

Weeds Extension and Education Program Report

Activities and Achievements 2006 – 2009

Program supported by NSW DPI Weed Management Unit, Noxious Weed
Advisory Committee and Noxious Weed Grants.

Birgitte Verbeek

Weeds Extension Team Leader

Weed Management Unit

Tamworth Agricultural Institute

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NSW DEPARTMENT OF
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Title: Weeds Extension and Education Program Report

Activities and Achievements 2006 - 2009

Author: Birgitte Verbeek, Weeds Extension Team Leader, Weed Management Unit,
Tamworth Agricultural Institute

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EXECUTIVE SUMMARY

This report covers the major activities and outputs for the communication, extension, training and education program supported by NSW Department of Primary Industries (NSW DPI), Noxious Weed Advisory Committee (NWAC) and Noxious Weed Grants (NWG) from 2006 to 2009.

The program supports employment of experienced and highly skilled training and communication specialists. Through their professional planning, commitment and operation, significant maintenance and improvement of existing programs has been realised.

Ongoing evaluation and planning has ensured the program remains relevant and targeted to meet client needs. In response to client feedback and requests, new initiatives have been supported and rolled out. Feedback from major client groups has been very positive.

Total funding \$1,594,000 has been provided over the last three years. This includes \$100,000 to fully implement the NSW Weed Awareness Plan 2008-2009.

A new slogan, *NSW - No Space 4 Weeds*, and campaign are being rolled out across the state to promote and support weed awareness activities for the community.

Close to 200,000 free weed information resources have been distributed over the last four years.

36 new publications have been developed, 12 new publications are in production, 22 existing publications have been revised and updated.

The NSW DPI weeds website has been updated and a Weeds Extranet developed and launched. Significant improvement has been made in the processes for distribution and management of information resources.

30 courses that support effective weed management in NSW are available for weed professionals. They are either directly conducted by the Weeds Training Program or in association with other training programs closely linked to this program.

447 weed professionals have participated in training courses with an average of 53 Local Control Authorities (LCA's) participating in training each year. 31 weeds professionals have earned a Diploma of Conservation and Land Management since 2006. These nationally recognised qualifications have been earned through course work and Skills Recognition.

INTRODUCTION

On the recommendation of the Noxious Weed Advisory Committee (NWAC) NSW Department of Primary Industries (NSW DPI) developed a three year program in conjunction with the NWAC's Education, Training, Extension and Liaison sub-committee (ETEL) to improve the capacity of weed management in NSW covering areas including:

- education and training
- supporting industry initiatives
- weeds media, promotion and extension
- publications for public distribution.

On the recommendation of NWAC (NWAC 32.10.1.1), the Minister provided \$1,494,000 from Noxious Weed Grants (NWG) over three years for the program. The initiatives were to address the Clients Need Analysis for NSW DPI Weeds Information, the NSW DPI Weed Management Unit Communication Strategy, Weeds Training Program Review and the recommendations from NWAC.

The program team has met with and reported regularly to the appropriate NWAC sub-committee¹ to seek ongoing approval and input into planned activities. In doing so NWAC has continued to play a key role to ensure the program remains relevant and is achieving the desired outcomes.

NSW DPI saw the value of the projects by appointing a Weeds Extension Team Leader in March 2007. This senior officer manages the staff resources and activities undertaken with funds from the NWG.

This report summarises achievements to date on the program. It also provides information on current staff resources and expenditure.

GUIDING DOCUMENTS AND COMMITTEES

This section lists and briefly summarises the content or purpose of various planning documents and committees relevant to the operation of the program.

GUIDING DOCUMENTS

- Client Needs Analysis for NSW DPI Weeds Information Final Report – April 2005. This client need analysis was to primarily generate information to:
 - allow the NSW DPI weeds publication function have a greater focus on meeting the specific needs of our clients

¹ During 2006 change occurred in the structure of NWAC which included the appointment of an independent chair and members. NWAC revised the functions and activities of existing sub-committees. The former ETEL committee has been replaced with the Communication, Coordination and Education (CCE) sub-committee.

- be better able to achieve departmental and program performance indicators
- identify existing institutional barriers preventing NSW DPI staff producing timely relevant publications, and
- understanding the role of our competitors.
- NSW DPI Weed Management Communication Strategy; 2006-07, 2007-08, 2008-09. Includes activities that address:
 - internal communication and systems
 - capacity building and engagement of NSW weed professionals
 - the NSW Weed Awareness Plan
 - the NSW Weeds Training and Education Program Plan
 - implementation of the New South Wales Invasive Species Plan.
- NSW Invasive Species Plan. Program activities address the following objectives.
 - 1.1 High risk species and pathways are identified and managed
 - 1.2 Early detection capabilities are developed and implemented
 - 2.1 Timely detection of new incursions
 - 2.2 Rapid response to eradication or contain new invasive species
 - 3.2 Develop best practice guidelines where required
 - 4.1 Ensure control obligations are effectively applied by all land and water managers
 - 4.2 Private landholders motivated to manage invasive species proactively
 - 4.3 Increased community acceptance of and involvement in effective Invasive Species Management (ISM)
 - 4.4 Integration of ISM into education programs
 - 4.5 Skilled workforce implementing ISM
 - 4.9 Government commitment to implement the components of the ISP
 - 4.10 Legislation and policies implemented and enforced consistently for effective ISM.
- Weed Training Program Review.
 - Identified areas of strength and areas for growth to continue development of the training program.
- Weeds Training Program Plan 2009-2014 and Monitoring Evaluation Review and Improvement (MERI) Framework.
 - Sets direction for ongoing activities and how they are to be reviewed and monitored for improvement.

GUIDING COMMITTEES

- NSW DPI 1026 Group. Functions include:
 - Quality management for weed information resources.

- Review of weed management publications.
 - Identify information gaps and set priorities for new weed publications.
 - Review list of publications in preparation.
 - Identify funding and collaborative project opportunities for Weed Management Unit staff and other extension staff across divisions.
 - Plan, rank and schedule communication projects.
 - Provide a forum for internal information sharing and action across NSW DPI divisions in relation to weed extension activities and information resources.
- Weed Awareness Reference Group:
 - Members include representatives from councils, Regional Weeds Committees, Nursery and Garden Industry NSW & ACT, CMAs and NSW DPI.
 - Guides state-wide activities in relation to weeds awareness activities.
 - Supports national initiatives.
- Communication, Coordination and Education sub-committee of NWAC. The terms of reference are to:
 - identify key stakeholders
 - effectively communicate with stakeholders including; extension, education and promotion
 - establish appropriate reference group/s to coordinate weed management in NSW
 - develop appropriate partnerships with CMAs, local government and industry.

COMMUNICATION AND EXTENSION

The communication and extension program efforts have aimed at overcoming the issues identified in the Client Needs Analysis for NSW DPI Weeds Information. Activities have also been targeted at engaging the broader community to increase their support, understanding and involvement in weed management programs.

PUBLICATIONS

Distribution

Over the last three years significant progress has been made into the effective production, distribution and monitoring of the distribution of weed information resources. Between 2006 and 2009 close to 200,000 free information resources were distributed to our key client groups. A more comprehensive report is provided in Appendix One.

An agreement has been reached with the NSW DPI Bookshop located in Orange to distribute weed information resources. This arrangement has provided a central repository for information resources and increased the efficiency of their distribution.

An inventory system (iMagic software) has been installed. This system has allowed tracking of the number of resources being distributed, who the clients are requesting the resources and the area of the state or country they operate in. Reports can be generated

using the software that enable evaluation of patterns of distribution, demand for particular resources and the need for reprints.

New and Reviewed Publications

Significant effort has been put into updating existing publications and into producing new information resources to meet client needs. Available resources (people and printing) are allocated according to the priorities recommended from the 1026 Group and CCE. A list of new and updated publications is provided in Appendix One.

Resources have been allocated to migrating relevant CRC for Australian Weed Management Resources (Weeds CRC) onto the NSW DPI website. The 1026 Group will consider all available resources and develop a staged plan to review and update over a period of time.

Weed Resource Bulletin

The Weed Resource Bulletin is a subscription service available by mail or email alerts that informs our clients of any new weed information resources available and provides a complete catalogue of all free weed resources available through the NSW DPI Bookshop. Presently there are 427 subscribers representing seven client groups (see Appendix Two).

Comments from clients in regard to this service include:

- ‘This is too good to be true. Keep up the good work.’
- ‘I was impressed by the practicality of it.’

The service has now also attracted subscribers from interstate and overseas.

WEBSITES

NSW DPI Weeds

The Client Needs Analysis completed in 2005 highlighted the fact that finding weed management information on the NSW DPI website was difficult and confusing. To address this issue significant time has been allocated to improving the layout and design of the weeds website. Resources are also allocated to the ongoing maintenance and updating of this website.

Weeds Extranet

An Extranet (secure website) has been designed, launched (October 2007) and is being updated on a regular basis. The Extranet is a password protected website for NSW weed professionals and has been designed and promoted as a means of two-way communication between subscribers and NSW DPI. It includes sections with information on contacts, projects, grants, training and a ‘Spotlight’ area for announcements.

When new information is added to the Extranet an email bulletin is sent to subscribers to facilitate time efficiency in gathering information.

Currently there are 411 weed professionals subscribed to the Extranet (see Appendix Two).

ENGAGEMENT THROUGH RECOGNITION

Using a range of means to support and recognise the great work undertaken by NSW weeds professional fosters stronger relationships and partnerships.

The NSW DPI Buerckner and Stephenson Weeds Officer Award was introduced in 2007 with the inaugural award presented at the 14th Biennial Weeds Conference in Wollongong. This was exceptionally well received and will continue to be supported. Partnerships with the NSW Weed Officers Association and The Weed Society of NSW Inc. have been formed to provide sponsorship for the awards to the value of \$2,000 (combined).

In 2007 support in the form of sponsorship was provided to the Local Government Excellence in Environment Awards organised by the Local Government and Shire Associations of NSW. An award was presented for Excellence in Weed Management. This initiative will be ongoing dependant on funds on a biennial timetable.

IMAGE LIBRARY

Good images are essential for producing weed information resources. However, repeated requests to NSW DPI staff for images is time consuming and costly.

Ongoing resources have been allocated to putting weeds images on the NSW DPI Image Library from major collections held by NSW DPI staff. These include the Trounce, Dellow and Auld and Medd collections. It is planned that the image library will be expanded to include other collections and to provide access to weed professionals through the Extranet.

NSW BIENNIAL WEEDS CONFERENCES

NSW DPI Weeds Communication and Education staff members allocate time and resources in providing presentations, information booths, free information resources and to assist in the organisation of the Conference program and activities. Resources are provided to sponsor particular activities at the Conferences, this helps to promote the communication, extension and education programs available across the state.

In 2007 NSW DPI sponsored the NSW Weeds Conference dinner as a celebration of 100 years of partnership between NSW DPI and local government. Negotiation is currently being undertaken to support the 2009 Noxious Weeds Conference to be held in Narrabri in September.

WEED AWARENESS

In 2007 at the request of key weed management stakeholders, NSW DPI conducted an evaluation of the Weedbusters program and other weed awareness activities in NSW. Feedback and input was sort from local government, Catchment Management Authorities, past NSW Weedbusters Coordinators and NSW DPI staff. The evaluation has resulted in the development of the NSW Weed Awareness Plan. This Plan is a component of the NSW DPI Weed Management Unit Communication Strategy.

Since June 2008 a full time Communication Officer has been employed to manage, develop and coordinate weed awareness activities in NSW and to link to any other state or national programs that may be relevant.

A slogan has been adopted for weed awareness activities being 'NSW - No Space 4 Weeds' (see Figure 1). The theme over the last year and into this year is garden escapes (see Figure 1). This has enabled the utilisation and building onto existing campaigns and information resources such as 'Grow Me Instead' and 'What does your garden grow?'

The campaign utilised the NSW DPI Weeds website and Weeds Extranet as a one stop shop for weeds information in NSW. The campaign has also developed a range of additional resources (see Appendix Three) to support weed professionals in NSW with their weed awareness activities.

Figure 1. Slogan and theme for weed awareness activities in NSW for 2008-09



The first 'NSW – No Space 4 Weeds' display was held at the Mudgee Small Field Days in August 2008. A major display is planned for the Sydney Royal Easter Show this April. This display will utilise resources from the Nursery and Garden Industry NSW & ACT and the Sydney Regional Weeds Committees.

For the 2008-09 an additional \$100,000 was provided from NWG to support weed awareness activities.

OTHER ACTIVITIES

From time to time activities are requested that were previously unplanned. In relation to this report the following activities have been supported:

- NWAC Induction Day and production of an Induction Manual for NWAC members
- A plant labelling focus group.

STAFF RESOURCES AND EXPENDITURE

Over the last three years there has been a steady increase in the total amount of expenditure. This reflects the increased resources being allocated to implement the new initiatives under the Communication and Weed Awareness Plans.

Table 1. Current staff resources

Name	Major responsibilities
Birgitte Verbeek *	Weeds Extension Team Leader
Annette McCaffery	Communication Officer (Communication evaluation and planning, publication coordination)
Alyssa Schembri	Communication Officer (Weed Awareness)
Lloyd Kingham*	Weed Management Facilitator (On a needs basis and when available only)
Marion Bennett	Casual clerical assistant

* Salary and operating not supported by NWG

Table 2. Summary of total expenditure in relation to weed extension and publication activities 2007 to 2009 financial years

Financial Year	Staff salary and operating	Operating	Total
2006 - 2007	\$151,260	\$32,962	\$184,222
2007 - 2008	\$185,525	\$56,728	\$242,253
2008 – 2009*	\$229,000	\$121,770	\$365,770
Total expenditure			\$792,245
Carry forward into 2009 – 2010* to continue program			\$ 51,755

* Estimate based on current expenditure

EDUCATION AND TRAINING

The Weeds Training program has continued to deliver a strong and valued service for weeds professionals throughout NSW. Since the start of the program in 2001, 65 weed officers have been awarded Diploma of Conservation and Land Management (CLM) and selected weed officers are now delivering training to other stakeholders due to their increased skill and training.

In 2008, 82% of the 72 LCAs surveyed had one weed officer with AQF V (Diploma) level or higher. This was an increase from 56% when last surveyed in 2003. A summary of courses delivered and participation rates from 2006 – 2009 is included in Appendix Four. 31 weeds professionals have earned a Diploma of Conservation and Land Management since 2006 earned through course work and Skills Recognition.

Total College is the Registered Training Organisation (RTO) providing formal assessment requirements and awarding qualifications gained under the Weeds Training Program. The

challenge has been to increase the clientele of the program to encompass other natural resource managers along with the mainstay clients of local government and Livestock Health and Pest Authority LHPA* officers. (*LHPAs were formerly RLPBs).

PROGRAM DEVELOPMENT

To help expand the Training Program, work has commenced to consolidate the various weed management training programs that NSW DPI are involved in under the single banner of WeedED. It is also planned that WeedED will be promoted through NSW DPI's training banner similar to the ProFarm format.

The WeedED branding will be promoted on the Weeds Extranet and DPI websites to attract a greater range of weeds managers. The training program's content has received 341 hits in the last year on the Weeds Extranet (access to weed professionals only after subscription). With greater promotion wider recognition will occur.

LEGAL AND COMPLIANCE TRAINING

The most delivered course continues to be Legal training. With dwindling resources available within the NSW DPI legal branch, the Weeds Training Program has successfully engaged The Australian Centre for Environmental Compliance to provide this vital service for weed officers. In 2008, the 'Legal Training 1' home study course was revised and updated. Legal training courses are now aligned and assessed against nationally recognised units of competency under the Conservation and Land Management (CLM) training package.

WEED OFFICER INDUCTION TRAINING

Since the first 'Induction Training' course was delivered, weeds officers have provided strong positive feedback. This course is now held once a year and is constantly reviewed and improved. The week long course was designed for the recently employed weeds officer to provide an introduction to their roles and responsibilities in NSW weed management including training under the Noxious Weeds Act. The concept of 'Induction Training' has scope to expand to managers in local council and elected councillors.

NEW DEVELOPMENTS FOR THE TRAINING PROGRAM

Weeds management in NSW is currently being aligned to the NSW Invasive Species Plan (ISP). The Weeds Training Program has recently developed its Program Plan for 2009-2014. In conjunction with this plan a Monitoring, Evaluation, Reporting and Improvement (MERI) Plan has been developed. These documents have aligned the training program's objectives and activities to the ISP's objectives. The plans also show how the program is contributing to regional, state and national strategies and plans.

With the implementation of the NSW ISP, LCAs will be required to adapt their weed management operations. Changes to the grants applications in 2010 will require different methods in applying for grants, a new focus of weed management priorities and a higher level of reporting.

In order to facilitate these changes the Weeds Training Program is developing training courses and workshops to deliver along with Regional Weed Coordinators to LCAs and senior weed officers.

Two training courses developed are:

- Weed Risk Management training
- Performance Management and MERI training

In addition to these courses is the proposed provision of facilitated learning workshops which will provide training and resources to LCAs specifically on the new grant applications. These workshops would be run throughout 2009 in order for LCAs to be prepared for submissions to the new 2010 grants applications.

These courses will then be developed into regular training courses and included each year on the training calendar to provide ongoing development of progressing weed officers. To add further value to the training courses, assessment will be linked to CLM units of competency (where possible).

In response to feedback for greater participation of weed officers in the 15th Biennial NSW Weeds Conference, a new training course 'Writing and Presenting Conference Papers' was held in February in Armidale. Eight weed officers completed the 2 day course.

OTHER ACTIVITIES

Recent requests for the provision of training from energy providers for their field workers has prompted a review of some training courses and the Training Program is adapting training material and flexible course delivery to meet new client requirements.

To continually promote the Training Program and strengthen existing networks, the training coordinator is attending each of the Weeds Advisory Committee meetings once a year. In February Steve Honeywood delivered a presentation to the Macquarie Valley Weeds Advisory Committee in Wellington to the thirty two attendees.

LINKED TRAINING PROGRAMS

Two other weed management training programs have been running in close collaboration with the Weeds Training Program. These are the:

- Aquatic Weeds Early Detection Project,
- Weeds CRC 'Blackberry Identification' workshops and 'What does your garden grow?' train the trainer workshops, and
- Weed Warriors and Biological Control Training.

STAFF RESOURCES AND EXPENDITURE

Table 3. Summary of total expenditure and income in relation to Education and Training 2007 to 2009 financial years

Financial Year	Salary and operating	Course delivery	Income (course fees)	Resource development	Total Costs
2006 - 2007	\$125,332	\$81,296	\$48,258	\$5,902	\$164,272
2007 - 2008	\$114,252	\$64,580	\$7,555	\$4,130	\$175,407
2008 – 2009*	\$162,515	\$72,174	\$46,911*	\$5,000	\$192,778
Total Expenditure					\$532,457
Carry forward 2009 - 2010* (inclusive of estimate of \$102,724 total income into the program) to continue program.					\$217,543

*Estimate based on current expenditure

Table 4. Current Staff Resources

Name	
Birgitte Verbeek *	Weeds Extension Team Leader
Jodie Bartlett-Taylor	Education Officer (2 days a week)
Rebecca Spinks	Education Officer (currently on maternity leave)
Steven Honeywood	Education Officer (full time)
Rebecca Lord	Administrative assistant (1 day a week)

* Salary and operating not supported by NWG

APPENDIX ONE

NEW PUBLICATIONS

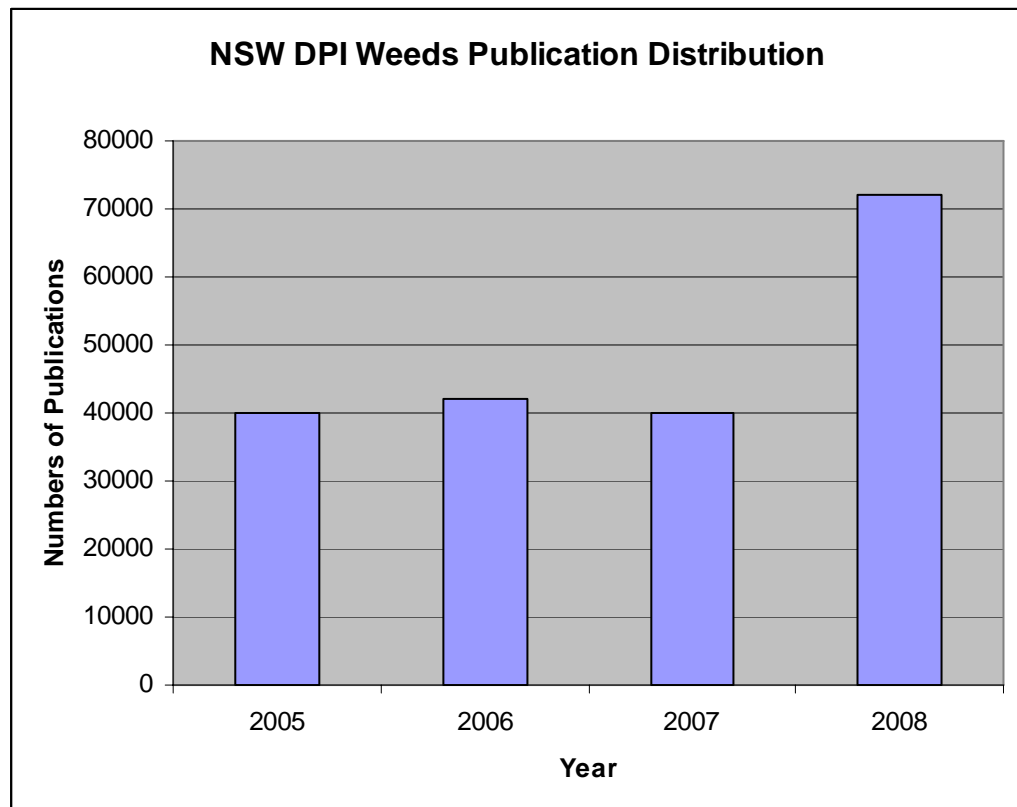
New publication titles	Name	Date published
African feather grass (weed alert)	Annie Johnson	2006
Alligator Weed control manual (manual)	Elissa van Oosterhout	2007
Alligator weed – not a vegetable (flyer)	Alyssa Schembri	2008
Alligator weed. Don't let it drag you under! (DL brochure)	Melissa Freeman	2008
Alligator weed-can you ID it?(DL brochure)	Melissa Freeman	2008
Anchored water hyacinth (weed alert)	Annie Johnson	2006
Broomrapes (weed alert)	Rachele Osmond	2008
East Indian Hygrophila (weed alert)	Annie Johnson	2006
Eurasian water milfoil (weed alert)	Rachele Osmond	2006
Garden plants poisonous to people	Annie Johnson	2006
Hawkweeds (weed alert)	Annie Johnson	2008
Hudson pear (primefact)	Royce Holtkamp	2006
Hudson pear (weed alert)	Rachele Osmond	2006
Hymenachne (weed alert)	Rachele Osmond	2008
Lantana Species (Review of the Declaration in NSW)	Stephen Johnson	2007
Leafy elodea (Egeria densa) (weed alert)	Stephen Johnson	2007
Mexican Feather Grass (weed alert)	Alan Maguire	2005
Mother of millions (bryophyllum deagoense) (primefact)	M. Naughton	2005
Noxious weed declarations (web only primefact)	Annie Johnson, Syd Lisle, Phil Blackmore	2008
Noxious weeds or just obnoxious (web only primefact)	Phil Blackmore	2008
Noxious weeds: Class 4 management plans (web only primefact)	Stephen Johnson & Syd Lisle	2008
NSW Weed Biological Control Programs (poster)	Alyssa Schembri	2006
NSW Invasive Species Plan 2008-2013	Scott Charlton	2008

New publication titles	Name	Date published
Salvinia control manual	Elissa van Oosterhout	2006
Serrated tussock - Identification and Control (primefact)	Linda Ayres & Fiona Leech	2006
Silverleaf nightshade (primefact)	Jenene Kidston & Annie Johnson	2007
St Johns wort (primefact)	Chris Bourke	2006
Suppression of alligator weed in pasture (primefact)	Tony Cook & Elissa van Oosterhout	2008
Water lettuce (weed alert)	Rachele Osmond & Stephen Johnson	2006
Weed Control for Cropping and Pastures in Central West NSW (manual)	Annie Johnson	2006
Water caltrop (weed alert)	Annie Johnson	2006
Water Soldier (weed alert)	Annie Johnson	2006
Weeds Attack (CD – Rom)	Alyssa Schembri	2008
Witchweed (weed alert)	Annie Johnson	2006
Yellow burrhead (weed alert)	Annie Johnson & Rachele Osmond	2006
Weed Management in NSW (web only factsheet)	Scott Charlton	2009

NEW PUBLICATIONS IN PRODUCTION

New publications in production	Publication type
African lovegrass	Primefact
African Olive	Primefact
Basic Principles of Weed Control for Small Farms	Primefact
Bathurst burr	Primefact
Blackberry Best Practice Manual	Manual
Cabomba: Identification & management of cabomba species 2000	Manual
Fireweed	Primefact
Galvanised burr, spiny kenopod, black roly poly, spiny saltbush	Primefact
Giant Parramatta Grass	Primefact
Prickly pear	Primefact
Sagittaria	Primefact
Vulpia	Primefact

NSW DPI WEEDS PUBLICATION DISTRIBUTION



REVISED AND UPDATED PUBLICATIONS

Reviewed Publications	Publication type
African boxthorn	Primefact
Blue heliotrope	Primefact
Bracken fern	Primefact
Broad leaf Pepper tree	Primefact
Camphor laurel	Primefact
Celtis	Primefact
Common heliotrope	Primefact
Golden dodder	Primefact
Green Cestrum	Primefact
Groundsel bush	Primefact
Lantana	Primefact
Lippia	Primefact
Mexican Feather Grass	Primefact
NSW Noxious and Environmental Weed Handbook	Manual
Nodding thistle	Primefact
Pampas grass	Primefact
Parthenium weed	Primefact
Parthenium weed	Brochure
Scotch, Illyrian and Stemless thistles	Primefact
Spiny Burgrass	Primefact
Sweet briar	Primefact
Tribulus	Primefact

APPENDIX TWO

BREAK DOWN OF SUBSCRIBERS TO THE WEED RESOURCE BULLETIN

Client Group	Number of Subscribers
Post subscribers	20
CMA's	38
RLPBs	8
NSW DPI staff	85
NSW DPI Weed Management Unit staff	38
NWAC members	9
Local Government	142
Other	87
TOTAL	427

BREAK DOWN OF SUBSCRIBERS TO EXTRANET FOR NSW WEED PROFESSIONALS

There are currently 411 subscribers to the Extranet for the NSW Weed Professionals made up of NSW DPI staff and external clients.

There are currently 327 external clients subscribed (up from 296 in October 2008) to the service representing:

- 115 councils
- 8 county councils
- 10 CMAs.

Current subscriptions based on regions are:

- Hunter - 37 (up from 18 in October)
- Murrumbidgee - 41
- Southern Tablelands - 35
- Sydney Metropolitan - 108 (up from 99 in October)
- Western - 46
- New England - 37
- Far North Coast – 23.

APPENDIX THREE

WEED AWARENESS RESOURCES

Resources developed as part of the *NSW – No Space 4 Weeds* logo include:

- 30 second television advertisement focusing on garden escapes
- 15 second television advertisement focusing on garden escapes
- 30 second radio advertisement focusing on garden escapes
- 15 second radio advertisement focusing on garden escapes
- Print advertisement focusing on garden escapes
- List of promotional merchandise (example see below)
- *NSW – No Space 4 Weeds* section on the NSW DPI website
- *NSW – No Space 4 Weeds* section on the Extranet for Weed Professionals
- *NSW – No Space 4 Weeds* display including 6m x 3m marquee, pull up banners, key messages posters and banners
- Two *NSW – No Space 4 Weeds* colouring in sheets.

EXAMPLE OF QUOTE FOR PROMOTIONAL RESOURCES

Temporary Tattoos

Price includes one to four colour print.

38 x 38mm

1000 units @ \$0.41ea

5000 units @ \$0.18ea

10000 units @ \$0.15ea

No artwork set-up cost.

Full Length HB Round Sharpened

Recycled Newspaper

One colour print

500 units @ \$0.42ea

2500 units @ \$0.40ea

Unprinted

500 units @ \$0.18ea

2500 units @ \$0.16ea



Full Length HB Round Sharpened/also with rubber

One colour print

500 units @ \$0.40ea

2500 units @ \$0.38ea

Unprinted

500 units @ \$0.16ea

2500 units @ \$0.15ea



Print Rubber Tipped Unsharpened

Recycled Newspaper

One colour print

500 units @ \$0.44ea

2500 units @ \$0.42ea

Unprinted

500 units @ \$0.20ea

2500 units @ \$0.18ea

Artwork set-up \$120.00



Promotional Banner Pen

500 minimum @ \$3.00ea,

Your design

Two sides

Bathurst Trophies & Gifts

64 George Street

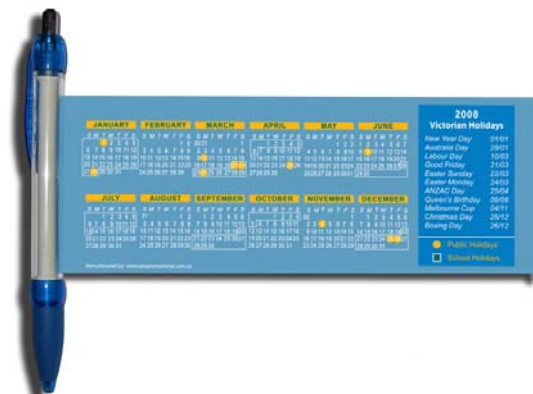
Bathurst NSW 2795

promo@bxtg.com.au

Ph 02) 6331 3388

Fax 02) 6331 3902

0438 661 613



APPENDIX 4

EDUCATION PROGRAM SUMMARY OF OUTPUTS AND COURSES CONDUCTED

Number of established courses provided - to date and planned to June 2009

Year	Courses Conducted	Number of participants	Number of LCAs participating
2006	18	232	75
2007	12	107	50
2008	9	93	35
2009*	2 (Legal & Conference writing)	15	7
2009#	7 planned	-	-

*To date and # planned to June 2009

Number of LCAs participating in training courses

Year	Number of LCAs participating in at least 1 training course	Number of LCAs participating in 2 – 3 training courses	Number of LCAs participating in 4 or more training courses
2006	50	31	6
2007	38	12	4
2008	36	15	2
2009*	7	-	-

Number of pilot courses provided - to date and planned to June 2009

Year	Courses Conducted	No of participants	
2006	2	29	W/Officer induction & policy
2007	1	15	Native plants Weed look-alikes
2008	2	6	Performance measurement
		6	Weed manager induction
2009*	1 planned		Weed risk management