New short courses were developed by our Education team to improve understanding of animal care and welfare, with a 58% increase in uptake confirming community interest in the new offering.

A new WHS Safety Management System was developed and implemented across all sites to ensure the safety of our staff, volunteers, visitors and animals, with over 20 new procedures and supporting documents published. A significant reduction in lost time injuries was also achieved in a short time frame.

To celebrate World Animal Day, we ran a matched-giving appeal over 24 hours, with every dollar donated on the day matched by a small group of major supporters – allowing everyone’s gift to be quadrupled for the limited duration of the campaign.

As part of our investment in building the capability of our people, team members completed 3,737 learning and development activities throughout the year, including workshops on compassion fatigue, animal handling and behaviour, first aid training and leadership development.

3,602 Victorians joined our ‘Furry Army’ for the Victorian state election, as we met with representatives from all major parties to advocate for four animal welfare issues as prioritised by our supporters – with all major parties committing to a policy whereby registered lost pets can be directly reunited with their owners.

Our Glenelg Cat Welfare project combined education and vet care. This included a targeted schools program teaching students about cat welfare while offering subsidised desexing to the community to curb cat overpopulation in Glenelg Shire.

Our foster care network was expanded across the state, with a dedicated foster coordinator at all sites supporting the regional teams to reduce the time animals spend in our direct care, improve health and behavioural outcomes, increase rehoming and reduce euthanasia rates.

3,366 animals enjoyed more than 3.2 million hours of rehabilitation and love in foster care, including 2,568 cats and kittens, 412 dogs and puppies, 3 goats, 129 rabbits, 4 rodents, 235 guinea pigs, 10 fowl, 2 horses, and 3 sheep.

Our Peninsula Animal Care Centre hosted a sell-out horse adoption day, with attendees meeting our equine residents and learning about the extensive care and rehabilitation that went into preparing them for adoption.

Our Inspectors were out in force visiting pet shops across the state to ensure compliance be sold if they are sourced from shelters, pounds or registered foster carers.

We enlisted a ‘Furry Army’ to help get animal welfare on the agenda of candidates and political parties for the Victorian state election, advocating for animals to get #AFurGo.

Over 50 council representatives attended the forum we hosted as part of our Domestic Animal Priority Areas project, which aimed to raise awareness among local government of the importance of addressing animal welfare issues.

With a little bit of help from our social media team, Turbo the cat was adopted from our shelter, helping raise awareness of the benefits of adopting an animal.

Our Inspectors investigated over 10,600 complaints and seizures, resulting in successful outcomes for 94% of investigations.

We coordinated a ‘Clear the Shelter’ program with our colleagues for a national ‘Clear the Shelter’ campaign.
YEAR IN REVIEW

JUL
Our Inspectors were out in force visiting pet shops across the state to ensure compliance with the new restrictions under the Domestic Animals Act, whereby dogs and cats can only be sold if they are sourced from shelters, pounds or registered foster carers.

AUG
Bakers and home cooks from around the state gathered for Cupcake Day, with 1,778 participants holding their own events and raising over $249,000.

SEP
We enlisted a ‘Furry Army’ to help get animal welfare on the agenda of candidates and political parties for the Victorian state election, advocating for animals to get #AFurGo

OCT
With a little bit of help from our social media team, Turbo the cat was adopted from our Burwood Animal Care Centre after 332 days in our care, proving there is no time limit on happy endings.

NOV
Over 50 council representatives attended the forum we hosted as part of our Domestic Animal Management Planning (DAMP) initiative, focusing on how animal management officers can reunite lost pets directly with owners without first impounding them, with emphasis on the associated animal welfare benefits this delivers.

DEC
Our Peninsula Animal Care Centre hosted a sell-out horse adoption day, with attendees meeting our equine residents and learning about the extensive care and rehabilitation that goes into getting them adoption-ready.

JAN
After many years advocating for changes to greyhound muzzling regulations, we celebrated the removal of compulsory muzzling for non-racing greyhounds and the positive welfare impact for the breed.

FEB
We found forever homes for 532 animals in just three days as we joined our interstate colleagues for a national ‘Clear the Shelter’ campaign.

MAR
We commenced our Enterprise Agreement negotiation and renewal, ensuring an agreement could be put in place that supported productivity, fairness and recognition for our workforce.

APR
With over 1,500 cats and kittens in our care, we launched a ‘No Fee for Felines’ campaign to boost adoption rates and help as many animals as possible find their forever homes.

MAY
Our favourite Sunday morning of the year – 11,377 people and their pooches attended 15 locations across the state to take part in our biggest event, Million Paws Walk.

JUN
As part of our commitment to supporting our people to do their great work, we upgraded our phone system across our sites to improve communications and facilitate a better customer experience.

Archie’s story
Archie arrived as a stray 11 years ago, and though he had a microchip, the details were outdated and the phone number was disconnected. While waiting to be adopted he spent some time in education, and has remained in the team ever since – helping teach children and lapping up the attention.

Star’s story (our cover… star)
Star came in through our Inspectorate in early 2017 with a pelvic fracture, lameness, dental disease and gastrointestinal damage. After extensive care and rehabilitation, Star was rehomed in June this year after 779 days with us, and is now thriving with her new owner.
CEO MESSAGE

This was a year of real achievement, as we made significant strides toward our vision of ending cruelty to all animals.

With enhanced powers under the Domestic Animals Act, we investigated and prosecuted more cases of animal cruelty than ever before – including a 57-dog puppy farm in Dunolly and a complicated web of illegal online selling. With the state-wide expansion of our foster care network, we also increased our capacity to care for the most vulnerable animals. Our ‘Furry Army’ election campaign saw major parties commit to important new animal welfare initiatives to protect those vulnerable animals. I was particularly delighted to welcome legislation that removed requirements for non-racing greyhounds to be muzzled.

Our Glenelg Cat Welfare project saw us visit Portland for a week and desex 139 cats! Our Education team complemented this, forming relationships with local schools and teaching the kids to ‘think cats’. This targeted approach to prevention is something we’ll be doing more of in the future.

The year also marked the first anniversary of the passing of Dr Hugh Wirth AM. In February, we held a beautiful memorial and named our Bunwood East building in his honour. His legacy lives on.

We had a pleasingly strong financial year – testament to a lot of hard work, community support and some particularly generous Gifts in Wills. This has helped us invest in transformational initiatives like our Epping Cat Desexing Program, which is helping to reduce the number of homeless and unwanted cats in the local government areas of Darebin, Moreland and Whittlesea.

The steps we took this year to support our people to do their great work – including investing more than ever before in training and development and increasing our focus on building a strong safety culture across all our sites – is something I’m really proud of.

Everything relies on the help of our wonderful staff, volunteers and supporters, so thank you to everybody for your contribution as we look forward to another very successful year.

Dr Liz Walker
Chief Executive Officer
RSPCA Victoria

CHAIR MESSAGE

We finished our 148th year in a strong position, with a clear focus on the future and achieving our vision of ending cruelty to all animals.

I am pleased to report that our financial position remains sound. A year of generous community support and Gifts in Wills, along with prudent management, enables us to upgrade infrastructure and invest in exciting animal care and education initiatives. We’ve also been able to establish an investment fund to help sustain our work.

The Board and I are grateful for the generosity of our donors. An upgrade to facilities at our Pearcedale site was made possible by a generous donor and there are many more whose regular contributions add up to big things. We thank you all, along with the wonderful corporate partners, trusts and foundations that supported us this year.

I would also like to acknowledge the important contributions and partnerships of the Victorian state and local governments and the very real difference they make to improving animal welfare.

The ultimate success for an organisation like ours is to have no work left to do. Changes we are seeing around legislative reform, increased compliance, and increased community awareness around animal welfare show we are well and truly on the right track but there is still a long way to go. As we approach our 150th anniversary in 2021, we are keenly aware that animal cruelty continues to occur and our work remains unfinished.

For that reason, RSPCA Victoria values the contribution of everyone who works with us – from our nearly 500 staff, our volunteer Board – and our more than 2,000 volunteers. We farewell and sincerely thank two long-serving directors in Darren Nabbis and Margot Smith and, with their departure, we warmly welcome two new directors, Jacinta Carboon and Neellesh Mehta.

Thank you to everybody who contributed to a very productive and successful year. We look forward to continuing our work with you.

Bernie Delaney
Chair and Non-Executive Director
RSPCA Victoria Board

THANK YOU TO OUR SUPPORTERS

NATIONAL & CORPORATE PARTNERS

We are extremely grateful for the generosity of our national and corporate partners, their staff, customers and the wider business community. Their continued support helps us provide our vital animal welfare services across Victoria.

RSPCA Victoria would also like to thank the following companies and organisations for their generous support:


OUR GOALS

The 2018-19 financial year was the second year in RSPCA Victoria’s five-year strategic plan.

As well as identifying a bold vision for the organisation – ending cruelty to all animals – our five-year strategic plan articulates a clear purpose – with the community, achieve outstanding animal welfare through education, advocacy, animal care and protection – and five goals for the organisation.

1. Focus effort to reduce animal cruelty and neglect.
   - Stronger legislation better protects animal welfare.
   - Community understanding of animal cruelty and good animal welfare improves.
   - Cruelty reports are investigated and resolved quickly.

2. Reduce the number of surrendered and homeless animals in Victoria.
   - Fewer animals come into shelters and pounds.
   - Rates of desexing, microchipping and registration increase.

3. Apply leading practice to achieve the best welfare outcome for every animal in our care.
   - Animals stay for shorter periods in our shelters.
   - Shelter-related health and behavioural issues reduce.
   - The live release rate from our shelters improves.
   - More animals are adopted.

4. Support our people to do their great work.
   - Employee and volunteer engagement increases.
   - Fewer work-related injuries and illnesses.

5. Manage costs efficiently, and grow reliable revenue streams.
   - Our strategy reduces our exposure to economic fluctuations.
   - Growth in revenue supports us to invest in animal welfare and ending cruelty.
   - Costs are managed efficiently and effectively.

Hill's Pet Nutrition has supported RSPCA Victoria for over 21 years by supplying and delivering food for animals in our Animal Care Centres, as well as sponsoring the annual RSPCA Million Paws Walk and Cupcake Day.
We greatly appreciate the significant support provided through trusts in perpetuity, foundations, scholarships, and grants. This generous support enables us to continue to work with and support our communities to take important steps toward ending animal cruelty.

**TRUSTS, FOUNDATIONS, GRANTS & SCHOLARSHIPS**

We greatly appreciate the significant support provided through trusts in perpetuity, foundations, scholarships, and grants. This generous support enables us to continue to work with and support our communities to take important steps toward ending animal cruelty.

**HONORARY LIFE MEMBERS**

Awarded by the Board of Directors, Honorary Life Membership is the highest recognition given by RSPCA Victoria. Honorary Life Membership awards are our opportunity to acknowledge and celebrate the significant support provided by our volunteers and supporters for their impact on the lives of animals in need, and improved community behaviour towards animals.

The Board of Directors, staff and volunteers at RSPCA Victoria were saddened by the passing of the following Honorary Life Member and Major Donor, who helped us achieve great strides toward ending cruelty to all animals that would otherwise not have been possible.

Vale M Johnson

**MAJOR GIFTS**

We greatly appreciate our major giving family for their visionary and inspirational generosity. This significant support continues to help us take great steps toward ending cruelty to all animals.

**GIFTS IN WILLS**

We are very grateful to receive generous gifts from the following wonderful supporters who thoughtfully included a gift in their Will to support animal welfare in our community.

**STAFF**

A WORK DAY EACH OF THEIR TIME

We warmly welcome two new directors, Jacinta Carbone and Bruce McDonald. Bruce McDonald is the RSPCA Victoria Director and Deputy Chair, and the Chair is also a very important new addition to the Board’s nominated representative, Dr Gregor Grant, who is a past Chair and Non-Executive Director of RSPCA Victoria.

As we approach our 150th anniversary in 2021, we are truly on the right track but there is still a long way to go. Our 2018-19 Annual Report shows our success; we investigated and prosecuted more cases of animal cruelty and good animal welfare related support services, and we also took important steps toward ending animal cruelty.

We are very grateful to our many supporters who are so generously giving us their extraordinary gifts. We thank the following visionary supporters for their extraordinary gifts.

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**THANK YOU**

On behalf of all the people of RSPCA Victoria, I wish to acknowledge our many supporters who are so generously giving us their extraordinary gifts.

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This was a year of real achievement, as we made significant progress across our key strategic themes, and our efforts were reflected in our financial results. We are particularly delighted to welcome legislation that removed the ‘lure and kill’ method of culling, and saw major parties commit to important new animal welfare legislation.

Our ability to continue our work is made possible by a generous donor and there are many trusts and foundations that supported us this year. We warmly welcome two new directors, Jacinta Carboon and Margot Smith.

Thank you to everybody who contributed to a very productive and successful year. We look forward to focusing our efforts on our next decade and continuing to engage people to achieve outstanding animal welfare outcomes for all animals.

Our strategy reduces our exposure to the impact of potential future legal changes, and our engagement increases. Our work remains unfinished.

We are aware that people’s attitudes around animal welfare show we are well and truly on the right track.

Many people and organisations supported our work. The Board particularly thanks all of our volunteer Board – and our more than 2,000 volunteers. Our awareness and engagement increases.

We focus effort to reduce animal cruelty to all animals and illnesses.

Allianz, AMP, ANZ Banking Group, ASA, Australia Post, Axon, Bamganie Pet Cremation Services, Bayer, Bell & Bone, Bendigo Bank, Caltex, Toyota, Medibank, RSPCA Queensland, Royal Mail, State Bank, RSPCA Queensland, Shaw’s, Tatts Group, The West Australian, Westpac, Westfield, Westpac, Woolworths, Yabuka Group, Zapp and Cupcake Day.

The AWFA vision is education and engagement, leading to action to improve animal welfare outcomes.

3,081

• Education programs
• Veterinary services
• Animal welfare related expenses
• Taxes and insurance
• Animal welfare related support services
• Animal welfare related expenses (24,545) (23,850)
• (1,844) (1,505)
• (1,438)
• (74) (–)
• (1,130)
• (51,492) (38,776)
• (200)

Income

• Fees for service – animals
• Gifts in Wills income
• Fundraising
• Retail sales
• Interest
• Government grants
• Education and rental income
• Dividends and franking credits
• Gain on disposal of non-current assets
• Gain on disposal of previously gifted asset
• Other revenue

Earnings before tax

Net assets

Our employment types

Casual
Part-time
Full-time

480

EMPLOYEES ACROSS VICTORIA

33%
33%
33%

STAFF MEMBERS WHO ALSO VOLUNTEER

158

2,144

VOLUNTEERS ACROSS VICTORIA

4.5

HOURS CONTRIBUTED BY VOLUNTEERS

160,192

HOURS PER VOLUNTEER

192

CORPORATE VOLUNTEERS

DONATED ON AVERAGE OVER HALF A WORK DAY EACH OF THEIR TIME

3,081

AVERAGE HOURS PER WEEK

3,737

LEARNING & DEVELOPMENT ACTIVITIES COMPLETED
The ultimate success for an organisation like ours is to have contributions and partnerships of the Victorian state. The Board and I are grateful for the generosity of our national and corporate partners, their staff, customers and the community. For that reason, RSPCA Victoria values the contribution of our volunteer Board – and our more than 2,000 volunteers.

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We finished our 148th year in a strong position, with 9% of all income coming from donations, 69% of all expenditure going to caring for animals, 21% of social enterprise, 76% of animal welfare, 10% of business support and 14% of fundraising. Our strategy reduces our exposure to the threat of catastrophic losses and to the impact of regulatory requirements for non-racing greyhounds to be muzzled. The approach to prevention is something we’ll be doing more of.

For your contribution as we look forward to another very productive and successful year. We look forward to working with you. For the year ended 30 June 2019, the RSPCA has 69% of all income coming from donations, 76% of all expenditure going to caring for animals, 21% of social enterprise, 9% of government grants, 1% of other, 69% of fundraising.

We are extremely grateful for the generosity of our national and corporate partners, their staff, customers and the community. For that reason, RSPCA Victoria values the contribution of our volunteer Board – and our more than 2,000 volunteers.

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