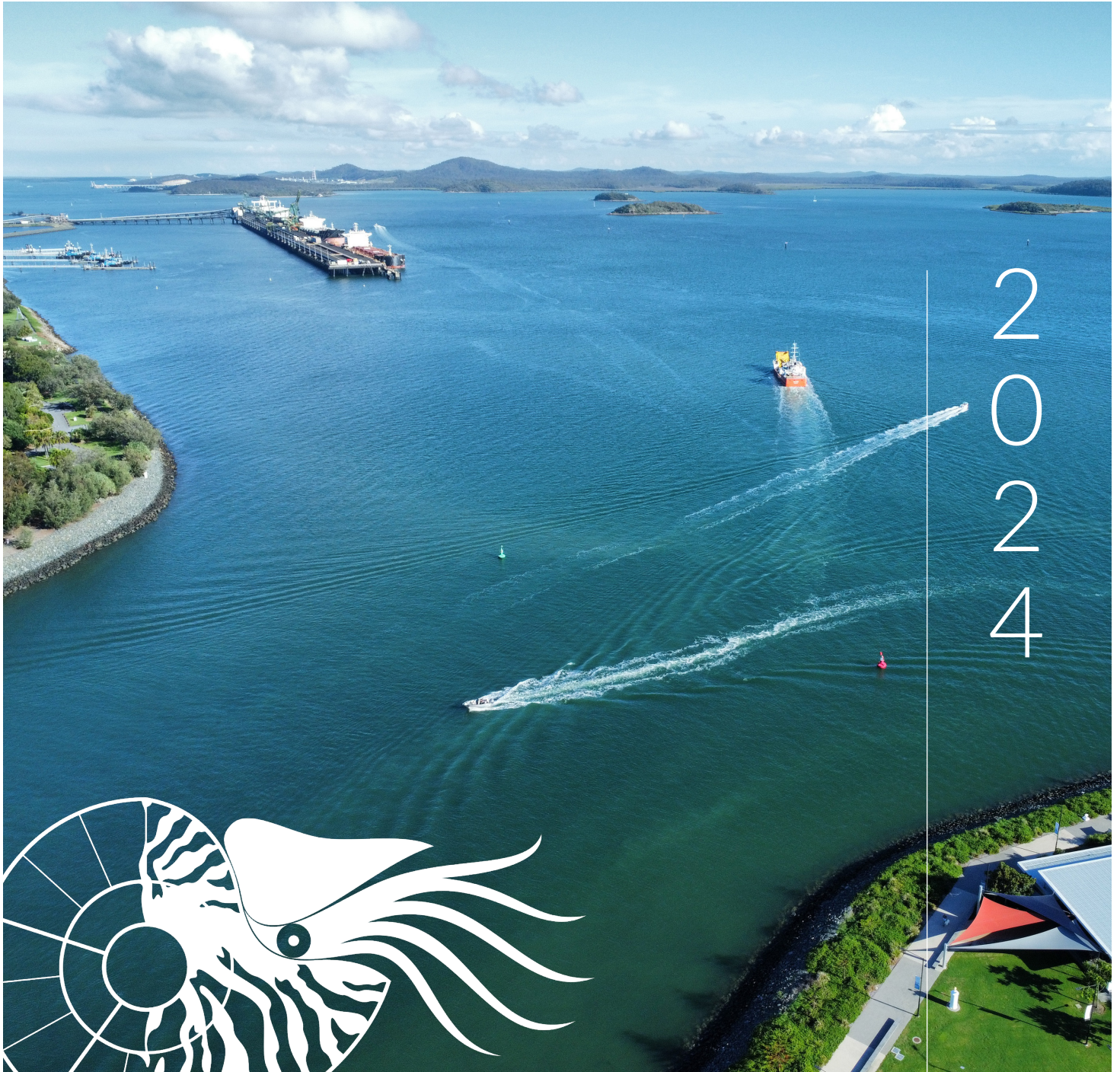


REEF REGIONAL PARTNERSHIPS

What's our Grade? REPORT CARD



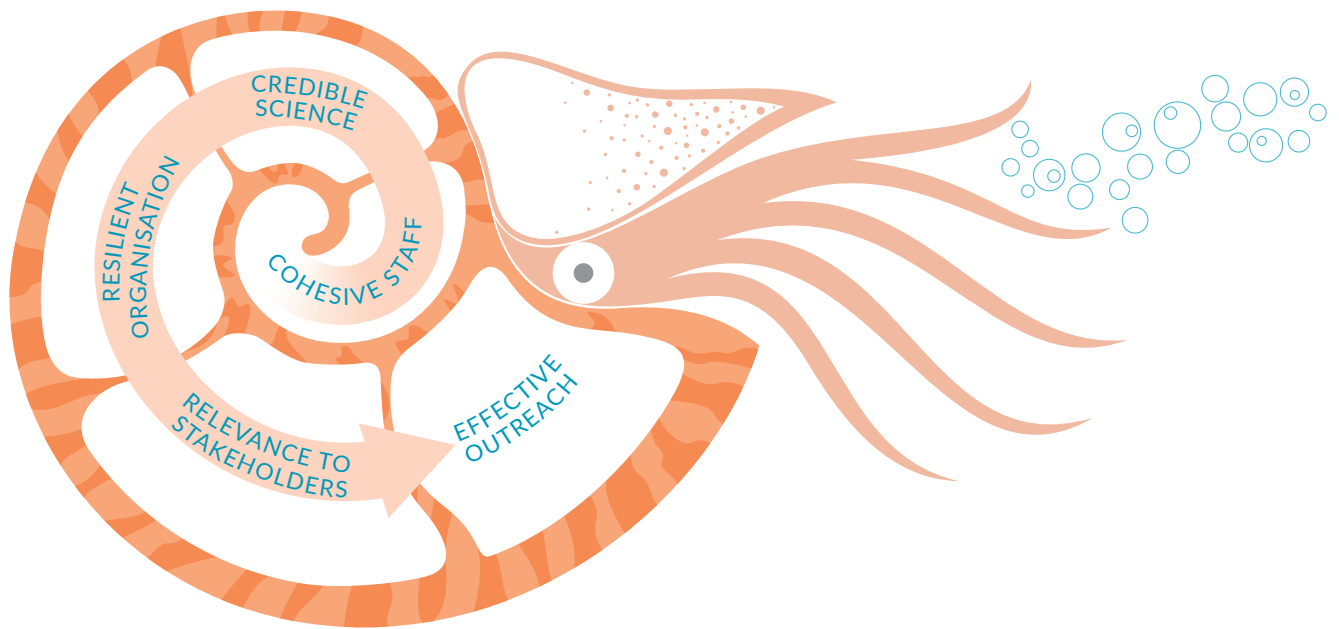
Welcome to the Reef Regional Partnerships Report Card

In this report, we reflect on the journey of the Reef Regional Partnerships over the past two of years (FY22 - FY24). Each Partnership has faced unique challenges and celebrated individual successes, all while striving towards a common goal: enhancing the health of our precious waterways and the Great Barrier Reef under the Reef 2050 Long-Term Sustainability Plan (Reef 2050 Plan).

This document not only serves as an assessment and evaluation of their collective efforts but also highlights the resilience and dedication that each Partnership, particularly Partnership staff, contributes to this vital cause.

How it Works

- Evaluation Process:** Conducted by external evaluators, the report card reviews performance over the past two years (FY22 and FY24) with contributions from each regional Partnership.
- Surveys:** Four types of surveys were used to collect information on the performance of each Partnership:
 - Anonymous surveys of Partnership staff for their insights.
 - A team survey including all staff and Partnership Chairs.
 - Partner surveys to gather perceptions from partners that support the Partnership.
 - Host survey to ascertain the relationship between each Partnership and their host organisation.
- Scoring System:** Each Partnership's performance was evaluated across five main goals, each with three indicators. These indicators reflect the values of staff cohesion, credible science, stakeholder relevance, and effective outreach. Scores for each indicator range from 0-100% and are colour-coded. Final grades are assigned as follows:
 - A** 80 - 100%
 - B** 60 - <80%
 - C** 40 - <60%
 - D** 20 - <40%
 - E** 0 - <20%
- Focus on Improvement:** The report card promotes reflection on both the strengths of the Partnerships and areas where improvement is needed. The two-yearly release of the report card allows for tracking progress over time. Additionally, comparing the performance of other Partnerships provides valuable learning opportunities and fosters knowledge sharing across Partnerships.



Success Nautilus

The 'Success Nautilus' visually represents the key elements that define a successful Reef Regional Partnership and serves as the framework for What's our Grade report card assessment. Each chamber of the nautilus symbolises an essential component for a successful Partnership. Growth begins at the centre, where a strong foundation is built by **Cohesive Staff** supported by **Credible Science** and a financially **Resilient Organisation**. This foundation allows the Partnership to remain **Relevant to Stakeholders** and ensures **Effective Outreach**, driving meaningful change and making a positive impact in the region.

The Nautilus in motion symbolises forward momentum and progress, with its streamlined form representing the guiding principles that enable the Partnership to navigate challenges effectively. The bubbles trailing from the Nautilus symbolise the expanding influence of the Partnership's efforts.

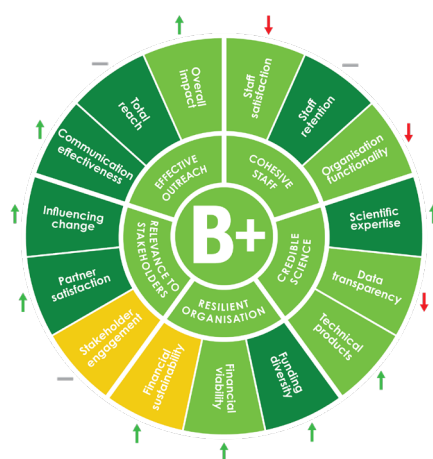
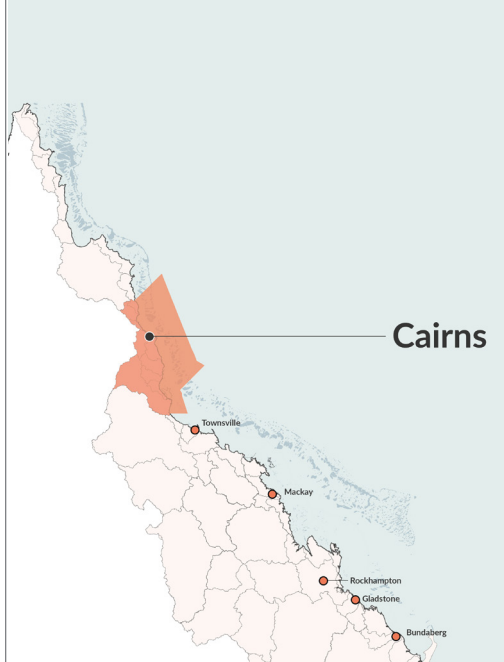
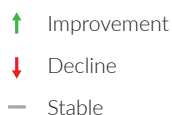
Partnership Success

1. **Cohesive Staff** - A dedicated team is vital for our success. Recruiting and retaining staff fosters a strong foundation, allowing us to tackle challenges and achieve objectives together.
2. **Credible Science** - Our actions are guided by credible scientific principles. Utilising reliable data ensures that our decisions are informed, enhancing our credibility and effectiveness.
3. **Organisational Resilience** - To adapt to challenges, we focus on financial sustainability. Diversifying funding and strengthening partnerships help us maintain effectiveness and navigate uncertainties.
4. **Stakeholder Relevance** - Engaging key partners is essential for motivating positive change. By addressing their needs, we create strong relationships that support our success.
5. **Effective Outreach** - Clear and engaging communication drives our outreach efforts. By reaching broader audiences, we inspire action and maintain momentum for our initiatives.

RESULTS



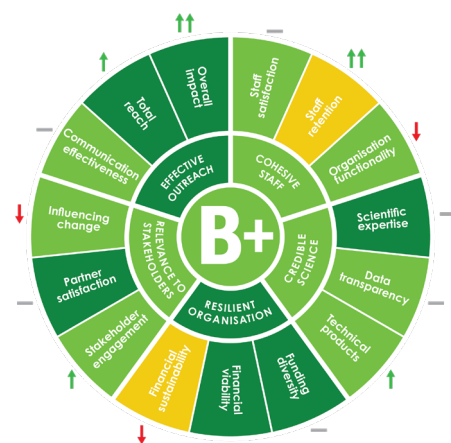
Change in grade since previous assessment
(multiple arrows indicate multiple grade changes)



Wet Tropics Waterways Partnership

Established in 2016, the Wet Tropics Waterways Partnership monitors and reports on the health of freshwater systems, estuaries, and marine environments.

The Wet Tropics Waterways Partnership improved its overall score from **71.4% (B)** in 2022 to **75.8% (B+)** in 2024.



Healthy Waters Partnership Dry Tropics

Founded in 2018, the Healthy Waters Partnership Dry Tropics is focused on monitoring and improving the health of rivers, creeks, and coastal waters.

The Healthy Waters Partnership Dry Tropics improved its overall score from **71.2% (B)** in 2022 to **77.6% (B+)** in 2024.



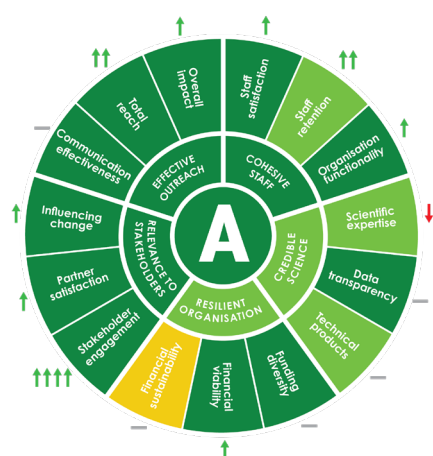
Mackay



Rockhampton



Gladstone



Healthy Rivers to Reef Partnership

Mackay - Whitsunday - Isaac

Launched in 2014, the Healthy Rivers to Reef Partnership conducts comprehensive assessments across multiple catchments and estuaries in the Mackay, Whitsunday and Isaac regions.

The Healthy Rivers to Reef Partnership improved its overall score from **65.5% (B)** in 2022 to **85.2% (A)** in 2024.



Fitzroy Partnership for River Health

Established in 2012, this was Queensland's first Reef Regional Partnership, with a focus on the Fitzroy River Catchment.

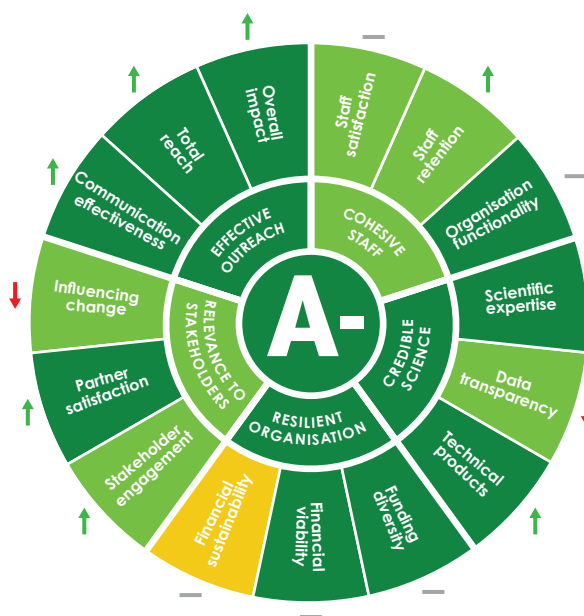
The Fitzroy Partnership for River Health maintained its **A grade** in 2024, with a small decrease in its overall score of **88.7% in 2022 to 85.5% in 2024**.



Gladstone Healthy Harbour Partnership

Since 2013, this Partnership has focused on monitoring and reporting the health of the Gladstone Harbour and catchment ecosystem.

The Gladstone Healthy Harbour Partnership improved its overall score from **76.4% (B+)** in 2022 to **84.7% (A-)** in 2024.



Collectively, the Partnerships improved their overall grade from a **B (75%)** in 2022 to an **A- (82%)** in 2024. This increase reflects the efforts of all Partnerships in retaining staff, expanding the range of technical products produced, strengthening relationships with partners, and improving communication effectiveness, resulting in greater reach and impact.

Recommendations

1. Enhance Technical Capacity:

- Explore the possibility of sharing technical staff or expertise across Partnerships to address capacity gaps.
- Consider offering lateral career progression opportunities to retain technical staff and reduce turnover.

2. Optimise Data Management and Reporting:

- Implement a system for staggered data release, where possible, to keep stakeholders engaged throughout the year.
- Identify metrics that can be reported on a more frequent basis to maintain interest between annual report card releases.
- Standardise data agreements to ensure timely access and minimise delays in report card production.

3. Improve Communication and Role Clarity:

- Develop clear guidelines outlining Partnership staff roles and responsibilities, particularly where overlap occurs.
- Schedule regular team meetings to ensure everyone is aligned, especially during times of change.
- Create a feedback loop where staff can voice concerns or suggest improvements.

4. Address Financial Sustainability:

- Use the assessment results to advocate for CPI increases in funding.
- Explore alternative funding streams, including corporate sponsorships or joint funding applications across Partnerships.
- Develop a longer-term financial plan (beyond two years) to provide a clearer roadmap for future sustainability.

5. Strengthen Collaboration:

- Establish a formal framework for collaboration across Partnerships, including a lead for collaborative projects.
- Regularly engage with other Partnerships to identify common challenges and share best practices.
- Promote hosting joint workshops or forums to foster a sense of community and encourage the exchange of ideas.

Partnership Feedback



Wet Tropics Waterways team

"The Partnership brings legitimacy to our work as it shows we are involved in science that is robust and useful to the community"

Partner testimonial



Healthy Waters Partnership
Dry Tropics team

"It is great to be able to network with like-minded people and organisations within Townsville and to see the great work that they are doing"

Partner testimonial



Healthy Rivers to Reef Partnership
Mackay - Whitsunday - Isaac team

"Clear communications products that are readily understood by our organisation's membership, and facilitate an easy-to-use indication of progress, and of work to be done."

Partner testimonial



Fitzroy Partnership for River
Health team

"Collective knowledge, credible science, collaborative approaches"

Partner testimonial



Gladstone Healthy Harbour
Partnership team

"Strong networking opportunities which lead to strategic Partnerships which contribute to the health of the harbour"

Partner testimonial

Acknowledgement of Country

We acknowledge the continuing management and custodianship of Country across the Great Barrier Reef Region by its Traditional Owners whose rich cultures, heritage values, traditions, enduring connections and shared management efforts continue to protect land, sea and sky Country for future generations. We pay our respect to their Elders, past, present and emerging.

We recognise the continuous living culture of Aboriginal and Torres Strait Islander peoples – their diverse languages, customs and traditions, knowledge and systems – and the deep relationship and responsibility to Country as integral to their identity and culture.

We thank Traditional Owners for their enduring stewardship and protection of the Great Barrier Reef for thousands of generations – and for their ongoing guidance and partnership in the shared efforts to protect the Great Barrier Reef.

For more information

For more information on the Reef Regional Report Card Partnerships, contact: OfficeoftheGBR@des.qld.gov.au

Production of this report card by Darwinian Consulting. Contact Simon Costanzo: simon@darwinian.com.au

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Wet Tropics
Waterways



HEALTHY WATERS
PARTNERSHIP
dry tropics



HEALTHY RIVERS TO
REEF PARTNERSHIP
MACKAY-WHITSUNDAY-ISAAC



fitzroy
partnership
for river health



Gladstone Healthy
Harbour Partnership



Darwinian
Consulting



Australian Government



Queensland Government