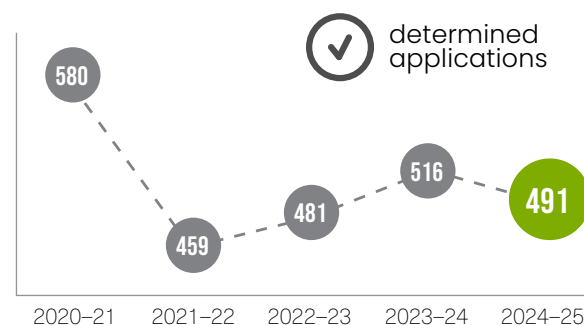
Industry regulation

In 2024–25, the Department received 636 applications for licences, works approvals, and amendments, closely aligned with the 646 applications received in the previous year. Western Australia continues to experience robust growth across the resource, industrial, energy, and agricultural sectors, which is reflected in the consistently high volume of applications.

During the year, 491 applications were determined, a slight decrease from the 516 processed in 2023–24. The number of open applications under assessment rose from 297 at the end of 2023–24 to 315 as of 30 June 2025.

 **315**
open
applications
under
assessment

 **491**
applications
were
determined



Corresponding with the reduced number of determinations, the volume of applications exceeding target timeframes increased to 116 in 2024–25, 17 more than the 99 recorded at the same time last year.

The average processing time improved to 76 working days, down from 78 in 2023–24. Further performance enhancements are anticipated in 2025–26, driven by the Department's implementation of reforms across approvals, systems, and legislation.

Native vegetation regulation

Clearing permits

In 2024–25, the Department received 245 applications for native vegetation clearing permits, an increase of 8.1 per cent compared to the 228 applications received in 2023–24. A targeted effort to reduce the number of applications exceeding 60 business days under assessment led to a significant improvement, with these older applications decreasing from 107 at the end of 2023–24 to 62 as of 30 June 2025, a 42 per cent reduction.

 **245**
applications
were
received

Despite this progress, the total number of open applications rose slightly to 150, up from 140 the previous year. The average time taken to reach a decision dropped markedly to 89 working days, down from 119 in 2023–24. The longer timeframe in the previous year reflected a deliberate focus on resolving the oldest applications.

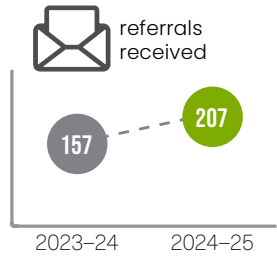
However, the proportion of applications decided within the target timeframe of 60 working days declined to 38 per cent in 2024–25, compared to 41 per cent in 2023–24. This shift is partly attributed to the increasing complexity of assessments and the growing use of environmental offsets or revegetation actions. As a result, more than 26 per cent of applications were withdrawn by applicants during the year. This trend is largely driven by a rise in applications from highly developed regions such as the South West, Perth, Kwinana-Peel, and Wheatbelt, where offset requirements are more common. Many applicants opted to withdraw rather than continue providing the necessary information or negotiating offset arrangements.

To support better outcomes, the Department continues to encourage proponents with projects on the Swan Coastal Plain or in the Wheatbelt to engage prior to submitting an application, and to identify potential issues and solutions earlier in the process.

The average duration that applications remained in 'stop the clock' status reduced slightly, from 134 business days in 2023–24 to 120 days in 2024–25. 'Stop the clock' reflects the additional time applicants require to address information gaps, including details on avoidance, minimisation, and mitigation measures, conducting biological surveys, and identifying suitable environmental offsets.

Clearing referrals

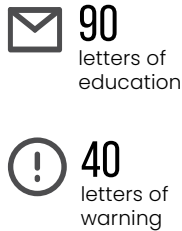
Stakeholder engagement with the clearing referral process, introduced in 2021–22, continues to grow, with 207 referrals received in 2024–25. This represents a 32 per cent increase compared to the 157 referrals submitted in the previous year. Clearing referrals accounted for 46 per cent of all requests for clearing approvals lodged with the Department under Part V of the EP Act.



The performance of the clearing referral process remains aligned with its purpose as a streamlined pathway for proposals involving minimal environmental impact. In 2024–25, the Department finalised referrals in an average of 24 working days. Of the total requests received, 86 referrals were assessed as not requiring a clearing permit, representing a cumulative proposed clearing area of approximately 23.62 hectares across the state.

Addressing native vegetation clearing reports

We are receiving an increasing number of reports relating to the potential illegal clearing of native vegetation across the state. In September 2024, we had yet to assess 526 outstanding reports. To rapidly manage these reports, we developed improved processes to evaluate environmental impact and investigative risk.



Since we put these processes in place, the number of outstanding reports has reduced to 264 – nearly a 50 per cent decrease – while we have continued to receive and action new reports. We issued more than 90 Letters of Education and 40 Letters of Warning as part of this effort. The new processes enable a more balanced, risk-based approach, allowing for strategic allocation of resources, identification of previously unknown risks and timely departmental action.

Environmental compliance and enforcement

This year our environmental compliance teams carried out 467 inspections and identified 295 instances of non-compliance with site approvals which are being progressively resolved with approval holders. This on ground compliance activity included 229 inspections of prescribed premises, 108 landfill levy inspections and 130 inspections as part of our light industry program.



Further to this, 41 audits of Ministerial Statements were completed together with reviews of 94 Ministerial Statement Compliance Assessment Reports.



These compliance activities resulted in 59 infringements being issued, 107 Letters of Education, 64 Letters of Warning as well as 20 convictions being recorded and 17 prosecutions commenced.



Environment WAtch

This year we launched [Environment WAtch](#), a mobile-friendly website enabling the public and industry to use a simple form at any time to report pollution, illegal dumping and other environmental issues. It features an interactive map of selected ongoing incidents, hosts regularly updated information about environmental incidents of high community concern, and offers detailed information on common environmental issues.

We are committed to supporting the community, industry and other parties to report pollution and a range of other environmental concerns. Our Environment Watch service operates 24 hours a day, seven days a week. Reports to this service provide us with significant intelligence and enable us to identify and respond to active and emerging issues.



Environment WAtch website

In 2024–25 our Environment WAtch service received 11,352 reports, the highest on record. These reports prompted deployment of our Environmental Response Team 373 times to lead or assist with managing serious environmental incidents.



Our Environment WAtch hotline remains in place, with the public able to report environmental incidents by phoning 1300 784 782. Life-threatening emergencies should be directed to 000.

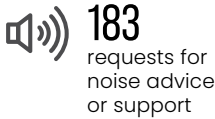


You can report pollution, illegal dumping and other environmental matters using our online form or by calling our Environment WAtch hotline on **1300 784 782.**

Call 000 to report a life-threatening incident or emergency

Environmental noise

We responded to 183 requests for noise advice or support this year. Of these, in our role to support local governments to administer the Environmental Protection (Noise) Regulations 1997, we responded to 96 requests for environmental noise advice, technical support or laboratory analysis. We provided specialist environmental noise advice 16 times relating to matters under EPA consideration, and responded to 15 requests from other Australian and State government agencies. We also further supported our local government partners with three noise regulation training sessions.



We are also working with local governments and other agencies to facilitate community sport by providing technical guidance and examining options for additional sport-focused noise regulations.



Odour emissions and management

Odour emissions and odour impacts from licensed facilities are managed under the EP Act.

There are several areas in the state where odour emissions and their impacts are the subject of extensive departmental investigations and significant community concern. These include:

- suburbs near the Nambeelup industrial area in the City of Mandurah including Secret Harbour, Mandurah, Singleton, and Lakelands
- suburbs in the City of Cockburn near Cockburn Cement Limited
- suburbs around the Tamala Park waste management facility in the City of Wanneroo.

Throughout this year the Department has responded to these odour impacts and their associated community complaints and is seeking to resolve the impacts as a top priority.

This work includes inspections of source sites, odour assessments in the local community and specialist technical assessments to more accurately identify odour sources, potential odour emission mitigation measures, and regulatory solutions.

Wind power

The State Government recognises the importance of wind power for enabling Western Australia to reduce its carbon emissions and address the impacts of climate change. As such, the Department is working closely with other key agencies to facilitate the development of wind farms in WA. To do this, we are looking at developing noise guidance for the site selection and assessment of windfarms, while investigating various options to amend the Environmental Protection (Noise) Regulations 1997 to better facilitate windfarm development and attract investment.

Contaminated sites

Contaminated land and water created by past industrial activities is managed under the *Contaminated Sites Act 2003* and Contaminated Sites Regulations 2006.

We are managing an increasing number of reported and classified sites each year, prompted by a better understanding of contaminants and the expansion of residential, commercial and industrial development.

This year we classified reported sites within 45 days, as required by section 14 of the Contaminated Sites Act, and 91 per cent of mandatory auditor’s reports (MARs) not requiring referral to other agencies, were processed within the target timeframe of 21 days. As staffing pressures continue to ease, processing times for MARs have improved.

Sites classified as ‘contaminated – remediation required’ (246 at 30 June 2025) or high priority ‘possibly contaminated – investigation required’ (295 at 30 June 2025) need ongoing review to establish whether:

- the actions specified in the site classification are being implemented
- the risk, or potential risk, to human health or the environment is being mitigated.

Where appropriate action has not been taken, we may serve statutory notices on relevant parties to complete the necessary actions.

As of 30 June 2025, there were 1,631 sites classified as ‘possibly contaminated – investigation required’ and 4,881 sites classified overall. We are developing a significant work plan to finalise classifications for the remaining grace period sites i.e. sites reported in the first six months of the Contaminated Sites Act being enacted but not yet classified, which remain dormant on the Department’s records.



1,631
possibly
contaminated
– investigation
required sites



4,881
total sites
classified

Given the present housing shortage and resulting prioritisation of residential development, we are facing additional pressure to provide statutory planning advice and respond to MARs submitted to fulfil planning conditions for development sites, some with complex contamination issues, in shortened timeframes.

During the year we prioritised processing within statutory timeframes, including Form 1 reports

of a known or suspected contaminated site, and MARs submitted to report on compliance with regulatory notices served under Part 4 of the Contaminated Sites Act, or submitted to clear planning conditions. We also prioritised MARs for high risk sites or changed site conditions.

There are 16,234 parcels classified as 'decontaminated' or 'not contaminated – unrestricted use'. This reflects the number of residential lots that have been created through the Contaminated Sites Auditor and planning process, using evidence the sites are suitable for the proposed use.

Air quality

Western Australia is a signatory to the [National Environment Protection \(Ambient Air Quality\) Measure \(AAQ NEPM\)](#), to which the results of our state's air quality monitoring must be reported each year.

We are responsible for the operation and maintenance of 15 permanent air quality monitoring stations in Western Australia. Nine of these sites – Armadale, Caversham, Duncraig, Mandurah, Quinns Rocks, Rolling Green, Rockingham, South Lake and Swanbourne – are within the Perth region. There are six regional sites in Albany, Bunbury, Busselton, Collie, Geraldton and Kalgoorlie. These sites report air quality hourly to the [Air Quality Index webpage](#) on the State Government website.



These real-time results allow the community to see immediate air quality in their area and to take appropriate action in response to air quality levels.

Since 2022, we have operated an air quality monitoring network in Port Hedland, where dust levels can be higher than other areas of the state. Reporting for the first two years of operation is currently being finalised.

Ambient dust monitoring campaign in Pinjarra

In response to community concerns about localised potential dust emissions from Alcoa's Pinjarra refinery operations, during the year we conducted a six-month monitoring campaign. From November to April, we operated an air quality monitoring station (AQMS) at a central Pinjarra location, situated to represent potential community exposure in the Pinjarra township. The monitoring campaign's objective was to assess levels of ambient dust and gaseous pollutants at the location, with a focus on considering likely

worst-case conditions during summer, such as higher temperatures and frequent easterly winds. We are now reviewing the data and will issue a public report and host a community forum in Pinjarra to discuss the results.

A new air quality monitoring campaign in the Kwinana Industrial Area began in 2025. This campaign intends to monitor contemporary pollutants to inform future consideration of the Kwinana Environmental Protection Policy (EPP), including improved placement of monitors to better assess the potential for impact on the surrounding community.

Air quality technical advice

We continued to provide strategic, technical and policy advice on air quality matters during the year, including ambient air quality, industrial emissions, odour modelling, meteorology, health standards and hazardous air pollution. From July to June, we undertook more than 180 technical reviews and offered scientific advice for high-profile projects.

Our air quality scientists reviewed scientific reports for the Murujuga Rock Art monitoring program, and supported inspections by compliance and enforcement and industry regulation officers related to odour complaints around Tamala Park in Perth and Nambeelup in the Peel region. We also supported the Tamala Park Community Dairy Program by preparing odour forms and instructions, conducting engagement and training sessions, and analysing odour form data.

Murujuga rock art monitoring program

In May the State Government and the Murujuga Aboriginal Corporation (MAC) released Curtin University's latest report on the condition of the rock art on Murujuga in the Burrup Peninsula and Dampier Archipelago in the state's north.

Led by MAC and the Department, the Murujuga Rock Art monitoring program delivered the largest and most reliable dataset on rock art globally, tracking air quality, rock surface chemistry, rainfall, and pH levels affecting the area's ancient rock art.

This year, for the first time, the monitoring program has set air quality guidelines and standards for the Department to use to regulate emissions and protect the rock art. The first interim Environmental Quality Criteria (EQC) set levels of ambient air quality considered safe for the rock art. These EQC supported the World Heritage nomination for Murujuga by informing a management framework for long-term preservation of this internationally significant cultural landscape.

Development of the interim EQCs could not have been achieved without the knowledge and support of the Murujuga Circle of Elders, the MAC Board, Rangers and other personnel, a large team

of 55 expert scientists, a panel of independent expert peer reviewers, and the Murujuga Rock Art Stakeholder Reference Group.

A key focus of the monitoring program is two-way knowledge sharing and training. MAC Rangers are working with Curtin University's scientific team to take field measurements and monitor air quality. With MAC taking over the monitoring program, the Rangers and our Aboriginal Project Officer are completing specialist micro-credential qualifications delivered by Curtin University on Country to build their data collection and monitoring skills.



Rock Art Ranger Kasziem Bin Sali operates an air quality monitoring station. Photo credit Murujuga Aboriginal Corporation



Rock Art Monitoring Ranger Kasziem Bin Sali takes a spectrometry measurement on a rock art panel. Photo credit Murujuga Aboriginal Corporation

Cross Sector Triage Team

The State Government has established a Cross Sector Triage Team (CSTT) in response to the [Vogel McFerran review](#) recommendations 8b and 15, as part of a broader initiative to reform and streamline environmental approvals processes. The team was operationalised in January 2025 and situated within the Department's new Priority Approvals directorate.

The CSTT will provide an effective triage and front-end support to enable timely delivery of government priority projects.

This case management service will:

- provide proponents with access to a dedicated officer ahead of proposal referral or application submission to scope requirements in consultation and collaboration with relevant department and CSTT staff
- identify any issues that might delay assessment and facilitate early engagement across government agencies, including facilitating secondary approvals that the department administers
- have oversight, support and problem-solving capabilities in consultation and collaboration with relevant department and CSTT staff to address any barriers for project implementation.

Housing Approvals Unit

In October, the State Government established the Housing Approvals Unit to accelerate housing delivery across Western Australia. The unit will play a key role in streamlining environmental and water approvals for priority housing developments, ensuring that regulatory processes do not unreasonably delay projects while maintaining high environmental standards.

To enhance coordination and responsiveness, the unit has been co-located with the CSTT, forming a dedicated Priority Approvals directorate. This directorate now provides a key point of contact for the housing industry and works collaboratively across approvals agencies to address concerns around timeframes and processes.

The unit has begun case management for priority growth areas, including North East Baldivis and East Wanneroo, delivering integrated environmental and water advice to support timely project progression. For the North East Baldivis area, this has included the first development application considered through the Section 11B Significant Development Pathway. As urban development expands into more complex landscapes – such as areas with high groundwater

The Housing Approvals Unit is a key enabler of the state's housing agenda, helping to unlock land for development and support population growth through coordinated, efficient, and environmentally responsible approvals.

tables, flood risk, or within public drinking water source areas – the team will work closely with DPLH and industry proponents to provide strategic guidance. This includes advice on hydrological modelling, and flood and inundation risk mitigation, to ensure future developments are resilient and sustainable.

The Housing Approvals Unit is a key enabler of the state's housing agenda, helping to unlock land for development and support population growth through coordinated, efficient, and environmentally responsible approvals.





Outcome 3

Development and implementation of strategic policy and legislation that promoted sustainable environmental outcomes.

Service 5 – Environmental and water policy

EP Act Amendments

During the year, work to implement the *Environmental Protection Amendment Act 2020* continued. The Act is the most significant reform of Western Australia's environmental legislation in more than 30 years, and its amendments are being introduced through a staged approach. We are developing regulations and guidance to support effective implementation of the amendments being proclaimed under each stage. Stages 1 and 2 are complete and we are investigating options to expedite the final stage and ease transitional arrangements for the new Part V Division 3 licensing regime.

Western Australian climate policy

Climate Adaptation Strategy

The 'Understanding how climate change impacts water in WA' communication and research initiative delivered sought after, up-to-date and regionally relevant guidance during the year. The initiative enables the best hydroclimate science to drive informed decisions about managing and protecting the state's water resources in our rapidly changing climate. It has funding of \$4,153,000 from 2024 to 2028.

A major contribution of the initiative during the year was the [Guide to future climate projections for water management](#). The new guide's practical framework facilitates a contemporary risk-based climate assessment. It helps water planners, scientists and decision-makers assess climate risk and opportunities for Western Australia's water resources using the latest climate science. We used the guide to:

- assess the potential impacts of changing climate and integrate the results into several departmental resource assessments and water allocation planning projects underway

in the Albany, Esperance, Exmouth, Jurien–Arrowsmith, Wellington, Jandakot–Perth South and West Canning Basin areas

- develop two [National Hydrological Projections use cases](#) – Myalup and Harding Dam (in conjunction with the Bureau of Meteorology and Water Corporation) – which, along with the guide, contributed to *Kep Katitjin – Gabi Kaadadjan Waterwise Action Plan 3*.

Another highlight this year was gaining valuable insights into how south-west catchment dynamics have changed. Our first applied research project for the initiative, *Understanding and modelling hydrological non-stationarity in south west Western Australia*, used cutting edge techniques to:

- find that 65 per cent of the investigated catchments, over time, generated less streamflow from a given amount of rainfall
- identify how certain land uses in a catchment match up with the size of the rainfall response shift
- affirm the suitability of a rainfall-runoff model that the Department already uses
- suggest next steps to make hydrological simulations more robust, enhancing South West water planning projects.

Our research partner, the University of Melbourne, presented the project at the 2024 Hydrology and Water Resources Symposium – [Understanding and modelling hydrological non-stationarity in South-West Western Australia | 2024 Hydrology and Water Resources Symposium \(HWRS 2024\)](#)

Climate resilient rivers

This year marked the second year of our Climate Resilient Rivers project, funded under the state’s Climate Adaption Strategy and delivered by the Department’s [Healthy Rivers teams](#). Through this project we are updating mapping of environmental values, condition, and climate threats for rivers across south-west Western Australia, and demonstrating on-ground actions to improve the resilience of rivers to the drying climate. This project is prioritising rivers for protection and/or enhancement, supporting planning and licensing decisions of government, as well as guiding work priorities and supporting investment by catchment management groups and research organisations.

The team supported several habitat enhancement projects through the Harvey and Collie rivers in 2024–25, working with catchment councils and the community, local Aboriginal groups, universities and schools, Ozfish West, other state agencies and local governments. This work has focused on improving climate refuges, which are areas that river species rely on to withstand dry season conditions. Many new projects are being planned for delivery in the next two years.



Building climate resilience for West Kimberley Traditional Owners

The Climate Action Fund has supported the Department to invest in developing an Aboriginal-led West Kimberley Climate Adaptation Strategy. This strategy aims to identify the risks and opportunities that climate change presents to Aboriginal communities and develop strategies to future-proof them under a changing climate.

The project is being delivered in partnership with the Nulungu Research Institute at the University of Notre Dame Australia (Broome) and the Martuwarra Fitzroy River Council. By way of several initiatives the project has successfully engaged local Aboriginal people. For example, the Kimberley Traditional Owner Climate Forum was held in Broome from 20 to 22 May, bringing together Aboriginal leaders and young people, government officers and scientists to discuss the challenges that a changing climate poses to Aboriginal communities. The event was well-received and began an important discussion about how government and Aboriginal people could work together to build sustainable and resilient communities.

Two other complementary initiatives have brought on community researchers. University partners are providing training and on-ground research to strengthen workforce capacity to monitor impacts on fire patterns, food and energy security. These partnerships are providing key insights and learnings into how local Aboriginal communities can continue to sustain their lifeways and livelihoods while protecting the riverine ecosystems of the Martuwarra Fitzroy River.

These activities will inform the West Kimberley Climate Adaptation Strategy, which will be completed by the project partners in 2025–26.

Climate Adaptation Strategy implementation



During the year we delivered several key milestones under the *Climate Adaptation Strategy*. Since the plan's release in 2023, four actions have been completed, and 33 actions are in progress. The State Government created a dedicated Climate Resilience portfolio in March 2025 to focus on delivering core initiatives for enhancing the resilience of our communities, environment and economy. The portfolio will oversee implementation of the adaptation strategy, with almost \$40 million allocated to deliver the 37 actions across 13 state agencies and government trading enterprises. We are leading 17 of the actions.

Climate Risk Capability Initiative

The Climate Risk Capability Initiative is a Department-led program that began in October 2022 to build climate risk capability in the public sector.

The program delivered three training workshops during the year, attracting more than 700 participants, mostly in-person but also online from around the state. One of the key strengths of these workshops is the opportunity to learn from peers through case studies presented by agencies and government trading enterprises, sharing insights and key learnings from their climate risk assessments, planning and management experiences.

The program also manages a dedicated online platform in the form of a Community of Practice, where members can find relevant guidance and tools, resources and recordings of training workshops.

A self-assessment tool, the Climate Risk Maturity Model, has also been developed to help agencies measure their climate risk capability and highlight areas for improvement. This guidance builds on the *Climate risk management guide (interim)* and climate risk assessment tool.

The focus for next year will be to produce an updated and more comprehensive version of the guide, as well as provide additional training workshops and more resources for state agencies to better manage climate risks.

Climate Science Initiative

Producing and communicating credible climate information and resources is a key direction of the state's Climate Adaptation Strategy.

The Climate Science Initiative is producing the most detailed climate projections to date for south-west and north-west Western Australia. These projections, extending to 2100, are being produced in partnership with the NSW Government, Murdoch University and the Pawsey Supercomputing Centre.

A suite of supporting climate change communication materials, including infographics, fact sheets and a regular newsletter, are being produced to support the understanding and application of climate science across sectors. In 2024–25, four editions of the newsletter reached more than 1,000 stakeholders across government, industry and the community.

Staff from the program collaborate with the [National Environmental Science Program's Climate System Hub](#) to ensure national climate science is effectively communicated to stakeholders in Western Australia.

Adaptation Research Hub

The Department-led Adaptation Research Hub is strengthening adaptation research and driving innovation to meet the needs of end users. Consultations with researchers and end users in 2023–24 resulted in a stocktake of existing research. Subsequent analysis found research gaps and potential trends for future research.

The program held a workshop in August to test findings, gather further feedback and connect stakeholders. Results will be circulated via a final report.

The Sector Adaptation Plan (SAP) program, which the Department will also coordinate, supports sector-level action to strengthen Western Australia's resilience to climate change. SAPs identify and address climate risks and opportunities specific to each sector, enabling coordinated adaptation across government, industry and the community. SAP development is led by several partner agencies and will be delivered for sectors such as:

- emergency management
- primary production
- health and human services
- natural environment
- infrastructure and built environment
- small-to-medium enterprises.

Water security

Key outcomes in water security under the adaptation program this year included:

- developing guidance, tools and templates to support consistent SAP planning and delivery
- mapping interdependencies between sectors to identify shared risks and opportunities
- delivering program logic to improve the rigour and consistency of outcome and action development across sectors
- continuing sector engagement plans now underway and starting the primary production SAP.

These efforts are laying the groundwork for the delivery of robust, collaborative adaptation plans in the years ahead.

First Nations Climate Resilience Fund

Western Australia's [Climate Adaptation Strategy](#) recognises the vital role of Aboriginal experiences, knowledge systems, aspirations and leadership. The First Nations Climate Resilience Project aims to build trust, share knowledge and design a dedicated fund to support Aboriginal-led climate adaptation projects.

The First Nations Climate Resilience Project led by the Department will help government better understand the impacts of climate change on Country and communities, identify priority projects and inform design, governance and resourcing to support the Fund. In 2024–25 with the guidance of a Program Manager with lived experience, the Department engaged consultants, and planned the project's consultation phase with Aboriginal people and organisations in key regional centres, to be undertaken in the second half of 2025.

Key objectives

Objective 1

Understand how climate change is impacting Aboriginal communities in WA.

Objective 3

Assist government to integrate Aboriginal knowledge into adaptation measures and investments, where relevant.

Objective 5

Identify key considerations to guide the design and development of a First Nations Climate Resilience Fund (FNCRF).

Objective 2

Identify opportunities to integrate traditional knowledge and practice in climate change responses.

Objective 4

Identify priority Aboriginal-led adaptation projects and initiatives, including regionally specific adaptation measures, that could potentially be funded.

Climate Adaptation 2025 conference

Australia's premier conference on climate change adaptation – Climate Adaptation 2025 – was held in Perth for the first time from 22 to 25 July. The financial and in-kind support that we provided to secure the conference for Western Australia afforded state government agencies an unprecedented opportunity to collaborate with more than 350 climate adaptation practitioners, researchers and policymakers. These participants brought the latest knowledge and practice in climate risk and adaptation from across Australia and internationally. The research and findings presented at the conference provided a valuable boost for the state's communities, economy and environment toward adapting to the challenges of climate change.



Native vegetation policy

The Department continues to lead the delivery of the [Native vegetation policy for Western Australia](#) (the policy) and [Implementation roadmap](#) (the roadmap). After a foundational year focused on establishing the systems and frameworks necessary for delivery, the second year of implementation has marked a significant phase of progress.

Key achievements during the year included:

- Enhancing mapping and monitoring of native vegetation by generating updated vegetation statistics for the Perth and Peel regions and the Swan coastal plain.
- Progressing investigations into more automated vegetation extent mapping by the application of machine learning through the WA Vegetation Extent (WAVE) mapping pilot.
- Improving environmental information to support more timely decision-making under Parts IV and V of the EP Act, including investigations into conservation and restoration actions that best support priority environmental values in the Perth and Peel regions.
- Increasing the availability of spatial data, including updating the Environmental Offsets Register for the Perth and Peel regions and the Wheatbelt.
- Facilitating broad engagement with government agencies, local stakeholders and interstate representatives to advance actions within the roadmap.

The policy's first-year detailed progress report was released on [wa.gov.au](#). We are now preparing the second-year progress report.

Nature programs

Urban Greening Grants Program

The Urban Greening Grant Program was created to expand tree canopy and vegetative cover across the 33 local government areas within the Perth and Peel regions. This will help address the impacts of climate change, provide for biodiversity, and improve the liveability of neighbourhoods.

We funded the program and worked with the Western Australian Local Government Association (WALGA) to roll it out. Twenty-six councils shared \$3.75 million across three rounds of grants, which means more than 33,000 trees and 260,000 understorey plants will be planted throughout Perth and Peel.

The Urban Greening Grants Program shows how well different levels of government can work together to create real environmental benefits for local communities.



Twenty-six councils shared \$3.75 million across three rounds of grants, which means more than 33,000 trees and 260,000 understorey plants will be planted throughout Perth and Peel.

WA Tree Recovery Program

In response to the loss of tree canopy due to the polyphagous shot-hole borer (PSHB), the State Government, through the Department, launched the [WA Tree Recovery Program](#) (WATR). WATR will provide \$7.2 million in funding to replace tree canopy loss across local and residential lands.

Since coming into effect in January, \$250,000 in funding has been provided to the Perth Zoo to develop a PSHB management strategy and remediation plan, and to progress remediation works in 2025–26 that focus on rectifying compromised animal welfare in the zoo's African savannah habitat due to removal of PSHB affected trees.

The first of two rounds of local government grants opened in May. These grants will support the planting of trees that enhance Western Australia's

native biodiversity and help reduce the risk of further PSHB spread.

As part of the WA Tree Recovery Program, the residential rebate program will provide a rebate of up to \$150 per tree removed to support residents to purchase a replacement tree and eligible tree establishment items. The planting of thousands of trees under this program will build on the State Government's urban greening initiatives – creating communities that are greener, healthier and more liveable.



Pilbara Environmental Offsets Fund

The Pilbara Environmental Offsets Fund (PEOF) delivers environmental offset projects in the Pilbara bioregion in partnership with Traditional Owners, conservation agencies, industry and government.

The fund combines money from individual offset payments required under Part IV of Western Australia’s EP Act, and contributions required under Part 9 or 10 of the federal *Environment Protection and Biodiversity Conservation Act 1999*.

This year was the PEOF’s most successful yet. Years of stakeholder engagement to develop trusted relationships in the Pilbara region were realised, and the fund quadrupled funding allocated to projects. The four additional projects total approximately \$8.6 million and focus on protecting native fauna, managing fire and controlling invasive species to improve vegetation and habitats.

In October we published an independent evaluation of the PEOF’s operation. The evaluation identified policy and program challenges, and gave recommendations to improve efficiency and effectiveness, to which the government has responded through a series of actions to reform PEOF. The fund continues to deliver against the evaluation actions at pace with industry, landholder and Aboriginal corporations support.



Environmental Revegetation and Rehabilitation Fund

We are delivering the Environmental Revegetation and Rehabilitation Fund (ERRF) in partnership with Greening Australia. Biodiversity restoration efforts are underway across eight sites throughout the South West and Wheatbelt, covering more than 500 hectares of land.

These projects prioritise collaboration with local delivery partners and incorporate traditional knowledge to develop employment, training, and business opportunities within the environmental restoration field. We have placed particular emphasis on creating pathways for First Nations people to engage in caring for Country.

Working alongside local stakeholders and delivery partners, these Department-funded projects have generated employment or training opportunities for 65 individuals to date. We have also partnered with nine regional nurseries for seedling production, creating a network of local suppliers supporting the restoration work.



Clean Energy Future Fund

Grant recipients for round three of the Clean Energy Future Fund were announced on 7 January with seven projects being awarded grants totalling \$16 million.

The projects include hydrogen production, regional and remote solar generation, battery storage, and piloting the electrification of mining vehicles and retirement communities.

Of the total funding, \$8.5 million went to three initiatives led by First Nations organisations: the Banjima Native Title Aboriginal Corporation, the Jinparinya Aboriginal Community and Electric Power Conversions Australia. These projects will deliver ground-breaking business models that generate economic benefits and employment opportunities for First Nations people and communities.

When completed all the funded projects are expected to:

- avoid about 175,000 tonnes of greenhouse gas emissions each year, equivalent to taking more than 56,000 cars off the road
- avoid about 3.7 million tonnes of emissions over the expected lifetimes of the projects, at a cost of \$4.38 of Clean Energy Future Fund funds per tonne
- spend \$336 million, much of it in Western Australia, or \$21 per dollar of grant funds.

The successful projects are:

BOC Limited	\$3 million to install a 1.25 MW alkaline electrolyser to produce up to 500 kg per day of renewable hydrogen at its Kwinana operations site and introduce new hydrogen packaging solutions for deploying hydrogen fuel cell power generators in remote areas.
Tesla Geraldton Pty Ltd	\$3.5 million to convert a 10 MW diesel generator at Geraldton Airport to battery storage to provide grid services and electric vehicle charging.
Banjima Native Title Aboriginal Corporation	\$2.5 million to install 103 MW of solar power and 51.5 MWh of battery storage on Banjima country in the Central Pilbara.
Edenlife Communities Pty Ltd	\$432,750 to support construction of a retirement village of fully electric houses, ahead of electricity grid connection availability, by installing 395 kW of solar and 300 kW/663 kWh of battery storage to power homes and building works.
Electric Power Conversions Australia	\$3 million to convert a 150-tonne mining haul truck from diesel to battery electricity to prove the technology for wider deployment of electric conversions.
Pacific Energy	\$574,400 contribution toward the installation of a 250 kW/1 MWh Vanadium Redox Flow Battery to test the performance of a high-capacity vanadium battery.
Pilbara Solar	\$3 million for the Junja project to install 10 MW of solar near Port Hedland on Jinparinya Aboriginal Community land.

*Project funding is conditional on successful completion of a formal funding agreement.



Moora microgrid funded through the Clean Energy Future Fund

Electric vehicles

We are coordinating delivery of [Electric Vehicle \(EV\) strategy](#) and policy for Western Australia. About half of the strategy's actions have either been completed or are ongoing. All the remaining actions are underway and substantially progressed.

We will continue to coordinate implementation of actions from the EV Strategy and work with Australian governments to support Western Australian motorists to transition to zero emission vehicles.

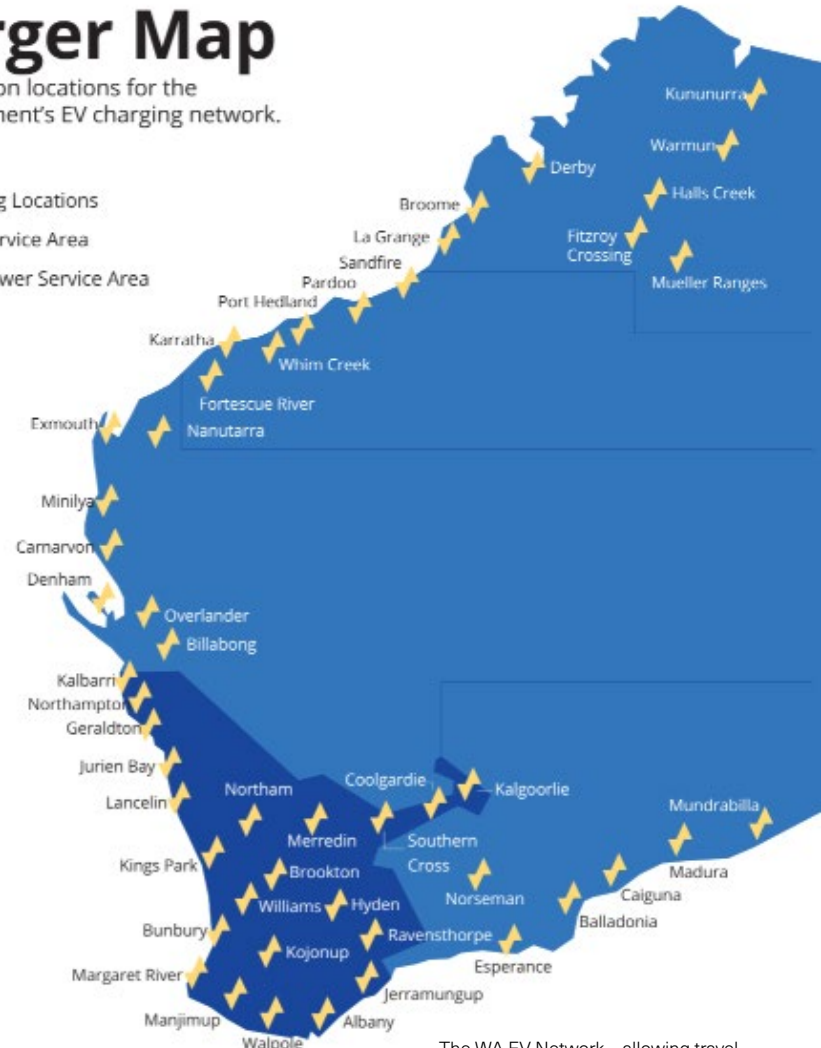


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Western Australia Electric Vehicle Charger Map

Charging station locations for the State Government's EV charging network.

- EV Charging Locations
- Synergy Service Area
- Horizon Power Service Area



Highlight – State EV network

Horizon Power and Synergy have built one of the world's longest charging networks. Western Australia's EV network is part of a \$43.5 million investment to boost the state's EV infrastructure. The network includes 110 charging stations across 49 different locations facilitating travel north from Perth to Kununurra, along the south-west coast to Mundrabilla on the Nullarbor and east to Kalgoorlie.

The first sites were opened to the public at Geraldton and Northampton in April 2023, and the full network became operational in January this year. This infrastructure is key to boosting EV uptake in the state and will support the transition towards net zero emissions by 2050. The network also provides an important tourism boost, with *Time* magazine listing our EV network as one of the world's greatest places to visit in 2024.

The WA EV Network – allowing travel around Western Australia in an EV
© Synergy WA EV Network

Whole-of-government emissions tracking and reporting

Mature tracking and reporting of greenhouse gas emissions supports delivery of the State Government’s climate change commitments, including its target to cut emissions from its operations to 80 per cent below 2020 levels by 2030.

In accordance with the Sectoral Emissions Reduction Strategy, we are leading the implementation of an emissions tracking and reporting software system across government to measure progress against whole-of-government targets.

Following a successful pilot of the system in 2024, we are now rolling out the software across all major government entities across the state, including departments, statutory authorities, government trading enterprises and other government bodies.

When complete, the emission reporting and tracking system will manage more than 60 emissions profiles encompassing around 140 government entities.

We will support the participating government entities to use the software to measure and report on their emissions and energy use from government buildings and operations. The data will be used to identify high-emissions facilities that can be prioritised for improvement and to develop emissions reduction plans.

Air Quality Coordinating Committee

The Air Quality Coordinating Committee comprises representatives from the State Government, industry, business and the community.

The committee oversees implementation of the [Perth air quality management plan](#), which aims to ensure clean air is achieved and maintained throughout the Perth metropolitan region to 2030 and beyond.

The committee met twice during the year.



Exmouth Gulf Taskforce

The Exmouth Gulf Taskforce was established in July 2022 under the EP Act and concluded in June 2025. The taskforce was the coordinating body assisting the government’s consideration of strategic matters relating to the Exmouth Gulf and surrounds, in response to the EPA’s 2021 [strategic advice on the potential cumulative impacts of the proposed activities and developments on the environmental, social and cultural values of Exmouth Gulf](#).

Taskforce members, led by Independent Chair David McFerran, included representatives from Nganhurra Thanardi Garrbu Aboriginal Corporation (NTGAC), the Exmouth community, environment groups, industry, and federal, state and local governments.



The taskforce met three times during the year, with two meetings held in Exmouth, including its final meeting in May. The Taskforce also hosted community information forums in Exmouth (August, May) and Onslow (May), and three workshops to address specific advice, recommendations and discussions on the severe marine heatwave events of February 2025.

The Taskforce Secretariat, hosted by the Department, also engaged with key stakeholders, including briefings to the Shire of Ashburton's community information session, the Department's Aboriginal Water and Environmental Advisory Group and the State Government's Exmouth Gulf Seniors Officers Group.

In September, the Taskforce Chair and NGTAC hosted a site visit for senior executives and key decision-makers from local, state and federal governments and the EPA to enhance their understanding of the globally significant and unique environmental, social and cultural values of the Exmouth Gulf and surrounds. This included visiting peak humpback whale migration sites and key places on Country with NTGAC custodians.

The Taskforce worked collaboratively to deliver its *Final report to the Minister for the Environment* in June, aligned with its terms of reference. The final report provided recommendations and strategic advice on options for future protections and integrated management for the Gulf and surrounds.

The final report complements the [Exmouth Gulf Taskforce Interim report to the Minister for Environment](#), which recommended a jointly-managed whole-of-Gulf marine reserve supported by a tailored marine park planning process and the resourcing of the NTGAC as partners.

The Taskforce also delivered a knowledge review report to the Minister for the Environment, in partnership with the Western Australian Marine Science Institution (WAMSI), updating key knowledge on the Gulf and identifying future research priorities. The knowledge review was an extension of the WAMSI cumulative study, which informed the EPA's 2021 strategic advice on the Gulf.

Cockburn Sound Management Council

The Cockburn Sound Management Council is an advisory council to the Minister for the Environment established under s.25 of the EP Act. The scope of the council includes oversight and coordination of environmental monitoring of the Cockburn Sound marine area, consistent with the State Environmental (Cockburn Sound) Policy 2015 published by the EPA.

Annual monitoring in the Cockburn Sound marine area includes water quality sampling, realtime water monitoring and seagrass surveys. The Council is led by an Independent Chair and consists of representatives of the community, conservation interests, recreational interests and industry, as well as Australian, State and local government representatives. The Council met quarterly in 2024–25.



Outcome 4

Service 6 – Waste strategies

Waste avoidance and resource recovery

Waste strategy

Western Australia's *Waste avoidance and resource recovery strategy 2030* (waste strategy) is supporting our move towards a sustainable, low-waste circular economy and allows performance to be monitored against baseline data. The Waste Authority has led a review of the waste strategy to reflect on performance, what is working, and what could be done differently. In 2024, a revised draft waste strategy was developed and underwent 12 weeks of public consultation. Feedback was gathered via surveys, workshops and written submissions from the waste industry, local and state governments, representative bodies, educational institutions and the community. This process informed the development of *Beyond WASTE 2030* (the modified waste strategy and five-year action plan).

Waste levy and funding

The waste levy is an economic instrument to influence waste management practices, including reducing waste to landfill, by increasing the price

of landfill disposal. Some of the revenue generated by the levy supports waste-related programs that reduce waste to landfill. The application of funds, through the programs set out in the Waste Authority's annual business plan, is a key mechanism for delivering the waste strategy.

The waste levy is payable for all waste disposed of at category 63, 64 and 65 landfills within the metropolitan region, and for metropolitan waste disposed at landfills outside the metropolitan region. In 2024–25, \$101.98 million in waste levy was collected, an increase on the \$94.35 million collected during the 2023–24 financial year. The levy was paid in respect to 16 landfill premises, eight located in the Perth metropolitan region and eight in regional areas.

The waste levy rate was increased in 2023–24 to \$85 per tonne for putrescible landfills and \$129 per cubic metre at inert landfills, effective from 1 July 2024 (from \$70 and \$105 respectively). A further increase took effect on 1 July 2025, raising the rates to \$88 per tonne for putrescible landfills and \$133 per cubic metre at inert landfills, to maintain its value against inflation. The Department also published a five-year projection of the expected increases to the waste levy to offset inflation.

Waste avoided and the recovery of materials from landfill maximised.

Waste reporting and plans

Under regulation 18C of the Waste Avoidance and Resource Recovery Regulations 2008 (WARR Regulations), local governments in Perth, Peel and major regional centres must report waste and recycling data to the Department each year. We use these reports to assess whether the local governments are delivering their waste services consistent with the waste strategy and making progress towards waste strategy targets. In 2024, 256 annual returns were lodged for the 2023–24 financial year. Data collected through the annual returns is published on the Waste Authority [website](#) annually and in the [Annual waste and recycling data reports](#).

recovery associated with the FOGO rollout and the establishment of two energy recovery facilities, we are on track to meet the 2030 target of no more than 15 per cent of all Perth and Peel waste landfilled.

Community Engagement

‘Be a GREAT Sort’ is the campaign under the WasteSorted behaviour change program launched in August 2020. It has a strong research base, supporting the waste strategy and aligning with other high-profile waste programs. The campaign targets five high-priority GREAT waste behaviours (Gifting, Recycling, Earth-cycling, Avoiding and Taking).

Taking) to encourage the community to take simple actions to make ‘landfill the last resort’ and ‘do better than the bin’. This year \$997,942 was spent on a statewide advertising campaign between November and June by way of television, cinema, radio, billboards, YouTube, social media channels, and printed materials. Social media advertising reached 1.35 million Western Australians.

After the success of bringing the GREAT Sorts characters to life in 2023–24, the Taking behaviour was modelled by an expanded suite of individuals correctly disposing of their electronic waste by taking it to the right place, supporting awareness of the e-waste to landfill ban.

Waste projects

Better Bins Plus: Go FOGO

Through Better Bins Plus: Go FOGO, we continue to support the waste strategy target to roll out better practice three-bin FOGO services across Perth and Peel local governments. This means a red lid bin for general waste, a yellow lid bin for recycling and a lime-green lid bin for food organics and garden organics (FOGO). This year two local governments applied for grants totalling \$1.037 million to introduce FOGO services and educate their community about correct sorting behaviours. In five years, the program has committed \$7.176 million towards FOGO services, with close to 350,000 households throughout the Perth, South West and South Coast regions now having access to FOGO services. With the projected increase in

Households are encouraged to adopt five priority GREAT waste behaviours:

Gifting
Gift stuff to charity, swap or sell

Recycling
Recycle plastic, glass, cans, paper and cardboard

Earth-cycling
Food scraps into compost and cardboard

Avoiding
Avoid excess packaging and disposables

Taking
Take special waste to drop-offs



The WasteSorted toolkit continues to provide a suite of free resources for local governments and regional councils to communicate with residents about sorting waste correctly to reduce contamination in kerbside bins and increase material recovery and recycling. Stakeholders are regularly consulted about the ongoing development of the WasteSorted toolkit to ensure it meets their needs, including [WALGA's](#) Consistent Communications Collective. Promotional work included resources for [Buy Nothing New Month](#) (October), [National Recycling Week](#) (November), and [Don't bin a Battery](#) (December/January). This year more than 30 local governments and regional councils used the WasteSorted toolkit and 'Be a GREAT Sort' campaign materials.

During the year we worked towards taking on responsibility and ownership of [Recycle Right](#) – a waste and recycling education platform assisting the state's local governments, regional

councils and residents to recycle, reduce their waste and live more sustainably. Ownership was completed in June, although the Waste Authority has been funding operations since July 2024, thus making access free of charge to all local governments to progress towards consistent statewide waste education communications and delivering Headline Strategy 1 of the waste strategy. Recycle Right is complementary to our [WasteSorted Toolkit](#) and is critical to waste sorting behaviour change efforts, particularly around the ban on e-waste disposal to landfill. Recycle Right's tools fulfill a critical role in community behaviour change – knowing which waste needs to be taken somewhere else for recycling, and where the drop-off points are.

A review of the statewide waste education resources is underway, involving local governments, regional councils, WALGA and the waste industry. This will help us to better understand stakeholder needs and expectations to inform future improvements to the WasteSorted platform and other behaviour change efforts.

Food awareness campaign

The Great Unwaste, launched by End Food Waste Australia (EFWA) in September, is a nationwide consumer behaviour change campaign empowering Australians to reduce food waste at home, save money and support a sustainable future. Informed by years of research, including specific insights into Western Australian practices around food planning, shopping, storage, preparation and disposal, the Department is actively working with EFWA to support implementation of The Great Unwaste campaign in Western Australia. This includes provision of in-kind support and a contribution of \$50,000 to provide campaign resources to local governments. With the launch of The Great Unwaste Partner Hub, governments, not-for-profits, charities, food rescue organisations, schools and industry associations can access free resources to champion household food waste reduction and spread The Great Unwaste message.



WasteSorted Awards

The WasteSorted Awards celebrate the outstanding achievements of Western Australians working towards a low waste and circular economy future, recognising projects that avoid waste, recover value from waste streams and protect the environment. A total of 105 nominations were received in 2024, with 13 winners announced at the Awards event in September, held to coincide with the Waste and Resource Recovery Conference, jointly hosted by the Department, the Waste Management and Resource Recovery Association of Australia and WALGA.



Find out about the Community Waste Award winner, Incredible Edible Broome Inc. on [Waste Authority site](#)

WasteSorted Schools

WasteSorted Schools is a free program that engages students through curriculum-aligned resources and education strategies, along with meaningful, hands-on learning experiences. It delivers tangible benefits for participating schools by helping them to protect the environment, reduce school costs, and promote positive waste behaviours among students, teachers and the community. Activities include avoiding waste, recycling, composting and worm farming – promoting waste-free lunches, green canteens and productive school gardens. A total of 269 schools achieved accreditation this year, including 15 schools that achieved 10 years of accreditation and six schools that were accredited for the 15th consecutive year.



269 schools achieved accreditation this year



Find out about the Schools Awards winner, Carine Senior High School on [Waste Authority site](#)

Program expenditure in 2024–25 was \$550,617. During the year the program:

01

awarded grants totalling \$211,165 (ex GST) to 72 schools for projects that avoid and recover school waste

02

delivered 17 professional development workshops and webinars for 445 teachers from 307 schools; the online professional learning module was completed by 93 teachers and students from 76 schools

03

collaborated with local government waste educators through regular communication, including the yearly local government webinar with 31 attendees from 24 metropolitan and regional local governments

04

visited 64 schools in the metropolitan and some regional areas to run educational waste audits, 51 schools to run incursions, seven schools to provide project support, and four schools to attend sustainability fairs and assemblies

05

provided support to regional schools including workshops, school visits and networking with local government, youth centres and waste providers in the South West, Wheatbelt, Mid West and Pilbara

06

supported high schools with a dedicated high school workshop for teachers, a student event attended by 206 students from 21 schools, and the development of high school specific resources.

07

participated in a project with the Department of Education and the Eastern Metropolitan Regional Council to test the effectiveness of introducing multiple bins in schools to increase diversion rates of recyclable materials

08

trialled and produced resources to support waste avoidance and recovery in schools, including classroom games on organics recycling and making waste-free lunches, activities for incursions such as recycling cornhole, and updated curriculum resources for teachers.



Bin tagging

The Waste Authority been working with WALGA since 2014 to implement the WasteSorted Bin Tagging program (which provides feedback on individual kerbside bin contents to reduce contamination and improve material recovery rates). This year WALGA received \$120,000 for activities as part of a three-year grant (2024–27) to deliver the bin tagging program. More than 12,000 households were provided with feedback this year, in conjunction with 10 local governments and two regional councils.

Waste grants

Since 2017–18, we have administered infrastructure and community education grant funding programs in association with the Waste Authority, providing more than \$13.4 million to Western Australian projects to improve the recovery and reuse of focus materials, including plastics, construction and demolition waste, textiles and organics. The WasteSorted Grants – Community Education program funds organisations to develop and implement community education projects. In 2024–25, 19 projects were funded to a total of \$254,742. Projects for the year included a series of regional workshops focusing on composting organic waste at home, low-waste cooking workshops for young people, and developing and promoting a fun waste sorting card game. The WasteSorted Grants – Infrastructure program supports investment in recycling and processing infrastructure. Three new projects expanding FOGO recycling infrastructure will soon get underway with grants totalling \$3.66 million.

Waste priorities

E-waste ban

The e-waste ban came into effect on 1 July 2024, aiming to increase material recovery and manage e-waste responsibly. In this first phase, electronic items banned from landfill include: screens, information technology and telecommunications, lighting and lamps, large appliances when used in a home, office or professional environment, batteries, temperature exchange equipment and medical devices. Accompanying the ban was a statewide integrated media campaign demonstrating easy-to-adopt disposal habits for common e-waste items which ran from 7 July to 31 October 2024 across metropolitan and regional areas. Media included statewide radio and streaming audio sites, YouTube videos, digital advertising, social media, and shopping centre Shopalite panels.

To support entities to comply with the ban, we developed a series of fact sheets and frequently



asked questions along with the e-waste exemption guidelines. We adopted an education-focused approach during the first year of the regulations but expect businesses and public entities to demonstrate reasonable efforts to comply with the ban.

The government also allocated more than \$10 million in infrastructure grants to fund nine new processing projects and 26 collection, storage and reuse projects to recover e-waste. These grants supported small businesses, local governments, and charitable recyclers to recover up to 23,000 tonnes of e-waste and create 135 new jobs. The 35 funded projects included new battery and solar panel recycling plant investments by businesses; storage infrastructure and e-waste collection stillages for local governments; and tag and testing equipment for charitable recyclers to enable reuse of collected e-waste.

Household Hazardous Waste

The Household Hazardous Waste (HHW) program funds local governments and regional councils to collect, store, recover and dispose of flammable, toxic, explosive or corrosive hazardous waste generated by households. If not treated or disposed of correctly, these products can pose a threat to public health and the environment. Since 2011, 7,541 tonnes of HHW materials have been collected from 15 permanent facilities (nine metropolitan, six non-metropolitan) and through temporary collection events. This year 550 tonnes of materials were collected for safe recovery or disposal including gas bottles, batteries, flammable liquids, aerosols and cleaning products, with \$2,017,563 being directed to WALGA for administration and operation of this program.

Container deposit scheme

Western Australia's popular container deposit scheme, [Containers for Change](#), has been operating since 1 October 2020. It continues to reduce litter and increase recycling, as well as create new business opportunities across the state. By the end of June, more than 4.4 billion containers had been recovered for recycling and more than \$16.15 million donated to over 8,000 registered charities, schools and community groups. The recycling rate for beverage containers has increased from the pre-scheme rate of 34 per cent to more than 65 per cent.

The State Government has committed to expand the container deposit scheme to include wine and spirit bottles. We have consulted widely with all stakeholders, including the beverage industry, and are working to minimise costs and reduce administrative burdens, which will ultimately benefit consumers.



Plan for Plastics

Western Australia continues to lead nationally in tackling plastic waste through its [Plan for Plastics](#), which bans 22 single-use and problematic plastic items. Since the program began in 2021, our state has removed hundreds of millions of plastic items from circulation. These changes were supported by a comprehensive communications campaign, including digital content, videos, and tailored support for businesses, community groups, and culturally and linguistically diverse (CALD) audiences. We responded to more than 1,000 stakeholder enquiries during the year.

To assist the hospitality sector and local governments, the Boomerang Alliance, through the [WA Plastic Free Places](#) program, provided targeted support, including resources to promote reuse and compliant alternatives. The [Plastic Ban Solution Finder website](#) continues to help retailers identify compliant packaging options, with products independently verified by the [Boomerang Alliance](#), helping to prevent greenwashing and streamlining retail compliance. The National Retail

Association (NRA) delivered targeted support to more than 1,700 businesses, including 392 retailer visits across 55 precincts. The program supported culturally and linguistically diverse (CALD) communities and high-risk sectors and provided direct assistance to 55 Western Australian suppliers.

A mine site reuse project, launched in January in partnership with the Boomerang Alliance, is investigating the use of reusable food and drink containers in the resources sector. More than 100 sites have been engaged, with findings showing many have successfully transitioned to reusable systems. New guidance will be developed to support broader uptake.

We continued to work closely with other jurisdictions on national harmonisation of plastics regulation. Following endorsement of the [National Roadmap: Harmonising action for problematic and unnecessary plastics](#) in December, we are progressing work to align state actions with national priorities across 24 key plastic items. During 2024–25, the team worked with stakeholders to progress the ban on non compostable plastic barrier bags. A design standard for certified compostable barrier bags has been published and a suite of resources developed to help industry adapt.

In recognition of this work, the Plan for Plastics team was named a finalist in the 2024 Institute of Public Administration Australia (IPAA) WA Achievement Awards, nominated in the Organisational Excellence category.





Recycled construction and demolition waste

The use of recycled construction and demolition (C&D) waste remains critical to achieving the state's material recovery targets.

The [Roads to Reuse](#) (RtR) program continues to encourage the use of recycled C&D products in civil applications (such as road construction) by supporting the supply to market of recycled C&D products that meet a product specification, and that protects human health and the environment. Three accredited RtR recyclers were operating at four sites in the Perth and Peel regions in 2024–25. The Department and the Waste Authority have worked closely with the transport portfolio to [increase the use of RtR material in road and transport projects](#). Main Roads Western Australia (MRWA) has now used more than 220,000 tonnes of RtR products since 2019, with the Tonkin extension project presenting an opportunity to use about 300,000 tonnes of accredited materials. MRWA is working with contractors to ensure this supply is met through RtR accredited facilities.

We engaged Senversa Pty Ltd to conduct a scoping study to develop a suite of guidance protocols to support the use of recycled sand under a future recovered materials framework. The study will inform the development of a specification for sand that can be included in the existing RtR product specification document and will inform the development of a future declaration for aggregates under a recovered materials framework.

The federal and state governments have co-invested \$11.25 million to divert up to 275,000 tonnes of Western Australia's FOGO waste from landfill each year and convert it into compost.

Waste infrastructure

National Partnership on Recycling Infrastructure

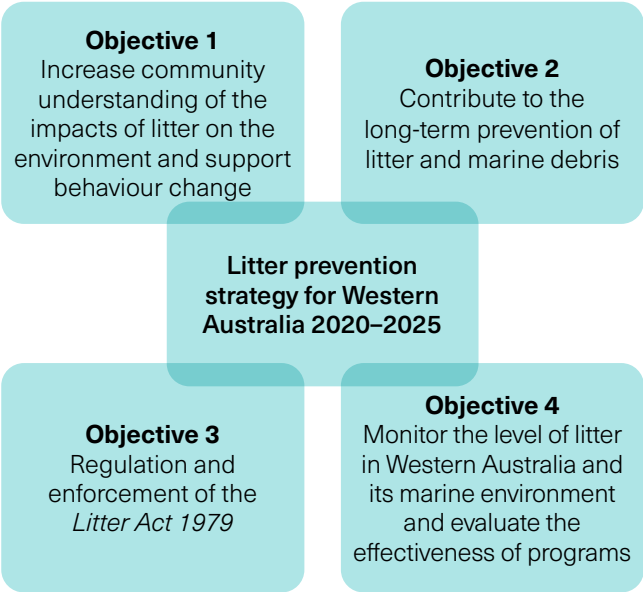
The federal and state governments are co-investing \$70 million and \$35 million respectively to boost local recycling capacity in plastics, tyres, paper and cardboard. Funding has been awarded to five plastics, seven tyre, and four paper and card projects. These support 386 jobs and process up to 378,850 tonnes of waste each year. These large and complex recycling infrastructure projects have faced delays, which is consistent with national trends. All projects are still expected to be completed within the agreed funding timeframe. A range of issues have contributed to delays including difficulties accessing the required expertise, cost escalations, labour shortages, and challenges securing suitable premises.

Food Waste for Healthy Soils Fund

The federal and state governments through the [Food Waste for Healthy Soils Fund](#) have co-invested \$11.25 million to divert up to 275,000 tonnes of Western Australia's FOGO waste from landfill each year and convert it into compost. The three FOGO infrastructure projects have a total value of \$54 million, with strong support from industry partners alongside government funding. There have also been delays in the delivery of these projects due to cost escalations and proponent management restructures that must be finalised before any government funding is provided.










Western Australian litter strategy

The Keep Australia Beautiful Council WA (KABC) vision is for a litter-free Western Australia. KABC received grant funding of \$985,000 from the Waste and Resource Recovery Account (WARR Account) towards implementation of the [Litter prevention strategy for Western Australia 2020–2025](#). The strategy has four strategic objectives:



The [Litter Report Scheme](#) enables registered members of the community to report littering from vehicles. This past year, an additional 981 Western Australians registered to become litter reporters. This brings the total number of registered litter reporters to 19,829 in 2024–25. Roughly consistent with the previous year, 1,047 reports were received resulting in the issue of 911 infringements, achieving an 87 per cent successful conversion rate to action. You can read the latest KABC annual report [here](#).

Key litter strategy achievements in 2024–25

	Litter surveys	Conducted two full litter surveys using the Australian Litter Measure over 265 transects at 57 sites in 10 local government areas across Perth (November and May). An average of items of 119.2 litter per 1000 m ² were counted, with cigarette butts the most common item found, and plastic the most common material.
	Adopt-a-Spot	Expanded the Adopt-a-Spot program by 173 to 2,455 registered groups, bringing the total number of registered program volunteers to more than 62,000.
	Tidy Towns	Received entries from 38 communities for the 2024 Tidy Towns Sustainable Communities Awards . Port and South Hedland were named the 2024 state winner and went on to represent Western Australia in the National Tidy Towns Awards, winning the Behaviour Change and Wellbeing Award, and the Biodiversity Conservation Award. Some 3,677 volunteers spent 25,832 hours participating in the projects entered in the awards.
	Litter Grants	A total of \$52,324.00 of funding was provided to 10 recipients, through Community Litter Grants , for action and education on litter prevention projects.
	Clean Schools	Held six Clean Schools workshops, including two in partnership with WasteSorted Schools . Sixty-seven new schools registered for the Clean Schools program, bringing the total number of schools, day care centres and other educational organisations registered for the program to 797.
	Unseen Heroes	Continued the promotion of the Unseen Heroes campaign to increase community involvement in the Litter Report Scheme.
	Outback Packs	Released three special edition Outback Packs for the Kimberley, Goldfields and Coral Coast regions.
	39 events attended	Attended 39 events including a community clean-up event in Kununurra, Busselton Triathlon and the Shark Bay Fiesta, as well as events in Perth such as the Canning River Eco Education Centre (Creec) Earth Day Expo, Sealinks Rottneest Clean Up and World Environment Day with WAMSI at Scarborough Beach.
	20th anniversary of WA Beach Clean-ups	Partnered with Tangaroa Blue for the 20th anniversary of WA Beach Clean-up activities. KABC travelled to the Abrolhos Islands with DBCA, Midwest and Central Regional TAFE, and Yamatji Southern Regional Corporation. All data gathered was added to the Australia Marine Debris Initiative database. Over three days, 21 volunteers removed 5,232 items of debris weighing 1,352 kg from 24 islands within the Houtman Abrolhos archipelago.

Outcome 5

Service 7 – Environmental impact assessment services to the EPA

The EPA is an independent authority of up to nine members that provides advice on environmental matters to the Minister for the Environment. The Department has continued to provide services to the EPA to conduct environmental impact assessments of significant development proposals and planning schemes.

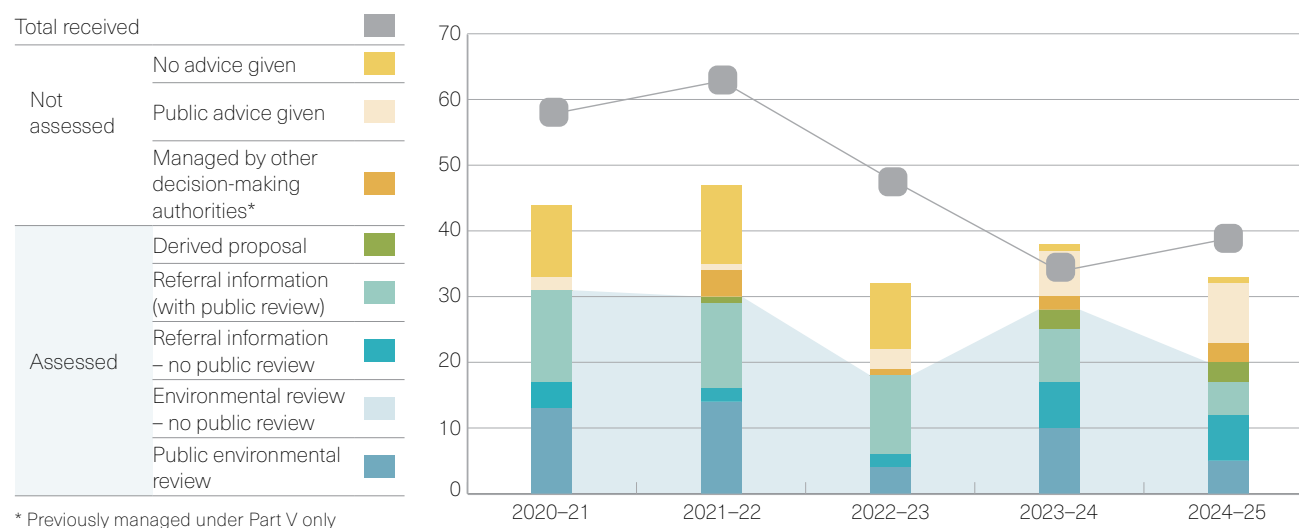
Referral of development proposals, planning schemes and scheme amendments

In 2024–25 the following were referred to the EPA:

- 38 proposals including one derived proposal
- 104 schemes or scheme amendments

Quality advice to Environmental Protection Authority (EPA) and Minister for the Environment on significant proposals and environmental issues.

Total development proposals referred to the EPA and decisions

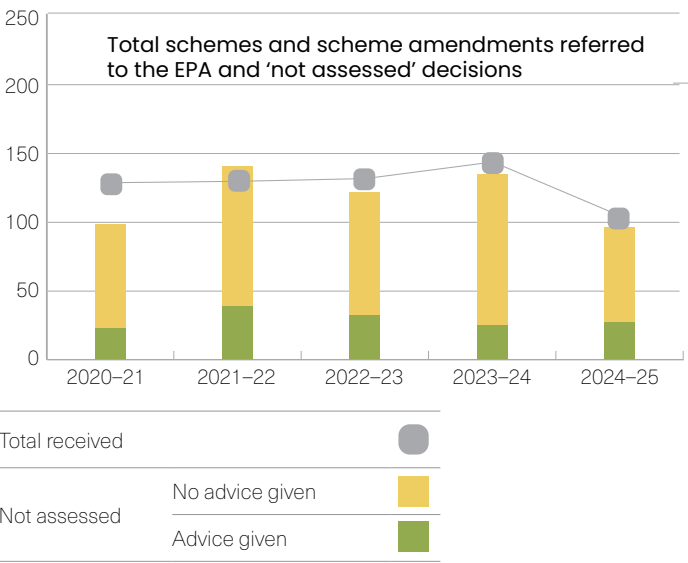


The EPA may not necessarily make a determination on whether to assess a referred proposal, scheme or scheme amendment in the same year the proposal or scheme is referred.

In 2024–25, the EPA determined that:

- 13 proposals did not require further assessment
- 17 proposals required formal assessment
- 3 proposals were derived proposals
- 96 schemes or scheme amendments did not require further assessment
- no schemes or scheme amendments required formal assessment.

The EPA provided advice and recommendations to the Responsible Authority under the EP Act, on the environmental issues raised by 27 of the referred schemes that did not require further assessment.



Completed assessments

In 2024–25 the Department supported the EPA to complete 20 reports to the Minister for the Environment. Of these, 18 were for the assessment of new proposals or significant amendments to existing proposals (section 38), and two were inquiries into changing the conditions of Ministerial Statements for existing proposals (section 46).

The map (right) shows the location and type of all the proposals for which assessment reports were completed in 2024–25.

Reports on development proposals completed

Type of assessment	2021–22	2022–23	2023–24	2024–25
Formal assessments				
Public environmental review	5	4	9	7
Environmental review (no public review)	0	0	0	0
Assessment on referral information (no public review)	2	1	2	4
Assessment on referral information (with public review)	7	5	5	7
Strategic proposal	-	0	0	0
Subtotal	14	10	16	18
Changes to conditions				
s.46 inquiry	9	7	4	2
Total	23	17	20	20



Eighteen significant assessments were completed this year including the Tonkin Highway Grade Separated Interchanges project, the Gnarabup Tourism Development Resort and Beach Village proposal, and a proposal to extend the life of Kalgoorlie-Boulder’s “Super Pit”.

The s.46 inquiries into conditions in Ministerial Statements were for Subdivision (amalgamation) Lots 802, 804 and 4640 Mandurah Road, East Rockingham, and Gorgon Gas development.

Consultation

Providing opportunities for genuine public consultation is an important part of the EPA's environmental impact assessments. Members of the public are invited to offer advice, identify omitted relevant information, provide local knowledge and propose alternatives during several stages.

The first formal opportunity for the community to engage is when the EPA initially publishes the details of a significant proposal at the referral stage, which allows a seven-day public comment period. After this, the EPA considers submissions and advice obtained and makes a determination on whether to assess the proposal and, if so, the level of assessment required.

Relevant proponent information, such as environmental review documents, may then be published during the assessment on the EPA website for public review, through which submissions and feedback can be made.

Service 8 – Environmental management services to the EPA

Green energy proponent guideline

In December 2024, the Department released the [Green Energy Proponent Guideline](#). Developed to assist proponents referring green energy proposals under Part IV of the EP Act the guideline outlines key concepts and issues the EPA will consider when assessing these proposals.

The guideline explains and provides examples of environmental values that may be impacted by different kinds of green energy proposals, and ways to avoid, minimise, and mitigate impacts.

The guideline provides information relating to the following green energy industries:

- solar power generation
- onshore wind power generation
- offshore wind power generation
- renewable hydrogen manufacturing
- critical mineral mining and processing.

Providing clear and practical guidance and information to proponents is a key tool in streamlining assessments to enable government to reach its energy transition goals.

Statement of Expectation and supporting reforms

Vogel-McFerran reforms

Over the last year the State Government has overhauled the environmental approvals system following the Vogel-McFerran Review – the Independent Review of WA Environmental Approvals Processes and Procedure.

The Vogel-McFerran Review resulted in 39 recommendations, of which the independent EPA was required to address 13 and have oversight of multiple others.

As of 30 June 2025, all the recommendations for which the EPA have oversight have been completed. Some of which include the following:

- EPA to report to Council of Regulators on use of EP Act provisions s.38G and s.44 that enable other regulators to mitigate environmental effects for Aboriginal cultural heritage and greenhouse gas emissions – Presentation and agreement with Council of Regulators complete.
- Rapid analysis of Assessment on Referral Information level of assessment – Analysis completed and recommendations included in the EPA's update to its environmental impact assessment (EIA) procedures suite.

- Proponents of significant proposals/projects to be offered opportunity to meet with the EPA Board at least once during the assessment process and potentially more for contentious or complex proposals – Proponent meetings offered as standard approach and EPA stakeholder engagement plan published.
- Review of EPA policy and decision-making procedures during assessments to ensure the extent to which the requirements or provisions agreed to by the EPA on referral prevail – Review of the procedures complete, with the EIA procedures suite currently being updated to incorporate the recommendations.
- Establishment of EPA Advisory Committees paid subject matter experts, including EIA practitioners, to provide advice to the EPA on technical and implementation aspects of draft Guidance – Environmental assessments panel is established and actively used by the Department to support the EPA.



Statement of Expectation

In October 2024, the EP Act was amended to provide for the Minister for the Environment to issue a Statement of Expectation to the EPA that specifies the Minister's objectives on matters relating to the Authority's functions.

The EPA welcomed the clarity on government's objectives and has taken steps to implement some of the State Government's key strategic priorities, including:

- reviewing and updating the EIA procedures suite to implement streamlined approaches for environmental assessments
- establishment of a Scientific Advisory Council and expert Advisory Committee and panels to provide advice on draft guidance
- review and publication of updated Environmental Factor Guidance - Greenhouse Gas Emissions to reflect the State Government's revised Greenhouse Gas Emissions Policy for Major Project 2024
- the publication of the EPA Stakeholder Engagement Plan, which includes information on proponent roles and responsibilities.

As per the requirement of s.21B of the EP Act, the EPA is required to have regard to the Statement in the performance of its functions. A full report on how the EPA has considered the Statement can be found in the EPA's [2024–2025 Annual Report](#).

District Structure Plans

District Structure Plans (DSP) are important planning instruments delivering on higher order strategic planning objectives. DSPs refine broad land use planning proposals with site specific information and establish coordination of land and infrastructure planning to support future development. DSPs guide further detailed planning through subsequent stages of the planning system, including Regional and/or Local Planning Scheme amendments, structure plans, precinct plans, subdivision and development. The Western Australian Planning Commission (WAPC) is responsible for considering and approving DSPs. Once approved, DSPs are WAPC documents.

In late 2024, the WAPC and EPA agreed to the preparation of joint guidance for environmental input into DSPs. The Joint Guideline is being prepared in accordance with s.16 of the EP Act. The intent of the Joint Guideline is to provide guidance on how the planning framework and the environmental framework are to work together to support environmental outcomes through the early identification of environmental values to inform the preparation and consideration of DSP.

Stakeholder Reference Group

The EPA's Stakeholder Reference Group (SRG) invites representation from key external stakeholders and peak industry bodies. Members can provide input to our guidelines, processes and performance. During the year, the SRG met four times in the EPA hub in the Perth CBD.

The SRG provided valued feedback on several important EPA initiatives, including the Guideline on Cumulative and Holistic Impact Assessment, the EIA Practice Guide, the EPA Policy and Procedure Review, the revised Environmental Factor Guideline – Greenhouse Gas Emissions, and the Department's Environmental Protection (Cost Recovery) Regulatory Review.

At 30 June 2025, core membership of the SRG comprised:

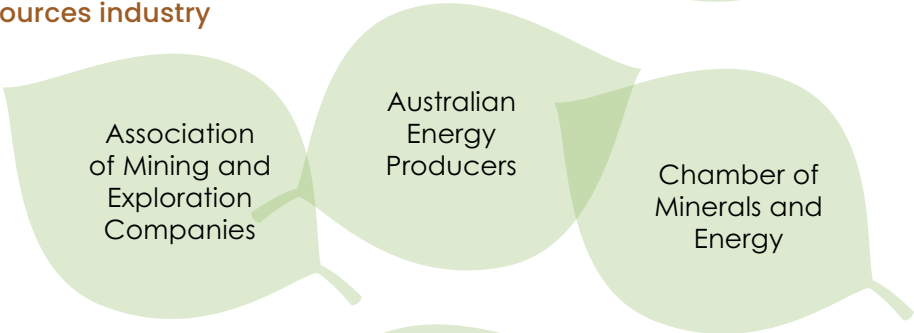
Conservation



Planning



Resources industry



Agriculture



Outcome 6

Compliance with Ministerial Statement implementation conditions is monitored effectively

Service 9 – Compliance monitoring services to the Minister for the Environment

Part IV EP Act Ministerial statements (and conditions)

Ministerial Statements are issued under Part IV of the EP Act and outline how a proposal is to be implemented and, if applicable, what conditions and procedures that implementation will be subject to. If a proponent does not ensure implementation of a proposal in accordance with the implementation conditions, the proponent commits an offence. When non-compliance with an implementation condition or proponent commitment in a Ministerial Statement is identified, the proponent is issued with a 'notice of non-compliance', the Minister for the Environment is informed and the Department may take further compliance or enforcement action in accordance with its [Compliance and Enforcement Policy](#).

Compliance and audit activity

We monitor compliance with Ministerial Statements through a proactive program that audits a selection of statements each year. The statements are identified for audit based on a combination of environmental risk and information held by the Department, such as complaints, compliance history, incidents and date of last audit.

In accordance with our compliance priorities this year, we completed 40 audits of Ministerial Statements for significant proposals including iron ore mining, mineral sands, gas production and water management.

In addition, we reviewed 94 compliance assessment reports and 27 notices of non-compliance were issued. The purpose of these notices is to resolve non-compliances and identified environmental impacts and determine what steps will be taken to prevent a recurrence. Compliance activities identify areas for improving proponents' compliance and inform future annual compliance programs and the environmental impact assessment process.

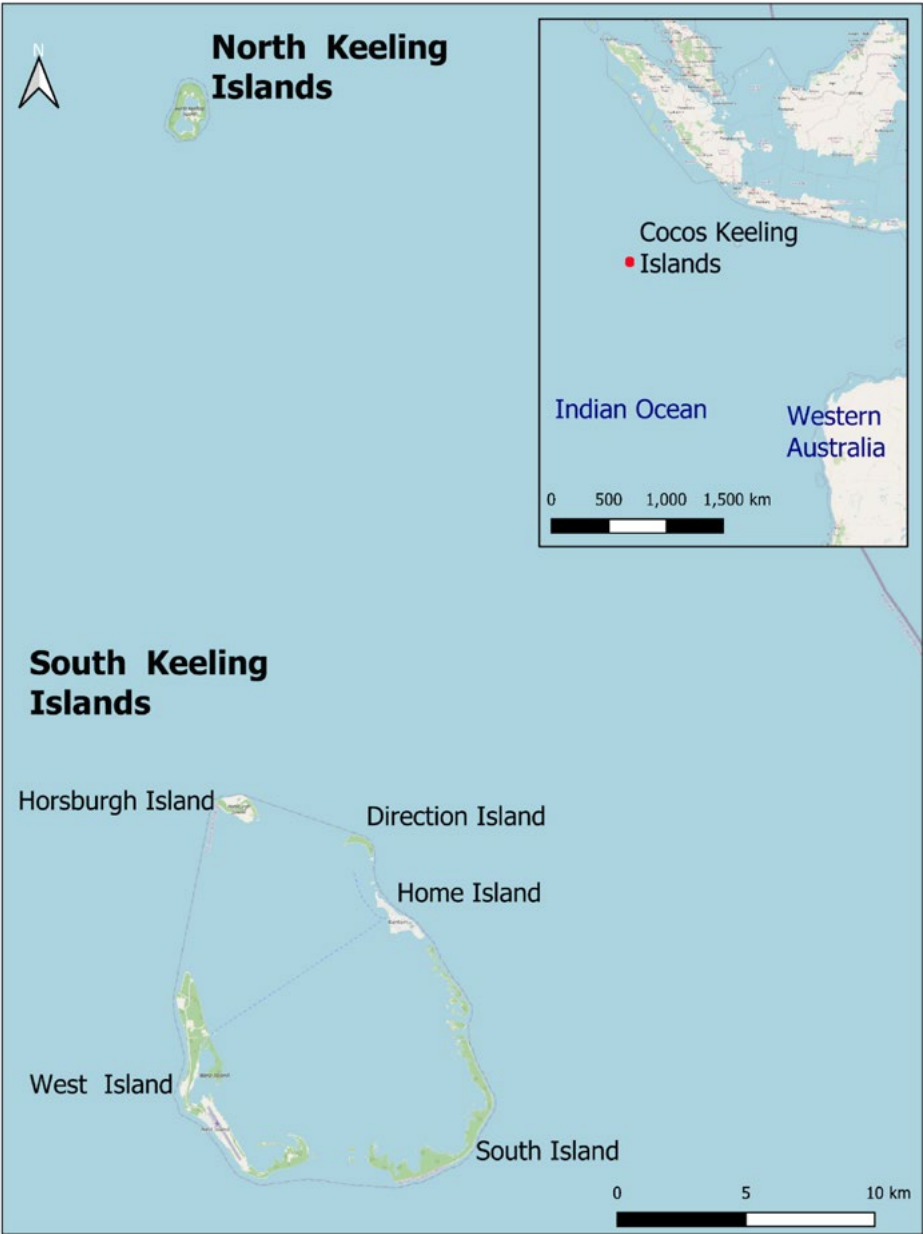
Indian Ocean Territories (IOT) services

We manage environmental and water resources in the Indian Ocean Territories (IOT) on behalf of the Commonwealth, which has a service delivery agreement with the Department.

Established under key legislation – including the *Christmas Island Act 1958 (Cth)*, *Cocos (Keeling) Islands Act 1955 (Cth)*, and the *Indian Ocean Territories (Administration of Laws) Act 1992 (WA)* – this arrangement enables the delivery of services equivalent to those on the mainland. Our responsibilities include environmental regulation, pollution response, waste management, and sustainable water resource management. These functions are delivered in accordance with relevant legislation, with full cost recovery funding and infrastructure support provided by the Commonwealth. The arrangement reflects the State’s commitment to meeting its statutory obligations while supporting the environmental health and water security of the IOT.

During the year we delivered 58 environmental and water-related workstreams. Our service reflects more than a decade of service delivery oversight and continuous improvement to ensure the needs of IOT communities and other state agencies operating under similar arrangements are met with professionalism, scientific rigour, and operational excellence. This year more than 35 specialist Department staff contributed to delivering core services in environmental licensing, water resource management, regulatory compliance, technical advisory, and community education. The IOT service delivery contributes to our key efficiency indicators and demonstrates effective intergovernmental collaboration in delivering high-quality environmental regulation and water governance in two of Australia’s most remote regions. Key achievements over the year included:

- progressing the proclamation of drinking water reserves and groundwater areas of water resources to underpin long-term water security
- installing real-time (telemetered) water monitoring infrastructure to support sustainable water use and flood resilience
- providing regulatory oversight for critical components of the Commonwealth Defence runway upgrade
- advancing climate adaptation planning through the integration of coastal hazard risk management (CHRMAP) frameworks.



► Service 1

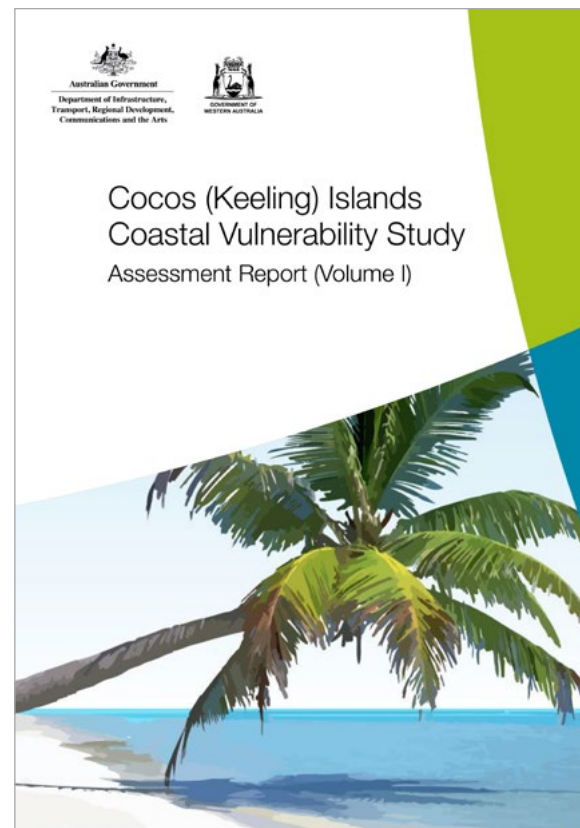
We integrated climate adaptation planning within [coastal hazard management \(CHRMAP\)](#), supporting DPLH to evaluate vulnerability to coastal hazards including erosion, inundation, and wave-driven water levels across multiple planning horizons.



► Service 2

We significantly expanded our service delivery to support water resource management and long-term water security. Key activities included the ongoing measurement and assessment of groundwater to inform sustainable water use, while protecting environmental and social values. Consultation was undertaken to enable a Commonwealth-approved legislative framework for water protection and licensing. Various scientific reports on hydrogeology and ecological water requirements were prepared to support future water planning and allocation. Drinking water source protection planning continued

across the year, including inspections and familiarisation visits on both islands. We also provided advice to the Commonwealth on the Christmas Island strategic assessment concerning waste and liaised on matters relating to the proposed West Island runway upgrade, ensuring water sources were protected during project planning and delivery.



► Service 3

We conducted 'Water Our Precious Resource' educational visits to student year groups three to 10 on Christmas Island, supported by Water Corporation, building on the water and waste education programs delivered for eight years.

► Service 4

We continued to deliver regulatory oversight and environmental compliance functions across the IOT. This included supporting implementation of Western Australia's [Plan for Plastics](#) with the shires, conducting prescribed premises inspections and assessments of light industrial areas for compliance with discharge and licensing requirements, and undertaking ad hoc inspections and investigations as needed. Regulatory activities also involved the assessment of native vegetation clearing applications, environmental licences, works approvals, and contaminated sites. Engagement with stakeholders such as industry, Parks Australia, and the shires supported permit familiarisation and consultation processes. Preparatory work was also undertaken for the potential implementation of [Controlled Waste Tracking](#) services on both islands, aligned with future projects and national park policy requirements.



► **Service 5**

Our IOT program and service delivery is expected to expand to meet water and environmental governance expectations applied under Western Australian and IOT legislative responsibilities.

We supported the expansion of waste management initiatives through strategic partnerships and community engagement. This included collaboration with the Commonwealth on the development of an IOT Strategic Waste Policy and support for licensing the reprocessing of waste oils for reuse. We also helped the shires to progress local laws to prohibit single-use water bottles and improve regulatory waste

control. Waste education and awareness activities were delivered in schools and the broader community through programs such as the [Marine Debris Project](#), 'Sea Week' events, and regular communications via local media. These efforts are aimed at reducing waste generation, promoting reuse, and supporting long-term environmental sustainability in the IOT.

► **Service 6**

We supported the expansion of waste management initiatives across the IOT through strategic partnerships and community engagement. This included collaboration with the

Commonwealth on the development of an IOT Strategic Waste Policy and support for licensing the reprocessing of waste oils for reuse. DWER also assisted the Shires in progressing local laws to prohibit single-use water bottles and improve regulatory waste control. Waste education and awareness activities were delivered in schools and the broader community through programs such as the Marine Debris Project, 'Sea Week' events, and regular communications via local media. These efforts are aimed at reducing waste generation, promoting reuse, and supporting long-term environmental sustainability in the Territories.



Disclosures

Auditor General independent auditor's report	102	3. Our funding services	120	7 Financial instruments and contingencies . .	138
Certification of financial statements for the reporting period ended 30 June 2025	105	How we obtain our funding	120	7.1 Financial instruments	138
Statement of comprehensive income for the year ended 30 June 2025	106	3.1 Income from State Government	121	7.2 Contingent assets and liabilities	138
Statement of financial position as at 30 June 2025	107	3.2 User charges and fees	122	8 Other disclosures	140
Statement of changes in equity for the year ended 30 June 2025	108	3.3 Commonwealth grants	123	8.1 Events occurring after the end of the reporting period	140
Statement of cash flows for the year ended 30 June 2025	109	3.4 Waste levy	123	8.2 Initial application of Australian Accounting Standards	140
Administered schedules for the year ended 30 June 2025	110	3.5 Other income	124	8.3 Key management personnel	140
Notes to the financial statements	111	4 Key assets	125	8.4 Related party transactions	141
1. Basis of preparation	111	Assets the Department utilises for economic benefit or service potential	125	8.5 Related bodies	141
2. Use of our funding	113	4.1 Infrastructure, property, plant and equipment	126	8.6 Affiliated bodies	141
Expenses incurred in the delivery of services	113	4.2 Right-of-use assets	129	8.7 Special purpose accounts	142
2.1(a) Employee benefits expense	113	4.3 Intangible assets	131	8.8 Indian Ocean Territories Account	143
2.1(b) Employee related provisions	114	5. Other assets and liabilities	132	8.9 Remuneration of auditors	143
2.2 Grants and subsidies	116	5.1 Receivables	132	8.10 Contributed equity and reserves	143
2.3 Other expenditure	118	5.2 Amounts receivable for services (holding account)	133	8.11 Supplementary financial information	144
2.4 Net loss on disposal of non-current assets	119	5.3 Other assets	133	9. Explanatory statements	145
		5.4 Payables	134	9.1 Explanatory statements for controlled operations	145
		5.5 Contract liabilities	134	9.2 Explanatory statement for administered items	154
		5.6 Other current liabilities	134	Certification of key performance indicators	155
		6 Financing	135	Outcome-based management framework	156
		6.1 Lease liabilities	135	Key effectiveness indicators	158
		6.2 Assets pledged as security	136	Key efficiency indicators	165
		6.3 Finance costs	137		
		6.4 Cash and cash equivalents	137		
		6.5 Capital commitments	137		

Auditor General independent auditor's report



Auditor General

INDEPENDENT AUDITOR'S REPORT

2025

Department of Water and Environmental Regulation

To the Parliament of Western Australia

Report on the audit of the financial statements

Opinion

I have audited the financial statements of the Department of Water and Environmental Regulation (Department) which comprise:

- the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended
- administered schedules comprising the administered assets and liabilities as at 30 June 2025 and administered income and expenses by service for the year then ended
- notes comprising a summary of material accounting policies and other explanatory information.

In my opinion, the financial statements are:

- based on proper accounts and present fairly, in all material respects, the operating results and cash flows of the Department for the year ended 30 June 2025 and the financial position as at the end of that period
- in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the *Financial Management Act 2006* and the Treasurer's Instructions.

Basis for opinion

I conducted my audit in accordance with the Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of the Director General for the financial statements

The Director General is responsible for:

- keeping proper accounts
- preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the *Financial Management Act 2006* and the Treasurer's Instructions
- such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Director General is responsible for:

- assessing the entity's ability to continue as a going concern
- disclosing, as applicable, matters related to going concern
- using the going concern basis of accounting unless the Western Australian Government has made policy or funding decisions affecting the continued existence of the Department.

Auditor's responsibilities for the audit of the financial statements

As required by the *Auditor General Act 2006*, my responsibility is to express an opinion on the financial statements. The objectives of my audit are 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements. 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.

A further description of my responsibilities for the audit of the financial statements is located on the Auditing and Assurance Standards Board website. This description forms part of my auditor's report and can be found at https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

Report on the audit of controls

Opinion

I have undertaken a reasonable assurance engagement on the design and implementation of controls exercised by the Department. The controls exercised by the Department are those policies and procedures established to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property, and the incurring of liabilities have been in accordance with the State's financial reporting framework (the overall control objectives).

In my opinion, in all material respects, the controls exercised by the Department are sufficiently adequate to provide reasonable assurance that the controls within the system were suitably designed to achieve the overall control objectives identified as at 30 June 2025, and the controls were implemented as designed as at 30 June 2025.

The Director General’s responsibilities

The Director General is responsible for designing, implementing and maintaining controls to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property and the incurring of liabilities are in accordance with the *Financial Management Act 2006*, the Treasurer’s Instructions and other relevant written law.

Auditor General’s responsibilities

As required by the *Auditor General Act 2006*, my responsibility as an assurance practitioner is to express an opinion on the suitability of the design of the controls to achieve the overall control objectives and the implementation of the controls as designed. I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3150 *Assurance Engagements on Controls* issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements and plan and perform my procedures to obtain reasonable assurance about whether, in all material respects, the controls are suitably designed to achieve the overall control objectives and were implemented as designed.

An assurance engagement involves performing procedures to obtain evidence about the suitability of the controls design to achieve the overall control objectives and the implementation of those controls. The procedures selected depend on my judgement, including an assessment of the risks that controls are not suitably designed or implemented as designed. My procedures included testing the implementation of those controls that I consider necessary to achieve the overall control objectives.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Limitations of controls

Because of the inherent limitations of any internal control structure, it is possible that, even if the controls are suitably designed and implemented as designed, once in operation, the overall control objectives may not be achieved so that fraud, error or non-compliance with laws and regulations may occur and not be detected. Any projection of the outcome of the evaluation of the suitability of the design of controls to future periods is subject to the risk that the controls may become unsuitable because of changes in conditions.

Report on the audit of the key performance indicators

Basis for Qualified Opinion

I was unable to obtain sufficient and appropriate audit evidence for the key effectiveness indicators listed below, as our testing identified issues with the accuracy of the underlying records. I was unable to confirm the performance of these key effectiveness indicators by alternative means.

- Percentage of regulatory compliance activities completed as planned (2025 result, 97%)
- Percentage of potential environmental risks identified during compliance monitoring program that are rectified within two months (2025 result, 16%).

Consequently, I was unable to determine whether any adjustments were necessary to the reported performance of these indicators, which were the only indicators reported for Outcome 2 ‘Emissions, discharges and clearing of native vegetation are effectively regulated to avoid unacceptable risks to public health and the environment’.

Qualified Opinion

I have undertaken a reasonable assurance engagement on the key performance indicators of the Department of Water and Environmental Regulation for the year ended 30 June 2025 reported in accordance with *Financial Management Act 2006* and the Treasurer’s Instructions (legislative requirements). The key performance indicators are the Under Treasurer-approved key effectiveness indicators and key efficiency indicators that provide performance information about achieving outcomes and delivering services.

My opinion has been formed on the basis of the matters outlined in this report.

In my opinion, in all material respects, except for the possible effects of the matters described in the Basis for Qualified Opinion section of my report, the key performance indicators report of the Department of Water and Environmental Regulation for the year ended 30 June 2025 is in accordance with the legislative requirements, and the key performance indicators are relevant and appropriate to assist users to assess the Department’s performance and fairly represent indicated performance for the year ended 30 June 2025.

Matter of Significance

On 30 June 2025, the Department received a direction from the Treasurer under section 61(1)(b) of the *Financial Management Act 2006* that it is not required to report the following four key effectiveness indicators under two outcomes for the year ended 30 June 2025 and the following two future years:

- Outcome 4: Waste avoided and the recovery of materials from landfill maximised
- Percentage of municipal solid waste reported as diverted from landfill through recycling compared to waste strategy target in the Perth Metropolitan Region
 - Percentage of commercial and industrial waste reported as diverted from landfill through recycling compared to the State-wide waste strategy target
 - Percentage of construction and demolition waste reported as diverted from landfill through recycling compared to the State-wide waste strategy target.
- Outcome 5: Quality advice to the Environmental Protection Authority and Minister for Environment on significant proposals and environmental issues
- Percentage of assessments that met agreed timelines.

Consequently, the above key performance indicators have not been reported for 30 June 2025. As a result, the Department does not have a reportable effectiveness indicator for Outcome 4: “Waste avoided and the recovery of materials from landfill maximised”. I am required by section 24(1) of the *Auditor General Act 2006* to report matters of such significance. My opinion is not modified in respect of this matter.

The Director General’s responsibilities for the key performance indicators

The Director General is responsible for the preparation and fair presentation of the key performance indicators in accordance with the *Financial Management Act 2006* and the Treasurer’s Instructions and for such internal controls as the Director General determines necessary to enable the preparation of key performance indicators that are free from material misstatement, whether due to fraud or error.

In preparing the key performance indicators, the Director General is responsible for identifying key performance indicators that are relevant and appropriate, having regard to their purpose in accordance with Treasurer’s Instruction 3 Financial Sustainability – Requirement 5: Key Performance Indicators.

Auditor General's responsibilities

As required by the *Auditor General Act 2006*, my responsibility as an assurance practitioner is to express an opinion on the key performance indicators. The objectives of my engagement are to obtain reasonable assurance about whether the key performance indicators are relevant and appropriate to assist users to assess the entity's performance and whether the key performance indicators are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. I conducted my engagement in accordance with Standard on Assurance Engagements ASAE 3000 *Assurance Engagements Other than Audits or Reviews of Historical Financial Information* issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements relating to assurance engagements.

An assurance engagement involves performing procedures to obtain evidence about the amounts and disclosures in the key performance indicators. It also involves evaluating the relevance and appropriateness of the key performance indicators against the criteria and guidance in Treasurer's Instruction 3 Financial Sustainability - Requirement 5 for measuring the extent of outcome achievement and the efficiency of service delivery. The procedures selected depend on my judgement, including the assessment of the risks of material misstatement of the key performance indicators. In making these risk assessments, I obtain an understanding of internal control relevant to the engagement in order to design procedures that are appropriate in the circumstances.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

My independence and quality management relating to the report on financial statements, controls and key performance indicators

I have complied with the independence requirements of the *Auditor General Act 2006* and the relevant ethical requirements relating to assurance engagements. In accordance with 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*, the Office of the Auditor General maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Other information

The Director General is responsible for the other information. The other information is the information in the entity's annual report for the year ended 30 June 2025, but not the financial statements, key performance indicators and my auditor's report.

My opinions on the financial statements, controls and key performance indicators do not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, controls and key performance indicators my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and key performance indicators or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I did not receive the other information prior to the date of this auditor's report. When I do receive it, I will read it and if I conclude that there is a material misstatement in this information, I am required to communicate the matter to those charged with governance and request them to correct the misstated information. If the misstated information is not corrected, I may need to retract this auditor's report and re-issue an amended report.

Matters relating to the electronic publication of the audited financial statements and key performance indicators

This auditor's report relates to the financial statements and key performance indicators of the Department of Water and Environmental Regulation for the year ended 30 June 2025 included in the annual report on the Department's website. The Department's management is responsible for the integrity of the Department's website. This audit does not provide assurance on the integrity of the Department's website. The auditor's report refers only to the financial statements, controls and key performance indicators described above. It does not provide an opinion on any other information which may have been hyperlinked to/from the annual report. If users of the financial statements and key performance indicators are concerned with the inherent risks arising from publication on a website, they are advised to contact the entity to confirm the information contained in the website version.



Grant Robinson
Assistant Auditor General Financial Audit
Delegate of the Auditor General for Western Australia
Perth, Western Australia
10 October 2025




Certification of financial statements

For the reporting period ended 30 June 2025

The accompanying financial statements of the Department of Water and Environmental Regulation have been prepared in compliance with the provisions of the *Financial Management Act 2006* from proper accounts and records to present fairly the financial transactions for the financial year ended 30 June 2025 and the financial position as at 30 June 2025.

At the date of signing, we are not aware of any circumstances which would render the particulars included within the financial statements misleading or inaccurate.


Hilary Manderson
Chief Finance Officer


Alistair Jones
Director General

Statement of comprehensive income

For the year ended 30 June 2025

	Notes	2025 \$'000	2024 \$'000
Cost of services			
Expenses			
Employee benefits expense	2.1(a)	152,733	131,145
Supplies and services	2.3	54,107	57,734
Depreciation and amortisation expenses	4.1.1 , 4.2 , 4.3.1	13,159	11,019
Finance costs	6.3	249	170
Accommodation expenses	2.3	11,004	10,515
Grants and subsidies	2.2	30,074	22,451
Other expenses	2.3	6,026	7,407
Net loss on disposal of non-current assets	2.4	210	140
Total cost of services		267,562	240,581
Income			
User charges and fees	3.2	45,550	52,777
Commonwealth grants	3.3	3,132	3,031
Waste Levy	3.4	98,262	96,488
Other income	3.5	14,100	15,501
Total income		161,044	167,797
Net cost of services		106,518	72,784

	Notes	2025 \$'000	2024 \$'000
Income from State Government			
Service appropriation	3.1	127,074	104,760
Income from other public sector entities	3.1	6,169	5,850
Resources received	3.1	1,871	2,644
Royalties for Regions fund	3.1	11,636	8,973
Total income from State Government		146,750	122,227
Surplus for the period		40,232	49,443
Other comprehensive income			
Items not reclassified subsequently to profit or loss			
Changes in asset revaluation surplus	8.10	45,913	39,145
Total other comprehensive income		45,913	39,145
Total comprehensive income for the period		86,145	88,588

The Statement of comprehensive income should be read in conjunction with the accompanying notes.

Statement of financial position

As at 30 June 2025

	Notes	2025 \$'000	2024 \$'000
Assets			
Current assets			
Cash and cash equivalents	6.4	34,897	23,487
Restricted cash and cash equivalents	6.4	98,470	96,184
Receivables	5.1	43,782	46,454
Amounts receivable for services	5.2	6,238	7,753
Other assets	5.3	5,462	4,900
Total current assets		188,849	178,778
Non-current assets			
Receivables	5.1	5,407	4,253
Amounts receivable for services	5.2	98,552	89,803
Infrastructure, property, plant and equipment	4.1	532,523	474,559
Right-of-use assets	4.2	3,630	2,995
Intangible assets	4.3	45,373	33,643
Other assets	5.3	44	121
Total non-current assets		685,529	605,374
Total assets		874,378	784,152

	Notes	2025 \$'000	2024 \$'000
Liabilities			
Current liabilities			
Payables	5.4	10,115	8,880
Lease liabilities	6.1	1,073	891
Contract liabilities	5.5	3,299	2,382
Employee related provisions	2.1(b)	31,296	27,248
Other current liabilities	5.6	24	1
Total current liabilities		45,807	39,402
Non-current liabilities			
Lease liabilities	6.1	2,710	2,194
Employee related provisions	2.1(b)	7,882	7,295
Total non-current liabilities		10,592	9,489
Total liabilities		56,399	48,891
Net assets		817,979	735,261
Equity			
Contributed equity	8.10	222,816	226,243
Reserves	8.10	182,988	137,075
Accumulated surplus		412,175	371,943
Total equity		817,979	735,261

The Statement of financial position should be read in conjunction with the accompanying notes.

Statement of changes in equity

For the year ended 30 June 2025

	Notes	Contributed equity \$'000	Reserves \$'000	Accumulated surplus \$'000	Total equity \$'000
Balance at 1 July 2023		235,240	97,930	322,500	655,670
Surplus		-	-	49,443	49,443
Other comprehensive income	8.10	-	39,145	-	39,145
Total comprehensive income for the period		-	39,145	49,443	88,588
Transactions with owners in their capacity as owners:					
Capital appropriations	8.10	11,046	-	-	11,046
Distribution to owners	8.10	(20,043)	-	-	(20,043)
Total		(8,997)	-	-	(8,997)
Balance at 30 June 2024		226,243	137,075	371,943	735,261
Balance at 1 July 2024		226,243	137,075	371,943	735,261
Surplus		-	-	40,232	40,232
Other comprehensive income	8.10	-	45,913	-	45,913
Total comprehensive income for the period		-	45,913	40,232	86,145
Transactions with owners in their capacity as owners:					
Capital appropriations	8.10	22,377	-	-	22,377
Distribution to owners	8.10	(25,804)	-	-	(25,804)
Total		(3,427)	-	-	(3,427)
Balance at 30 June 2025		222,816	182,988	412,175	817,979

The Statement of changes in equity should be read in conjunction with the accompanying notes.

Statement of cash flows

For the year ended 30 June 2025

	2025 \$'000	2024 \$'000
Cash flows from State Government		
Service appropriation	112,087	89,806
Capital contributions	22,377	11,048
Holding account drawdown	7,753	6,293
Distributions to owner	(25,804)	(19,328)
Net proceeds on sale of land remitted to consolidated account	-	(229)
Royalties for Regions fund	11,636	8,973
Funds from other public sector entities	5,505	5,581
Net cash provided by State Government	133,554	102,144

	Notes	2025 \$'000	2024 \$'000
Utilised as follows:			
Cash flows from operating activities			
Payments			
Employee benefits		(147,117)	(128,968)
Supplies and services		(54,370)	(55,146)
Finance costs		(251)	(167)
Accommodation		(10,939)	(10,397)
Grants and subsidies		(28,880)	(23,385)
GST payments on purchases		(12,316)	(10,315)
Other payments		(4,811)	(5,694)
Receipts			
User charges and fees		44,763	50,049
Commonwealth grants		3,131	3,031
Waste Levy		102,013	94,359
GST receipts on sales		817	548
GST receipts from taxation authority		10,977	9,867
Other receipts		14,683	9,910
Net cash used in operating activities		(82,300)	(66,308)
Cash flows from investing activities			
Payments			
Purchase of non-current assets		(35,113)	(19,756)
Receipts			
Proceeds from sale of non-current assets		-	29
Net cash used in investing activities		(35,113)	(19,727)
Cash flows from financing activities			
Payments			
Principal elements of lease payments		(1,290)	(1,382)
Payments to accrued salaries account		(1,155)	(944)
Net cash used in financing activities		(2,445)	(2,326)
Net increase in cash and cash equivalents		13,696	13,783
Cash and cash equivalents at the beginning of the period		119,671	109,196
Adjustment for the reclassification of accrued salaries account		-	(3,308)
Cash and cash equivalents at the end of the period	6.4	133,367	119,671

The Statement of cash flows should be read in conjunction with the accompanying notes.

Administered schedules

For the year ended 30 June 2025

	2025 \$'000	2024 \$'000
Administered income and expenses		
Income		
For transfer:		
Regulatory fees and other charges ^(a)	68	94
Total administered income	68	94
Expenses		
Payments into the consolidated account ^(a)	68	94
Total administered expenses	68	94

- (a) Payments into the consolidated account include water fines collected on behalf of the Water Corporation, and environmental infringement regulatory fees and fines collected on behalf of the State Government.
- (b) Further explanations of variances are contained in note 9.2 'Explanatory statement for administered items.'

	2025 \$'000	2024 \$'000
Administered assets and liabilities		
Assets		
Current assets		
Cash and cash equivalents	1	1
Total administered current assets	1	1
Total administered assets	1	1
Liabilities		
Current liabilities		
Payables	1	-
Total administered current liabilities	1	-
Total administered liabilities	1	-





Notes to the financial statements

For the year ended 30 June 2025

1. Basis of preparation

The Department of Water and Environmental Regulation (the Department) is a Government not-for-profit entity controlled by the State of Western Australia (WA), which is the ultimate parent.

A description of the nature of its operations and its principal activities have been included in the 'Overview' which does not form part of these financial statements.

These annual financial statements were authorised for issue by the Director General of the Department on 3 October 2025.

(a) Statement of compliance

The financial statements are general purpose financial statements which have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures, the Conceptual Framework and other authoritative pronouncements issued by the Australian Accounting Standards Board (AASB) as modified by Treasurer's instructions. Some of these pronouncements are modified to vary their application and disclosure.

The *Financial Management Act 2006* and Treasurer's instructions, which are legislative provisions governing the preparation of financial statements for the Department, take precedence over AASB pronouncements. Where an AASB pronouncement is modified and has had a significant financial effect on the reported results, details of the modification and the resulting financial effect are disclosed in the notes to the financial statements.

(b) Basis of preparation

These financial statements are presented in Australian dollars applying the accrual basis of accounting and using the historical cost convention. Certain balances will apply a different measurement basis (such as the fair value basis). Where this is the case the different measurement basis is disclosed in the associated note. All values are rounded to the nearest thousand dollars (\$'000).

(c) Accounting for Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of goods and services tax (GST), except that the:

- (a) amount of GST incurred by the Department as a purchaser that is not recoverable from the Australian Taxation Office (ATO) is recognised as part of an asset's cost of acquisition or as part of an item of expense; and
- (b) receivables and payables are stated with the amount of GST included.

Cash flows are included in the Statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

(d) Contributed equity

Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities* requires transfers in the nature of equity contributions, other than as a result of a restructure of administrative arrangements, as designated as contributions by owners (at the time of, or prior to, transfer) be recognised as equity contributions.

Capital appropriations have been designated as contributions by owners by TI 8 – Requirement 8.1(i) and have been credited directly to Contributed Equity.

(e) Administered items

The Department administers, but does not control, certain activities and functions for and on behalf of Government that do not contribute to the Department's services or objectives. It does not have discretion over how it utilises the transactions in pursuing its own objectives.

Transactions relating to the administered activities are not recognised as the Department's income, expenses, assets and liabilities, but are disclosed in the accompanying schedules as 'Administered income and expenses', and 'Administered assets and liabilities'.

The accrual basis of accounting and applicable Australian Accounting Standards have been adopted.

(f) Comparative figures and information

Except when an Australian Accounting Standard permits or requires otherwise, comparative information is presented in respect of the previous period for all amounts reported in the financial statements. AASB 1060 provides relief from presenting comparatives for:

- Property, Plant and Equipment reconciliations;
- Intangible Asset reconciliations; and
- Right-of-Use Asset reconciliations.

(g) Judgements and estimates

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements and estimates made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements and / or estimates are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances.

2. Use of our funding

Expenses incurred in the delivery of services

This section provides additional information about how the Department's funding is applied and the accounting policies that are relevant for an understanding of the items recognised in the financial statements. The primary expenses incurred by the Department in achieving its objectives and the relevant notes are:

	Notes	2025 \$'000	2024 \$'000
Employee benefits expense	2.1(a)	152,733	131,145
Employee related provisions	2.1(b)	39,178	34,543
Grants and subsidies	2.2	30,074	22,451
Other expenditure	2.3	71,137	75,656
Net loss on disposal of non-current assets	2.4	210	140

2.1(a) Employee benefits expense

	2025 \$'000	2024 \$'000
Employee benefits	137,182	117,930
Superannuation - defined contribution plans	15,551	12,959
Termination benefits	-	256
Total employee benefits expenses	152,733	131,145
Add: AASB 16 Non-monetary benefits (not included in employee benefit expense)	1,160	1,211
Less: Employee contributions (refer to note 3.5 Other income)	(157)	(183)
Total employee benefits provided	153,736	132,173

Employee benefits include wages, salaries and social contributions, accrued and paid leave entitlements and paid sick leave; and non-monetary benefits recognised under accounting standards other than AASB 16 (such as cars, housing and free or subsidised goods or services) for employees.

Termination benefits are payable when employment is terminated before normal retirement date, or when an employee accepts an offer of benefits in exchange for the termination of employment. Termination benefits are recognised when the Department is demonstrably committed to terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or providing termination benefits as a result of an offer of voluntary redundancy. Benefits falling due more than 12 months after the end of the reporting period are discounted to present value.

Superannuation is the amount recognised in profit or loss of the Statement of comprehensive income comprises employer contributions paid to the GSS (concurrent contributions), the WSS, the GESB schemes or other superannuation funds.

AASB 16 Non-monetary benefits are non-monetary employee benefits, predominantly relating to the provision of vehicle and housing benefits that are recognised under AASB 16 and are excluded from the employee benefit expense.

Employee contributions are contributions made to the Department by employees towards employee benefits that have been provided by the Department. This includes both AASB 16 and non-AASB 16 employee contributions.

2.1(b) Employee related provisions

	2025 \$'000	2024 \$'000
Current		
Employee benefits provisions		
Annual leave ^(a)	13,583	11,897
Long service leave ^(b)	16,535	14,111
Purchased annual leave	130	151
Deferred salary scheme ^(c)	499	412
	30,747	26,571
Other provisions		
Employment on-costs ^(d)	549	677
Total current employee related provisions	31,296	27,248
Non-Current		
Employee benefits provisions		
Long service leave ^(b)	7,740	7,109
Other provisions		
Employment on-costs ^(d)	142	186
Total non-current employee related provisions	7,882	7,295
Total employee related provisions	39,178	34,543

Provision is made for benefits accruing to employees, in respect of annual leave and long service leave for services rendered up to the reporting date and recorded as an expense during the period the services are delivered.

(a) Annual leave liabilities are classified as current as there is no right to defer settlement for at least 12 months after the end of the reporting period.

The provision for annual leave is calculated at the present value of expected payments to be made in relation to services provided by employees up to the reporting date.

(b) Long service leave liabilities are unconditional long service leave provisions and are classified as current liabilities as the Department does not have the right to defer settlement of the liability for at least 12 months after the end of the reporting period.

Pre-conditional and conditional long service leave provisions are classified as non-current liabilities because the Department has the right to defer the settlement of the liability until the employee has completed the requisite years of service.

The provision for long service leave is calculated at present value as the Department does not expect to wholly settle the amounts within 12 months. The present value is measured taking into account the present value of expected future payments to be made in relation to services provided by employees up to the reporting date. These payments are estimated using the remuneration rate expected to apply at the time of settlement and discounted using market yields at the end of the reporting period on national government bonds with terms to maturity that match, as closely as possible, the estimated future cash outflows.

(c) Deferred salary scheme liabilities are classified as current where there is no right to defer settlement for at least 12 months after the end of the reporting period.

(d) Employment on-costs involve the settlement of annual and long service leave liabilities which gives rise to the payment of employment on-costs including workers' compensation insurance. The provision is the present value of expected future payments.

Employment on-costs, including workers' compensation insurance premiums, are not employee benefits and are recognised separately as liabilities and expenses when the employment to which they relate has occurred. Employment on-costs are included as part of 'Other expenses,' [note 2.3](#) (apart from the unwinding of the discount [finance cost]) and are not included as part of the Department's Employee benefits expense. The related liability is included in Employment on-costs provision.

	2025 \$'000	2024 \$'000
Employment on-costs provision		
Carrying amount at start of period	863	979
Additional/(reversals of) provisions recognised	256	341
Payments/other sacrifices of economic benefits	(479)	(494)
Unwinding of the discount	51	37
Carrying amount at end of period	691	863

Key sources of estimation uncertainty – long service leave

Key estimates and assumptions concerning the future are based on historical experience and various other factors that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

Several estimates and assumptions are used in calculating the Department's long service leave provision. These include:

- expected future salary rates
- discount rates
- employee retention rates
- expected future payments.

Changes in these estimations and assumptions may impact on the carrying amount of the long service leave provision. Any gain or loss following revaluation of the present value of long service leave liabilities is recognised as employee benefits expense.



2.2 Grants and subsidies

	Notes	2025 \$'000	2024 \$'000
Recurrent			
Carbon Innovation Grants Program		760	58
Climate Action Fund – Climate Science Initiative		199	-
Contaminated Sites Management Account Grants		28	260
Grants Other		-	300
Keep Australia Beautiful Council (W.A.)		183	166
Murujuga Aboriginal Corporation Resourcing		278	193
Native Vegetation Program – Wave		305	-
Plastic Free July		250	-
Polyphagous Shot-Hole Borer – WA Tree Recovery Program		141	-
Royalties for Regions – Healthy Estuaries Western Australia (Continuation)		25	-
State-wide Water Efficiency Measures		462	143
Waste Avoidance and Resource Recovery Account	3.4	6,812	7,347
Water Innovation Partnership		112	48
Western Australian Climate Policy		-	210
Capital			
Climate Action Fund – Urban Greening Grants ^(a)		3,022	592
Commonwealth Grants – National Partnership on Recycling Infrastructure ^(b)		5,647	2,007
Commonwealth Grants – Rural Water Planning Program ^(c)		136	501
Clean Energy Future Fund – Western Australia Recovery Program ^(d)		363	1,106
Clean Western Australia – Waste Paper and Cardboard Processing ^(e)		3,488	22
E-Waste to Landfill Ban ^(f)		2,167	3,652
Native Vegetation Rehabilitation Scheme ^(g)		1,949	1,137
Pilbara Environmental Offsets Fund		1,159	200
Rural Water Planning Program ^(c)		957	959
Small Grants Program – Greening our Community		-	546
Waste Avoidance and Resource Recovery Account – Waste Export Ban	3.4	1,631	2,004
Water Efficiency Scheme – Gngangara Groundwater Allocation Plan		-	1,000
Total grants and subsidies		30,074	22,451

Transactions in which the Department provides goods, services, assets (or extinguishes a liability) or labour to another party without receiving approximately equal value in return are categorised as 'Grant or subsidy expenses.' Grants and subsidies can either be operating or capital in nature.

Grants can be paid as general-purpose grants which refer to grants that are not subject to conditions regarding their use. Alternatively, they may be paid as specific purpose grants which are paid for a particular purpose and / or have conditions attached regarding their use.

Grants and other transfers to third parties (other than contribution to owners) are recognised as an expense in the reporting period in which they are paid or payable. They include transactions such as: grants, subsidies, personal benefit payments made in cash to individuals, other transfer payments made to public sector agencies, local government, non-government schools, and community groups.

- The Urban Greening Grant Program is delivering activities that increase the extent and condition of vegetation in urban areas. It is a component of the Western Australian Government's Climate Adaption Strategy to future proof urban environments in the Perth and Peel region against increasing temperatures and reduced rainfall.
- The Western Australian and Australian Governments announced their joint commitment to improve recycling capacity in Western Australia through a joint commitment in funding. The Commonwealth contribution is through the Recycling Modernisation Fund to fund the Commonwealth Grants – National Partnership on Recycling Infrastructure. This funding was in response to the former Council of Australian Governments' decision to ban the export of waste glass, tyres, plastics and paper/cardboard. The funding supports private investment in recycling infrastructure through grants administered by the Department.

- (c) The Western Australian and Commonwealth Governments recognise the serious impact climate change is having on regional farming communities and continues their commitment to assist Local Government Authorities and farmers to address immediate water needs as well as building resilience into the future.
- (d) The Clean Energy Future Fund – West Australia Recovery Program supports the development of clean energy projects under a framework agreed by the Minister for the Environment and the Minister for Energy, accelerating deployment of a broad range of clean energy solutions to decarbonise West Australia's regions and the mining sector. Investment is expected to drive the installation of clean energy infrastructure in regional and remote areas, increasing economic activity and employment.
- (e) The initiative is co-funded by the Commonwealth Government with the purpose of creating a new wastepaper and cardboard mill. The infrastructure assists the Western Australian Government in responding to the export ban of wastepaper and cardboard from July 2024 and drives the creation of new recycling and construction jobs.
- (f) The Western Australian Government is delivering an E-Waste to Landfill Ban in Western Australia, which will help recover valuable materials from waste that would otherwise be lost. The scope of e-waste items banned focuses on those with material recovery pathways, such as product stewardship schemes, in place to limit the risks of unwanted outcomes. The categories of e-waste in the initial ban, which came into effect on the 1st of July 2024, includes televisions, computers, large household goods like dishwashers, fridges, large medical equipment, lighting, lamps and all batteries. E-waste service providers, the waste industry and significant-sized entities will have obligations to ensure e-waste is managed responsibly.
- (g) The Native Vegetation Rehabilitation Scheme program will contribute to improving habitat for Western Australia's unique and important flora and fauna species, especially black cockatoos, and remnant vegetation in highly cleared landscapes. This broader revegetation scheme will contribute to the ecosystem services provided by functioning vegetation communities.



2.3 Other expenditure

	2025 \$'000	2024 \$'000
Supplies and services		
Communications	1,836	1,761
Consultants and contractors	40,031	43,187
Consumables	501	471
Materials	495	483
Travel	1,790	1,519
Vehicle expenses	844	683
Minor plant, machinery and equipment	1,678	2,478
Plant, machinery and equipment hire	115	48
Chemical analysis expense	1,265	1,160
Water carting and drought relief	434	595
Other supplies and services	5,118	5,349
Total supplies and services expenses	54,107	57,734
Accommodation expenses		
Rental	9,321	8,440
Electricity and water	489	525
Rates and taxes	17	26
Security	66	55
Repairs and maintenance	552	765
Cleaning	559	704
Total accommodation expenses	11,004	10,515

	2025 \$'000	2024 \$'000
Other expenses		
Audit fees	588	361
Bad debts	5	1
Equipment repairs and maintenance	773	595
Expected credit losses – expense	-	729
Employment on-costs	2,940	3,209
Impairment losses on measurement sites ^(a)	-	1,008
Insurance	223	538
Waivers ^(b)	1,284	-
Other operating expenses	213	966
Total other expenses	6,026	7,407
Total other expenditure	71,137	75,656

(a) Refer to note [4.1.1](#) for details regarding impairment losses on measurement sites.

(b) \$1,280 million of this relate to EPA implementation conditions waivers.

Supplies and services

Supplies and services are recognised as an expense in the reporting period in which they are incurred. The carrying amounts of any materials held for distribution are expensed when the materials are distributed.

Accommodation expenses

Repairs, maintenance, cleaning, security, electricity, water, rates and taxes costs are recognised as expenses as incurred.

Rental expenses include:

- (i) Included in rental expenses are Office rental costs of \$8.5 million (2024: \$8.4 million). Office rental is expensed as incurred as Memorandum of Understanding Agreements between the Department and the Department of Finance for the leasing of office accommodation contain significant substitution rights.
- (ii) short-term leases with a lease term of 12 months or less.
- (iii) low-value leases with an underlying value of \$5,000 or less.

Other operating expenses

Other operating expenses generally represent the day-to-day running costs incurred in normal operations.

Equipment repairs and maintenance

Repairs and maintenance costs are recognised as expenses as incurred, except where they relate to the replacement of a significant component of an asset. In that case, the costs are capitalised and depreciated.

Expected credit losses

The allowance for expected credit losses of trade receivables and accrued revenue is measured at the lifetime expected credit losses at each reporting date. The Department has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the receivables and the economic environment. Please refer to note 5.1 Receivables for more details.

Employment on-cost

Employment on-cost includes workers' compensation insurance and other employment on-costs. The on-costs' liability associated with the recognition of annual and long service leave liabilities is included at [note 2.1\(b\)](#) Employee related provisions. Superannuation contributions accrued as part of the provision for leave are employee benefits and are not included in employment on-costs.

2.4 Net loss on disposal of non-current assets

	2025 \$'000	2024 \$'000
Proceeds from disposal of non-current assets		
Land	-	(29)
Plant, equipment and vehicles	-	(6)
Carrying amount of non-current assets disposed		
Infrastructure	-	-
Land	-	20
Leasehold improvements	-	-
Licences	-	-
Measurement sites	210	137
Plant, equipment and vehicles	-	18
Net loss on disposal of non-current assets	210	140

Realised and unrealised gains are usually recognised on a net basis. These include gains arising on the disposal of non-current assets and revaluations of non-current assets.

Gains and losses on the disposal of non-current assets are presented by deducting from the proceeds on disposal the carrying amount of the asset and related selling expenses. Gains and losses are recognised in profit or loss in the Statement of comprehensive income (from the proceeds of sale).

3. Our funding services

How we obtain our funding

This section provides additional information about how the Department obtains its funding and the relevant accounting policy notes that govern the recognition and measurement of this funding. The primary income received by the Department and the relevant notes are:

	Notes	2025 \$'000	2024 \$'000
Income from State Government	3.1	146,750	122,227
User charges and fees	3.2	45,550	52,777
Commonwealth grants	3.3	3,132	3,031
Waste levy	3.4	98,262	96,488
Other income	3.5	14,100	15,501



3.1 Income from State Government

	2025 \$'000	2024 \$'000
Appropriation received during the period^(a):		
Service appropriation	127,074	104,760
Total appropriation received	127,074	104,760
Income from other public sector entities during the period^(b):		
Environmental Protection Part IV Cost Recovery Account	2,137	2,829
Establishing and Maintaining Vegetation Offsets Account	894	361
Grants	1,029	511
Interest revenue	2,050	1,735
Other	59	414
Total income from other public sector entities	6,169	5,850
	2025 \$'000	2024 \$'000
Resources received from other public sector entities during the period^(c):		
Services received free of charge		
Department of Finance – Accommodation lease and depreciation	186	160
Department of Planning, Lands and Heritage – Spatial data	1	-
Department of Primary Industries and Regional Development – Digital map	10	7
Landgate – Land information services	80	697
Main Roads Western Australia – Assessment of environmental approvals	214	234
State Solicitor's Office – Legal services	1,355	1,546
Department of Transport – Compliance review	25	-
Total services received free of charge	1,871	2,644
Royalties for Regions fund^(d):		
Regional Infrastructure and Headworks Account	9,253	6,597
Regional Community Services Account	2,383	2,376
Total Royalties for Regions Fund	11,636	8,973
Total income from State Government	146,750	122,227

(a) Service appropriation

Service appropriations are recognised as income at the fair value of consideration received in the period in which the Department gains control of the appropriated funds. The Department gains control of appropriated funds at the time those funds are deposited in the bank account or credited to the holding account held at Treasury.

Service appropriations fund the net cost of services delivered. Appropriation revenue comprises the following:

- cash component
- a receivable (asset).

The receivable (holding account – [note 5.2](#)) comprises the following:

- the budgeted depreciation expense for the year
- any agreed increase in leave liabilities during the year.

(b) Income from other public service entities

Income from other public service entities is recognised as income when the Department has satisfied its performance obligations under the funding agreement. If there is no performance obligation, income will be recognised when the Department receives the funds.

(c) Resources received from other public sector entities

Resources received from other public sector entities are recognised as income equivalent to the fair value of the assets received, or the fair value of those services that can be reliably determined and which would have been purchased if not donated.

(d) Royalties for Regions fund

The Regional Infrastructure and Headworks Account and Regional Community Services Account are sub-funds within the overarching Royalties for Regions fund. The recurrent funds are committed to projects and programs in WA regional areas and are recognised as income when the Department receives the funds.

Summary of consolidated account appropriations
For the year ended 30 June 2025

	Budget	Section 25 transfers	Revised Budget	Actual	Variance
	\$'000	\$'000	\$'000	\$'000	\$'000
Delivery of services					
Item 88 Net amount appropriated to deliver services	132,001	3,876	135,877	126,089	(9,788)
Amount authorised by other statutes					
- <i>Salaries and Allowances Act 1975</i>	985	-	985	985	-
Total appropriations provided to deliver services	132,986	3,876	136,862	127,074	(9,788)
Capital					
Item 154 Capital appropriation	16,931	-	16,931	22,377	5,446

* Additional funding includes supplementary funding and new funding authorised under section 27 of the Act and amendments to standing appropriations.

3.2 User charges and fees

	2025 \$'000	2024 \$'000
Industry fees ^(a)	26,156	27,656
Controlled waste ^(b)	6,555	6,420
Contaminated sites	278	331
Clearing regulations	307	299
Water licences and regulatory fees ^(c)	1,653	1,480
Noise regulations	21	-
Environmental Protection Part IV Cost Recovery Account ^(d)	10,538	16,582
Other charges and fees	42	9
Total user charges and fees	45,550	52,777

User charges and fees revenue are recognised at the transaction price when the Department transfers control of the services to customers.

Revenue is recognised at a point-in-time for licences, works approvals, and tracking forms. The performance obligations for these user fees and charges are satisfied when the licence, works approval or tracking form is issued to the customer.

- (a) Licensing and registration fees relating to prescribed premises under Part V of the *Environmental Protection Act 1986*.
- (b) Fees for the licensing of vehicles transporting controlled public waste as per the Environmental Protection (Controlled Waste) Regulations 2004.
- (c) Water licences and regulatory fees under the *Rights in Water and Irrigation Act 1914*.

Revenue is recognised at a point in time being the earlier of cash receipt or when the Department's right to receive consideration is established with regards to environmental impact assessments (EIA).

- (d) Part IV of the *Environmental Protection Act 1986* states that the Environmental Protection Authority (EPA) will conduct EIA in WA. The Environmental Protection (Cost Recovery) Regulations 2021 (Regulations) were developed to prescribe or provide for the determination of the fees

and charges for the EIA processes under Part IV of the *Environmental Protection Act 1986*. A special purpose account was established to manage the funds recovered under the Regulations to be used for defraying the costs incurred by the Department in receiving and assessing proposals and monitoring the implementation of proposals under Part IV (division 1 or 2) of the *Environmental Protection Act 1986*. Refer to [note 8.7](#) for additional information.

3.3 Commonwealth grants

	2025 \$'000	2024 \$'000
Commonwealth grants – recurrent	3,132	3,031

Recurrent grants are recognised as income when the grants are receivable.

Details of the Department’s Commonwealth grants are as follows:

	2025 \$'000	2024 \$'000
Indian Ocean Territories Account	1,712	1,457
National Pollutant Inventory	107	107
National Partnership on Recycling Infrastructure	-	1,467
National Water Grid – Community Water Supply Program	400	-
National Water Grid – Agricultural Areas Dams	913	-
Total Commonwealth grants	3,132	3,031

3.4 Waste levy

	2025 \$'000	2024 \$'000
Waste levy	98,262	96,488

The Waste levy transaction price is determined by legislation. The Waste Avoidance and Resource Recovery Account (WARR Account) was established in 2008 under section 79 of the *Waste Avoidance and Resource Recovery Act 2007* (WARR Act). Under the Act, licensed metropolitan landfill operators are required to fund the operations of the WARR Account. The WARR Account holds revenue allocated from the levy to fund waste management programs.

Waste levies give rise to variable consideration as the transaction price is dependent on waste quantities. Further, variable consideration may arise where exemptions apply to certain types of waste or where the licensed landfill operator is subject to an investigation.

The Waste levy income relating to licensed landfill operators is recognised when control of the license is transferred to the licensed landfill operator i.e., at the date of issue of the license. Where the transaction price is subject to variable consideration, the variable consideration is estimated at contract inception and constrained until it is highly probable that a significant revenue reversal in the amount of cumulative revenue recognised will not occur when the associated uncertainty with the variable consideration is subsequently resolved.

The Department may also receive waste levy income from non-licensed landfill operators in relation to breaches of the WARR Act. Such amounts are recognised at the earlier of when the Department’s right to receive consideration is established or when cash is received.

3.5 Other income

	2025 \$'000	2024 \$'000
Services rendered		
Establishing and Maintaining Vegetation Offsets Account ^(a)	423	111
Pilbara Environmental Offsets Fund ^(b)	3,970	8,019
Employee contributions ^(c)	157	183
Lease rentals – land and buildings	367	253
Tree annuity	128	94
Tree harvest	49	19
Recoupment of expenses	1,252	522
Recoupment of grant funds	490	49
Murujuga Rock Art Monitoring Program – industry funding ^(d)	6,246	6,124
Expected credit loss reversal	935	-
Other revenue	83	127
Total other income	14,100	15,501

(a) The Department administers the *Environmental Protection Act 1986* which regulates the clearing of native vegetation. Clearing of native vegetation requires the authority of a clearing permit unless it is of an exempt kind. Clearing permits may include conditions requiring an offset to counterbalance the impacts of clearing. Offsets requirements are imposed in accordance with the WA Environmental Offsets Policy (2011) and the WA Environmental Offsets Guidelines (2014). Certain offset requirements involve payment of a monetary contribution into the Establishing and Maintaining Vegetation Offsets Account, which is an account managed by the Department.

Contributions into the Establishing and Maintaining Vegetation Offsets Account are made following the grant of the associated clearing permit, and after any related appeals have been received and determined. Revenue from the offsets is recognised at a point-in-time i.e., when the Department issues an invoice to the permit holder requesting payment of the contribution into the fund.

(b) In 2012, the WA Minister for the Environment mandated that proponents in the Pilbara region pay their environmental offsets into a strategic fund for conservation. In the same year, the Federal Minister for the Environment gave proponents the option of doing so. This led to the establishment of the Pilbara Environmental Offsets Fund. The fund combines money from individual offset payments required under Part IV of the *Environmental Protection Act 1986* and may combine contributions required under part 9 or 10 of the *Commonwealth Environmental Protection and Biodiversity Conservation Act 1999*. The establishment of the fund enables the State Government to combine offset money and partner with regional land management organisations to deliver projects that achieve better and more connected biodiversity conservation outcomes. The Department is responsible for managing the fund to ensure that offset payments directly benefit vegetation and habitat impacted by mining.

Despite conditions being included in Ministerial Statements from 2012, the Pilbara Environmental Offset Fund was only established on 18 April 2018. The Ministerial Statements define the proponents of the fund. Implementation conditions within these Ministerial Statements require the preparation of an Impact Reconciliation Report to determine the quantum of money owed to the fund by proponents.

Revenue from Pilbara Environmental Offsets Fund is recognised at a point-in-time, i.e., recognised when the Department has the right to invoice the proponent. The Department has the right to invoice the proponent following submission and acceptance of the proponent's Impact Reconciliation Report.

- (c) Income received by the Department from sub-leasing of right-of-use assets to lease payments from operating leases. The Department has leased several right-of-use asset from the Government Regional Officer Housing (GROH) and State Fleet (SF), which it subleases out to employees at a subsidised rate. Information on the Department's leasing arrangements with GROH and SF can be found in [note 2.1\(a\)](#).
- (d) In terms of the Murujuga Rock Art Monitoring Program memorandum of understanding (MoU) dated 7 February 2020, industry participants have agreed to contribute to the estimated costs associated with the program until the earlier of five years from the MoU date of execution; the parties ending the relationship by mutual consent or any statutory obligations that come into effect by an amendment to the *Environmental Protection Act 1986*.

4 Key assets

Assets the Department utilises for economic benefit or service potential

This section includes information regarding the key assets the Department utilises to gain economic benefits or provide service potential. The section sets out both the key accounting policies and financial information about the performance of these assets:

	Notes	2025 \$'000	2024 \$'000
Infrastructure, property, plant and equipment	4.1	532,523	474,559
Right-of-use assets	4.2	3,630	2,995
Intangible assets	4.3	45,373	33,643
Total key assets		581,526	511,197



4.1 Infrastructure, property, plant and equipment

	Capital works in progress	Works of art	Computer equipment	Vehicles	Infrastructure	Plant and equipment	Measurement sites	Leasehold improvements	Buildings	Land	Total
Year ended 30 June 2025	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
1 July 2024											
Gross carrying amount	22,928	150	1,251	290	4,132	6,060	218,282	1,410	5,801	222,679	482,983
Accumulated depreciation	-	-	(842)	(218)	(377)	(3,381)	(76)	(131)	-	-	(5,025)
Accumulated impairment losses	-	-	-	-	-	-	(3,399)	-	-	-	(3,399)
Carrying amount at start of period	22,928	150	409	72	3,755	2,679	214,807	1,279	5,801	222,679	474,559
Additions	18,450	13	121	24	177	326	74	68	69	73	19,395
Transfers in/(out) ^(a)	(13,324)	-	106	-	3,862	1,464	7,718	174	-	-	-
Transfer as distribution to owner ^(b)	-	-	-	-	-	-	-	-	-	(1)	(1)
Disposals	-	-	-	-	-	-	(210)	-	-	-	(210)
Revaluation increments	-	-	-	-	-	-	3,404	-	271	42,238	45,913
Impairment losses ^(c)	-	-	-	-	-	-	-	-	-	-	-
Depreciation	-	-	(176)	(35)	(534)	(614)	(5,524)	(104)	(146)	-	(7,133)
Carrying amount at end of period 2025	28,054	163	460	61	7,260	3,855	220,269	1,417	5,995	264,989	532,523
Gross carrying amount	28,054	163	1,479	315	8,171	7,825	223,772	1,652	5,995	264,989	542,415
Accumulated depreciation	-	-	(1,019)	(254)	(911)	(3,970)	(149)	(235)	-	-	(6,538)
Accumulated impairment losses	-	-	-	-	-	-	(3,354)	-	-	-	(3,354)

(a) Transfers in / (out) from tangible capital works in progress to completed assets.

(b) Refer to [note 8.10](#), land transferred to Water Corporation WA.

(c) Refer to [note 4.1.1](#) for details regarding impairment losses.

Initial recognition

Items of infrastructure, property, plant and equipment costing \$5,000 or more are measured initially at cost. Where an asset is acquired for no cost or significantly less than fair value, the cost is valued at its fair value at the date of acquisition. Items of infrastructure, property, plant and equipment costing less than \$5,000 are immediately expensed to the Statement of comprehensive income (other than where they form part of a group of similar items which are significant in total).

The cost of a leasehold improvement is capitalised and depreciated over the shorter of the remaining term of the lease or the estimated useful life of the leasehold improvement.

Subsequent measurement

Subsequent to initial recognition of an asset, the revaluation model is used for the measurement of:

- land
- buildings
- measurement sites.

Land is carried at fair value.

Buildings and measurement sites are carried at fair value less accumulated depreciation and accumulated impairment losses.

All other property, plant and equipment are stated at historical cost less accumulated depreciation and accumulated impairment losses.

Measurement sites are independently valued every five years by an external services valuer. In the intervening years, the measurement sites are revalued internally by use of other heavy and civil engineering construction building cost index provided by the Australian Bureau of Statistics. The last time groundwater measurement sites were independently valued was by Ernst & Young for the 30 June 2023 financial year end. Fair value for measurement sites is determined by reference to the cost of replacing the remaining future economic benefits embodied in the asset, i.e., the current replacement cost.

Revaluation model:

Where the fair value of measurement sites is determined on the current replacement cost basis, the accumulated depreciation is eliminated against the gross carrying amount of the asset and the net amount restated to the revalued amount.

Land and buildings are independently valued annually by the Western Australian Land Information Authority (Landgate) and recognised annually to ensure that the carrying amount does not differ materially from the asset's fair value at the end of the reporting period.

Land and buildings were revalued as at 1 July 2024 by Landgate. The valuations were performed during the year ended 30 June 2025 and recognised at 30 June 2025. In undertaking the revaluation, fair value was determined by reference to market values for land: \$73,464,500 (2024: \$61,956,600) and buildings: \$1,750,000 (2024: \$2,490,000). Market evidence of sales prices of comparable assets in close proximity is used to determine price per square meter for market type land and buildings. For the remaining balance, unobservable (level 3) inputs were used to determine the fair value.

Revaluation model:

Where the fair value of buildings is determined on the current replacement cost basis, the accumulated depreciation is eliminated against the gross carrying amount of the asset and the net amount restated to the revalued amount.

Unobservable (level 3) inputs used to determine fair values of infrastructure, property, plant and equipment are:

Land:	Fair value for restricted use land is determined by comparison with market evidence for land with low level utility. Relevant comparators of land with low level utility are selected by the Western Australian Land Information Authority (Valuation Services). The fair value measurement is sensitive to values of comparator land, with higher values of comparator land correlating with higher estimated fair values of land.
Buildings:	<p>Fair value for current use buildings is determined by reference to the cost of replacing the remaining future economic benefits embodied in the asset. Current replacement cost is generally determined by reference to the market observable replacement cost of a substitute asset of comparable utility and the gross project size specifications, adjusted for obsolescence. Obsolescence encompasses physical deterioration, functional (technological) obsolescence and economic (external) obsolescence.</p> <p>Valuation using current replacement cost utilises the significant Level 3 input of obsolescence estimated by Landgate. The fair value measurement is sensitive to the estimate of obsolescence, with higher values of the estimate correlating with lower estimated fair values of buildings.</p>
Measurement sites:	<p>Historical cost of the assets.</p> <p>The costs of construction of the measurement sites are extracted from the financial records of the Department and indexed by movement in construction costs by valuers.</p>

Significant assumptions and judgements: The most significant assumptions and judgements in estimating fair value are made in assessing whether to apply the existing use basis and in determining estimated economic life to assets. Professional judgement by the valuer is required where the evidence

does not provide a clear distinction between market type assets and existing use assets.

Basis of valuation

In the absence of market-based evidence, due to the specialised nature of some non financial assets, these assets are valued at Level 3 of the fair value hierarchy on a current use basis (presumed to be the highest and best use), which recognises that restrictions or limitations have been placed on their use and disposal when they are not determined to be surplus to requirements. These restrictions are imposed by virtue of the assets being held to deliver a specific community service.

4.1.1 Depreciation and impairment

Charge for the period

	2025 \$'000	2024 \$'000
Depreciation		
Buildings	146	124
Infrastructure	534	71
Plant and equipment	614	609
Vehicles and boating	35	25
Computer equipment	176	70
Leasehold improvements	104	61
Measurement sites	5,524	5,483
Total depreciation for the period	7,133	6,443

At 30 June 2025, there were no indications of impairment (2024: \$1.490 million).

Useful lives

All infrastructure, property, plant and equipment having a limited useful life are systematically depreciated over their estimated useful lives in a manner that reflects the consumption of their future economic benefits. The exceptions to this rule include assets held for sale, land and investment properties.

Depreciation is calculated on a straight-line basis, at rates that allocate the asset’s value, less any estimated residual value, over its estimated useful life. Typical estimated useful lives for the different asset classes for current and prior years are included in the table below:

Asset	Useful Life: Years
Buildings	20 – 40 years
Leasehold improvement ^(b)	10 – 20 years
Measurement sites	40 years
Plant and equipment	5 – 20 years
Computer equipment (hardware and software ^(a))	3 – 5 years
Infrastructure	10 – 50 years
Vehicles and boating	5 – 6 years

- (a) Software that is integral to the operation of related hardware.
- (b) Leasehold improvements are depreciated over the shorter of the lease term and their useful lives.

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments are made where appropriate.

Land and works of art, which are considered to have an indefinite life, are not depreciated. Depreciation is not recognised in respect of these assets because their service potential has not, in any material sense, been consumed during the reporting period.

Impairment

Non-financial assets, including items of infrastructure, plant and equipment, are tested for impairment whenever there is an indication that the asset may be impaired. Where there is an indication of impairment, the recoverable amount is estimated. Where the recoverable amount is less than the carrying amount, the asset is considered impaired and is written down to the recoverable amount and an impairment loss is recognised.

Where an asset is measured at cost and is written down to its recoverable amount, an impairment loss is recognised through profit and loss.

Where a previously revalued asset is written down to its recoverable amount, the loss is recognised as a revaluation decrement through other comprehensive income to the extent that the impairment loss does not exceed the amount in the revaluation surplus for the class of asset.

As the Department is a not-for-profit agency, the recoverable amount of regularly revalued specialised assets is anticipated to be materially the same as fair value.

If there is an indication that there has been a reversal in impairment, the carrying amount shall be increased to its recoverable amount. However, this reversal should not increase the asset’s carrying amount above what would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised in prior years.

4.2 Right-of-use assets

Year ended 30 June 2025	Buildings	Computer and office equipment	Motor Vehicles	Total
	\$'000	\$'000	\$'000	\$'000
Net carrying amount at beginning of period	233	267	2,495	2,995
Additions	576	402	1,085	2,063
Disposals	-	(93)	-	(93)
Depreciation	(287)	(177)	(871)	(1,335)
Net carrying amount at end of period	522	399	2,709	3,630

The Department has leases for vehicles, computer equipment, office and residential accommodations. The lease contracts are typically made for fixed periods of one to six years with an option to renew the lease after that date. Lease payments for buildings not leased through the Department of Finance are renegotiated when appropriate to reflect market rentals.

The Department subleases residential housing to employees at a subsidised rate. The Department recognises lease payments from operating leases as income on a straight-line basis over the term of the lease.

The Department has also entered into Memorandum of Understanding (MOU) agreements with the Department of Finance for the leasing of office accommodation. These are not recognised under AASB 16 because of substitution rights held by the Department of Finance and are accounted for as an expense as incurred.

Initial recognition

At the commencement date of the lease, the Department recognises right-of-use assets and a corresponding lease liability for most leases. The right-of-use assets are measured at cost comprising of:

- the amount of the initial measurement of lease liability;
- any lease payments made at or before the commencement date less any lease incentives received;
- any initial direct costs, and
- restoration costs, including dismantling and removing the underlying asset.

The corresponding lease liabilities in relation to these right-of-use assets have been disclosed in note 6.1.

The Department has elected not to recognise right-of-use assets and lease liabilities for short-term leases (with a lease term of 12 months or less) and low-value leases (with an underlying value of \$5,000 or less). Lease payments associated with these leases are expensed over a straight-line basis over the lease term.

Subsequent measurement

The cost model is applied for subsequent measurement of right-of-use assets, requiring the asset to be carried at cost less any accumulated depreciation and accumulated impairment losses and adjusted for any re-measurement of lease liability.

Depreciation and impairment of right-of-use assets

Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the underlying assets.

If ownership of the leased asset transfers to the Department at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

Right-of-use assets are tested for impairment when an indication of impairment is identified. The policy in connection with testing for impairment is outlined in [note 4.1.1](#).

The following amounts relating to leases have been recognised in the statement of comprehensive income:

	2025 \$'000	2024 \$'000
Buildings	287	342
Computer and office equipment	177	271
Motor vehicles	871	814
Total right-of-use assets depreciation for the period	1,335	1,427

The total cash outflow for leases in the 2025 financial year was \$1.5 million (2024: \$1.5 million).



4.3 Intangible assets

	Capital Works in Progress	Analytical Products	Licences	Computer Software	Total
Year ended 30 June 2025	\$'000	\$'000	\$'000	\$'000	\$'000
1 July 2024					
Gross carrying amount	9,195	10,044	181	46,280	65,700
Accumulated amortisation	-	(6,410)	(136)	(25,511)	(32,057)
Carrying amount at start of period	9,195	3,634	45	20,769	33,643
Additions	15,553	-	-	868	16,421
Transfers in/(out) ^(a)	(10,955)	-	-	10,955	-
Amortisation expense		(1,005)	(36)	(3,650)	(4,691)
Carrying amount at end of period	13,793	2,629	9	28,942	45,373
Gross carrying amount	13,793	10,045	181	58,102	82,121
Accumulated amortisation	-	(7,416)	(172)	(29,160)	(36,748)

(a) Transfer in/(out) from capital works in progress to completed assets.

Initial recognition

Intangible assets are initially recognised at cost. For assets acquired at significantly less than fair value, the cost is their fair value at the date of acquisition. An internally generated intangible asset arising from development (or from the development phase of an internal project) is recognised if, and only if, all of the following are demonstrated:

- the technical feasibility of completing the intangible asset so that it will be available for use or sale
- an intention to complete the intangible asset and use or sell it

- the ability to use or sell the intangible asset
- the intangible asset will generate probable future economic benefit
- the availability of adequate technical, financial and other resources to complete the development and to use or sell the intangible asset
- the ability to measure reliably the expenditure attributable to the intangible asset during its development.

Acquisitions of intangible assets costing \$5,000 or more and internally generated intangible assets costing \$5,000 or more that comply with the recognition criteria as per AASB 138 (as noted above), are capitalised. Costs incurred below these thresholds are immediately expensed directly to the Statement of comprehensive income. Costs incurred in the research phase of a project are immediately expensed.

Subsequent measurement

The cost model is applied for subsequent measurement of intangible assets requiring the asset to be carried at cost less any accumulated amortisation and accumulated impairment losses.



4.3.1 Amortisation and impairment

	2025 \$'000	2024 \$'000
Charge for the period		
Analytical products	1,005	1,011
Computer software	3,650	2,088
Licences	36	50
Total amortisation for the period	4,691	3,149

Useful lives

The Department held no goodwill or intangible assets with an indefinite useful life during the reporting period. At the end of the reporting period there were no intangible assets not yet available for use.

Amortisation of finite life intangible assets is calculated on a straight-line basis at rates that allocate the asset's value over its estimated useful life. All intangible assets controlled by the Department have a finite useful life and zero residual value. Estimated useful lives are reviewed annually. The estimated useful lives for each class of intangible asset are:

Licences	3 years
Computer Software ^(a)	3 – 10 years
Analytical products ^(b)	10 years

(a) Software that is not integral to the operation of related hardware.

(b) Analytical products are intangible assets such as geophysical datasets and surveys which are usually produced as part of project work. These products are used by the Department to improve its understanding and management of water resources.

Impairment of intangible assets

Intangible assets with finite useful lives are tested for impairment annually or when an indication of impairment is identified. The policy in connection with testing for impairment is outlined in [note 4.1.1](#). As at 30 June 2025 there were no indications of impairment to intangible assets.

5. Other assets and liabilities

This section sets out those assets and liabilities that arose from the Department's controlled operations and includes other assets utilised for economic benefits and liabilities incurred during normal operations:

	Notes	2025 \$'000	2024 \$'000
Receivables	5.1	49,189	50,707
Amounts receivable for services	5.2	104,790	97,556
Other assets	5.3	5,506	5,021
Payables	5.4	10,115	8,880
Contract liabilities	5.5	3,299	2,382
Other current liabilities	5.6	24	1

5.1 Receivables

	2025 \$'000	2024 \$'000
Current		
Trade receivables	11,362	13,416
Allowance for impairment of trade receivables	(657)	(1,276)
Accrued revenue	31,371	33,230
Allowance for impairment of accrued revenue	(116)	(436)
GST receivable	1,822	1,520
Total current	43,782	46,454
Non-current		
Accrued salaries suspense account ^(a)	5,407	4,253
Total non-current	5,407	4,253
Total receivables	49,189	50,707

(a) Funds transferred to Treasury for the purpose of meeting the 27th pay in a reporting period that generally occurs every 11th year. This account is classified as non-current except for the year before the 27th pay year.

Trade receivables are initially recognised at their transaction price or, for those receivables that contain a significant financing component, at fair value. The Department holds the receivables with the objective to collect the contractual cash flows and therefore subsequently measured at amortised cost using the effective interest method, less an allowance for impairment.

The Department recognises a loss allowance for expected credit losses (ECLs) on a receivable not held at fair value through profit and loss. The ECLs based on the difference between the contractual cash flows and the cash flows that the entity expects to receive, discounted at the original effective interest rate. Individual receivables are written off when the Department has no reasonable expectations of recovering the contractual cash flows.

For trade receivables, the Department recognises an allowance for ECLs measured at the lifetime expected credit losses at each reporting date. The Department has established a provision matrix that is based on its historical credit loss experience and adjusted for forward-looking factors specific to the debtors and the economic environment. Please refer to [note 2.3](#) for the amount of ECLs expensed in this financial year.

The accrued salaries suspense account consists of amounts paid annually into a Treasurer’s special purpose account to meet the additional cash outflow for employee salary payments in reporting periods with 27 pay days instead of the normal 26. No interest is received on this account.

5.2 Amounts receivable for services (holding account)

	2025 \$'000	2024 \$'000
Current	6,238	7,753
Non-current	98,552	89,803
Total amounts receivable for services at end of period	104,790	97,556

Amounts receivable for services represent the non-cash component of service appropriations. It is restricted in that it can only be used for asset replacement or payment of leave liability.

The amounts receivable for services are financial assets at amortised cost and are not considered impaired (i.e., there is no expected credit loss of the holding account).

5.3 Other assets

	2025 \$'000	2024 \$'000
Current		
Prepayments	5,462	4,900
Total current	5,462	4,900
Non-current		
Prepayments	44	121
Total non-current	44	121
Total other assets at end of period	5,506	5,021

Other non-financial assets include prepayments which represent payments in advance of receipt of goods or services or that part of expenditure made in one accounting period covering a term extending beyond that period.

5.4 Payables

	2025 \$'000	2024 \$'000
Current		
Trade payables ^(a)	571	538
Other payables ^(a)	30	67
Accrued expenses	5,488	5,294
Accrued salaries ^(b)	4,026	2,981
Total payables at end of period	10,115	8,880

- (a) Payables are recognised at the amounts payable when the Department becomes obliged to make future payments as a result of a purchase of assets or services. The carrying amount is equivalent to fair value, as settlement is generally within 15–30 days.
- (b) Accrued salaries represent the amount due to staff but unpaid at the end of the reporting period. Accrued salaries are settled within a fortnight of the reporting period end. The Department considers the carrying amount of accrued salaries to be equivalent to its fair value.

5.5 Contract liabilities

	2025 \$'000	2024 \$'000
Reconciliation of changes in contract liabilities		
Opening balance	2,382	5,403
Additions	3,299	2,382
Revenue recognised in the period	(2,382)	(5,403)
Total contract liabilities at end of period	3,299	2,382
Current	3,299	2,382
Non-current	-	-

The Department's contract liabilities primarily relate to user charges and fees yet to be performed as the licence, works approval or tracking form has not been issued to the customer.

5.6 Other current liabilities

	2025 \$'000	2024 \$'000
Stale cheque holding account	24	1
Total current liabilities at end of period	24	1



6 Financing

This section sets out the material balances and disclosures associated with the financing and cash flows of the Department.

	Notes	2025 \$'000	2024 \$'000
Lease liabilities	6.1	3,783	3,085
Assets pledged as security	6.2	3,630	2,995
Finance costs	6.3	249	170
Cash and cash equivalents	6.4	133,367	119,671
Capital commitments	6.5	11,893	17,212

6.1 Lease liabilities

	2025 \$'000	2024 \$'000
No later than one year	1,073	891
Later than on year and not later than five years	2,665	2,049
Later than 5 years	45	145
	3,783	3,085
Current	1,073	891
Non-current	2,710	2,194
Balance at end of period	3,783	3,085

Initial measurement

At the commencement date of the lease, the Department recognises lease liabilities measured at the present value of the lease payments to be made over the lease term. The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, the Department uses the incremental borrowing rate provided by the Western Australia Treasury Corporation.

Lease payments included by the Department as part of the present value calculation of lease liability include:

- fixed payments (including in-substance fixed payments), less any lease incentives receivable
- variable lease payments that depend 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 purchase options (where these are reasonably certain to be exercised)
- payments for penalties for terminating a lease, where the lease term reflects the Department exercising an option to terminate the lease
- periods covered by extension or termination options are only included in the lease term by the Department if the lease is reasonably certain to be extended (or not terminated).

The interest on the lease liability is recognised in profit or loss over the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. Lease liabilities do not include any future changes in variable lease payments (that depend on an index or rate) until they take effect, in which case the lease liability is reassessed and adjusted against the right-of-use asset.

Variable lease payments, not included in the measurement of lease liability, which are dependent on sales, an index or rate are recognised by the Department in profit or loss in the period in which the condition that triggers those payments occurs.

Subsequent measurement

Lease liabilities are measured by increasing the carrying amount to reflect interest on the lease liabilities; reducing the carrying amount to reflect the lease payments made; and remeasuring the carrying amount at amortised cost, subject to adjustments to reflect any reassessment or lease modifications.

This section should be read in conjunction with [note 4.2](#).

	2025 \$'000	2024 \$'000
Lease expenses recognised in the Statement of comprehensive income		
Lease interest expense	249	170
Short term leases	67	91
Low value leases	-	3
Net loss on disposal of lease arrangement	-	4

Short-term leases are recognised on a straight-line basis with a lease term of 12 months or less.

Low-value leases with an underlying value of \$5,000 or less are recognised on a straight-line basis.

6.2 Assets pledged as security

	2025 \$'000	2024 \$'000
The carrying amounts of non-current assets pledged as security are:		
Right-of-use asset vehicles	2,709	2,495
Right-of-use asset computer and office equipment	399	267
Right-of-use asset buildings	522	233
Total assets pledged as security	3,630	2,995

The Department has secured the right-of-use assets against related lease liabilities. In the event of default, the rights to the leased assets will revert to the lessor.



6.3 Finance costs

	2025 \$'000	2024 \$'000
Lease interest expense	249	170

Finance cost includes the interest component of lease liability repayments.

6.4 Cash and cash equivalents

	2025 \$'000	2024 \$'000
Current		
Cash and cash equivalents	34,897	23,487
Restricted cash and cash equivalents	98,470	96,184
Total current	133,367	119,671
Balance at end of period	133,367	119,671

Restricted cash and cash Equivalents	Notes	2025 \$'000	2024 \$'000
Waste Avoidance and Resource Recovery Account	8.7	45,009	41,352
Pilbara Environmental Offsets Fund	8.7	16,189	12,097
Establishing and Maintaining Vegetation Offsets Account		13,633	12,205
Clean Energy Future Fund		8,636	8,636
Environmental Protection Part IV Cost Recovery Account	8.7	7,390	13,707
Contaminated Sites Management Account	8.7	773	524
Royalties for Regions	8.7	2,862	3,382
Agricultural Areas Dams		1,709	1,400
Other funds		2,269	2,881
Total Restricted cash and cash equivalents		98,470	96,184

For the purpose of the statement of cash flows, cash and cash equivalents (and restricted cash and cash equivalent) assets comprise of short-term deposits with original maturities of three months or less that are readily convertible to a known amount of cash and which are subject to insignificant risk of changes in value.

6.5 Capital commitments

	2025 \$'000	2024 \$'000
Capital expenditure commitments, being contracted capital expenditure additional to the amounts reported in the financial statements, are payable as follows:		
Within 1 year	4,946	3,724
Later than 1 year and not later than 5 years	6,947	13,488
Total capital commitments	11,893	17,212



7 Financial instruments and contingencies

This note sets out the key risk management policies and measurement techniques of the Department.

	Notes
Financial instruments	7.1
Contingent assets and liabilities	7.2

7.1 Financial instruments

The carrying amounts of each of the following categories of financial assets and financial liabilities at the end of the reporting period are:

	2025 \$'000	2024 \$'000
Financial assets		
Cash and cash equivalents	133,367	119,671
Financial assets at amortised cost ^(a)	151,689	146,354
Total financial assets	285,056	266,025
Financial liabilities		
Financial liabilities at amortised cost ^(b)	13,922	11,966
Total financial liabilities	13,922	11,966

- (a) The amount of Financial assets at amortised cost excludes the GST recoverable from the ATO (statutory receivable).
- (b) The amount of Financial liabilities at amortised cost excludes GST payable to the ATO (statutory payable).

Measurement

All financial assets and liabilities are carried without subsequent remeasurement.

7.2 Contingent assets and liabilities

Contingent assets and contingent liabilities are not recognised in the Statement of financial position but are disclosed and, if quantifiable, are measured at the best estimate.

Contingent assets and liabilities are presented inclusive of GST receivable or payable, respectively.

Waste levy

The Department is responsible for administering and regulating Waste Levy in Western Australia. Liability for Waste Levy is legislated through the *Waste Avoidance and Resource Recovery Act 2007* and the *Waste Avoidance and Resource Recovery Levy Act 2007* and regulated through the Waste Avoidance and Resource Recovery Regulations 2008 and the Waste Avoidance and Resource Recovery Levy Regulations 2008. There may be contingent assets or contingent liabilities arising from it.

7.2.1 Contingent assets

The following contingent assets are excluded from the assets included in the financial statements:

Waste levy

The Department conducts investigations on licensed and unlicensed landfill premises and the outcome of such investigations may be that the operator of the premises is liable for the payment of waste levy and applicable penalties. The Department has determined that it is not practicable to estimate the financial effect of these investigations at the end of the reporting period, due to the complex nature of the investigations and the lengthy period of time that may be taken to finalise the investigations.

7.2.2 Contingent liabilities

The following contingent liabilities are excluded from the liabilities included in the financial statements:

	2025 \$'000	2024 \$'000
Costs potentially payable in relation to Supreme Court action commenced by the plaintiffs against the Department's Vegetation Conservation Notices	-	200
Costs potentially payable in relation contaminated sites for the remediation of a liquid waste treatment facility in agreement with the Water Corporation	586	660
Potential Waste Levy Revenue reversal for the City of Armadale as they filed a retroactive waste levy exemption which is pending Director General approval	3,689	-
Total contingent liabilities	4,275	860

Waste levy

The Waste Avoidance and Resource Recovery Levy Regulations 2008 allows for landfill operators to apply for exemptions in relation to construction materials, which can be granted prospectively and retrospectively. Where applications have been made retrospectively the Department may have a liability in respect of the waste levy previously paid, if they have been compliant with the exemption requirements.

The Department is in the process of assessing an application for a retrospective exemption. If the exemption is granted, the amount of the obligation is estimated to be \$3,689,329.



8 Other disclosures

This section includes additional material disclosures required by accounting standards or other pronouncements for the understanding of this financial report.

	Notes
Events occurring after the end of the reporting period	8.1
Initial application of Australian Accounting Standards	8.2
Key management personnel	8.3
Related party transactions	8.4
Related bodies	8.5
Affiliated bodies	8.6
Special purpose accounts	8.7
Indian Ocean Territories Account	8.8
Remuneration of auditors	8.9
Contributed equity and reserves	8.10
Supplementary financial information	8.11

8.1 Events occurring after the end of the reporting period

Forgiveness of debts – Environmental Protection (Cost Recovery) Regulation 2021 (Regulations):

(i) Fees charged for proposals – Part 2 – Division 4 – Regulation 15: Interest

As per [note 8.11\(d\)](#), on 5 September 2025 the Director General approved waiving interest fees on outstanding amounts relating to proposals under Part IV of the *Environmental Protection Act 1986*.

(ii) Fees charged for annual compliance fees – Part 2 – Division 4 – Regulation 15: Interest

As per [note 8.11\(d\)](#), on 5 September 2025 the Director General approved waiving interest fees on outstanding amounts relating to Annual Compliance Fees (ACF) in accordance with Part 2 – Division 3 – Regulation 11 of the Regulations 2011

8.2 Initial application of Australian Accounting Standards

The following standards are operative for reporting periods ended on or after 30 June 2025:

- AASB 2020-1 - Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current
- AASB 2022-10 - Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities

There is no material financial impact of the above standards.

8.3 Key management personnel

The Department has determined key management personnel to include Cabinet Ministers and senior officers of the Department. The Department does

not incur expenditures to compensate Ministers and those disclosures may be found in the *Annual Report on State Finances*.

The total fees, salaries, superannuation, non-monetary benefits and other benefits for senior officers of the Department for the reporting period are presented within the following bands:

Compensation band (\$)	2025	2024
\$450,000 – \$500,000	1	-
\$300,001 – \$350,000	2	1
\$250,001 – \$300,000	-	1
\$200,001 – \$250,000	2	2
\$150,001 – \$200,000	-	2
\$100,001 – \$150,000	-	2
\$50,001 – \$100,000	-	-
\$0 – \$50,000	-	8
	2025 \$'000	2024 \$'000
Total compensation of senior officers	1,591	1,999

Last financial year there was a change in leadership structure resulting in the reduced number of key management personnel.

8.4 Related party transactions

The Department is a wholly owned public sector entity that is controlled by the State of Western Australia.

Related parties of the Department include:

- all Cabinet Ministers and their close family members and their controlled or jointly controlled entities
- all senior officers and their close family members and their controlled or jointly controlled entities
- other departments and statutory authorities including related bodies that are included in the whole-of-government consolidated financial statements (i.e. wholly owned public sector entities)
- associates and joint ventures of a wholly owned public sector entity
- the Government Employees Superannuation Board (GESB).

Material transactions with other related parties

Outside of normal citizen type transactions with the Department, there were no other related party transactions that involved key management personnel and/or their close family members and/or their controlled (or jointly controlled) entities.

8.5 Related bodies

The Department currently does not provide any assistance to other agencies which would deem it to be regarded as related bodies.

8.6 Affiliated bodies

The following bodies receive more than half its funding and resources from the Department, but is not subject to operational control by the Department and is therefore considered to be affiliated bodies under the *Financial Management Act 2006*:

	2025 \$'000			2024 \$'000		
	Funding	Services free of charge	Total assistance	Funding	Services free of charge	Total assistance
Government organisations:						
Cockburn Sound Management Council	27	-	27	457	-	457
Contaminated Sites Committee	359	-	359	347	-	347
Environmental Protection Authority	14,605	-	14,605	10,114	-	10,114
Exmouth Gulf Coordinating Body	1,103	-	1,103	727	-	727
Keep Australia Beautiful Council (W.A.)	1,243	601	1,844	1,276	601	1,877
Office of the Appeals Convenor	2,981	-	2,981	1,896	-	1,896
Warren Donnelly Water Advisory Committee	13	-	13	7	-	7
Waste Authority	26,266	-	26,266	22,491	-	22,491
Non-government organisations:						
Geographe Catchment Council ¹	798	-	798	626	-	626

- 1 The Department and Geographe Catchment Council entered into a partnership agreement whereby Geographe Catchment Council provides governance and management support to the Department and the Department provides support and links to the community and on-ground outcomes to achieve water quality improvements in the catchment area.

8.7 Special purpose accounts

Contaminated Sites Management Account⁽ⁱ⁾

The purpose of the account is to enable investigation or remediation of any site where the state or a public authority (excluding local government) is responsible for remediation. The account also funds the Department's costs of investigation and ensuring compliance with notices.

	2025 \$'000	2024 \$'000
Balance at start of period	524	423
Receipts	277	361
Payments	(28)	(260)
Balance at end of period	773	524

Waste Avoidance and Resource Recovery Account⁽ⁱⁱ⁾

The purpose of the account is to encourage the conservation of resources and energy through waste reduction and recycling; to promote support and encourage viable alternatives to landfill disposal of waste; and to encourage applied research and the development of appropriate waste management, waste reduction, recycling infrastructure and markets. The account is used to fund nominated programs and other waste management initiatives approved by the Minister for the Environment on the advice of the Waste Authority of Western Australia.

	2025 \$'000	2024 \$'000
Balance at start of period	41,352	41,918
Receipts	26,266	22,491
Payments	(22,609)	(23,057)
Balance at end of period	45,009	41,352

Pilbara Environmental Offsets Fund⁽ⁱⁱⁱ⁾

The purpose of the trust account is to facilitate the coordinated delivery of environmental offset projects which will benefit the environmental values of the

Pilbara to counterbalance the residual impacts of activities occurring wholly or partly within the Pilbara for which approvals have been granted.

	2025 \$'000	2024 \$'000
Balance at start of period	12,097	7,865
Receipts	6,213	5,397
Payments	(2,121)	(1,165)
Balance at end of period	16,189	12,097

Environmental Protection Part IV Cost Recovery Account⁽ⁱⁱ⁾

The purpose of this account is to manage funds recovered under the Environmental Protection (Cost Recovery) Regulations 2021. The funds in this account are to be used for defraying the costs incurred by the Department in receiving and assessing proposals and monitoring the implementation of proposals under Part IV Division 1 or 2 of the *Environmental Protection Act 1986*.

	2025 \$'000	2024 \$'000
Balance at start of period	13,707	10,714
Receipts	11,674	16,275
Payments	(17,991)	(13,282)
Balance at end of period	7,390	13,707

- (i) Established under section 16(1)(b) of the *Financial Management Act 2006*
- (ii) Established under section 16(1)(d) of the *Financial Management Act 2006*

8.8 Indian Ocean Territories Account

Indian Ocean Territories Account

The purpose of the account is to account for Commonwealth funds for service delivery arrangements by the Department to the Indian Ocean Territories.

	2025 \$'000	2024 \$'000
Balance at start of period	120	172
Receipts	1,759	1,501
Payments	(1,777)	(1,553)
Balance at end of period ^(a)	102	120

- (a) Under the terms of the Service Delivery Arrangement, the Department is to provide a statement of operating and capital expenditure and revenue for the previous financial year to the Commonwealth by 31 August each year.

This notification enables adjustments to biannual payments to be made early in the financial year to take into account any under or overspend against budget estimates from the previous financial year.

8.9 Remuneration of auditors

Remuneration paid or payable to the Auditor General in respect of the audit for the current financial year is as follows:

	2025 \$'000	2024 \$'000
Auditing the accounts, financial statements, controls and key performance indicators	478	415

8.10 Contributed equity and reserves

	2025 \$'000	2024 \$'000
Contributed equity		
Balance at start of period	226,243	235,240
Contributions by owners		
Capital appropriation	22,377	11,046

	2025 \$'000	2024 \$'000
Total contributions by owners	248,620	246,286
Distributions to owners		
Transfer to consolidated account	(25,803)	(19,357)
Transfer to other agencies:		
Land transferred to Department of Planning, Lands and Heritage	-	(450)
Land transferred to Department of Biodiversity, Conservation and Attractions	-	(236)
Water Corporation WA	(1)	-
Total distributions to owners	(25,804)	(20,043)
Balance at end of period	222,816	226,243
Asset revaluation surplus		
Balance at start of period	137,075	97,930
Net revaluation increment:		
Land	42,238	31,459
Buildings	271	776
Measurement sites	3,404	6,910
Total net revaluation increment	45,913	39,145
Balance at end of period	182,988	137,075

8.11 Supplementary financial information

(a) Write-offs

During the reporting period, \$5,000 (2024: \$1,000) was written off the Department's books under the authority of the Director General:

	2025 \$'000	2024 \$'000
The accountable authority	5	1
The Minister	-	-
The Treasurer	-	-
Total write-offs	5	1

(b) Losses through theft, defaults and other causes

	2025 \$'000	2024 \$'000
Losses of public money, other money and other property through theft or default	-	7
Amounts recovered	-	(2)
Total losses	-	5

(c) Gifts of public property

During the financial year under review there were no gifts of public property provided by the Department (2024: Nil).

(d) Forgiveness of debts

Environmental Protection (Cost Recovery) Regulations 2021 (Regulations)

(i) Fees charged for proposals – Part 2 – Division 4 – Regulation 15: Interest

On 1 January 2022, the Department commenced charging proponents fees for proposals assessed under Part IV of the *Environmental Protection Act 1986* in accordance with the Regulations. Part 2 – Division 4 – Regulation 15 provides for a fee to be charged for interest on outstanding amounts payable at the prescribed interest rate, being 3% higher than the cash rate target, as determined and published by the Reserve Bank of Australia, in effect on the 1st day the amount became outstanding.

In accordance with the Regulations, Part 2 – Division 4 – Regulation 13, the Chief Executive Officer (i.e., the Director General) may, on a case by case basis, refund, reduce or waive, in whole or in part, a fee paid or payable under this part if considered appropriate to do so.

On 2 July 2024, the Director General approved the waiving of interest fees on the outstanding amounts for 2022–23 and 2023–24 as the Department did not have the

resource capacity to determine the complex interest on the outstanding amounts payable for all invoices issued. Additionally, issuing an invoice to proponents charging interest after such a long delay could potentially put the Department's reputation at risk.

For the financial year 2024–25 the Department was not yet able to reliably calculate for the complex interest rate hence on 5 September 2025 the Director General approved again the waiving of interest fees on the outstanding amounts.

(ii) Fees charged for annual compliance fees – Part 2 – Division 4 – Regulation 15: Interest

On 1 July 2023, the Department commenced charging Annual Compliance Fees (ACF) in accordance with Part 2 – Division 3 – Regulation 11 of the Regulations 2021. Part 2 – Division 4 – Regulation 15 provides for a fee to be charged for interest on outstanding amounts payable at the prescribed interest rate, being 3% higher than the cash rate target, as determined and published by the Reserve Bank of Australia, in effect on the 1st day the amount became outstanding.

In accordance with the Regulations Part 2 – Division 4 – Regulation 13, the Chief Executive Officer (i.e., the Director General) may, on a case by case basis, refund, reduce or waive, in whole or in part, a fee paid or payable under this part if considered appropriate to do so.

On 27 August 2024, the Director General approved the waiving of interest fees on the outstanding amounts for 2023–24 as the Department did not have the resource capacity to determine the complex interest on the outstanding amounts payable for all invoices issued. Additionally, issuing an invoice to proponents charging interest after such a long delay could potentially put the Department's reputation at risk.

For the financial year 2024–25 the Department was not yet able to reliably calculate for the complex interest rate hence on 5 September 2025 the Director General approved again the waiving of interest fees on the outstanding amounts.

9. Explanatory statements

This section explains variations in the financial performance of the Department.

	Notes
Explanatory statement for controlled operations	9.1
Explanatory statement for administered items	9.2

9.1 Explanatory statements for controlled operations

This explanatory section explains variations in the financial performance of the Department undertaking transactions under its own control, as represented by the primary financial statements.

All variances between annual estimates (original budget) and actual results for 2025, and between the actual results for 2025 and 2024 are shown below. Narratives are provided for key major variances which vary more than 10% from their comparative and that the variation is more than 1% of the following variance analyses for the:

1. Estimate and actual results for the current year:
 - Total Cost of Services of the estimate for the Statement of comprehensive income and Statement of cash flows (i.e. 1% of \$287,373,000), and
 - Total Assets of the estimate for the Statement of financial position (i.e. 1% of \$701,401,000).
2. Actual results for the current year and the prior year actual:
 - Total Cost of Services for the previous year for the Statements of comprehensive income and Statement of cash flows (i.e. 1% of \$240,581,000); and
 - Total Assets for the previous year for the Statement of financial position (i.e. 1% of \$784,152,000).

9.1.1 Statement of comprehensive income variances

	Variance note	Estimate ⁽¹⁾ 2025 \$'000	Actual 2025 \$'000	Actual 2024 \$'000	Variance between actual and estimate \$'000	Variance between actual results for 2025 and 2024 \$'000
Expenses						
Employee benefits expense	a	143,659	152,733	131,145	9,074	21,588
Supplies and services		56,815	54,107	57,734	(2,708)	(3,627)
Depreciation and amortisation expenses		15,038	13,159	11,019	(1,879)	2,140
Finance costs		246	249	170	3	79
Accommodation expenses		11,560	11,004	10,515	(556)	489
Grants and subsidies	1, b	51,304	30,074	22,451	(21,230)	7,623
Other expenses		6,251	6,026	7,407	(225)	(1,381)
Net loss on disposal of non-current assets		2,500	210	140	(2,290)	70
Total cost of services		287,373	267,562	240,581	(19,811)	26,981
Income						
User charges and fees	c	48,827	45,550	52,777	(3,277)	(7,227)
Commonwealth grants		1,732	3,132	3,031	1,400	101
Waste levy		95,000	98,262	96,488	3,262	1,774
Other Income		13,310	14,100	15,501	790	(1,401)
Total income		158,869	161,044	167,797	2,175	(6,753)
Net cost of services		128,504	106,518	72,784	(21,986)	33,734
Income from State Government						
Service appropriation	d	132,986	127,074	104,760	(5,912)	22,314
Income from other public sector entities	2	1,458	6,169	5,850	4,711	319
Resources received		3,276	1,871	2,644	(1,405)	(773)
Royalties for Regions fund	e	11,641	11,636	8,973	(5)	2,663
Total income from State Government		149,361	146,750	122,227	(2,611)	24,523
Surplus for the period		20,857	40,232	49,443	19,375	(9,211)
Other comprehensive income						
Items not reclassified subsequently to profit or loss						
Changes in asset revaluation surplus		-	45,913	39,145	45,913	6,768
Total other comprehensive income		-	45,913	39,145	45,913	6,768
Total comprehensive income for the period		20,857	86,145	88,588	65,288	(2,443)

(1) These are annual estimates published for the financial year ended 30 June 2025.

Major estimate and actual (2025) variance narratives

- 1. Grants and subsidies were lower than the estimate by \$21.2 million (41.4%) mainly due to grant deferrals relating to the Ban on E-waste to Landfill, Clean WA Waste Paper and Cardboard Processing and delays in spending of the Establishing and Maintaining Vegetation Offsets Account, as well as the deferral of Waste Avoidance and Resource Recovery Account grants.
- 2. Income from other public sector entities were higher than the estimate by \$4.7 million (323.1%) mainly due to higher than estimated Part IV *Environmental Protection Act 1986* applications, compliance and assessment fees, higher than estimated Establishing and Maintaining Vegetation Offsets Account revenue and higher than estimated interest revenue from the Waste Avoidance and Resource Recovery Account.

Major actual (2025) and comparative (2024) variance narratives

- a. Employee benefits expense increased by \$21.6 million (16.5%) mainly due to increased resourcing for Assurance, Water Planning and Water Science, as well as the impact of the increased Public Sector Wages Policy.
- b. Grants and subsidies increased by \$7.6 million (34.0%) mainly due to higher expenditure for the National Partnership on Recycling Infrastructure and Clean WA Waste Paper and Cardboard Processing grant programs.
- c. User charges and fees decreased by \$7.2 million (13.7%) mainly due to a reduced volume of assessments for Environmental Protection Part IV Cost Recovery Account, and a reduced volume of Industry license fees.
- d. Service appropriation increased by \$22.3 million (21.3%) mainly to fund increased employee benefits expenses.
- e. Royalties for regions fund income increased by \$2.7 million (29.7%) mainly due to higher funding for the Healthy Estuaries WA program.



9.1.2 Statement of financial position variances

	Variance note	Estimate ⁽¹⁾ 2025 \$'000	Actual 2025 \$'000	Actual 2024 \$'000	Variance between actual and estimate \$'000	Variance between actual results for 2025 and 2024 \$'000
Assets						
Current assets						
Cash and cash equivalents		4,154	34,897	23,487	30,743	11,410
Restricted cash and cash equivalents		61,747	98,470	96,184	36,723	2,286
Receivables		39,498	43,782	46,454	4,284	(2,672)
Amounts receivable for services		7,043	6,238	7,753	(805)	(1,515)
Other assets		3,151	5,462	4,900	2,311	562
Total current assets		115,593	188,849	178,778	73,256	10,071
Non-current assets						
Receivables		4,188	5,407	4,253	1,219	1,154
Amounts receivable for services		97,798	98,552	89,803	754	8,749
Infrastructure, property, plant and equipment	1, a	417,566	532,523	474,559	114,957	57,964
Right-of-use assets		3,590	3,630	2,995	40	635
Intangible assets	2, b	62,663	45,373	33,643	(17,290)	11,730
Other assets		3	44	121	41	(77)
Total non-current assets		585,808	685,529	605,374	99,721	80,155
Total assets		701,401	874,378	784,152	172,977	90,226

9.1.2 Statement of financial position variances (cont'd)

	Variance note	Estimate ⁽¹⁾ 2025 \$'000	Actual 2025 \$'000	Actual 2024 \$'000	Variance between actual and estimate \$'000	Variance between actual results for 2025 and 2024 \$'000
Liabilities						
Current liabilities						
Payables		7,938	10,115	8,880	2,177	1,235
Lease liabilities		1,399	1,073	891	(326)	182
Contract liabilities		5,405	3,299	2,382	(2,106)	917
Employee related provisions		26,492	31,296	27,248	4,804	4,048
Other current liabilities		-	24	1	24	23
Total current liabilities		41,234	45,807	39,402	4,573	6,405
Non-current liabilities						
Lease liabilities		6,120	2,710	2,194	(3,410)	516
Employee related provisions		6,207	7,882	7,295	1,675	587
Total non-current liabilities		12,327	10,592	9,489	(1,735)	1,103
Total liabilities		53,561	56,399	48,891	2,838	7,508
Net assets		647,840	817,979	735,261	170,139	82,718
Equity						
Contributed equity		201,015	222,816	226,243	21,801	(3,427)
Reserves		98,207	182,988	137,075	84,781	45,913
Accumulated surplus		348,618	412,175	371,943	63,557	40,232
Total equity		647,840	817,979	735,261	170,139	82,718

(1) These are annual estimates published for the financial year ended 30 June 2025.

Major estimate and actual (2025) variance narratives

- 1. Infrastructure, property, plant and equipment were higher than the estimate by \$115.0 million (27.5%) mainly due to an increase in revaluation increments of land and measurement sites and additions to capital work in progress programs.
- 2. Intangible assets were lower than the estimate by \$17.3 million (27.6%) mainly due to lower than anticipated spend on analytical products and computer software.

Major actual (2025) and comparative (2024) variance narratives

- a. Infrastructure, property, plant and equipment increased by \$58.0 million (12.2%) mainly due to an increase in revaluation increments of land and measurement sites and additions to capital work in progress programs.
- b. Intangible assets increased by \$11.7 million (34.9%) mainly due to additions to computer software.



9.1.3 Statement of cash flows variances

	Variance note	Estimate ⁽¹⁾ 2025 \$'000	Actual 2025 \$'000	Actual 2024 \$'000	Variance between actual and estimate \$'000	Variance between actual results for 2025 and 2024 \$'000
Cash flows from State Government						
Service appropriation	a	117,948	112,087	89,806	(5,861)	22,281
Capital appropriations	1, b	43,081	22,377	11,048	(20,704)	11,329
Holding account drawdown		7,753	7,753	6,293	-	1,460
Distributions to owner	2, c	(48,907)	(25,804)	(19,328)	23,103	(6,476)
Net proceeds on sale of land remitted to consolidated account		-	-	(229)	-	229
Royalties for Regions fund	d	13,837	11,636	8,973	(2,201)	2,663
Funds from other public sector entities	3	1,458	5,505	5,581	4,047	(76)
Net cash provided by State Government		135,170	133,554	102,144	(1,616)	31,410
Cash flows from operating activities						
Payments						
Employee benefits	e	(143,653)	(147,117)	(128,968)	(3,464)	(18,149)
Supplies and services		(55,292)	(54,370)	(55,146)	922	776
Finance costs		(246)	(251)	(167)	(5)	(84)
Accommodation		(11,633)	(10,939)	(10,397)	694	(542)
Grants and subsidies	4, f	(51,304)	(28,880)	(23,385)	22,424	(5,495)
GST payments on purchases	5	(5,710)	(12,316)	(10,315)	(6,606)	(2,001)
Other payments		(5,626)	(4,811)	(5,694)	815	883
Receipts						
User charges and fees	g	48,827	44,763	50,049	(4,064)	(5,286)
Commonwealth grants		1,732	3,131	3,031	1,399	100
Waste levy		95,000	102,013	94,359	7,013	7,654
GST receipts on sales		634	817	548	183	269
GST receipts from taxation authority	6	5,086	10,977	9,867	5,891	1,110
Other receipts	h	13,310	14,683	9,910	1,373	4,773
Net cash used in operating activities		(108,875)	(82,300)	(66,308)	26,575	(15,992)

9.1.3 Statement of cash flows variances (cont'd)

	Variance note	Estimate ⁽¹⁾ 2025 \$'000	Actual 2025 \$'000	Actual 2024 \$'000	Variance between actual and estimate \$'000	Variance between actual results for 2025 and 2024 \$'000
Cash flows from investing activities						
Payments						
Purchase of non-current assets	i	(38,886)	(35,113)	(19,756)	3,773	(15,357)
Receipts						
Proceeds from sale of non-current assets		-	-	29	-	(29)
Net cash used in investing activities		(38,886)	(35,113)	(19,727)	3,773	(15,386)
Cash flows from financing activities						
Payments						
Principal elements of lease payments		(933)	(1,290)	(1,382)	(357)	92
Payments to accrued salaries account		-	(1,155)	(944)	(1,155)	(211)
Net cash used in financing activities		(933)	(2,445)	(2,326)	(1,512)	(119)
Net increase/(decrease) in cash and cash equivalents		(13,524)	13,696	13,783	27,220	(87)
Cash and cash equivalents at the beginning of the period		83,613	119,671	109,196	36,058	10,475
Adjustment for the reclassification of accrued salaries account		-	-	(3,308)	-	3,308
Cash and cash equivalents at the end of the period		70,089	133,367	119,671	63,278	13,696

(1) These are annual estimates published for the financial year ended 30 June 2025.

Major estimate and actual (2025) variance narratives

- 1. Capital appropriations were lower than the estimate by \$20.7 million (48.1%) mainly due to reflow of funding from 2024/25 to 2025/26 and/or 2026/27 driven by deferral in Land purchases, RfR Rural Water Planning programs and expenditure on Environment Online.
- 2. Distributions to owner were lower than the estimate by \$23.1 million (47.2%) due to retention of adequate working cash available for committed programs of work in accordance with the Cash Management Policy.
- 3. Funds from other public sector entities were higher than the estimate by \$4.0 million (277.7%) mainly due to higher than estimated Part IV *Environmental Protection Act 1986* applications, compliance and assessment fees, higher than estimated Establishing and Maintaining Vegetation Offsets Account revenue and higher than estimated interest revenue from the Waste Avoidance and Resource Recovery Account.
- 4. Grants and subsidies were lower than the estimate by \$22.4 million (43.7%) mainly due to grant deferrals relating to the Ban on E-waste to Landfill, Clean WA Waste Paper and Cardboard Processing and delays in spending of the Establishing and Maintaining Vegetation Offsets Account, as well as the deferral of Waste Avoidance and Resource Recovery Account grants.
- 5. GST payments on purchases were higher than the estimate by \$6.6 million (115.7%) mainly due to higher goods and services tax paid to suppliers for goods and services rendered and for grant payments.
- 6. GST receipts from taxation authority were higher than the estimate by \$5.9 million (115.8%) mainly due to higher goods and services tax paid to suppliers for goods and services rendered.

Major actual (2025) and comparative (2024) variance narratives

- a. Service appropriation increased by \$22.3 million (24.8%) mainly to fund increased employee benefits expenses.
- b. Capital appropriations increased by \$11.3 million (102.5%) mainly due to increased expenditure for Environment Online and the replacement of monitoring bores.
- c. Distributions to owner increased by \$6.5 million (33.5%) due to the retention of adequate working cash available for committed programs of work in accordance with the Cash Management Policy.
- d. Royalties for Regions fund increased by \$2.7 million (29.7%) mainly due to higher funding for the Healthy Estuaries WA program.
- e. Employee benefits increased by \$18.1 million (14.1%) mainly due to increased resourcing for Assurance, Water Planning and Water Science, as well as the impact of the increased Public Sector Wages Policy.
- f. Grants and subsidies increased by \$5.5 million (23.5%) mainly due to higher expenditure for the National Partnership on Recycling Infrastructure and Clean WA Waste Paper and Cardboard Processing grant programs.
- g. User charges and fees decreased by \$5.3 million (10.6%) mainly due to a reduced volume of assessments for Environmental Protection Part IV Cost Recovery Account, and a reduced volume of Industry licence fees.
- h. Other receipts increased by \$4.8 million (48.2%) mainly due to increased cash received relating to the Murujuga Rock Art Monitoring and the Port Hedland Ambient Air Quality Monitoring programs.
- i. Purchase of non-current assets increased by \$15.4 million (77.7%) mainly due to increased expenditure for Environment Online and the replacement of monitoring bores.

9.2 Explanatory statement for administered items

This explanatory section explains variations in the financial performance of the Department undertaking transactions that it does not control but has responsibility to the government for, as detailed in the administered schedules.

All variances between annual estimates and actual results for 2025, and between the actual results for 2025 and 2024 are shown below. Narratives are provided for key major variances which are more than 10% from their comparative and that variation is more than 1% of Total Administered Income for the following variance analyses for the:

- 1. Estimate and actual results for the current year (i.e. \$100,000).
- 2. Actual results for the current year and the prior year actual (i.e. \$94,000).

	Variance note	Estimate ⁽¹⁾ 2025 \$'000	Actual 2025 \$'000	Actual 2024 \$'000	Variance between actual and estimate \$'000	Variance between actual results for 2025 and 2024 \$'000
Income from administered items						
Income						
For transfer:						
Regulatory fees and other charges ^(a)	1, a	100	68	94	(32)	(26)
Total administered income		100	68	94	(32)	(26)
Expenses						
Payments into the consolidated account ^(a)	2, b	100	68	94	(32)	(26)
Total administered expenses		100	68	94	(32)	(26)

- (1) These are annual estimates published for the financial year ended 30 June 2025.
- (a) Payments into the consolidated account included water fines collected on behalf of the Water Corporation, and environmental infringement regulatory fees and fines collected on behalf of State Government.

Variance narratives

Major estimate and actual (2025) variance narratives

- 1. Regulatory fees and other charges decreased by \$0.032 million (32.0%) mainly due to lower than estimated in court-imposed penalties being received during the financial year under review.
- 2. The variance is explained in the above-mentioned note 1.

Major actual (2025) and actual (2024) variance narratives

- a. Regulatory fees and other charges decreased by \$0.026 million (27.7%) mainly due to a decrease in court-imposed penalties being received during the financial year under review.
- b. The variance is explained in the above-mentioned note a.



Certification of key performance indicators

I hereby certify that the key performance indicators are based on proper records, are relevant and appropriate for assisting users to assess the Department of Water and Environmental Regulation's performance and fairly represent the performance of the Department of Water and Environmental Regulation for the financial year ended 30 June 2025.

A handwritten signature in black ink, appearing to read 'Alistair Jones'.

Alistair Jones
Director General
3 October 2025

Outcome-based management framework

Government goal – Investing in WA's Future: Tackling climate action and supporting the arts, culture and sporting sectors to promote vibrant communities.

	Agency outcome	Key effectiveness indicators	Page	Agency services	Key efficiency indicators	Page
Outcome 1	Western Australia’s growth and development is supported by the sustainable management of water resources for the long-term benefit of the state	Proportion of stakeholders who perceive the Department to be effectively managing the state’s water as a resource for sustainable, productive use	158	1. Water information and advice	Proportion of statutory referrals from decision-making authorities where advice is provided within target timeframes	165
					Average cost per referral assessment	165
					Average cost per water measurement site managed	166
		Proportion of priority growth areas that have a water supply planning strategy	159	2. Water planning, allocation, and optimisation	Average cost per plan, report, or guidance document to support water planning, allocation, and optimisation	167
					Average cost per hour of scientific support for water planning, allocation, and optimisation	168
				3. Water regulation, licensing, and industry governance	Average cost of assessing a water licence application by risk assessment category	169
Average time taken (days) to assess a licence application by risk assessment category	170					
Average cost of compliance monitoring and enforcement action	171					
Outcome 2	Emissions, discharges and clearing of native vegetation are effectively regulated to avoid unacceptable risks to public health and the environment	Percentage of regulatory compliance activities completed as planned	159	4. Environmental regulation	Average cost per works approval and licence application	172
		Percentage of potential environmental risks identified during compliance monitoring program that are rectified within two months	160		Average cost per native vegetation clearing permit application	172
Outcome 3	Development and implementation of strategic policy and legislation that promotes sustainable environmental outcomes	Percentage of advice and recommendations that met Ministerial approval, without the need for significant modification	160	5. Environmental and water policy	Average cost per hour of policy advice and recommendations	173

	Agency outcome	Key effectiveness indicators	Page	Agency services	Key efficiency indicators	Page
Outcome 4	Waste avoided and the recovery of materials from landfill maximised	Percentage of municipal solid waste reported as diverted from landfill through recycling compared to waste strategy target in the Perth metropolitan region	161	6. Waste strategies	Cost of landfill levy compliance as a percentage of landfill levy income collected	174
		Percentage of commercial and industrial waste reported as diverted from landfill through recycling compared to the state-wide waste strategy target	161			
		Percentage of construction and demolition waste reported as diverted from landfill through recycling compared to the state-wide waste strategy target	162			
Outcome 5	Quality advice to the Environmental Protection Authority (EPA) and Minister for the Environment on significant proposals and environmental issues	The EPA's satisfaction with the Department's environmental impact assessment (EIA) service, during the year, in line with best practice principles of EIA	162	7. Environmental impact assessment services to the EPA	Cost per standardised unit of assessment output	175
		Percentage of project-specific conditions which did not require significant change following the appeal process	163	8. Environmental management services to the EPA	Cost per standardised unit of environmental management services output	176
		Percentage of assessments that met agreed timelines	163			
		The EPA's satisfaction with the Department's provision of environmental management services during the year	164			
Outcome 6	Compliance with Ministerial Statement implementation conditions are monitored effectively	The number of Ministerial Statements audited compared to targets	164	9. Compliance monitoring services to the Minister for the Environment	Average cost per environmental audit completed	177

Following the machinery of government changes, the Department of Water, the Department of Environment Regulation, and the Office of the Environmental Protection Authority were amalgamated and formed the Department of Water and Environmental Regulation (the Department) on 1 July 2017. This is the eighth reporting period for the Department post amalgamation.

Results with significant variances of 10% or more compared with the Target and prior year results are explained.

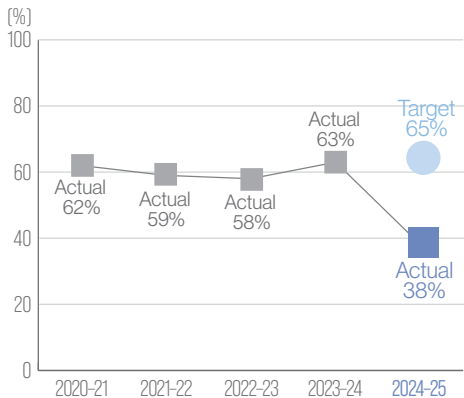
Key effectiveness indicators

Proportion of stakeholders who perceive the Department to be effectively managing the state’s water as a resource for sustainable, productive use^(a)

(a) The 2024–25 survey results have a confidence interval of +/-4.28% at 95% confidence level, based on a final sample of 457 stakeholders from a total valid sample of 3,591. Other survey statistics include:

- population size: 3,591 stakeholders
- population character: stakeholder contacts provided by the Department
- survey fieldwork : 13 September 18 November 2024
- total number of respondents: 457
- response rate: 13%
- average survey length : 12.88 minutes
- how sample was selected: Online-only survey distributed via DWER’s email address, with no telephone follow-ups, weighted to the stakeholder database’s profile to ensure representativeness across stakeholder types, consistent with previous years.

The indicator is based on feedback received from the stakeholders through the survey. It is calculated as the percentage of stakeholders with water-related dealings who rated DWER as “very effective” or “quite effective” in managing the state’s water as a resource for sustainable productive use. Other response options included “neither”, “quite ineffective”, “very ineffective”, or “don’t know.”



The stakeholder research program began in 2014 under the former Department of Water and has evolved to include customers and the broader community. This KPI has been tracked consistently since then, providing a long-term view of stakeholder sentiment.

The management of the state's water resources to enable growth and development is a core objective for the Department, and this occurs within the context of ensuring the sustainability of the resources and their dependent environments.

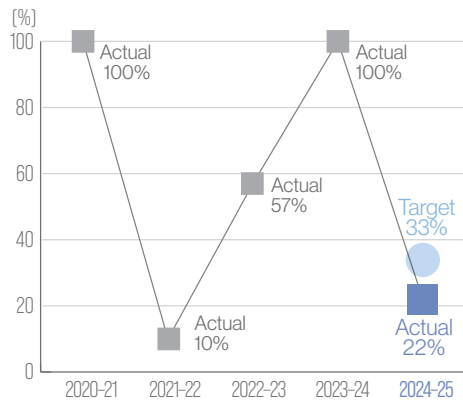
The Department has many stakeholders with competing interests, including those from industry, investment, community, and environmental sectors.

Variance analysis

The 2024–25 result of 38% marks a decline from previous years, reflecting a period of significant reform and transition within the Department. Legislative and policy changes—such as the Environmental Protection Act Amendment Bill 2024, approvals reform, the cessation of water resources legislative reform, and the removal of state emissions-reduction requirements likely influenced stakeholder sentiment. The 2025–26 KPI target of 65% reflects the Department’s ongoing commitment and focus on measurable progress.

Proportion of priority growth areas that have a water supply planning strategy

'Priority growth areas' refers to a list of significant projects and water resources areas. For each priority growth area, the Department, or key stakeholders in collaboration with the Department, develops a water supply plan or strategy to identify current and future water resource and supply options to meet demand for industry and population growth over the long term. This supports the timely development of resource and supply options to meet demand in areas of state priority.



Projects included in the priority growth areas have strategic significance for the state; and include areas identified through the Water Supply-Demand Model as having a gap between future water demand and water availability.

The indicator is calculated as a percentage of the priority growth areas with a water supply planning strategy (or advisory report for key stakeholders) out of the total priority growth areas that the Department is currently working on. Following the completion of the planned program of projects in 2020–21, the indicator was re-set to zero in 2021–22 with a 100% completion target set for 2023–24 based on delivery of seven water supply planning projects, over three years ending 2023–24.

Variance analysis

The 2024–25 Budget Target of 33% represents the first year of a three-year planning cycle of new priority areas, representing completion of three priority growth areas out of the nine priority growth areas planned over 2024–25 to 2026–27.

The 2024–25 budget target of 33% was not achieved due to reprioritisation of water supply planning resources to address urgent water supply issues for Pilbara towns and industry.

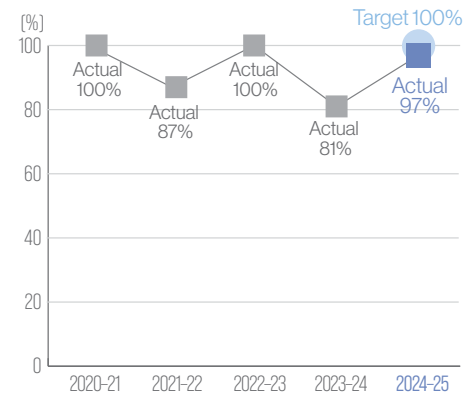
Percentage of regulatory compliance activities completed as planned

Compliance activities are an integral part of the Department's regulatory work and include promotion, monitoring, and enforcement. Information gathered and assessed through compliance activities is also used to inform and revise both regulation and policy frameworks as well as to inform legislative reform programs.

The Department is a risk-based regulator that focuses its resources to address the areas of greatest risks to public health, the environment and water resources and is responsive to emerging risks and issues.

The prescribed premises compliance monitoring program is focused on the assessment of emissions and discharges from premises to ensure they are managed appropriately by the current instrument and relevant legislation. The program identifies premises and targets activities based on a risk assessment informed by environmental and operational risk including type of activity, compliance history and intelligence gathered, including from complaints and incidents.

The waste sector compliance monitoring program assesses compliance at landfills and associated industries with the requirements of the landfill levy.



Percentage of potential environmental risks identified during compliance monitoring program that are rectified within two months

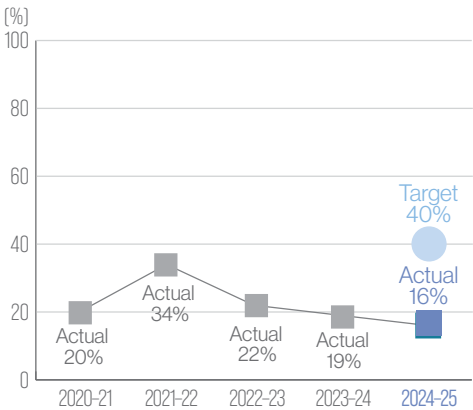
Non-compliances identified through inspections undertaken as part of the prescribed premises compliance monitoring program and the waste sector compliance monitoring program are recorded and the length of time taken for these non-compliances to be rectified is tracked.

Non-compliances vary in nature, they may be administrative, technical, or operational. Administrative and technical non-compliances generally pose a low risk to public health, the environment or water resources, whereas operational non-compliances and emissions may pose a higher risk.

Variance analysis

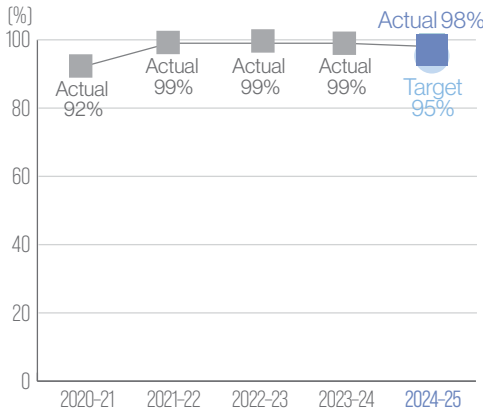
During 2024–25, a total of 294 non-compliances were identified to 30-June-2025 from inspections under the waste sector and the prescribed premises compliance monitoring programs, including seven non-compliances carried over from 2023–24 to allow for calculation against the two-month timeframe.

The target of 40% of non-compliances being closed within two calendar months was not achieved, with only 16% of non-compliances being closed within the specified timeframe. The resolution of the identified non-compliances is often protracted depending upon the complexity of the non-compliance identified and can take extended periods to resolve.



Percentage of advice and recommendations that met Ministerial approval, without the need for significant modification

This indicator seeks to ensure that the advice provided by the Department is consistent with the State Government's policy direction by measuring how well it meets the Minister for the Environment's expectations.



Percentage of municipal solid waste reported as diverted from landfill through recycling compared to waste strategy target in the Perth metropolitan region

(a) The Treasurer has approved an exemption from reporting this indicator for 2024–25, 2025–26 and 2026–27.

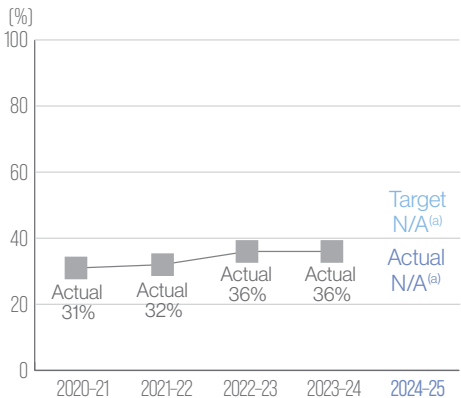
Refer further details below.

The indicator relates to the State Government’s waste management target of recovering 67% of municipal solid waste (MSW) by 2025, as described in the waste strategy.

Due to the significant time required to gather the relevant information, 2022–23 data, as reported in Waste and recycling in Western Australia 2022–23, was used to calculate this indicator for 2023–24. From 2021, the data is derived from annual returns submitted under regulation 18C of the Waste Avoidance and Resource Recovery Regulations 2008 and composition data submitted with waste levy returns. Data was sourced from voluntary surveys prior to 2019–20.

Explanation for exemption for reporting against this KPI for 2024–25, 2025–26 and 2026–27

The Department determined during the 2024–25 year that a revision of the current Key Performance Indicators is required. The Department will commence a comprehensive review of its Output Based Measurement framework during the 2025–26 year to align the KPIs with the Department’s current organisational structure, three Ministerial portfolios and strategic direction. This indicator was specifically identified as requiring modification and the Treasurer has given a direction not to report this KPI for the 2024–25, 2025–26 and 2026–27 financial years under section 61(1)(b) of the *Financial Management Act 2006*.



Percentage of commercial and industrial waste reported as diverted from landfill through recycling compared to the statewide waste strategy target

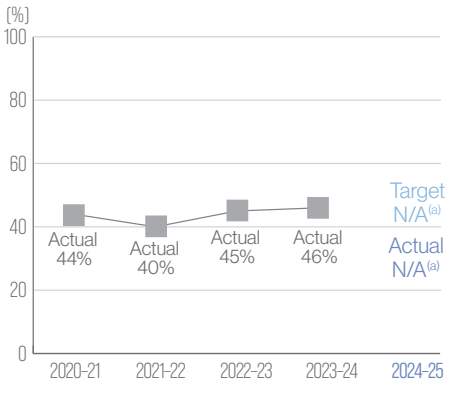
(a) The Treasurer has approved an exemption from reporting this indicator for 2024–25, 2025–26 and 2026–27. Refer further details below.

The indicator relates to the State Government’s waste management target of recovering 75% of commercial and industrial (C&I) waste by 2025, as described in the waste strategy.

Due to the significant time required to gather the relevant information, 2022–23 data, as reported in Waste and recycling in Western Australia 2022–23, was used to calculate this indicator for 2023–24. From 2021, the data is derived from annual returns submitted under regulation 18C of the Waste Avoidance and Resource Recovery Regulations 2008 and composition data submitted with waste levy returns. Data was sourced from voluntary surveys prior to 2019–20.

Explanation for exemption for reporting against this KPI for 2024–25, 2025–26 and 2026–27

The Department determined during the 2024–25 year that a revision of the current Key Performance Indicators is required. The Department will commence a comprehensive review of its Output Based Measurement framework during the 2025–26 year to align the KPIs with the Department’s current organisational structure, three Ministerial portfolios and strategic direction. This indicator was specifically identified as requiring modification and the Treasurer has given a direction not to report this KPI for the 2024–25, 2025–26 and 2026–27 financial years under section 61(1)(b) of the *Financial Management Act 2006*.

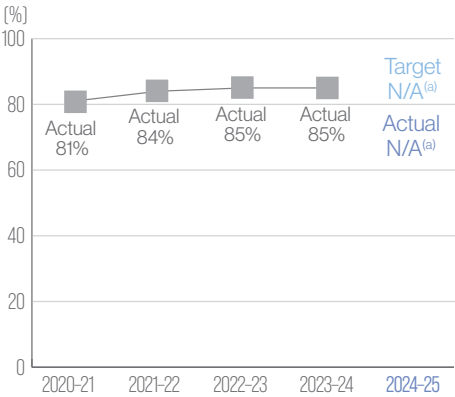


Percentage of construction and demolition waste reported as diverted from landfill through recycling compared to the state-wide waste strategy target

(a) The Treasurer has approved an exemption from reporting this indicator for 2024–25, 2025–26 and 2026–27. Refer further details below.

The indicator relates to the State Government's waste management target of recovering 77% of construction and demolition (C&D) waste by 2025, as described in the waste strategy.

Due to the significant time required to gather the relevant information, 2022–23 data, as reported in Waste and recycling in Western Australia 2022–23, was used to calculate this indicator for 2023–24. From 2021, the data is derived from annual returns submitted under regulation 18C of the Waste Avoidance and Resource Recovery Regulations 2008 and composition data submitted with waste levy returns. Data was sourced from voluntary surveys prior to 2019–20.



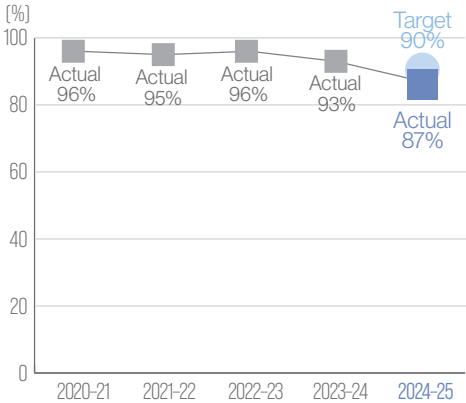
Explanation for exemption for reporting against this KPI for 2024–25, 2025–26 and 2026–27

The Department determined during the 2024–25 year that a revision of the current Key Performance Indicators is required. The Department will commence a comprehensive review of its Output Based Measurement framework during the 2025–26 year to align the KPIs with the Department's current organisational structure, three Ministerial portfolios and strategic direction. This indicator was specifically identified as requiring modification and the Treasurer has given a direction not to report this KPI for the 2024–25, 2025–26 and 2026–27 financial years under section 61(1)(b) of the *Financial Management Act 2006*.

The EPA's satisfaction with the Department's environmental impact assessment (EIA) service, during the year, in line with best practice principles of EIA

The indicator is determined through surveys of the EPA's members (service recipients) who rate the quality of each service against best practice principles (currently, the International Association for Impact Assessment's Principles of EIA Best Practice).

The Department strives to ensure that all advice provided to the EPA is as practical, efficient, rigorous, participative and fit-for-purpose as possible. In line with this goal, this year the EPA considered the EIA services provided by the Department were of a very high standard.



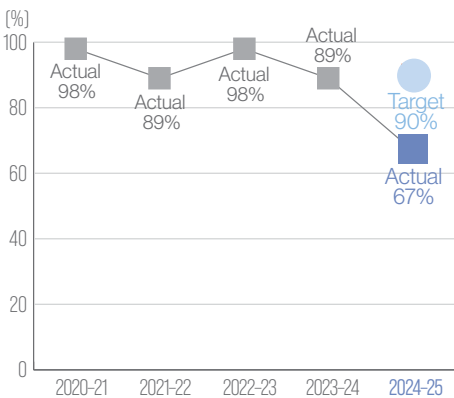
Percentage of project-specific conditions which did not require significant change following the appeal process

The indicator assists stakeholders in ascertaining the quality of conditions recommended by the Department's EIA services. The Department provides periodic reports to the EPA outlining the results of the appeals process and drawing attention to significant changes to the recommended conditions. This provides an important part of the State Government's expectation of a 'continuous improvement loop' in the appeals process.

A significant change can be deemed as a substantial change to the form of a condition, the deletion or addition of a new condition, or a substantial change to the outcome or objective specified in a condition. A substantial change to the specified requirements of an environmental management plan or environmental monitoring plan and a change to a prescribed action are determined on a case-by-case basis.

Variance analysis

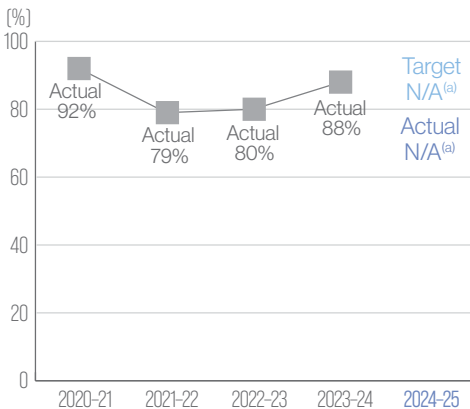
The 2024–25 Budget Target of 90% was not achieved. The changes were due to three planning scheme amendments where the recommended environmental conditions were revised to ensure they could be implemented through the planning framework, noting that some time has passed since the last planning scheme amendment was assessed in 2011. The lessons from this are being applied in future assessments. In addition, one proposal with a high number of appeals resulted in significant changes to almost half of its conditions.



Percentage of assessments that met agreed timelines

(a) The Treasurer has approved an exemption from reporting this indicator for 2024–25, 2025–26 and 2026–27. Refer further details below.

This indicator measures the Department's effectiveness in completing the assessment and providing the assessment report to the Minister in a timely manner. The timeline for an assessment may vary according to the complexity of the project and is usually agreed with the proponent soon after the level of assessment is determined. The assessment timeline is stated in the EPA's Report. The timeline refers to the time between the receipt of the final information (that has been endorsed by the EPA) for the assessment and providing the assessment report to the Minister (12 weeks).



Explanation for exemption for reporting against this KPI for 2024–25, 2025–26 and 2026–27

The Department determined during the 2024–25 year that a revision of the current Key Performance Indicators is required. The Department will commence a comprehensive review of its Output Based Measurement framework during the 2025–26 year to align the KPIs with the Department's current organisational structure, three Ministerial portfolios and strategic direction. This indicator was specifically identified as requiring modification and the Treasurer has given a direction not to report this KPI for the 2024–25, 2025–26 and 2026–27 financial years under section 61(1)(b) of the *Financial Management Act 2006*.

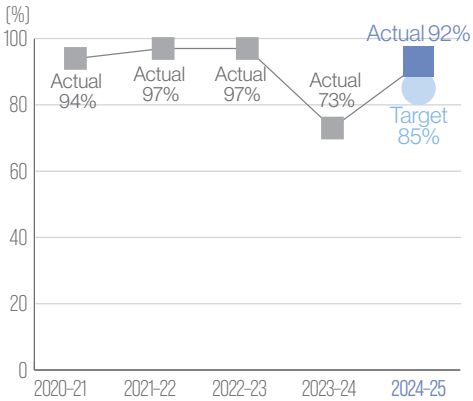
The EPA’s satisfaction with the Department’s provision of environmental management services during the year

The level of quality is determined by the EPA with reference to the desirable underlying qualities of good environmental management (EM) advice. The EPA rates the quality of advice on strategic advice, statutory policies or guidelines provided by the Department.

Each of the EPA members who participate in a decision rates the product on a scale of one to five (poor to excellent) and the scores of each member are averaged, combined, and proportionally adjusted to a percentage. The final indicator is the average rating awarded to all environment management services endorsed by the EPA during the period.

Variance analysis

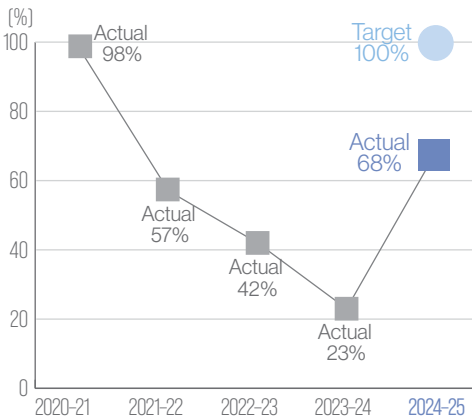
The Department strives to ensure that all environmental management (EM) services provided to the EPA have a clear purpose, are rigorous, readable, applicable, and consistent, and informed by stakeholder input as possible. In line with this goal, this year the EPA considered the EM services provided by the Department were of a very high standard, which resulted in the KPI Target being exceeded.



The number of Ministerial Statements audited compared to targets

Compliance monitoring is managed through a structured annual compliance management program. The annual program sets out the number of audits to be undertaken and using a risk-based approach, identifies the Ministerial Statements to be audited.

The Minister imposes conditions on proposals to ensure that they are managed in an environmentally acceptable manner.



Variance analysis

Significant improvement in audit delivery was realised in 2024–25 compared to 2023–24 however the variance from 2024–25 Target is due to staff being focused on resolving several high risk and on-going compliance matters and due to on-boarding and audit training for new staff.

Key efficiency indicators

Service 1: Water information and advice

The Department enables investment decisions of regional and state significance through the provision of data and information on the quantity, quality, location of, and demand for, water across the state. The information also underpins policy advice for consideration by State Government and supports other government agencies and stakeholders in their planning for future economic growth, and urban and rural development.

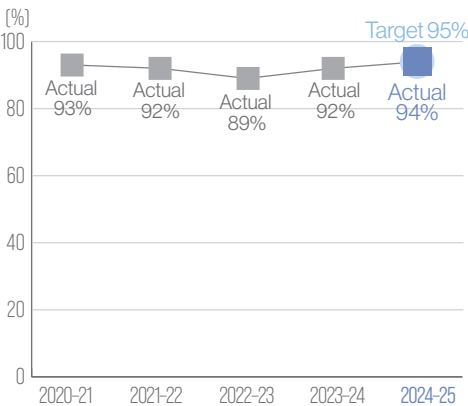
► Proportion of statutory referrals from decision-making authorities where advice is provided within target timeframes

Technically proficient, reliable, and timely advice on the state's water resources enables effective decision-making by decision-making authorities (DMAs) that directly supports growth, development, and investment for the long-term benefit of the state. DMAs include the:

- Environmental Protection Authority
- Other State Government agencies
- Local government authorities

This includes advice about water availability; the avoidance, management, and mitigation of impacts on water resources; and the protection of public drinking water sources.

This indicator represents a measure of the Department's timeliness with respect to the provision of advice on various statutory referrals from DMAs. It demonstrates the efficiency with which the Department is meeting statutory timeframes in providing water information and advice.



A statutory referral is a formal request for water advice from a DMA that has a statutory timeframe associated with the provision of that water advice. This indicator is calculated as a percentage of the total number of statutory referrals from DMAs to the Department for advice that met the 35-business-day timeframe within the period.

► Average cost per referral assessment

Actual 2020-21 \$	Actual 2021-22 \$	Actual 2022-23 \$	Actual 2023-24 \$	Target 2024-25 \$	Actual 2024-25 \$
3,517	3,716	4,332	4,259	6,641	5,182

This measure provides information on the amount of operational expenditure being used for referrals that enable decisions on proposals that support the state's growth and development.

The indicator is relevant to the service because it is a directly attributable operational cost incurred in service delivery to meet the desired outcome.

An assessment is generated from both a formal request for water advice from a DMA or proponent such as under the Better Urban Water Management Framework. The indicator is calculated using the total cost of the water information and advice service divided by the total number of assessments conducted within the period.

Variance analysis

The lower actual average cost per referral assessment in 2024-25 compared to the 2024-25 Target is mainly due to lower resource cost allocations resulting from revised cost allocations to more accurately reflect the incidence of costs supporting this service. The increase in actual average cost per referral assessment from 2023-24 to 2024-25 is mainly due to higher resource cost allocations.

► Average cost per water measurement site managed

Actual 2020–21 \$	Actual 2021–22 \$	Actual 2022–23 \$	Actual 2023–24 \$	Target 2024–25 \$	Actual 2024–25 \$
8,232	6,764	7,414	8,285	7,419	8,107

Access to reliable and current information about water resources – quantity and quality – is a core input to decision-making by State Government and water-dependent businesses that enables growth and development of the state.

Stakeholders access water information and data to support investment and business decisions. It also supports accurate water resource management decisions and advice. To service this need, the Department measures or holds water data for more than 116,000 groundwater and surface water field sites, verifies, and stores the data and makes it available as water information.

Regular or periodic field measurements are essential to maintain up-to-date data, and verification, storage and accessibility are essential to make data available as reliable information.

This indicator is calculated by dividing the annual cost of water measurement and water information functions by the number of active operational sites.



Service 2: Water planning, allocation, and optimisation

The Department undertakes and facilitates water planning, allocation, and optimisation to ensure the sustainable management of water resources for the long-term benefit of the state, which relies on good science. This includes planning and allocating water for sustainable productive use, protecting public drinking water sources, and ensuring the sustainability of water resources and their dependent ecosystems.

► Average cost per plan, report, or guidance document to support water planning, allocation, and optimisation

Actual 2020–21 \$	Actual 2021–22 \$	Actual 2022–23 \$	Actual 2023–24 \$	Target 2024–25 \$	Actual 2024–25 \$
233,709	268,753	243,074	194,137	321,012	259,057

Water resources need to be sustainably managed to achieve sufficient water quantity and quality for current and future needs. Increasingly precise, systematic, and transparent management is produced in science-based water allocation and optimisation plans, reports, and guidance documents. They guide and define management decisions to meet demand and avoid, mitigate, or minimise unsustainable impacts on resources. With this in place sufficient good-quality surface and groundwater will remain an ongoing part of future water supply for economic and population growth and the liveability of towns and cities.

Average cost is calculated by dividing the cost of the services by the total number of the following types of documents or advice produced:

1. Plans

- Water allocation plan
- Drinking water source protection plan
- Statement of response to public submissions

2. Plans for public comment

- Water allocation plan for public comment
- Water source protection plan for public comment

3. Technical reports

- Drinking water source protection area assessments
- Environmental water requirements report, or provisions report
- Allocation limits methods report

4. Guidance documents

- Water quality protection notes and information sheets
- Local water licensing strategy (e.g. Indigenous Land Use Agreement, allocation statement)

5. Status reports including:

- Annual or tri-annual compliance Jandakot, and Gnangara compliance reports
- Water allocation plan evaluations
- Drinking water source protection reviews
- State-wide planning reports (e.g., water resources inventory)
- Pre-planning or implementation phase status reports (e.g., discussion paper, review of allocation limits or components)
- Communication products (or sets of communication products) (e.g., water availability outlooks, website text, fact sheets).

Variance analysis

The decrease in the average cost from the 2024–25 Target to 2024–25 Actual is mainly due to lower cost allocations as well as a small decrease in the total number of documents to support water planning, allocation, and optimisation.

The increase in the average cost from the 2023–24 Actual to 2024–25 Actual is mainly due to higher cost allocations with a small decrease in the total number of documents to support water planning, allocation, and optimisation.

► Average cost per hour of scientific support for water planning, allocation, and optimisation

Actual 2020–21 \$	Actual 2021–22 \$	Actual 2022–23 \$	Actual 2023–24 \$	Target 2024–25 \$	Actual 2024–25 \$
172	185	197	199	214	218

The sustainable management of water resources for the long-term benefit of the state relies on quality and contemporary water science. The indicator will enable judgement about the efficient application of the Department’s science capacity.

This indicator shows the average cost of providing scientific support for the achievement of water planning, allocation, and optimisation outcomes.

This indicator is calculated by dividing annual cost of full-time equivalent (FTE) and operational expenses by total hours worked by employees directly supporting scientific outcomes for this service.



Service 3: Water regulation and industry governance

Responsible, proportional regulation ensures investment, growth and development is underpinned by sustainable management of the state's water resources for the long term benefit of the state. This service includes the administration of water regulation including licensing and compliance functions. It also includes the management of the legislation governing the operations of water service providers.

► **Average cost of assessing a water licence application by risk assessment category:**

Risk Assessment Category	Actual 2020–21 \$	Actual 2021–22 \$	Actual 2022–23 \$	Actual 2023–24 \$	Target 2024–25 \$	Actual 2024–25 \$
Low risk	3,412	3,348	4,018	4,182	4,742	4,243
Medium risk	4,549	4,464	5,357	5,577	6,323	5,657
High risk	5,686	5,580	6,697	6,971	7,904	7,071

Responsible, proportional regulation gives confidence that Western Australia's water resources are being sustainably managed for the long-term benefit of the state.

Water licensing is the main tool for sharing and allocating the state's water resources. A licence to take water authorises a licensee to take a specified volume of water from a particular water resource and is the principal tool for ensuring sustainable productive use of water in Western Australia. Other licences and permits administered by the Department authorise the construction and alteration of water access infrastructure, such as wells and dams, as well as activities that interfere with the beds and banks of watercourses.

This indicator enables judgement about the costs of the Department's water licence application assessments, within a risk-based assessment framework.

The indicator shows the average cost to assess a licence or permit application by risk category grouping. The indicator includes applications for permits to interfere with bed and banks, licences to construct a well, licences to access water, and renewal of and amendments to existing licences to access water, trades, transfers, and agreements.

The indicator is calculated by dividing the departmental cost of providing the water licensing service per application risk category, by the total number of licence and permit applications assessed within each risk category, within the period.

Variance analysis

The decrease in the average cost of assessing a water licence application across all water licence application risk categories from the 2024–25 Target to the 2024–25 Actual is mainly due to movement in volumes of water licence application assessed by risk categories more than offset by higher cost allocations allocated to this service.

► **Average time taken (days) to assess a licence application by risk assessment category:**

Risk Assessment Category	Actual 2020-21 (Days)	Actual 2021-22 (Days)	Actual 2022-23 (Days)	Actual 2023-24 (Days)	Target 2024-25 (Days)	Actual 2024-25 (Days)
Low risk	30	35	43	58	65	59
Medium risk	39	52	57	84	75	63
High risk	47	65	85	92	95	76

Water licences are one of the fundamental assets that support investment decisions in water-dependent industries. Investment decisions by licensees, existing and prospective, are also time-bound and require that applications for access to water are dealt with by the Department in a timely manner.

The Department ensures that the level of assessment effort applied to a water licence application is proportionate to the risk posed should a licence be granted, for example higher-risk licence applications are generally more complex and require more time to assess.

Risk categories for water licence or permit applications guide the level of assessment that is carried out by the Department based on the risk should a licence or permit be granted. Risk categories are defined as low, medium, or high. Primary factors considered when assigning an assessment risk category are the volume of water being requested, how much water is available in the resource where the water is being requested, and potential impact of the proposed water use on other water users and/or the environment, including cumulative impacts.

This indicator enables judgement about the Department’s efficiency in decision-making for water licence and permit applications within this risk-based assessment framework.

The indicator shows the average time taken to assess a water licence or permit application by risk category. The indicator includes applications for permits to interfere with bed and banks, licences to construct a well, licences to take water, and renewal of and amendments to existing licences to take water, trades, transfers, and agreements.

The indicator is calculated by dividing the total time taken to assess all water licence and permit applications within each risk category, by the total number of licence and permit applications assessed within each risk category, within the period.

The measurement of assessment timeframes includes ‘stop the clock.’ When a water licence application assessment process is outside of the Department’s control, the time taken during this assessment process is not included when calculating application assessment times. The assessment clock is ‘stopped’ in these instances.

Variance analysis

The average time taken to process a water licence application has been significantly reduced in 2024–25 over the 2024–25 Targets across all water licence application risk categories, driven by the successful implementation of the water licensing backlog action plan.

Importantly, it should be noted that the average processing duration for low-risk applications, which represented more than 45% of the total water licence applications processed in 2024–25, is 6 days (or 9%) less than the target of 65 days. Similarly, average processing duration for medium and high-risk applications is 12 days (or 16%) and 19 days (or 25%) less than the respective targets of 75 days and 95 days.

The changes in average time taken to process a licence application by risk assessment category from the 2023–24 Actual to the 2024–25 Actual is due to a focused effort towards reducing water licensing assessment backlog. Significantly, 2024–25 Actual for medium and high-risk applications are 21 days (or 25%) and 16 days (or 17%) less than 2023–24 Actual for medium and high-risk applications.

► Average cost of compliance monitoring and enforcement action

Actual 2020–21 \$	Actual 2021–22 \$	Actual 2022–23 \$	Actual 2023–24 \$	Target 2024–25 \$	Actual 2024–25 \$
118	130	206	344	487	475

The Department relies on water usage information for accurate water resource management advice and decisions. The Department’s compliance monitoring of licensed use provides accurate information on actual licensed water use to ensure the sustainable management of water resources for the long-term benefit of the state.

The Department undertakes compliance monitoring and, where appropriate, enforcement action when licensed water use is found to be not in accordance with terms, restrictions, and conditions. Compliance monitoring within a risk-based framework ensures the Department fulfils its legislative requirements, while ensuring efficient and sustainable productive water use.

Investment decisions by licensees, existing and prospective, are time-bound and require that applications for access to water are dealt with by the Department in a timely manner. Water licences are one of the fundamental assets that support investment decisions.

This indicator is calculated using the departmental cost of compliance and enforcement activities divided by the number of compliance and enforcement actions undertaken by the Department during the year.

The enforcement actions include the following activities undertaken by the Department when licenced water use is found to be inconsistent with the licence terms, restrictions, and conditions:

- educational letters
- licence amendments
- warnings, infringements, or direction notices
- prosecutions

Variance analysis

The increase in the average cost of compliance monitoring and enforcement action from the 2023–24 Actual to 2024–25 Actual is mainly due to higher resource cost allocations as well as a reduction in the number of compliance monitoring and enforcement actions associated with water metering regulations implementation stabilised, and an associated reduction in metering related monitoring events and incidents of non-compliance.



Service 4: Environmental regulation

The Department seeks to prevent, control, and abate activities with the potential to cause pollution or environmental harm. It has adopted a risk-based approach to delivering its regulatory role, which broadly fits into three main functions:

1. approvals and licensing
2. monitoring, audit, and compliance inspections
3. enforcement, including complaint and incident investigation.

► **Average cost per works approval and licence application**

► **Average cost per native vegetation clearing permit application**

Efficiency indicator	Actual 2020-21 \$	Actual 2021-22 \$	Actual 2022-23 \$	Actual 2023-24 \$	Target 2024-25 \$	Actual 2024-25 \$
Average cost per works approval and licence application	51,891	55,425	57,660 ^(a)	62,784 ^(a)	76,556	69,499
Average cost per native vegetation clearing permit application	33,217	30,353	33,764	38,428	49,695	38,442

(a) The 2022–23 to 2023–24 audited figures were previously reported as \$73,244 and \$77,628. These have been restated to align with the total decisions made to inform the average cost per works approval and licence application. The average cost per works approval and licence application previously only included grants and refusal decisions. The average cost per works approval and licence application now reflects all decisions made.

These measures of efficiency were established to reflect the costs per regulatory action for an instrument for the Department's industry regulation and native vegetation regulation functions. These are considered relevant efficiency indicators as they:

- capture the primary regulatory functions of the Department
- measure the amount of resources required to assess and determine an industry regulation instrument and native vegetation instrument
- are of interest to parties paying regulatory fees
- are relevant to the review and determination of the Department's regulatory fees and charges.

The indicators are considered relevant to the service as they can track the efficiency of the assessment of regulatory instruments over time and provide a simple metric for users of the Department's budget statements and annual report.

For works approvals and licences, the indicator is calculated by dividing the total group costs deemed relevant to the agency activity of carrying out and administering the function of works approvals and licences – being applications assessment and decision-making on works approval and licence applications under Part V Division 3 of the *Environmental Protection Act 1986* – by the number of work approvals, licences, licence renewals and amendments assessed to provide the average cost.

For clearing permit applications, the indicator is calculated using the same method, by dividing the total group costs deemed relevant to the agency activity of carrying out and administering the function of clearing permit applications – being assessment and decision making on clearing permit applications and amendments to clearing permit applications under Part V Division 2 of the *Environmental Protection Act 1986* – by the number of clearing permit applications and amendment applications assessed, to provide the average cost.

Variance analysis

The decrease in average cost per Works Approval and Licence Application from the 2024–25 Target to 2024–25 Actuals is mainly due to lower resource cost allocations.

The increase in average cost per Works Approval and Licence Application from the 2023–24 Actuals to 2024–25 Actuals is mainly due to higher resource cost allocations as well as a decrease in the number of Works Approval and Licence Applications decided during the year.

The decrease in average cost per native vegetation clearing permit application from the 2023–24 Actual to the 2024–25 Actual is due to lower resource cost allocations more than offset by a relatively small increase in the number of native vegetation clearing permit applications decided during 2024–25.

Service 5: Environmental and water policy

Develop and implement policies and strategies that promote environmental outcomes.

Average cost per hour of policy advice and recommendations

Actual 2020–21 \$	Actual 2021–22 \$	Actual 2022–23 \$	Actual 2023–24 \$	Target 2024–25 \$	Actual 2024–25 \$
148	273	328	325	432	334

This measure of efficiency was established to reflect the cost per hour of policy advice. This is considered a relevant efficiency indicator as it:

- captures a significant function of the Department
- measures the amount of resources required to develop and implement policies and strategies
- is of interest as it shows the cost of policy development
- is relevant to the use of funds being expended to develop and implement strategic policy and legislation that promotes sustainable environmental outcomes.

The indicator is relevant to this service as they can track the efficiency of the policy development and implementation over time and provide a simple metric for users of the Department's budget statements and annual report.

The indicator is calculated by totalling the functional group costs associated with agency activity of carrying out and administering the function of providing policy advice and recommendations. The advice and recommendations relate to the development, review and amendment of environmental policy, national policy, primary and subsidiary legislation, and environmental programs, providing advice to the Minister and the State Government in relation to legislation administration. The total number of available FTE hours for the services is divided into the costs to provide an average cost per hour of policy advice and recommendations.

Variance analysis

The decrease in average cost per hour of policy advice and recommendations from the 2024–25 Target to 2024–25 Actuals is due to an increase in the number of hours of policy advice and recommendations delivered during 2024–25, resulting for additional budget funding (additional 6,502 hours).



Service 6 Waste strategies

Waste avoided and the recovery of materials from landfill maximised.

► Cost of landfill levy compliance as a percentage of landfill levy income collected

Actual 2020–21 %	Actual 2021–22 %	Actual 2022–23 %	Actual 2023–24 %	Target 2024–25 %	Actual 2024–25 %
1.60	1.87	1.64	1.50	1.40	1.19

This measure of efficiency was established to reflect the cost of levy compliance as a percentage of the landfill levy income collected. This is considered a relevant efficiency indicator as it:

- measures the number of resources applied to the waste avoidance strategies and landfill diversion strategies
- is of interest as it shows the cost of managing the waste strategies
- is relevant to the use of funds being expended to develop and implement strategic policy and legislation that promotes sustainable environmental outcomes.

The indicator is relevant to the service as it can track the efficiency of managing waste strategies and provides a simple metric for users of the Department’s budget statements and annual report.

The cost of landfill levy compliance as a percentage of landfill levy income collected is determined by totalling those functional group costs deemed relevant to the Department’s activity of carrying out and administering the function of providing landfill levy compliance – being the administration of the landfill levy returns, auditing of those returns, processing of exemptions and undertaking inspections at a range of waste facilities, and carrying out unauthorised waste activity investigations. The indicator is calculated by dividing the cost of levy compliance by the amount of landfill levy income collected for the year.

Variance analysis

The decrease in the cost of landfill levy compliance as a percentage of landfill levy income collected from the 2023–24 Actual and the 2024–25 Target to 2024–25 Actual is due to an increase in landfill levy income resulting from greater than anticipated waste to landfill volumes as well as a relatively small decrease in dedicated resource monitoring and enforcing landfill levy compliance activities.



Service 7: Environmental impact assessment services to the EPA

Conduct, for the EPA, environmental impact assessments of significant proposals and schemes.

► Cost per standardised unit of assessment output

Actual 2020-21 \$	Actual 2021-22 \$	Actual 2022-23 \$	Actual 2023-24 \$	Target 2024-25 \$	Actual 2024-25 \$
62,466	45,444	79,177	102,998	79,087	79,259

While the variation in assessment complexity is reflected in the level of assessment set, several other factors affect how complex a proposal is to assess. To account for this range in difficulty, each assessment completed is assigned a weighting.

This indicator measures the efficiency of the Department's provision of EIA advice to the EPA rather than the Department's cost per hour. The total assessment complexity is calculated by summing the individual complexities allocated to each assessment according to their inherent characteristics.

The cost per standardised unit of assessment output is calculated by dividing the total cost of assessments (including an allocation of post-approval costs and a portion of costs for policy and administrative support) by the total complexity weighting of assessments completed during the budget year.

Variance analysis

The decrease in cost per standardised unit of assessment output from the 2023–24 Actual to 2024–25 Actual is due to a higher number of standardised units of assessment outputs delivered. This is primarily a result of 18 section 38 reports being finalised in 2024–25, the highest number in more than eight years, many of which were complex assessments.

Service 8: Environmental management services to the EPA

Develop, for the EPA, statutory policies, guidelines, and strategic advice to manage environmental impacts and protect the environment.

► Cost per standardised unit of environmental management services output

Actual 2020-21 \$	Actual 2021-22 \$	Actual 2022-23 \$	Actual 2023-24 \$	Target 2024-25 \$	Actual 2024-25 \$
34,572	26,706	26,151	53,172	48,827	47,570

Due to the variation in complexity of environmental management services provided, an average cost per piece of advice provided would not fairly represent the Department's efficiency in providing such advice to the EPA. In fact, such a measure could provide a perverse incentive to produce many straightforward pieces of advice rather than tackling more complex issues that are more difficult to investigate. To account for this range in difficulty, each assessment completed is assigned a weighting.

This indicator measures the efficiency of the Department's provision of environmental management advice to the EPA rather than the Department's cost per hour.

The cost per standardised unit of environmental management services output is calculated by dividing the total cost of environmental management services (including an allocation of administrative support) by the total complexity weighting of environmental management services endorsed during the period.

Variance analysis

Strategic advice and support for environmental management services to the EPA is provided by the Office of the EPA division within the Department with support from other functions of the Department for specialist environmental services. The cost per standardised unit of environmental management services output is lower than the 2023-24 Actual due to a number of higher complexity environmental management services outputs (policies and guidance) being prepared including to the EPA's procedure suite.

Service 9: Compliance monitoring services to the Minister

Audit the compliance with conditions set under Ministerial approvals and undertake enforcement action as appropriate.

► Average cost per environmental audit completed

Actual 2020-21 \$	Actual 2021-22 \$	Actual 2022-23 \$	Actual 2023-24 \$	Target 2024-25 \$	Actual 2024-25 \$
56,117	51,684	148,276	336,373	76,663	112,958

The indicator is calculated by dividing the total cost (including an allocation of administrative overheads) allocated to compliance monitoring services by the total number of audits (not including desktop scans) completed during the period.

Variance analysis

Compliance monitoring services to the Minister for the Environment are provided by a dedicated Assurance directorate within the Department with support from other functions of the Department. The actual average cost per environmental audit completed in 2024–25 is higher than the 2023–24 Actuals and the 2024–25 Target due to 68% of the Target sixty number of environmental audits being completed. Whilst the number of completed audits was below target, significant improvements to process and efficiency were made during the year with substantially more audits completed during 2024–25 than in 2023–24.







Other requirements

Government policy requirements	180
Freedom of Information	180
Feedback and complaints	180
Work Health, Safety and Injury Management ..	181
Board and committee remuneration	182
WA Multicultural Policy Framework	185
Substantive Equality	185
Other legal requirements	186
Advertising, market research, polling and direct mail expenditure	186
Disability access and inclusion plan outcomes	187
Compliance with public sector standards and ethical codes	188
Recordkeeping plans	188
Workforce inclusiveness requirements	188

Appendices

Appendix A: Legislation	190
Legislation administered by the Department of Water and Environmental Regulation as at 30 June 2025	190
Regulations administered by the Department of Water and Environmental Regulation as at 30 June 2025	191
Other subsidiary legislation affecting our activities	192
Other key legislation affecting our activities	192
Appendix B: Shortened forms	193
Appendix C: References	193
Head office	194
Prime House	194
EPA office	194
Regional offices	194
Swan Avon region	194
Kwinana Peel region	194
South West region	194
Goldfields region	194
Mid West Gascoyne region	194
North West region	195
South Coast region	195

Government policy requirements

Freedom of Information

In accordance with s.10 of the *Freedom of Information Act 1992* (FOI Act), a person has a right to be given access to documents of an agency subject to, and in accordance with, the FOI Act.

For the 2024–25 period, the Department received 278 FOI applications. Two of the applications were fully transferred to another agency. Eight progressed to an internal review (three decisions confirmed, four varied and one reversed). Two applications went to external review with the Office of the Information Commissioner (decisions pending).

The average time taken to process applications was 62 days.

275 of the requests were for non-personal information and one request was for personal information.

The Department's FOI staff also processed an additional 47 consultations on requests from other government agencies.

Feedback and complaints

We welcome feedback on our service delivery and respect our customers' rights to complain. We are committed to providing high quality services to meet our customers' needs, guided by our [customer service charter](#).

Feedback and complaints are encouraged through our online forms. There were 40 submissions via the online feedback form between 1 July 2024 and 30 June 2025. The majority of these were directed to Environment WATCH and some referred to other government agencies.



Work Health, Safety and Injury Management

As a Department, we prioritise the health and safety of our staff and are dedicated to maintaining a safe and healthy workplace. Our Health and Safety Committee meets quarterly and regularly consults with regional offices through subcommittees. The subcommittees include health and safety representatives, employee representatives, and management representatives.

These groups focus on resolving systemic safety issues and continuously improving our work safety and health systems, processes and performance. Our Health and Safety Committee is also responsible for safety risk and hazard identification and awareness. This includes ensuring that our Department-wide workplace health and safety action plan is implemented and meets its targets.

Locations and details of our health and safety representatives, as well as associated documents and forms, are available to all staff through our intranet.

Further information on compliance, including calculation and reporting of performance measures, is online.

Measures	Results 2022–23	Results 2023–24	Results 2024–25	Targets	Comments towards targets
Number of fatalities	0	0	0	0	The Department had 0 fatalities for 2024–25 Financial year.
Lost time injury and disease incidence rate	0.2	0.2	0.4	0	The number of lost time injuries are low. We continuously review more efficient ways to manage risks and injuries in the workplace.
Lost time injury and severity rate	0	0.1	0	0	Only compensated fatalities where 60 days or more was lost are included.
Percentage of injured workers returned to work within 13 weeks	100%	99.9%	80%	100%	Injured employees must return to work in some capacity before 13 weeks, with restrictions on work in the original area of employment or other meaningful work.
Percentage of injured workers returned to work within 26 weeks	100%	99.9%	80%	100%	Strategies have been put in place to ensure all claimants return within 13 weeks, as guided by the medical advice.
Percentage of managers trained in occupational safety, health and injury management responsibilities, including refresher training within three years	Online training modules for managers 90%	Online training modules for managers 94%	Online training modules for managers 90%	100%	All managers are required to complete injury management training. Refresher training will occur for online modules every two years.

Board and committee remuneration

All remuneration paid by the Department of Water and Environmental Regulation during 2024–25 to positions on boards and committees is summarised in the table below.

Board/Committee	Name	Description	Amount (\$)
Cockburn Sound Management Council	Weeks, Cliff	Chair Normal Time	24,521.38
	Total		24,521.38
Contaminated Sites Committee	Barton, Charmian	Committee Member Allowance	12,249
	Brookes, Helen	Committee Member Allowance	8,451
	Bryant, Vanessa	Committee Member Allowance	7,467
	Dodge, Warren	Chair Normal Time	71,686.16
	McNab, Peter	Committee Member Allowance	12,537
	Total		112,390.16
KABC Services	Aspinall, Michael	Chair Normal Time	19,762.43
	Total		19,762.43
Office of the EPA	Beck, Hamish	Normal Time	43,551.11
		Public Holiday	168.15
			43,719.26
	Bennett, Jane	Member Normal Time	44,896.32
	Caddy, David	Member Normal Time	20,514.42
	Caple, Karen	Member Normal Time	30,099.03
	Faulkner, Kelly	Member Normal Time	24,886.35
	McIntosh, Lee	Member Normal Time	22,5525.5
	Mckenzie, Fiona	Member Normal Time	13,452.08
	Sutton, Anthony	Member Normal Time	20,514.42
	Twomey, Luke	Member Normal Time	24,886.35
	Walsh, Darren	Chair Normal Time	274,875.09
		Public Holiday	12,288.67
		Vehicle Allowance	7,997.44
			295,161.2
	Total		743,654.93

Board and committee remuneration (continued from P106)

Board/Committee	Name	Description	Amount (\$)
Warren Donnelly Water Advisory Committee	Blakers, Alan	Committee Member Allowance	1,098
	Buegge, Donelle	Committee Member Allowance	1,098
	Fry, Dianne	Committee Member Allowance	1,830
	Mcvee, Craig	Committee Member Allowance	366
	Omodei, John	Committee Member Allowance	1,098
	Pessotto, Carlo	Committee Member Allowance	1,098
	Rey, Alexandra	Committee Member Allowance	1,464
	Rice, Bill	Committee Member Allowance	732
	Sharp, Julian	Committee Member Allowance	732
		Re-imbursements	159.25
			891.25
	Winfield, Joel	Committee Member Allowance	1,098
	Total		9,675.25
Geographe Catchment Council	Batley, Annette	Committee Member Allowance	1,712
	Belford, Robin	Committee Member Allowance	1,854
	Bradshaw, Felicity		0
	Bromell, Ross	Committee Member Allowance	1,403
	Cronin, Phillip	Committee Member Allowance	1,545
	Ferguson, John	Committee Member Allowance	2,639
	Howes, Julie	Committee Member Allowance	1,236
	McCleery, Peter	Committee Member Allowance	1,094
	Pursell, Steven	Committee Member Allowance	2,021
	Togno, Peter	Committee Member Allowance	1,712
	Weinert, Andrew	Committee Member Allowance	1,712
	Winton, Victoria	Chair Backpay	8,874.78
		Allowance	13,275.18
			22,149.96
	Total		39,077.96

Board and committee remuneration (continued from P107)

Board/Committee	Name	Description	Amount (\$)
Waste Authority Committee	Broomhall, Lee	Normal Time	34,574.28
	Byrne, Joshua	Normal Time	29,254.16
	Carr, Elizabeth	Normal Time	53,190.54
	Howlett, Kelly	Normal Time	29,254.16
	Youe, Timothy	Normal Time	38,698.03
	Total		184,971.17
Grand Total			1,134,053.28



WA Multicultural Policy Framework

The Department's Multicultural Plan 2023–2026 sets out tangible actions against three key outcomes:

- A welcoming and inclusive workplace culture.
- Culturally appropriate services that meet our clients' needs.
- Engagement with culturally diverse communities.

Guided by the principles and desired outcomes established in the [State Government's Western Australian Multicultural Policy Framework](#), our multicultural plan outlines our commitment to actions across our policy, programs and service areas. Through these actions, we seek to promote economic, social, cultural, civic and political participation.

Some of our key achievements over the last year included:

- Harmony Week storytelling initiative titled "From all the lands on earth we come", where staff shared personal or ancestral migration stories, compiled into a book circulated internally.
- Introduced a new online training module, "Workplace Diversity, Inclusion and Sensitivity", focusing on racial identity and inclusive practices.
- Special guest speaker Pearl Proud, a leading voice in diversity and inclusion to share her leadership journey during International Women's Day.

- Prioritised Work Integrated Learning (WIL) placements with CALD candidates.
- Launched a refreshed onboarding portal and induction program with Disability and Inclusion content.
- Launched the Customer First Portal, designed to support staff in delivering high-quality customer service to all external stakeholder groups, including those from culturally and linguistically diverse (CaLD) backgrounds.
- As part of accessibility upgrades to www.wa.gov.au all DWER's web page content is now translatable at the touch of a button into over 100 languages.

Substantive Equality

In 2024–25, the Department deepened its commitment to Substantive Equality by embedding culturally responsive practices across its workforce and decision-making processes. These efforts were designed to ensure that First Nations stakeholders across Western Australia are meaningfully engaged and that their cultural needs are respected and reflected in departmental operations.

Policy and governance enhancements

DWER continued to align its workforce and diversity planning with the *Equal Opportunity Act 1984*, the Workforce Diversification and Inclusion Strategy for WA Public Sector Employment, and the WA Multicultural Policy Framework, ensuring that systemic barriers are addressed through policy reform and inclusive governance.

The Strategic Workforce Planning Sub-Committee played a pivotal role in overseeing the implementation of initiatives that promote substantive equality, including those focused on First Nations engagement.

Culturally responsive engagement

The Department strengthened its Aboriginal Engagement and Partnerships Team and supported the work of the Aboriginal Water and Environment Advisory Group (AWEAG) and the Aboriginal Empowerment Board. These bodies ensure that Aboriginal empowerment outcomes are embedded in strategic priorities and aligned with government frameworks such as the National Agreement on Closing the Gap, the Aboriginal Empowerment Strategy, and the *Aboriginal Cultural Heritage Act 2021*.

The Department also established our new Senior Aboriginal Leadership Team (SALT), a strategic group providing Aboriginal leadership across all Department portfolios.

Workforce representation and career pathways

DWER co-designed initiatives with the Senior Aboriginal Leadership Team (SALT) to increase representation of First Nations people across all levels of the Department. These initiatives include career pathway development, cultural safety training, and mechanisms to elevate First Nations voices in decision-making.

The Department participated in some listening exercises with First Nations Faculty and students

to inform a new First Nation’s undergraduate employment program as part of long-term workforce planning and support for the attraction and retention of Aboriginal staff.

Recognition and Empowerment

Cultural achievements and contributions of Aboriginal staff were recognised through the Department's Woola Awards and leadership forums such as Kep Boodja Beedawong Birdiya, which fosters a cohesive cohort of senior leaders committed to reform and inclusion.

Other legal requirements

Advertising, market research, polling and direct mail expenditure

Section 175ZE of the [Electoral Act 1907](#) requires public agencies to report details of expenditure to organisations providing services in relation to advertising, market research, polling, direct mail and media advertising. The Department incurred the following expenditures during the financial year.

Class of expenditure	Organisation	Amount (\$)
Market research organisations	Metrix	7,285.00
	Painted Dog	108,410.00
	The Behavioural Architects	48,803.64
Polling organisations	nil	nil
Direct mail organisations	nil	nil
Media advertising organisations	Carat Australia	1,511,713.86
	Facebook	72,432.84
	Google	39,074.89
	Iniative Media Australia	75,299.95
	LinkedIn Ads	999.90
	Seek Limited	18,397.61
	State Law Publisher	87.22
	National Retail	374,977.27
	Independent and general media	26,547.02
	Public Sector Commission	2,786.09
Total		2,286,815.29

All figures GST Ex

Disability access and inclusion plan outcomes

Our new [Disability Access and Inclusion Plan \(DAIP\) 2024–29](#) launched in June reflects our Department's values and is designed to ensure that people with disabilities have equitable access to the services and facilities provided by the Department.

This plan ensures we achieve government accessibility standards and provides the strategic framework for the Department to meet its legislative requirements and ensure we provide equitable access over seven outcomes.

It helps us to meet and surpass obligations under the *Disability Services Act 1993*, the *Equal Opportunity Act 1984*, and the *Disability Discrimination Act 1992* (Cth).

Employment and recruitment

[Disability Confident Recruiter Accreditation](#) was achieved in 2024, reflecting a comprehensive review of recruitment and selection processes to remove barriers and promote equitable employment opportunities for people with disability.

Updates were made to job advertising, recruitment policies and selection training to ensure accessibility and inclusive language across all platforms.

Workplace adjustments

A new Workplace Adjustment Policy and Procedure was developed to provide a clear framework for supporting employees with disability and will be launched across the organisation in the coming year.

Accessible events and services

The Events Planning Toolkit, including accessibility checklists, was reviewed and widely promoted during the year to ensure inclusive delivery of in-person and online events. This toolkit is now easily accessible to all staff and embedded in planning processes.

The Learning Management System registration process was amended to capture accessibility requirements at the point of training registration, improving accommodation for staff needs.

Information accessibility

The Department ensured that its DAIP and related materials are available in accessible formats, including Easy Read, audio, and large print, aligning with [Web Content Accessibility Guidelines](#).

Community engagement and feedback

Extensive consultation was conducted with internal and external stakeholders, including disability sector representatives and community members. Feedback informed the development and refinement of the new DAIP 2024–29.



Cinnamon Suchodolski, HR Consultant (Diversity and Inclusion) and Luke Van Veen, HR Officer (past Disability Trainee) with the Department's recently awarded Disability Confidence Recruiter Award

Compliance with public sector standards and ethical codes

In accordance with s.21 of the *Public Sector Management Act 1994*, the Department complies with standards of merit, equity, and probity in relation to human resources activities. No breaches of the Western Australian Public Sector Standards in Human Resources (Grievance Standard or Discipline Standard) were lodged in 2023–24.

One breach of the Western Australian Public Sector Standards in Human Resources (Employment Standard, Grievance Standard or Discipline Standard) was lodged with and dismissed by the Public Sector Commissioner in 2024–25



Recordkeeping plans

The Department maintains an ongoing program of education and refreshment for new and existing staff to ensure our compliance with the *State Records Act 2000*.

During the year we recorded 1,163 completions of Information Classification training, 1,258 completions of Recordkeeping Awareness training and 837 completions of Recordkeeping Awareness refresher training modules.

Workforce inclusiveness requirements

As part of our commitment to building an inclusive and safe workplace, we actively supported and participated in the [16 Days in WA to Stop Violence Against Women](#) campaign. This initiative reinforced the workplace's role in raising awareness, fostering open dialogue, and providing support around family and domestic violence (FDV). Activities included sharing resources on recognising coercive control, accessing external support services, and connecting with our Safe Spaces contact officers. We hosted the “Responding Together” speaker event featuring representatives from WAPOL and the Patricia Giles Centre, who shared insights into early intervention and collaborative support models. Staff also contributed to our *Gift to Lift Drive*, donating gifts to women and children in crisis accommodation. These efforts not only addressed a critical social issue but also strengthened our culture of inclusion, empathy, and psychological safety.

The Department has twice reached the inclusive employer benchmark set by the Diversity Council of Australia and we are continuing to participate in the [Diversity Council of Australia's \(DCA\) Inclusion@Work Index](#), a national survey that helps us measure and understand how inclusive our workplace truly is. Participation in the survey in the second half of 2025 will help capture staff perceptions of workplace inclusivity and guide future initiatives at the Department.

The Department also finalised the DWER Workforce and Diversity Plan 2025–26 during the year. The plan details our shared responsibility and commitment to building an inclusive and diverse workplace, and meets our responsibility to align with the [Public Sector Commission Workforce diversification and inclusion strategy for WA public sector employment 2020–2025](#). The Department is committed to setting and working towards strong, aspirational targets for increasing the employment and career progression of people from diverse groups.

The table on page 44 of this report represents the DWER workforce diversity profile (at 31 March 2025), the public sector targets and employment targets we are committed to progressing towards and achieving.



Appendices

Appendix A: Legislation

Legislation administered by the Department of Water and Environmental Regulation as at 30 June 2025

<i>Carbon Rights Act 2003</i>	<i>Waste Avoidance and Resource Recovery Act 2007</i> (the Department of Water and Environmental Regulation is the agency principally assisting the Minister for the Environment in the administration of this Act assisted by the Waste Authority)
<i>Contaminated Sites Act 2003</i>	<i>Waste Avoidance and Resource Recovery Levy Act 2007</i> (the Department of Water and Environmental Regulation is the agency principally assisting the Minister for the Environment in the administration of this Act assisted by the Waste Authority)
<i>Country Areas Water Supply Act 1947</i>	<i>Water Agencies (Powers) Act 1984</i>
<i>Environmental Protection Act 1986</i>	<i>Water Agencies Restructure (Transitional and Consequential Provisions) Act 1995</i>
<i>Environmental Protection (Landfill) Levy Act 1998</i>	<i>Water Corporations Act 1995</i>
<i>Litter Act 1979</i> (the Department of Water and Environmental Regulation is the agency principally assisting the Minister for the Environment in the administration of this Act assisted by the Keep Australia Beautiful Council [Western Australia])	<i>Water Efficiency Labelling and Standards Act 2006</i>
<i>Metropolitan Arterial Drainage Act 1982</i>	<i>Water Resources Legislation Amendment Act 2007</i>
<i>Metropolitan Water Authority Act 1982</i>	<i>Water Services Act 2012</i>
<i>Metropolitan Water Supply, Sewerage and Drainage Act 1909</i>	<i>Water Services Coordination Act 1995</i>
<i>National Environmental Protection Council (Western Australia) Act 1996</i>	<i>Water Services Licensing Act 1995</i> (also called <i>Plumbers Licensing Act 1995</i>) (except Part 5A, which the Department of Commerce administers)
<i>Plumbers Licensing Act 1995</i> (except Part 5A which is administered by the Minister for Commerce principally assisted by the Department of Energy, Mines, Industry Regulation and Safety) – alternative citations are <i>Water Services Coordination Act 1995</i> and <i>Water Licensing Act 1995</i>	<i>Waterways Conservation Act 1976</i>
<i>Rights in Water and Irrigation Act 1914</i>	

Regulations administered by the Department of Water and Environmental Regulation as at 30 June 2025

Clean Air (Determination of Air Impurities in Gases Discharged to the Atmosphere) Regulations 1983	Environmental Protection (Metal Coating) Regulations 2001	Environmental Protection Regulations 1987
Contaminated Sites Regulations 2006	Environmental Protection (NEPM-NPI) Regulations 1998	Litter Regulations 1981
Country Areas Water Supply (Clearing Licence) Regulations 1981	Environmental Protection (NEPM-UPM) Regulations 2013	Noise Abatement (Noise Labelling of Equipment) Regulations (No. 2) 1985
Environmental Protection (Abattoirs) Regulations 2001	Environmental Protection (Noise) Regulations 1997	Plumbers Licensing and Plumbing Standards Regulations 2000
Environmental Protection (Abrasive Blasting) Regulations 1998	Environmental Protection (Packaged Fertiliser) Regulations 2010	Rights in Water and Irrigation Regulations 2000
Environmental Protection (Bilateral Agreements) Regulations 2021	Environmental Protection (Petrol) Regulations 1999	Waste Avoidance and Resource Recovery (Container Deposit Scheme) Regulations 2019
Environmental Protection (Clearing of Native Vegetation) Regulations 2004	Environmental Protection (Plastic Bags) Regulations 2018	Waste Avoidance and Resource Recovery Levy Regulations 2008
Environmental Protection (Concrete Batching and Cement Product Manufacturing) Regulations 1998	Environmental Protection (Prohibited Plastics and Balloons) Regulations 2018	Waste Avoidance and Resource Recovery (e-waste) Regulations 2024
Environmental Protection (Controlled Waste) Regulations 2004	Environmental Protection (Recovery of Vapours from the Transfer of Organic Liquids) Regulations 1995	Waste Avoidance and Resource Recovery Regulations 2008
Environmental Protection (Cost Recovery) Regulations 2021	Environmental Protection (Rural Landfill) Regulations 2002	Water Agencies (Entry Warrant) Regulations 1985
Environmental Protection (Fibre Reinforced Plastics) Regulations 1998	Environmental Protection (Solid Fuel Heater and Firewood) Regulations 2018	Water Agencies (Infringements) Regulations 1994
Environmental Protection (Goldfields Residential Areas) (Sulfur Dioxide) Regulations 2003	Environmental Protection (Unauthorised Discharges) Regulations 2004	Water Corporations (Transitional Provisions) Regulations 2013
Environmental Protection (Kwinana) (Atmospheric Wastes) Regulations 1992		Water Services Regulations 2013
		Water Services (Water Corporations Charges) Regulations 2014
		Waterways Conservation Regulations 1981

Other subsidiary legislation affecting our activities

For all other subsidiary legislation including bylaws, notices, declarations, proclamations, approvals, exemptions, orders, policy, pollution control areas, vesting orders, irrigation districts, standards and guidelines, please visit www.legislation.wa.gov.au.

Other key legislation affecting our activities

In the performance of our functions, the Department complied with the following laws:

Aboriginal Heritage Act 1972

Auditor General Act 2006

Corruption and Crime Commission Act 2003

Disability Discrimination Act 1992 (Cth)

Disability Services Act 1993

Equal Opportunity Act 1984

Financial Management Act 2006

Freedom of Information Act 1992

Government Employees Housing Act 1964

Industrial Relations Act 1979

National Environmental Protection Council Act 1997 (Cth)

Long Service Leave Act 1958

Minimum Conditions of Employment Act 1993

Native Title Act 1993 (Cth)

Procurement Act 2020

Public Interest Disclosure Act 2003

Public Sector Management Act 1994

Salaries and Allowances Act 1975

State Records Act 2000

Workers' Compensation and Injury Management Act 1981

Work Health and Safety Act 2020

Appendix B: Shortened forms

Term	Definition
AWEAG	Aboriginal Water and Environment Advisory Group
C&D	construction and demolition
C&I	commercial and industrial
Contaminated Sites Act	<i>Contaminated Sites Act 2003</i>
CWSP	Community Water Supplies Partnership
DBCA	Department of Biodiversity, Conservation and Attractions
DEMIRS	Department of Energy, Mines, Industry Regulation and Safety
Department	Department of Water and Environmental Regulation
DMA	decision-making authority
DPIRD	Department of Primary Industries and Regional Development
DWER	Department of Water and Environmental Regulation
EIA	environmental impact assessment
EP Act	<i>Environmental Protection Act 1986</i>
EPA	Environmental Protection Authority
ERRF	Environmental Revegetation and Rehabilitation Fund
EV	electric vehicle

Term	Definition
FOGO	food organics and garden organics
FOI	freedom of information
FOI Act	<i>Freedom of Information Act 1992</i>
GL	gigalitres
ha	hectares
JTSI	Department of Jobs, Tourism, Science and Innovation
KABC	Keep Australia Beautiful Council
KPI	key performance indicator
LGA	local government authority
MAC	Murujuga Aboriginal Corporation
MAR	Mandatory Auditor's Report
MSW	municipal solid waste
RtR	Roads to Reuse
SCWS	Strategic Community Water Supply
SERS	<i>Sectoral emissions reduction strategy for Western Australia</i>
WA	Western Australia
WALGA	Western Australia Local Government Association
waste strategy	<i>Waste Avoidance and Resource Recovery Strategy 2030</i>
WIR	Water Information Reporting

Appendix C: References

DWER (Department of Water and Environmental Regulation) (2021) [Western Australian climate projections summary](#). Government of Western Australia.

BoM (Bureau of Meteorology) (2023) Australian Climate Influences. Available at <https://www.bom.gov.au/watl/about-weather-and-climate/australian-climate-influences.shtml>

BoM (Bureau of Meteorology) (June 2025) – Seasonal Climate Summary for [Western Australia – Western Australia in autumn 2025](#) Product code IDCKGC21R0

BoM (Bureau of Meteorology) (March 2025) – Seasonal Climate Summary for [Western Australia – Western Australia in summer 2025](#) Product code IDCKGC21R0

BoM (Bureau of Meteorology) (January 2025) – Annual Climate Summary for [Western Australia in 2024](#) – Western Australia in 2024 Product code IDCKGC51R0

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Feedback form

Your feedback on our 2024–25 annual report would be greatly appreciated. We will use your comments to help improve the clarity and presentation of our publications. Thank you for your input.

- Did the report help you understand the Department, its purpose, services and performance?

not at all	not really	somewhat	yes	absolutely
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- Did you find the design and presentation functional and effective?

not at all	not really	somewhat	yes	absolutely
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- Was the report clear, concise and easy to read?

not at all	not really	somewhat	yes	absolutely
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- Did you find the structural format of the report simple and logical?

not at all	not really	somewhat	yes	absolutely
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Please return completed feedback forms to:

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or

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