

# Peel-Harvey Catchment Council Inc.

Contact Jane O'Malley, CEO – [jane.omalley@peel-harvey.org.au](mailto:jane.omalley@peel-harvey.org.au) 0407988036

This document is intended to provide an indicative overview of the number, type and location of employment opportunities that the organisation(s) would be capable of providing as part of a federal and state environmental stimulus package. It is provided to inform consideration of the feasibility and likely benefits of such a package and does not represent a formal proposal or commitment by the organisation.

## 1. Overview

The PHCC can play a lead role in providing employment opportunities and coordination of on-ground works for the Peel community, pre and post COVID-19 social distancing. These works would support communities and assist with the recovery of the health of the Peel-Harvey Estuary which is the economic basis of the Peel Region as well as supporting matters of national environmental significance under the EPBC Act. A series of programs would be rolled out across the 1.12 million hectares, including Greening Farms (>100,000 seedlings, feral animal control training and support, weed control, fencing); Native Seed Bank (seed collection by Noongar community for future propagation and revegetation); Forests for Cockatoos (planting food species for foraging areas near breeding sites); Caring for Local Bushland (artificial habitat boxes/tubes, weed and feral animal control, trail, track maintenance, debris & litter removal); Protecting our Coast (weed and erosion control); Restoring River Health (weed control [water hyacinth], revegetation, debris and litter removal, improving habitat for instream species).

## 2. Estimated number of new positions

120 people employed.

40 full time equivalent positions.

## 3. Types of conservation and land management activities (tick all that apply)

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Bushfire recovery                | <input checked="" type="checkbox"/> Weed management                      |
| <input checked="" type="checkbox"/> Feral animal control             | <input checked="" type="checkbox"/> Habitat restoration                  |
| <input checked="" type="checkbox"/> Revegetation / Tree planting     | <input checked="" type="checkbox"/> Fire management                      |
| <input checked="" type="checkbox"/> Fencing construction and repair  | <input checked="" type="checkbox"/> Trail, track and road work           |
| <input type="checkbox"/> Building and repairing visitor facilities   | <input checked="" type="checkbox"/> Monitoring and data collection       |
| <input checked="" type="checkbox"/> River and creek line restoration | <input checked="" type="checkbox"/> Coastal / marine habitat restoration |
| <input type="checkbox"/> Other (please specify):                     |  |

## 4. Level of skill and expertise needed

### Number of positions (FTE)

Light outdoor work, no experience necessary	21 FTE
Physically fit for heavier outdoor work	8 FTE
Building / construction / farm experience	4 FTE
Trade qualifications (e.g. carpenter, mechanic)	1 FTE
Conservation and land management experience	2 FTE
Team leader / experience managing staff and volunteers	4 FTE
Operations / project management	[...] FTE
Specialised technical knowledge	[...] FTE
Office based / administrative work	[...] FTE

## 5. Geographic distribution

40 FTE over 16 Local Government Boundaries within the Peel-Harvey Management Unit (Western Australia) with Mandurah being the City Centre for the Management Unit. Postcodes are 6123, 6164, 6167, 6168, 6208, 6210, 6215, 6220, 6225, 6311, 6620, 6308, 6311, 6312, 6370, 6390, 6391.

## **6. Expected conservation and land management outcomes**

- Restoring the Ecological Character of the Peel-Yalgorup Ramsar Wetlands
- Reduce threats to Banksia and Tuart Woodlands
- Trajectory of species stabilised or improved, including Cockatoo [Carnaby's, Baudin & Red Tailed], Numbat, Brush-tail Bettong, Woylie, Chuditch, Western Quoll, Matchstick Banksia, Red-tailed Phascogale & Malleefowl
- Improve productivity and improved soil health and biodiversity on farmlands

Short-term outcomes will be measured by quantifiable outcomes such as hectares of habitat improved, hectares of weeds removed, number of feral species removed, km of fencing, local noongar and traditional owner engagement and employment. Longer term outcomes will be measured including monitoring the trajectory of species, improved soil health and productivity, improved river health (ecological health assessments). Longer term outcome monitoring will be supported in existing programs.

All works are linked to existing programs and will value add to these, providing the opportunity to expand and improve works which would otherwise rarely be achievable at this scale. Bringing sites to this level of restoration will then enable ongoing maintenance through established programs.

## **7. Organisational experience in effectively managing conservation field programs**

PHCC has a long record of delivering large scale projects on time, within budget, against agreed outputs and outcomes. The PHCC currently manages an annual budget of ~\$3.5 million. We have a team of 26 professional, experienced and dedicated staff operating out of 3 offices. We are currently delivering ~20 projects across industry and all levels of government, including a \$12 million Regional Landscapes Partnership tender on behalf of the Australian Government. We have been operating in the Region for 20 years and have strong established partnerships and networks across community. Our reputation as a trusted and valued delivery agent is widely recognised. Our governance is strong and structured. Our organisational audits have been unqualified for the last 5 years.

## **8. Building on existing delivery mechanisms**

All projects will value add to existing programs and program structures. The PHCC is currently contracted to delivery ~20 programs across industry and all 3 levels of government. The projects will mostly assist to value add to the Regional Landscapes Program PHCC are delivering on behalf of the Australian Government. The PHCC will collaborate with other Management Units and relevant industry and community groups and private landowners [farmers] across WA to broaden the footprint and outcomes of projects. Cross Regional projects (seed collection, coastal and feral animal and species) will be supported with the WA collective 'NRM WA'. Where appropriate, actions will include working with Recovery and Technical Advisory Groups. All projects will honour our commitment to design, plan and deliver with our Noongar community, and offer employment opportunities, via Ranger Programs and similar.

## **9. Ensuring safe program delivery, including COVID-19 health measures**

The design of the works programs will be considerate of COVID-19 health measures. The projects have been designed with social distancing and hygiene requirements considered and hence they are heavily based out of doors. Appropriate PPE will need to be provided. Hygiene stations will include disinfecting tools and materials. Team sizes will be restricted to manage transport challenges (attendees may need to make their own way to sites rather than have collective transport provided). Post social distancing requirements will be much more amenable to large scale employment opportunities, allowing the estimated employment opportunities to be multiplied.

Ends.