

# NACC NRM – Northern Agricultural Region (NAR)

## 1. Overview

The NAR is abundant with conservation potential from high value native vegetation both on private land and in state reserves to both populated and remote delicate coastlines. Our 600km of coastline is highly valuable both in amenity, economic value and in protecting infrastructure assets. Across the region we also have a number of high value riparian systems and catchments which can contribute significantly to inland production systems but can also negatively impact on coastal and marine systems when they are not well managed. Many inland areas of the region are plagued by erosion and salinity issues which impact on production. The NAR region is also home to a high percentage of Aboriginal peoples, many of whom are seeking opportunities to reconnect to country and gain experience and training which will lead to long-term meaningful employment.

## 2. Estimated number of new positions

[70] people employed.

[59] full time equivalent positions.

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

- |   |  |
|---|--|
| <input type="checkbox"/> Bushfire recovery  | <input checked="" type="checkbox"/> Weed management                      |
| <input checked="" type="checkbox"/> Feral animal control  | <input type="checkbox"/> Habitat restoration                             |
| <input checked="" type="checkbox"/> Revegetation / Tree planting  | <input type="checkbox"/> Fire management                                 |
| <input checked="" type="checkbox"/> Fencing construction and repair   | <input 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 checked="" type="checkbox"/> Other (please specify): Native seed collection and nursery propagation (Aboriginal-employment focus); Flotsam/jetsam (plastics) removal from beaches; cultural site protection; |  |

## 4. Level of skill and expertise needed

### Number of positions (FTE)

Light outdoor work, no experience necessary	[15] FTE
Physically fit for heavier outdoor work	[15] FTE
Building / construction / farm experience	[0] FTE
Trade qualifications (e.g. carpenter, mechanic)	[0] FTE
Conservation and land management experience	[9] FTE
Team leader / experience managing staff and volunteers	[7] FTE
Operations / project management	[1.5] FTE
Specialised technical knowledge	[10.5] FTE
Office based / administrative work	[1] FTE

## 5. Geographic distribution

15 LGAs in Western Australia – Major regional centres – Geraldton, Jurien Bay, Moora, Dalwallinu, Kalbarri, Northampton

Positions could be filled from a range of these regional centres and NACC is familiar operating remote teams through satellite offices.

## 6. Expected conservation and land management outcomes

While the list of projects below is largely implementable Post COVID-19, the following project could be commenced immediately and delivered following strict hygiene and community safety protocols to ensure it does not contribute to the spread of COVID-19.

### Potential current (During COVID-19) project

Regenerative Agriculture and Drought Resilience Planning. Temporary expansion of Sustainable Agriculture team with skills Farm Planning personnel to engage directly with landholders and establish Regenerative Agriculture/Drought Resilience Plans at the property scale. This activity will focus on working with farmers across one catchment at a time facilitating economies of scale and landscape scale outcomes.

Proposed Post COVID-19 projects cover 6 concepts or theme projects – 4 of which can be delivered collaboratively across regional boundaries in WA.

- a. Seed collection teams delivered with Aboriginal ranger teams to meet a critical gap in the carbon economy. Seed collection will lead to support of subsidised labour to local nurseries, and tree planting efforts to accelerate the uptake of carbon farming in the productive agricultural zone. This will support the creation of ongoing industry in the region. NACC NRM would work with partners to support development of local sustainable Aboriginal owned nursery businesses – Cross Regional Project
- b. Coastcare Support and Coordination Teams. Coordinated labour groups will deliver on-ground coastal activities including protection of TEC's through enhancement activities including weed and rubbish removal and revegetation; reduced coastal erosion through brushing, track rationalisation and installation of relevant signage. – Cross Regional Project.
- c. Revegetation Teams will tackle priority areas of Riparian and Non-Riparian zones for revegetation works based on existing plans which identify high value priority remnants across the region and linking these with opportunities for enhancement and expansion.
- d. Community weeding team for intensive weeding along waterways and in listed threatened ecological communities. Punctuated effort to knock down so that volunteer community effort can maintain into the future. Cross Regional Project
- e. Knowledge Brokers enable expanded community action. Temporary expansion of NACC NRMs Regional Agricultural Landcare Facilitator team to provide additional community support. Cross Regional Project.
- f. Regenerative Agriculture catchment rehydration earthworks. This project would be undertaken in partnership with Tierra Australia who are working towards establishment of whole catchment regeneration projects across WA. This program would deliver earthworks that slow water movement through the catchment so that the benefits of rainfall are obtained where they fall. Built on a collection of principles including but not limited to Peter Andrews' Natural Sequence Farming approach.

As with NACC NRM's existing projects, establishing baselines and project monitoring and evaluation are SOP in delivery and will be incorporated into any program logic developed as part of establishing any of the above programs.

Some projects identified above will be delivered on a legacy basis – whereby once-off activities will be able to catalyse ongoing natural regeneration requiring little to no future intervention. Some activities would be established having consideration for developing and implementing based on sustainable business operating models to leave a legacy of last profitable 'for purpose' enterprises e.g. seed collection and nursery business development.

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

NACC NRM is the delivery for the Australian Government's Regional Lands Partnership component of the National Landcare Program for the Northern Agricultural Region of WA (MU34). Our projects works' under this program includes delivery of on-ground activities in partnership with the community particularly private landholders and also with community and landcare groups.

In recent years NACC has been recognised through Australian Government self-assessment audits and external reviews of self-assessment, as operating under a strong governance model and sound operational frameworks.

NACC NRM is also the primary delivery organisation for the National Indigenous Australian Agency IAS funded Midwest Aboriginal Ranger Program in the Midwest of WA. This contract coordinates delivery of 14FTE ranger

positions through three service provider sub-contractor organisations. These ranger teams deliver considerable conservation field activities and outcomes.

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

NACC NRM is currently delivering for the Australian Government in both the Regional Land Partnership and Environment Restoration Fund. This necessitates a high level of Governance that was a key factor in being able to secure this work through a competitive process.

NACC NRM has over 20 years of experience working with our community. This experience is critical in our ability to be agile. We have:

- Long established local relationships
- Strong technical understanding of the regional requirements
- A community-developed strategy in place to guide project development
- Existing resources and capacity on the ground (e.g. office, equipment, personnel)

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

NACC NRM is compliant with workplace Health and Safety as required under WA State law and has also met governance audit requirements. All RLP projects have approved WHS plans in place. NACC NRM prides itself on the ensuring the safety of its team and has a strong record of such.

COVID-19 brings particular challenges and to address these, NACC NRM has developed and implemented a Pandemic Plan and has enacted a Crisis Management Team to monitor the situation and organisational responses to Government Health Department directives. A number of actions have been undertaken already to address these including staff working remotely with limited access to the office and strict protocols regarding site visits and community interactions.

We fulfil obligations under Work Health and Safety Act 2011 (Australia) and the Occupational Safety and Health Act 1984 (WA) and associated regulations through policies and procedures that set out best practices for a safe work environment for Board members, staff, contractors and visitors.

## Perth NRM Inc.

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

Perth NRM will co-ordinate a substantial mobilisation of a short-term workforce that will deliver a significant effort over 12- 18 months across the 29 local government areas in the Perth NRM Region, encompassing a wide range of conservation activities that will provide lasting environmental benefits, including on-farm biodiversity enhancement through our RegenWA network. We will manage the placement of teams (each comprising from one to fifty staff) with a variety of partners including state government departments, local government, sub-regional and catchment groups, NGOs (such as Trillion Trees, Australian Wildlife Conservancy, WWF, Birdlife Australia) and commercial operators such as Apace and Plantrite nurseries, and Tranen Revegetation Systems. We will engage an expert panel (combining Aboriginal knowledge, science and local community-based expertise) to oversee the planning and carrying out of the work. We will base our priorities on those outlined in the Swan Region NRM strategy as well as federal and state government priorities, whilst ensuring that we focus on areas where short term activity can deliver lasting benefits.

### 2. Estimated number of new positions

[~800] people employed.

[548] 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 checked="" type="checkbox"/> Other (please specify): *Aboriginal Rangers. |  |

### 4. Level of skill and expertise needed

#### Number of positions (FTE)

- |  |           |
|--|-----------|
| Light outdoor work, no experience necessary            | [150] FTE |
| Physically fit for heavier outdoor work                | [250] FTE |
| Building / construction / farm experience              | [...] FTE |
| Trade qualifications (e.g. carpenter, mechanic)        | [...] FTE |
| Conservation and land management experience            | [100] FTE |
| Team leader / experience managing staff and volunteers | [30] FTE  |
| Operations / project management                        | [4] FTE   |
| Specialised technical knowledge                        | [10] FTE  |
| Office based / administrative work                     | [4] FTE   |

### 5. Geographic distribution

All 29 Local Government Areas in the Perth NRM Region, as well as some delivery on-farm through the Wheatbelt, Northern Agricultural, South-west and other Regions in collaboration with the regional NRM's in those areas.

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

*What conservation outcomes will be achieved as a result of the work?*

Significant improvement in condition of key TECs, and Threatened Species habitats including in two RAMSAR wetland sites. New areas of habitat will be identified and planted, eg through environmental offset arrangements. Improvements will include removal of rubbish and weeds, feral animal control (eradication and fencing), revegetation, and bushfire mitigation.

Water quality through the Swan and Canning River catchment will improve due to bank and drain restoration work, ongoing weed eradication and farm revegetation. Key sediment reduction projects may also be possible – especially critical for the Canning River.

Dunes along the Perth coast will benefit especially in areas that currently don't have a strong volunteer coastcare group. Weeding and planting are critical for dune stabilisation. In parts where a planned retreat is being considered, we will be able to create "new" dunes behind the existing ones.

*How will these outcomes be measured?*

PNRM always undertakes baseline surveys on projects. All projects will document project outputs. Outcomes will be documented through comparisons with baselines including the use of photo and video documentation.

*How will these outcomes be maintained beyond the stimulus period?*

The projects will be designed as "legacy" projects – ones that create a significant, one-off change. In addition PNRM will create resources to provide guidance for maintaining and continuing to improve sites worked on. These will form a library to be made accessible to the community, and will also be available to seek support from a range of funders to allow for this stimulus package work to be built upon.

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

As a regional NRM body PNRM has twenty years' experience of developing and delivering effective conservation programs in Perth and its surrounds. The broad project descriptions above are our bread and butter, and we bring both a highly efficient and agile model to the table as well as exceptional governance.

Our intention is not to directly deliver programs employing over 500 people, but rather to work with all of our stakeholders across the region to co-design a whole of region (and beyond) approach intended to lift each of their capacity directly for a short time, and hopefully through success for a longer time as other funding opportunities are realised.

This approach will allow us to harness specific expertise (eg training) from those stakeholders who do it best, and ensure all of our project stakeholders benefit not just in the short term but in terms of each of their ongoing capabilities.

This model means that PNRM's delivery of conservation stimulus will not just be for the community, but will become part of the community.

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

The proposed work will build on our existing partnerships with federal, state and local government, the community, partner NGOs and the corporate sector. The activities that will be undertaken will in many

cases be those that have already been identified as important (either by Perth NRM or our stakeholders), but for which funding has not yet been able to be secured.

In addition, where projects are suitable to be delivered in a broader geographic scope than just the Perth NRM Region, we will work with our fellow NRM regional organisations to ensure that the scope and efficiency of projects are able to be maximised. Through our NRMWA network, we maintain close working relationships with the other 6 regional NRM bodies in WA.

Perth NRM currently has approx. \$9 million in secured grants and service delivery contracts, including with the Australian government and the West Australian Government. We have successfully delivered projects in partnership with each of these for over 20 years. Perth NRM is the approved service provider to the Department of Agriculture, Water and the Environment for the Australian Government's Regional Land Partnership and Community Environmental Fund programs in the Perth NRTM Region. We are fully confident of being able to deliver this stimulus program at this scale.

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

Perth NRM is overseen by a professional skills-based Board, with a Committee of Finance, Audit and Risk ensuring compliance, risk and governance are all being effectively managed. An independently chaired Nominations Committee ensures ongoing examination of the Board's operations.

PNRM is currently working with our community groups, sub-regional groups, other regional NRMs and the WA Landcare Network and commercial service providers (among others) to develop a "tool-kit" to assist with understanding the requirements of working within the constraints of the COVID-19 pandemic such as training and supervising new workers, team sizes, physical distancing and workplace hygiene.

The immediate task is to develop this resource to advise how on-ground and other operational activities can be undertaken during the present lock-down scenario. The tool-kit is being built collaboratively, and is being designed to respond quickly to both further lockdown provisions but also the inevitable easing of physical distancing requirements.

Perth NRM was one of the first organisations in our sector to start responding to the COVID-19 pandemic. We made our first event cancellation decision on 10 March and were implementing workplace hygiene and work from home measures by the end of that week.

# 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 deliver ~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.



## ECONOMIC STIMULUS THROUGH THE NATURAL RESOURCE MANAGEMENT SECTORS IN DURAK and O'CONNOR

### Rangelands NRM Proposed Projects

**Carbon Co-op Project:** Improve practices for sustainable and premium livestock production that meets rapidly changing consumer expectations for environmentally and ethically managed products. Stage 1; Herd Methodology provides government and producers with the business case to integrate carbon, and a vehicle to capture and leverage the revenues, cost-savings and the extent of co-benefits that can be realised on-station/on-farm and sold. This initiative will initially provide the opportunity for the direct creation of 17 new jobs in Stage 1 with significant landscape scale benefit to the environment. The establishment of the Carbon Co-op vehicle is geared for further expansion to engage producers across Western Australian rangelands and other regions with potential to significantly contribute to industry livestock and carbon production, jobs creation and biodiversity.

**Native Seed Collection Co-op Project:** Establish Indigenous seed banks nurseries and seed collecting businesses in partnerships with pastoral businesses and mining companies (cross regional). A Co-op model will enhance opportunities for community groups and businesses already operating in the space, or wish to start up, but lack connection to markets, technology and know-how that a coordinated model delivers. An investment into a coordinated seed project with enhanced capabilities to fill identified market opportunities for native seed products is ready to commence, is jobs intensive and is scalable.

**Re-hydration Project:** A co-ordinated program of landscape-scale rehydration works, erosion control and water way restoration, which leverages upon 10 years of investment of mostly small scale works in locations across the Western Australian rangelands (85% WA). The rehydration project will underpin the restoration of the degraded landbase and production system in the rangelands and help to reverse these negative impacts on local economies. Conducting works at appropriate landscape-scale will directly benefit:

- Restoring the health of soils, ecology and catchments
- Drought proofing and sustaining productivity of pastoral stations
- Immediate and long-term job creation in land restoration and through livestock production improvements.

**Roads and Tracks Project:** The project takes the next step in building upon 'Managing Outback Roads' published handbook funded by Regional NRM groups across the Australian rangelands through the National Landcare Program. Currently, natural water flows and healthy ecological functions are severely impeded across vast tracts of lands in the rangelands (Outback) due to the inappropriate formation of trails, tracks and roads. The project will deliver a hands-on training program for land managers and employees, local Shire personnel and earthwork machinery operators to develop skills in **a)** reading landscapes, and **b)** installing or repairing the form and functions of trails, tracks and roads. This skills development area will link to new job creation opportunities, result in improved access to country and contribute to healthy landscapes.

**Right Way Fire Project:** This proposal is for Regional NRMs to become engaged in developing and implementing Right Way Fire, complementing prescribed burning practices across WA, NT, and SA. It is proposed that this is done in conjunction with State and Commonwealth agencies in the furtherance of their strategic objectives with respect to emergency management and landscape management nationally. This will employ more than 300 indigenous people. Immediate support is requested to establish the large, multistakeholder project that develops upon preliminary scoping and partner support across the 3 States.

#### **A number of other activities are proposed:**

- Protecting and restoring coastal and habitats from erosion, weeds and disease (cross regional)

- Improving agricultural productivity through Regional Agricultural Landcare Faciliators coordinated implementation of good practices and integrated feral animal control (cross regional)
- Guiding and supporting landholders and community groups to control weeds and feral animals, deliver bushfire prevention and recovery, protection of threatened species and ecological communities, undertake World Heritage Area and international Ramsasr site activities.

**Shovel ready: employment 128 full time equivalent across 23 local government authorities**

Shire of Wydham/East Kimberley 6743, WA  
 Shire of Derby – West Kimberley 6728, WA  
 Shire of Halls Creek 6770, WA  
 Shire of Brome 6726, WA  
 Shire of East Pilbara 6753, WA  
 Town of Port Hedland 6721, WA  
 Shire of Roebourne 6714, WA  
 Shire of Ashburton 6751, WA  
 Shire of Exmouth 6707, WA  
 Shire of Carnarvon 6701, WA  
 Shire of Upper Gascoyne 6705, WA  
 Shire of Meekatharra 6642, WA  
 Shire of Wiluna 6646, WA  
 Shire of Ngaanyatjarraku 6431, WA  
 Shire of Laverton 6440, WA  
 Shire of Murchison 6635, WA  
 Shire of Cue 6640, WA  
 Shire of Mount Magnet 6638, WA  
 Shire of Yalgoo 6635, WA  
 Shire of Sandstone 6639, WA  
 Shire of Leonora 6438, WA  
 Shire of Menzies 6436, WA  
 Shire of Coolgardie 6429, WA  
 Shire of Dundas 6443, WA  
 City of Kalgoorlie-Boulder 6432, WA

# South Coast Natural Resource Management

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

This proposed program enables the employment of 134.2 full time equivalent across 9 local government areas that historically have above average levels of unemployment compared with the State average for Western Australia. The program comprises of six individual projects shown below, half of which are aligned with complementary activities in other regional NRM areas in WA. The remaining projects are stand-alone/within region projects.

1. Protecting and restoring coastal habitats from erosion, weed incursions and diseases (cross regional)
2. Aboriginal ranger team/indigenous businesses delivering native seed collection and propagation (cross regional)
3. Improving agricultural productivity through RALF coordinated integrated feral animal control (cross regional)
4. Restoring connection to country through Indigenous cultural site protection through trail, track and road work, habitat restoration, weed management, feral animal control and fencing.
5. Southern Incentives: helping landholders and Indigenous farmers/land managers to control weeds, feral animals, cultural heritage surveys undertake revegetation, deliver bushfire recovery, river, creek line restoration, habitat restoration and fencing
6. Monitoring regional soil condition and ground water

Whilst the project activities are short-term (12-18 months) the long-term conservation benefits of this work include:

- addressing recent critical under-investment in protecting coastal habitats;
- establishing and supporting indigenous nurseries and associated seed collecting businesses that are needed to service an emerging need for biodiverse carbon plantations;
- Controlling feral animals across farmland, particularly in areas where recent barrier fencing has changed the predator-prey relationships and is exacerbating the risks to native wildlife;
- Upskilling indigenous rangers with on-ground work to protect sites, preparing them to manage land returned under the impending South West Native Title Settlement;
- Delivering restoration on private land that will be maintained under contractual legacy arrangements; and,
- Undertake resource condition monitoring (soil, ground water depth) across agricultural land to determine the current status of key agricultural assets, informing and revise strategic planning and implementation actions to improve future actions to manage natural resources.

## 2. Estimated number of new positions

150 people employed

135.2 full time equivalent positions

## 3. Types of conservation and land management activities

- |  |   |
|--|---|
| <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 type="checkbox"/> Fire management                |

- Fencing construction and repair
- Building and repairing visitor facilities
- River and creek line restoration
- Other (please specify): Native seed collection and nursery propagation (Aboriginal-employment focus); Flotsam/jetsam (plastics) removal from beaches; disease (Phytophthora) control; cultural site protection, cultural heritage surveys
- Trail, track and road work
- Monitoring and data collection
- Coastal/marine habitat restoration

**4. Level of skill and expertise needed** **Number of positions (FTE)**

Light outdoor work, no experience necessary	19.5 FTE
Physically fit for heavier outdoor work	42 FTE
Building/construction/farm experience	7 FTE
Trade qualifications (e.g. carpenter, mechanic)	0.5 FTE
Conservation and land management experience	18 FTE
Team leader/experience managing staff and volunteers	10 FTE
Operations/project management	4.7 FTE
Specialised technical knowledge	32.5 FTE
Office based/administrative work	1 FTE

**5. Geographic distribution**

- 29.25 FTE, City of Albany, WA 6330
- 12.1 FTE, Shire of Broomehill-Tambellup, WA 6320
- 3.4 FTE, Shire of Cranbrook, WA 6321
- 12.8 FTE, Shire of Denmark, WA 6333
- 31.05, FTE, Shire of Esperance, WA 6450
- 15.4 TE, Shire of Gnowangerup, WA 6335
- 14 FTYE. Shire of Jerramungup, WA 6337
- 5.5 FTE, Shire of Plantagenet, WA 6324
- 11.7 FTE, Shire of Ravensthorpe, WA 6346

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

The projects will achieve the following outcomes within a 12-18 month period.

- Protect and enhance 100 coastal sites from threats by:
  - Reducing erosion due to inappropriate recreational use through revegetation and fencing,
  - Managing disease (Phytophthora dieback) spread by reducing spread from current infestations and protecting uninfested sites using track and road improvements, installing cleaning stations, erecting signage and delivering training,
  - Eliminating plastics from beaches by collecting flotsam and jetsam and refuse, and
  - Removing weeds from coastal reserves.
- Establish/support 3 indigenous nurseries and associated seed collecting businesses to meet immediate needs through natural resource management projects, and significant emerging needed for locally sourced biodiverse carbon plantations;
- Control feral animals across 5.3M hectares of farmland concurrently protecting livestock native wildlife from vertebrate feral pests;
- Protect 28 cultural sites whilst upskilling indigenous rangers in preparation for managing lands returned under the impending South West Native Title Settlement through actions such as;
  - Undertaking traditional ecological burning to protect cultural assets;
  - Reducing erosion due use through revegetation and fencing,

- Managing disease (Phytophthora dieback) spread by reducing spread from current infestations and protecting uninfested sites using track and road improvements, installing cleaning stations, erecting signage and delivering training,
- Removing weeds from cultural sites,
- Cultural heritage surveys
- Working alongside skilled practitioners to preserve art and artifacts,
- Building/repairing visitor facilities
- Undertake a suite of restoration activities in conjunction with 100 landholders to improve ecological function and landscape resilience through:
  - Reducing erosion due use through revegetation and fencing,
  - Managing disease (Phytophthora dieback) spread by reducing spread from current infestations and protecting uninfested sites using track and road improvements, installing cleaning stations, erecting signage and delivering training,
  - Removing weeds,
  - Controlling feral animals
  - Completing river and creekline restoration;
- Undertake soil condition monitoring and ground water depth assessments across 1M ha of agricultural land to determine up-to-date resource condition status of key agricultural resources, to inform and revise strategic planning and implementation actions.

South Coast NRM has dedicated Regional Ecologist and Monitoring and Evaluation Coordinator that will develop appropriate operational and contractual monitoring and evaluation programs to ensure all outcomes appropriately recorded and reported.

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

South Coast NRM is the largest natural resource management entity in WA's South Coast region, addressing environmental, agriculture, cultural and community capacity needs. Formed in 1994, we are an independent, non-statutory organisation with a strong NFP corporate ethos and recognised best-practice governance (rated top-five regional NRM groups in Australia by DoEE's Performance Expectation Assessment, 2017).

We deliver extensive environmental restoration and protection work directly and with our partner organisations. This proposal continues this approach with partnerships with 6 major sub-regional community groups, three high-performing aboriginal corporations, 9 closely aligned local government authorities, and 3 government agencies (Dept. Primary Industries and Regional Development, Dept. Biodiversity Conservation and Attractions, Dept. Water and Environmental Regulation).

In 2018-19 we protected 3,186 ha of important habitats of threatened animals, birds and plants with 60 km of fencing; conducted pest animal control of foxes and feral cats over 93,366 ha; delivered 455 ha of weed control; and improved the habitat of threatened animals and birds with 65 ha of revegetation. These activities delivered against a regional strategy that we maintain and invest in to achieve broad-scale environmental improvements with our customers and partners.

We have extensive experience in establishing and managing field teams for conservation outcomes associated with the delivery of four Aboriginal green-army teams, a separate 2-6 member Aboriginal work team continuously in place for 10 years, two coastal reserves teams comprising of 4-5 members working over 2 years, and two self-funded work teams of 15-17 participants working across 2 teams for approximately 12 months. We have relevant experience in recruiting, training and managing these teams.

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

South Coast NRM is the contracted service provider to the Department of Agriculture, Water and the Environment for the Australian Government's Regional Land Partnership and Community Environmental Fund programs. This comprises of an extensive delivery mechanism that is strongly community focused and active across a 7.6M ha management unit. The strength of our processes and governance has been significant in securing highly competitive grant and tender contracts.

South Coast NRM is also currently contracted to deliver 6 grants for the WA State government comprising of 3 through the State NRM program, one regional development grant, one sport and recreation grant and a large aboriginal focused program funded through Lotteries West.

A number of the proposed activities within this proposal directly complement projects funded by the State and Federal governments. Stand-alone activities that have been proposed have been based on significant experience in delivering similar/identical activities previously. The scale of the activities proposed is well within the capacity of the organisation and the region.

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

South Coast NRM operates under comprehensive policies and procedures that all staff are required to adhere to. This addresses all aspects of safe program delivery including occupational safety and health. These policies and procedures are overseen by South Coast NRMs Board, Finance and Audit/Risk Committee and OSH Committee.

We fulfil its obligations under Work Health and Safety Act 2011 (Australia) and the Occupational Safety and Health Act 1984 (WA) and associated regulations through policies and procedures that set out best practices for a safe work environment for Board members, staff, volunteers, contractors and visitors.

We have already developed and implemented operational policies and procedures to address the risks associated with COVID-19 through a Pandemic (Infectious Diseases) Policy and a Critical Issue Management Plan. This includes provisions to segregate staff according to social distancing requirements, the placement of sanitiser in all vehicles and workplaces and limits to the number of people able to be onsite at any one time. These would be further reviewed as necessary.

## SWCC ECONOMIC STIMULUS THROUGH THE NATURAL REOSURCE MANAGEMENT SECTOR

### Proposed Projects

1. **SWCC weed management program** with 12 Local Government Authority's across the South West Catchment
2. **Extension to RLP Pollinators program** providing research into food security through pollination services provided by increased native vegetation on farm
3. **Wheatbelt salt remediation and linkage project** – landscape scale revegetation project including salt affected areas
4. **SWCC Biodiversity Park Feasibility Study** – feasibility study of the establishment of an eco-tourism facility – biodiversity park in a natural bushland setting
5. **SWCC Seed Bank** – creation of a seed bank of provenanced native seed from across the catchment in consultation with Aboriginal communities and community-based nurseries
6. **Southern Forests Fire Retardant Education Program and Animal Based Fire Reduction Program** – training and education program using planting regimes and animal grazing for fire reduction
7. **Leschenault Catchment Council extension to existing projects** – erosion control/fencing/blackberry treatment/
8. **Leschenault Catchment Council** – dung beetle breeding trial, research and develop the potential market value of dung beetles as a saleable item
9. **GeoCatch extension to Geographe Marine Park and Ramsar Wetlands water quality projects**
10. **SWCC Sculpture walk eco-tourism trail** – bushwalks including sculpture and interpretive installations that tell the story of unique threatened fauna and the challenges they face
11. **Katanning Bushfire Recovery Program** – fencing and major revegetation
12. **Katanning extension to existing projects** – Carnabys Cockatoo and Red Tailed Phascogale; weed control; innovation on farm to adapt to saline water

### Employment outcomes South West of Western Australia

Jobs	Local Government Area
78	Busselton/Dunsborough
74	Bunbury
72	Manjimup
59	Collie
51	Augusta Margaret River
28	Katanning
20	Harvey
20	Donnybrook/Balingup
15	Boyup Brook
11	Narrogin
11	Kojonup
11	Bridgetown/Greenbushes
11	Capel
6	Wagin Woodanilling
5	Dumbleyung
5	Kent

<b>Level of skill and expertise needed</b>	<b>Number of positions (FTE)</b>
Light outdoor work, no experience necessary	289
Physically fit for heavier outdoor work	105
Building / construction / farm experience	3
Trade qualifications (e.g. carpenter, mechanic)	0
Conservation and land management experience	23
Team leader / experience managing staff and volunteers	27
Operations / project management	14
Specialised technical knowledge	11
Office based / administrative work	5

As a preferred provider with the Australian Government SWCC has WHS management systems in place that support safe practice methodology and delivery of all on-ground activities and events. SWCC has partnerships with Aboriginal organisations; job service providers and disability organisations that will facilitate rapid access to those seeking employment in casual, part-time or full-time roles.

**END**



## Wheatbelt NRM

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

Proposed works will focus efforts on the key threats to conservation: ferals, weeds and habitat loss. Activities selected will have an initial impact during the term of the stimulus and leave the community with improved capacity to grow that impact. Employment will be spread across the region, and through a mix of organisations with project management anchored in Wheatbelt NRMs governance system.

### 2. Estimated number of new positions

487 people employed.  
384 full-time equivalent positions.

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

- |  |                                     |                                      |
|--|-------------------------------------|--------------------------------------|
| <input type="checkbox"/> Bushfire recovery                           | <input checked="" type="checkbox"/> | Weed management                      |
| <input checked="" type="checkbox"/> Feral animal control             | <input type="checkbox"/>            | Habitat restoration                  |
| <input checked="" type="checkbox"/> Revegetation / Tree planting     | <input type="checkbox"/>            | Fire management                      |
| <input type="checkbox"/> Fencing construction and repair             | <input type="checkbox"/>            | Trail, track and road work           |
| <input type="checkbox"/> Building and repairing visitor facilities   | <input type="checkbox"/>            | Monitoring and data collection       |
| <input checked="" type="checkbox"/> River and creek line restoration | <input 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	212 FTE
Physically fit for heavier outdoor work	116 FTE
Building / construction / farm experience	0 FTE
Trade qualifications (e.g. carpenter, mechanic)	24 FTE
Conservation and land management experience	0 FTE
Team leader / experience managing staff and volunteers	23 FTE
Operations / project management	5 FTE
Specialised technical knowledge	4 FTE
Office-based / administrative work	0 FTE

### 5. Geographic distribution

Avon River Basin. 35 Shires, e.g postcodes WA 6401, WA 6353, WA 6609

### 6. Expected conservation and land management outcomes

Proposed works are made up of 5 concepts.

- Aboriginal Ranger teams expanding seed collection to meet a critical gap in the carbon economy. Seed collection will lead to support of subsidised labour to local nurseries, and tree planting efforts to accelerate the uptake of carbon farming in the productive agricultural zone. This will

- support the creation of ongoing industry in the region. This work would be best delivered across multiple regions, as there is capacity throughout the Western Australia and shared intent to facilitate carbon storage.
- b. River Rat Teams will tackle priority areas of Waterways (planning documents already in place) with physical interventions. Value add to current projects funded by the WA Government by allowing for riffle structures and other interventions to be added.
  - c. Animal Control Ranger Teams employed through Local Government. Tackling feral animals in bushland in the biodiversity hotspot, and addressing identified risks to species on the Threatened Species Strategy and listed threatened ecological communities. Knockdown and skills development in leading edge-control techniques (e.g PAPS) to amplify the impact of current efforts.
  - d. Community teams for intensive weeding along waterways and in listed threatened ecological communities. Punctuated effort to knock down so that volunteer community effort can maintain into the future.
  - e. Knowledge Brokers enable expanded community action. Temporary expansion of Wheatbelt NRMs Regional Agricultural Landcare Facilitator to a team of two to support the community.

Wheatbelt NRM prepares MERI plans based on program logics for all contracts delivering for the Australian Government. This same disciplined business process will be applied.

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

Wheatbelt NRM is the delivering organisation for the Australian Government in the Regional Lands Partnership component of the National Landcare Program for management unit 33, the Avon River Basin. The work includes the delivery of on-ground conservation outcomes with the community. This has included up to 100 concurrent contracts with community groups for conservation fieldwork that meet the Australian Government's priorities.

Additionally Wheatbelt NRM was a delivered organisation under the Green Army and historically the Green Corp.

Wheatbelt NRM has an Aboriginal Ranger team that delivers conservation fieldwork for both Government and corporate contracts.

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

Wheatbelt NRM is currently active in delivering for the Australian Government in both the Regional Land Partnership and the Environmental Fund. This necessitates a high level of Governance that was a key factor in being able to secure this work through a competitive process.

Governance systems have undergone external audits to ensure that we met that standard.

Wheatbelt NRM has a 20+ year history of working with the community in the Avon River Basin. This history is key to our ability to move to delivery quickly, we have:

- Resources on the ground (office, equipment, personnel)
- Long established local relationships
- A community-developed strategy in place to guide project development
- Strong technical understanding of the regional requirements

Wheatbelt NRM has current conservation projects underway whose systems can be used as a lever to get new projects on the ground rapidly. One example is the Avon Waterways project which is being delivered for the State Government. This project includes contracts in sub-catchments on privately owned waterway-sites that have been prioritised by the WA Government. This work can be built upon with very little upfront planning.

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

Wheatbelt NRM operates an OHS system that is compliant with national standards. This system was part of a governance audit conducted by the Department of Environment and Energy in 2017 to determine our suitability to deliver the Regional Lands Partnership. Wheatbelt NRM achieved 20 out of 20 for that audit. This system has been tested on training and supervising new workers, a particular example being the Noongar Budjar Ranger team. This contract labour approach brings in new team members to meet the demands of short term contracts. Team members are provided training, including OHS induction, and supervision is provided by Wheatbelt NRM. COVID-19 brings particular challenges; Wheatbelt NRM developed a pandemic plan and crisis management plan to address these challenges. The majority of staff are now working from home, with strengthened measures in place for anyone required to conduct fieldwork.

Understanding the requirements of achieving safety in a workplace during subsidence of COVID-19 is difficult at this point. As per our OHS system, a risk assessment approach will be used to determine controls.