

Appendices

Governance and management 60

1. Executive performance 60
2. Principal officers 64
3. Membership of significant statutory bodies and inter departmental committees 65
4. Advisory bodies and committees 66
5. Legislation and legal change 68
6. Significant judicial decisions 69
7. Evaluation and improvement 70

Human resources 72

8. Staff statistics 72
9. Equal employment opportunity 73
10. Ethnic Affairs Priorities Statement 76
11. Overseas travel 77
12. Code of conduct 84
13. Risk management and insurance 84

Financial management 86

14. Credit Card Certification 86
15. Consultants 86
16. Payment of accounts 86
17. Land disposal 87
18. Major assets and capital works 88
19. Disclosure of controlled entities 89
20. Funds granted to non-government community organisations 89
21. Fisheries trust fund report 91
22. Cost of production of the 2006-07 annual report 96

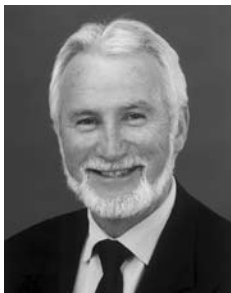
Operational 96

23. Research and development 96
24. Waste reduction, recycling and energy management 98
25. Implementation of recovery and threat abatement plans 99

Stakeholder relationships 99

26. Customer service 99
27. Freedom of information 100
28. Privacy management 102
29. Promotion and communications 103

1. Executive performance



Barry Buffier, BRurSc (Hons), MEd FAICD

Director-General and Commissioner for Forests
SES Level 8
Total remuneration package: \$402 750 plus allowances of \$40 000
Period in position: 1 July 2004 to 30 June 2007

Mr Barry Buffier was appointed to the position of Director-General on 1 July 2004. The Minister for Primary Industries, the Hon. Ian Macdonald, is satisfied that during 2006-07 Mr Buffier met all the performance criteria established for the position.

During the year the Director-General took the lead role in:

- maintaining strong policy development across NSW DPI to promote integrated departmental policy positions on primary industry issues;
- developing cooperative approaches with other government agencies and working with stakeholders to deliver on government priorities identified in the State Plan
- providing a stronger voice for primary industries as a member of the Primary Industries Ministerial Council: Primary Industries Standing Committee: Natural Resource Management Ministerial Council, and the Natural Resource Management Standing Committee
- continuing to reinvest departmental asset sales in the Towards 2020 initiative to enhance research facilities for world class primary industries science. For example, during 2006-07 this resulted in opening a new \$1 million state-of-the-art research facility at the Cronulla Fisheries Research Centre
- further developing and delivering education and extension services for primary industries with particular emphasis on the PROfarm program; providing drought assistance and support to rural communities
- providing a biosecurity framework to support and improve domestic and international market access for NSW primary industries products
- facilitating structural adjustment in the fisheries industry by rolling out share management plans for five commercial fisheries
- delivering on-ground conservation outcomes across agriculture and fisheries industries by managing projects to the value of \$24.6 million such as the Healthy Soils, Healthy Landscapes project, and the Bringing Back the Fish project
- completing the zoning plans for the Port Stephens-Great Lakes and Batemans Bay marine parks; commencing a pilot project to facilitate clean coal development and identify potential storage sites for the permanent storage of carbon dioxide; introducing new mine safety legislation to improve the safety performance of the mining industry
- developing a plantations strategy for Forests NSW to establish a framework to deliver economic, social, and environmental benefits to regional and rural communities
- establishing an entity within NSW Forests to explore further commercial opportunities from non-timber products and services including biodiversity management and biotechnology marketing.



Ms Renata Brooks, BVSc (Hons), Grad Cert Bioethics

Deputy Director-General Agriculture, Fisheries & Regional Relations
SES Level 6
Total remuneration package: \$237 801
Period in position: 1 July 2006 to 30 June 2007

I am satisfied that Ms Renata Brooks met the performance criteria established for the position. Key tasks have been undertaken to achieve operational requirements and leadership has been provided to deliver outcomes consistent with government policy.

As Deputy Director-General, Agriculture, Fisheries and Regional Relations, Ms Brooks was responsible for:

- Assisting the Director-General in the overall management of the Department and providing leadership of the Agriculture and Fisheries Division
- Member of the NSW DPI Board of Management and of its Audit and Risk Management Committee
- Gazettal of share management plans and associated regulations and roll out of share management for five commercial fisheries, following completion of environmental impact statements and final draft fisheries management strategies and their determination by the Minister under the *Environmental Planning and Assessment Act 1979*. Commercial fisheries are protected from challenge under the Act and commercial fishers have a secure access right
- Further development of the PROfarm initiative with 150 short courses advertised or available for delivery on demand and more than 503 courses; 5 760 attendees at PROfarm courses for 2006-07
- Further development and management of partnership arrangements with Catchment Management Authorities through regional directors
- Gazettal of the Oyster Industry Sustainable Aquaculture Strategy to assist the oyster producers in NSW to achieve long-term sustainability by identifying priority growing areas, securing industry access rights, promoting industry best practice and formalising industry commitment to environmentally sustainable practices
- Completion of the Marine Parks zoning and implementation of the buy-out process for the Port Stephens-Great Lakes and Batemans marine parks
- Expansion of the role of the Conservation Action Unit, in managing \$24.6 million of contracted projects, to deliver on-ground conservation outcomes across agriculture and fisheries, such as the Healthy Soils, Healthy Landscapes project and the Bringing Back the Fish project. Over 1 550 farmers were trained in sustainable soil or pasture management in 2006-07.

1. Executive performance (continued)



Alan Coutts, BCom, DipEd

Deputy Director-General Mineral Resources
SES Level 6
Total remuneration package: \$278 000 plus allowances \$10 000
Period in position: 1 July 2006 to 30 June 2007

I am satisfied that Mr Alan Coutts met the performance criteria established for the position. Key tasks have been undertaken to achieve operational requirements and leadership has been provided to deliver outcomes consistent with government policy.

As Deputy Director-General, Mineral Resources Mr Coutts was responsible for:

- Assisting the Director-General in the overall management of the department and providing leadership of the Mineral Resources Division
- Member of the Board of Management and of the Budget Committee.
- Chairman, Mine Subsidence Board
- Member of the Standing Committee of Officials for the Ministerial Council on Mineral and Petroleum Resources
- Chief Executive and Board Member of NSW Rural Assistance Authority
- Overseeing the department's primary industries export development initiatives as Executive responsible for Primex and participating as NSW representative in key Federal/State government initiatives on new export opportunities in China and India
- Key achievements included the development of a proposal announced by the Minister in March this year of a pilot project for the capture and storage of CO₂ from coal fired power stations and the establishment of a high level working party to explore options for the development of clean coal technologies
- A number of significant mining projects received approval over the period and the Division continued its program of geophysical surveys and geological assessments to support increased investment exploration in NSW. A proposal to extend the New Frontiers initiatives was also presented to Government
- The Deputy Director-General also paid particular attention to the resolution of a range of strategic issues, such as land use, environmental management, mine safety, stakeholder liaison and whole-of-government approaches to approvals and natural resources management.



Nick Roberts BSc (Forestry) (Hons), MSc (Forestry)

Chief Executive Forests NSW
SES Level 6
Total remuneration package: \$305 000
Period in Position: 30 April 2007 to 30 June 2007

Mr Alastair Howard was Acting Chief Executive until April 2007. Mr Nick Roberts was appointed Chief Executive and commenced on 30 April 2007. Mr Roberts is accountable to me for performing all the functions of the Chief Executive Officer under the *Forestry Act 1916* and for implementing Government policy.

I am satisfied that Mr Howard and Mr Roberts have met the performance criteria established for the position despite the qualifications of Forests NSW accounts due to issues relating to hardwood inventory values. Key tasks have been undertaken to achieve operational requirements and leadership has been provided to deliver outcomes consistent with government policy.

Achievements over the last 12 months include:

- gained forest certification to the Australian Forestry Standard (AFS) AS 4708 in December, 2006
- Forests NSW was certified as compliant to AFS by an independent auditor accredited by JAS-ANZ to audit against this internationally recognised forest management standard
- recovered 500 000 tonnes of sawlog and 150 000 tonnes of pulpwood valued at over \$25 million from salvage operations following a fire which swept through *Pinus radiata* plantations in Hume Region in December 2006, destroying more than 8 500 ha
- Achieved an underlying trading profit of \$28.04 million
- received renewal of our self insurance licence for 12 months following an audit by WorkCover of our Safety Management System (SMS). Developed a Safety Management System Improvement Plan to enhance the implementation of the SMS
- completed the preparation of draft Ecologically Sustainable Forest Management (ESFM) Plans for the planted forests of Hume, Monaro, Macquarie and Northern regions. The draft ESFM Plans are currently on exhibition and will be published by the end of 2007
- developed a Plantation Strategy to guide the future management of Forests NSW plantations business and associated investment decisions
- received certification for disaster recovery capabilities of Forests NSW sales and payroll systems, complying with the requirements of ISO/IEC27001:2005 standard, following an accreditation audit process
- created three Business Service Centres (BSCs) located in Coffs Harbour, Albury and West Pennant Hills to deliver transactional and processing services to all Forests NSW operations on a geographic basis.

1. Executive performance (continued)



Dr Nicholas R Austin, BE Agr (Hons), MSM, PhD, CID, GAICD

Deputy Director-General Science & Research
SES Level 6
Total remuneration package: \$262 000
Period in position: 1 July 2006 to 30 June 2007

I am satisfied that Dr Nick Austin met the performance criteria established for the position. Key tasks have been undertaken to achieve operational requirements, and leadership has been provided to deliver outcomes consistent with government policy.

As Deputy Director-General Science and Research Dr Austin was responsible for:

- making a significant contribution to key State Plan priorities, specifically P1, P6, E1 and E4
- building and managing relationships with central agencies, industry R&D corporations, peak industry organisations and research partners, particularly in relation to cooperative research centres and joint ventures
- monitoring the service delivery and financial performance of a portfolio of over 700 research projects across agriculture, fisheries, forestry and minerals, with total external revenue of about \$50 million in 2006-07, to meet government, industry and community expectations
- analysing investments for their efficiency, effectiveness and appropriateness, and prioritising investment to improve resource productivity
- managing the Science and Research Division's intellectual property and commercialisation
- facilitating workforce effectiveness through staff development, succession planning and managed redundancies
- coordinating the Department's response to audits and reviews, including the Review of Scientific Research in the NSW Public Sector, and contributing to science and research policy and issues at state, national and international level
- supporting the Ministerial Advisory Council on Primary Industry Sciences and the NSW Agricultural Advisory Council on Gene Technology
- progressing the Towards 2020 reinvestment program into new facilities and technologies at key centres strategically located across regional and rural NSW and the greater metropolitan region
- assisting the Director-General in the overall management of the Department and providing leadership to the Department's Science and Research Division.



Doug Hocking, DipAgr, Grad Dip

Executive Director Biosecurity, Compliance & Mine Safety
SES Level 5
Total remuneration package: \$230 000
Period in position: 1 July 2006 to 30 June 2007

I am satisfied that Mr Doug Hocking met the performance criteria established for the position. Key tasks have been undertaken to achieve operational requirements and leadership has been provided to deliver outcomes consistent with government policy.

As Executive director, Biosecurity, Compliance & Mine Safety Mr Hocking was responsible for

- Leading and managing the Department's responsibilities in relation to biosecurity, emergency response, compliance and mine safety policy and performance
- Gazettal of Coal Mine Health and Safety Regulation that commenced the *Coal Mine Safety Health Act 2002* and an implementation program agreed with Division of Mineral Resources
- As the NSW DPI member of the Mine Safety Advisory Council a workplan has been agreed and commenced with council that includes, major consultancies for production bonuses and safety incentive schemes, fatigue and hours of work and safety management systems. The Council also has a goal of achieving world class mine safety for the NSW Mining Industry
- Developed a proposal to review the NSW DPI Plant and Animal Biosecurity Legislation consistent with the NSW State Plan priority three (P3) "cutting red tape and reducing regulatory burden on business"
- Delivered a NSW DPI Biosecurity Strategy aimed at protection of the economy, environment and public health from negative impacts associated with pests, diseases and weeds
- Delivered Stage 1 of BioSIRT the National Information Technology System for Managing Exotic Pests and Disease Incursions that is sponsored by the Primary Industries Ministerial Council
- Established the platforms for integration of BioSIRT to NSW DPI and Rural Lands Protection Boards for Biosirt including links to Frontgate and Property Identification Codes
- Signed on behalf of NSW DPI a cost sharing Memorandum of Understanding with Industry and Vic DPI for QFF Pest Free Areas in the mid and lower Murray Horticultural production districts that will enhance market access
- Established the National Fruit Fly Strategy being developed by Plant Health Australia
- Presented the Plague Locust Taskforce Review to the Minister, reporting on the campaign that saved over \$1 billion in crops at a cost of \$50 million
- As Chairman of the DPI Board of Management Occupational Health & Safety Committee delivered a OHS Strategy and commenced an implementation plan for NSW DPI
- Published the NSW Fine Wines guide with a distribution of 450 000 copies through the Sunday Telegraph.

1. Executive performance (continued)



Wendy Stamp BA (Hons), MAdmin

Executive Director Strategy, Policy & Communications
SES Level 5
Total remuneration package: \$225 000
Period in position: 1 July 2005 to 30 June 2007

I am satisfied that Ms Wendy Stamp met the performance criteria established for the position. Key tasks have been undertaken to achieve operational requirements and leadership has been provided to deliver outcomes consistent with government policy.

As Executive Director, Executive Director Strategy Policy and Communications Ms Stamp was responsible for:

- Leading the development of policy proposals and NSW DPI positions on strategic and contentious issues which included input on significant whole of government decision-making on natural resource management
- Leading the establishment of a new policy branch called the Water and Resources Policy Branch that will focus on whole of government decision-making concerning key natural resource issues that affect primary industry stakeholders
- Ensuring that NSW DPI's legislative portfolio is maintained and developed to reflect stakeholder interests and client needs
- Taking the lead role in ongoing analyses of policy options relating to the national and state drought policy and the enhancement of the National Agricultural Monitoring System (NAMS)
- Taking the lead role in supporting Exceptional Circumstances applications and review which resulted in extensions of assistance in 30 regions in NSW which remain seriously affected by drought
- Driving the ongoing development of NSW DPI's Corporate Management Framework through the implementation of DPI's Divisional Planning and Reporting System that is integrated with the NSW DPI Corporate Plan 2005–2008. Completion of the DPI Risk Management Policy and Procedures and the DPI Business Continuity Plan
- Facilitating the development of professional best practice, to enhance organisational cohesion and to better manage strategic issues, through the ongoing implementation of the DPI Senior Management Network Program
- Leading the development of a market research project into community attitudes towards primary industries
- Leading the preparation and release of the DPI Aboriginal Employment Strategy, which describes actions the Department will take to increase the number of Aboriginal employees and improve career management options for existing employees
- Managing issues gaining media attention and promoting NSW DPI's achievements through the media.



Dr Alan Gleeson (BSc (Hons), MStat, PhD)

Executive Director, Corporate Services
SES Level 5
Total remuneration package: \$247 300
Period in position: 1 July 2006 to 30 June 2007

I am satisfied that Dr Alan Gleeson met the performance criteria established for the position. Key tasks have been undertaken to achieve operational requirements and leadership has been provided to deliver outcomes consistent with government policy.

As Executive Director, Corporate Services Dr Gleeson was responsible for:

- implementation of budget planning and reporting on an accounting net cost of services (ANCS) basis to a Unit level, to assist NSW DPI meet its 2006-07 to 2009-10 ANCS targets
- implementation of an activity based costing system and its application to establish benchmarks for corporate services delivery and a mine safety levy
- participation in steering committees for whole-of-government initiatives on shared services, consolidation of information and communications technology (I&CT) systems and a channels and access strategy
- consolidation of the whole-of-NSW DPI financial statements, including Forests NSW
- alignment of Audit and Risk Management Committee charters and processes for budget dependent NSW DPI and Forests NSW
- revision of the NSW DPI Total Asset Management Plan, incorporating the Assets Strategic Plan, the I&CT Strategic Plan, the Maintenance Strategic Plan, the Asset Disposal Plan and the Accommodation Strategy to align with NSW DPI's Corporate Plan and Results and Services Plan
- assistance in the legal and industrial issues relating to the winding down of the Coal Compensation Board
- development of NSW DPI's Workforce Plan, Women's Employment Strategy, Aboriginal Employment Strategy and Performance Management System
- development of NSW DPI's OH&S framework, including the strategic plan, policies and procedures
- improvement of fisheries resource management by drafting five share management plans and a supporting regulation.
- support to regulatory compliance to 359 fisheries prosecution outcomes and 30 mine safety prosecutions, with 90 percent of prosecutions successful
- improvement of information security by achieving ISO27001 certification for the Telecommunications section in I&CT
- completion of migration of a single email system, a single PC standard, and a single enterprise reporting system.

2. Principal officers

Director-General

Barry Buffer, BrurSc (Hons), MEc, FAICD

Deputy Director-General Agriculture Fisheries and Regional Relations

Renata Brooks, BVSc (Hons), Grad Cert Bioethics

Director, Extensive Industries Development

Regina Fogarty, B.V.Sc., PhD

Director, Intensive Industries Development

Delia Dray, MAppSc

Director, Fisheries Conservation & Aquaculture

Bill Talbot, MA(Aquaculture)

Director, Wild Harvest Fisheries

Anthony Hurst, BA(Geomorphology), MM

Fisheries Coordinator

Peter Turnell, Dip Bus (Mgt)

Director, Regional Relations & Education

John Fisher, BAgSci Hons

Director, Animal Welfare

Ross Burton, BVSc; MVS; MSc

Deputy Director-General Mineral Resources

Alan Coutts, BCom, DipEd

Director, Coal & Petroleum Development

Brad Mullard, BSc

A/Director, Environmental Sustainability

Elise Newberry, B Nat Res

Director, Development Coordination

Garth Holmes, BSc

Director, Geological Survey of NSW

Lindsay Gilligan, BSc(Hons), MappSc, MBA

Director, Mine Safety Operations

Rob Regan, B E (Mining) First Class Hons

Chief Executive Officer Coal Compensation Board

Carolyn Bloch

Chief Executive Officer Mine Subsidence Board

Greg Cole-Clark, B.E (Mining), MBA

Chief Executive Officer Forests NSW

Nick Roberts, BSc (Forestry) (Hons), MSc (Forestry)

A/Director Planted Forests Operations

Bob Orman, BSc (Forestry)

Director Native Forests Operations

Mike Bullen, BSc (Forestry), MBA

A/Director Commercial Services

Martin Grealy, BSc (Forestry)

Director Financial & Operational Business Services

Mal Clinch, BBus (Acc), FCPA, FCIS

A/Director Land Management & Technical Services

Ross Dickson, B.Ag Sc (Hons), MSc (Plant Science), PhD (Forestry Science)

Deputy Director-General Science and Research

Nick Austin, BE Agr (Hons), MSM, PhD, CDCD, CID

Director, Systems Research & Chief Scientist

Steve Kennelly, BSc (Hons), PhD, DSc

Director, Production Research

Trevor Gibson, BScAgr Hons, MScAgr, PhD

Director, Health Sciences, Science Alliances and Evaluation

Helen Scott-Orr, B.V.Sc. (Hons), Dip Bact., M.A.C.V.S (Epidem.)

Director, Resources Research

Rob Young, B. Ag. Econ, M. Nat. Res.

Director, Rural Innovation

Steve Thomas, B.Ag Sc Hons, PhD

Director, Research Operations

Geoff File, B Rur Sc (Hon), M Rur Sc, HDA (Hon), FAICD, JP

Director, Science Strategy

Philip Wright, B. Sc. Agric, M. Sc. Agric, Ph.D, MAICD, M Royal Soc. NSW

Executive Director Biosecurity, Compliance and Mine Safety

Doug Hocking, DipAgr, Grad Dip Extension, Grad Cert Management

Director Animal & Plant Biosecurity

Bruce Christie, BVSc

Director, Emergencies, Weeds & Pest Animals

Graeme Eggleston, BVSc.,MACVSc.,PSM

Director, Agriculture & Fisheries Compliance Operations

Paul O'Connor, BSc, MSc

Director, Compliance Standards & RLPB Alliance

Jenny Nash, BAgEc

Director, Mine Safety Performance

Rod Morrison, B.Bus

Executive Director, Strategy, Policy and Communications

Wendy Stamp, BA (Hons), MAdmin

Director, Industry Analysis

Scott Davenport, B. Ag, Ec

Director, Corporate Strategy & Organisational Development

Alka Khopkar, MA, MBA

Director, Policy & Legislation Coordination

Nick Milham, BAgEc (Hons), MEc

Director, Water & Resources Policy

Austin Whitehead, BSc (Forestry)

Director, Communications

Vera Fiala, MBA, MEng

Director, Public Affairs & Media

Bill Frew, BEc

Executive Director Corporate Services

Alan Gleeson, BSc (Hons), MStat, PhD

Director, Human Resources

Simon Kempson, BCom, CAHRI

Director Finance & Administration

Tony Heffernan

Director, Assets

Chris Weale, DipAgr

Director, Information & Communications Technology

Boyd Wymer, BE BA (Hons)

Director, Legal

Barbara Jones, BA LLB

3. Membership of significant statutory bodies and inter-departmental committees

Statutory Body / Interdepartmental Committee	DPI Executive	Position
Animal Health Australia Board	Mr Doug Hocking	Member
Aquaculture Steering Committee	Mr Barry Buffier	Member
Australian Gene Technology Standing Committee	Dr Nick Austin	Member
Back Office Application Consolidation Steering Committee	Dr Alan Gleeson	Member
Cattle Tick Advisory Committee	Mr Doug Hocking	Member
C B Alexander Agricultural College Foundation	Mr Barry Buffier	Chair
Centre for Animal & Plant Biosecurity Board	Dr Nick Austin	Chair
Centre for Coastal Agricultural Lands Landscapes Board	Dr Nick Austin	Member
CEO Forum on Major Infrastructure & Development Approvals	Mr Barry Buffier	Member
CEOs Network Meeting	Mr Barry Buffier	Member
Channels and Access Strategy Senior Officers Group	Dr Alan Gleeson	Member
Chief Executives Committee	Mr Barry Buffier	Member
Coal Compensation Board	Mr Brad Mullard	Member
Community Conservation Council	Mr Barry Buffier	Member
NSW DPI Asset Sale & Reinvestment Steering Committee	Mr Barry Buffier Dr Alan Gleeson	Chair Member
EH Graham Centre for Agricultural Innovation Board of Management	Mr Barry Buffier Dr Nick Austin	Chair Member
Enterprise Grains Australia Board	Dr Nick Austin	Chair
Farrer Memorial Trust	Mr Barry Buffier Dr Nick Austin	Chair Trustee
Forests & Forests Products Committee	Mr Nick Roberts	Member
Game Council	Mr Alastair Howard	Member
Helen Newton Turner Medal Trust	Mr Barry Buffier	Chair
Horticultural Congress Trust	Mr Barry Buffier	Chair
Marine Park Authority Board	Mr Barry Buffier	Chair
McGarvie Smith Institute	Ms Renata Brooks	Trustee
Metropolitan Water CEOs Committee	Mr Barry Buffier	Member
Mine Subsidence Board	Mr Alan Coutts	Chair
Ministerial Advisory Council on Primary Industries Sciences	Dr Nick Austin	Member
Murray-Darling Basin Commission	Mr Barry Buffier	Commissioner
National Emergency Animal Disease Management Group	Mr Barry Buffier	Member
National Emergency Plant Pest Management Group	Mr Barry Buffier	Member
National Monitoring System Steering Committee	Mr Barry Buffier	Member
National Wine & Grape Industry Centre Council	Mr Barry Buffier	Chair
Natural Resources & Environment CEO Cluster Group	Mr Barry Buffier	Member
Natural Resources Advisory Council	Mr Barry Buffier	Member
Natural Resources Information Needs Committee	Ms Renata Brooks	Member
Natural Resources Management Standing Committee	Mr Barry Buffier Ms Wendy Stamp	Member
Natural Resource Management Joint Steering Committee	Ms Renata Brooks	Member
NSW/Guangdong Joint Economic Committee	Mr Alan Coutts	Member
NSW Interagency Greenhouse Network CEO Steering Committee	Mr Barry Buffier	Member
NSW Rural Assistance Authority Board	Mr Alan Coutts	Member

3. Membership of significant statutory bodies and inter-departmental committees (continued)

Statutory Body / Interdepartmental Committee	DPI Executive	Position
NSW Skills Council	Mr Barry Buffier	Member
Performance Review of Internal Audit Capacity in NSW Public Sector Steering Committee	Dr Alan Gleeson	Member
Primary Industries Health Committee	Mr Doug Hocking	Member
Primary Industries Innovation Centre Board	Dr Nick Austin	Member
Primary Industries Standing Committee	Mr Barry Buffier	Member
Rural Women's Network State Advisory Committee	Mr Barry Buffier	Chair
Shared Services Senior Officers Group	Dr Alan Gleeson	Member
Standing Committee of Officials of the Ministerial Council on Mineral and Petroleum Resources (MCMPR)	Mr Alan Coutts	Member
Seafood Industry Advisory Council	Mr Barry Buffier	Member
Standing Disease Control Advisory Committee	Ms Renata Brooks	Member
State Emergency Management Committee	Mr Doug Hocking	Member
Sustainable Forest Management Committee of the Forest & Forest Products Committee	Mr Alastair Howard	Member

4. Advisory bodies and committees

Agriculture Ministerial Advisory Council

Mr Mike Cahill (Chair)
 Mr David Anthony
 Ms Renata Brooks
 Mr Peter Bartter
 Mr Phillip Brown
 Mr Richard Bull
 Mr Howard Charles
 Mr George Faulkner
 Mr David Kinsey
 Mr Jock Laurie
 Mr Gerard Lawson
 Ms Janet Moxey
 Mr Frank Pace
 Mr Malcolm Peters
 Ms Kathleen Plowman
 Mr Bill Sweeney

Dairy Industry Conference

Mr Albert Vidler (Chair)
 Ms Joy Allen
 Mr Tim Burfitt
 Mr Michael Byrnes
 Mr George Davey
 Mr Adrian Drury
 Ms Kath Evans
 Mr Bob Grey
 Lina Melero
 Ms Janet Moxey

Mr Charles Ng
 Mr Paul Timbs
 Mr Terry Toohey
 Mr Ron Della Vedova
 Ms Kate Woodward

Forests and Forests Products Advisory Council

Mr Graeme Pash (Chair)
 Mr Russ Ainley
 Mr Gus Carfi
 Mr Marcus Derham
 Mr Alastair Howard
 Mr Michael Madden
 Mr John McNamara
 Mr Kerry Pidcock
 Mr Warwick Ragg
 Mr Nick Roberts
 Mr Craig Smith

Pork Industry Task Force

Mr Ron Pollard
 Mr Malcolm Gett
 Ms Sally Walker
 Mr Ted Campbell
 Mr Alex McGillivray
 Mr Christopher Brewster
 Mr Peter Treneman
 Ms Kathleen Plowman
 Mr Tim Burfitt
 Mr Paul Judge

Poultry Meat Industry Committee

Mr Stephen Carroll (Chair)
 Mr Peter Pulley
 Mr James Samphier

Poultry Meat Industry Advisory Group

Mr Stephen Carroll (Chair)
 Mr John Cordina
 Mr Ashley Etherington
 Mr Brian McKelvey
 Mr Andrew Stevenson
 Mr Joe Vella
 Mr Alan Wilson

Seafood Industry Advisory Council

Mr Hans Heilpern (Chair)
 Mr Richard Bagnato
 Mr Gary Braithwaite
 Ms Renata Brooks
 Mr Barry Buffier
 Mr Graeme Byrnes
 Mr Ian Charles
 Mr George Davey
 Mr Jim Drinkwater
 Mr Ron Firkin
 Mr Nicholas Georgouras
 Mr Kel Henry
 Mr Don Johnson
 Ms Megan Kessler
 Mr Bill Pearce

4. Advisory bodies and committees (continued)

Mr Ron Prindable
 Prof. Stephan Schnierer
 Mr Grahame Turk
 Mr Jonathan Yee

Ministerial Advisory Council of Primary Industries Sciences

Dr John Keniry (Chair)
 Prof Derek Anderson
 Mr David Anthony
 Dr Nick Austin
 Mr Richard Bootle
 Dr TJ Higgins
 Dr Steven Kennelly
 Mr John Maitland
 Mrs Janet Moxey
 Mr Mal Peters
 Prof Jim Pratley
 Dr Lisa Szabo
 Mr Grahame Turk
 Mr Peter Zed

NSW Minerals Ministerial Advisory Council

Mr Nicholas J Papallo (Chair)
 Mr Tim Lehany
 Dr Angus Collins
 Mr Peter Coates
 Mr David Tucker
 Mr Colin Bloomfield
 Prof Ian Plimer
 Mr Bob Cameron
 Mr Peter Murray
 Mr Tony Maher
 Mr Alan Coutts

NSW Wine Industry Research and Development Advisory Council

Mr Greg Jones (Chair)
 Mr Darren De Bortoli
 Mr Bruno Brombal
 Mr Christopher Brown
 Mr Neil Burgess
 Mr Trevor Drayton
 Mr Ken Edwards
 Mr John Gerathy
 Mr Loftus Harris
 Mr Hans Heilpern
 Mr Dick Hilder
 Mr Doug Hocking
 Mr Thomas Heinick Kling
 Mr David Lowe
 Mr John Hartigan
 Mr Doug McWilliam

Mr David O'Dea
 Mr Stephen Roberts
 Mr Peter Robson
 Mr Bruce Tyrrell

Organic Ministerial Advisory Council

Mr Terrence Healey (Chair)
 Cr Jan Barham
 Mr David Booth
 Ms Renata Brooks
 Mr Geoff Brown
 Ms Jan Denham
 Ms Delia Dray
 Ms Catherine Ford
 Mr Richard Jones
 Mr Stuart Larsson
 Mr Eric Love
 Mr Phillip Rougon
 Mr Scott Seaman
 Cr Ingrid Strewé
 Mr Ken Taylor

Other advisory bodies

Abalone Management Advisory Committee
 Advisory Council on Recreational Fishing
 Agricultural Scientific Collections Trust
 AgStart Ministerial Advisory Board
 Animal Research Review Panel
 Animal Welfare Advisory Council
 Banana Industry Committee
 Belgenny Farm Agricultural Heritage Trust
 Bovine Johne's Disease Summit Executive Committee
 C B Alexander Foundation
 Coal Safety Advisory Committee
 NSW Coalfield Geology Council
 Derelict Mines Program Steering Committee
 Director-General's Animal Care and Ethics Committee
 Estuary General Management Advisory Committee
 Estuary Prawn Trawl Management Advisory Committee
 Exhibited Animals Advisory Committee
 Extractive Industries Safety Advisory Committee
 Farrer Memorial Trust
 Fisheries Research Advisory Body
 Fisheries Scientific Committee
 Game Council of New South Wales
 Geological Survey Advisory Committee
 Helen Newton Turner Medal Trust
 Horticultural Congress Trust
 Intensive Agriculture Consultative Committee

Lobster Management Advisory Committee
 Marine and Estuarine Recreational Charter Management Advisory Committee
 McGarvie Smith Institute Trust
 Metalliferous Industry Safety Advisory Committee
 NSW Mine Safety Advisory Council
 Murray Valley Citrus Marketing Board
 Murray Valley Citrus Board Selection Panel
 Murray Valley Wine Grape Industry Development Committee
 NSW National Livestock Identification System (Sheep and Goats) Implementation Advisory Committee
 Non-Indigenous Animals Advisory Committee
 Noxious Weeds Advisory Committee
 NSW Agricultural Advisory Council on Gene Technology
 Pest and Travelling Stock Reserves Committee
 NSW Wine Industry Research and Development Advisory Council
 Ocean Hauling Management Advisory Committee
 Ocean Trap and Line Management Advisory Committee
 Ocean Trawl Management Advisory Committee
 Ovine Johne's Disease Industry Advisory Committee
 Oyster Research Advisory Committee
 Pest Animal Council, NSW
 Recreational Fishing Freshwater Trust Expenditure Committee
 Recreational Fishing Saltwater Trust Expenditure Committee
 Rice Marketing Board
 Riverina Citrus
 Rural Women's Network State Advisory Committee
 Share Appeal Panel – Ocean Trap Line Fishery
 Share Appeal Panel – Estuary General Fishery
 Share Appeal Panel – Ocean hauling Fishery
 Share Appeal Panel – Ocean Trawl Fishery
 Total Allowable Catch Committee
 Veterinary Surgeons Investigating Committee
 Veterinary Surgeons Administrative Decisions Tribunal
 Veterinary Surgeons Board of NSW
 Wine Grapes Marketing Board

5. Legislation and legal change

Bills passed by Parliament

- *Apiaries Amendment Act 2006*
- *Deer Act 2006*
- *Rural Lands Protection Amendment Act 2006*

New Regulations

- Fisheries Management (General) Amendment (Listing Criteria) Regulation 2006
- Stock (Chemical Residues) Amendment (Penalty Notice Offences) Regulation 2007
- Stock Foods Amendment (Penalty Notice Offences) Regulation 2007
- Fisheries Management Legislation Amendment (Fees and Contributions) Regulation 2006
- Marine Parks Amendment (Port Stephens - Great Lakes) Regulation 2007
- Fisheries Management (General) Amendment (Listing Criteria) Regulation 2006
- Fisheries Management Legislation Amendment (Fees and Contributions) Regulation 2006
- Veterinary Practice Regulation 2006

Staged Repeal Program

- Agricultural Tenancies Regulation 2006
- Petroleum (Submerged Lands) Regulation 2006
- Rural Assistance Regulation 2006
- Agricultural Livestock (Disease Control Funding) Regulation 2006
- Non-Indigenous Animals Regulation 2006
- Offshore Minerals Regulation 2006
- Prevention of Cruelty to Animals (General) Regulation 2006

Statute Law Revision Amendments

2006

- *Fisheries Management Act 1994*
- *Food Act 2003*
- *Mine Safety (Cost Recovery) Act 2005*
- *Petroleum (Onshore) Act 1991*

2007

- *Fisheries Management Act 1994*
- *Prevention of Cruelty to Animals Act 1979*
- *Coal Mine Health and Safety Act 2002*
- *Agricultural Livestock (Disease Control Funding) Act 1998*
- *Occupational Health and Safety Act 2000*

- *Occupational Health & Safety Regulation 2001*
- *Offshore Mineral Act 1999*
- *Petroleum (Submerged Lands) Act 1982*
- *Petroleum (Onshore) Act 1991*
- *Petroleum (Submerged Lands) Regulation 2006*

Acts Administered by NSW Department of Primary Industries

Minister for Primary Industries and Mineral Resources

- *Agricultural and Veterinary Chemicals (New South Wales) Act 1994, No. 53*
- *Agricultural Industry Services Act 1998 No.45*
- *Agricultural Livestock (Disease Control Funding) Act 1998 No. 139*
- *Agricultural Scientific Collections Trust Act 1983, No. 148*
- *Agricultural Tenancies Act 1990, No. 64*
- *Animal Research Act 1985, No. 123*
- *Apiaries Act 1985, No. 16*
- *Banana Industry Act 1987, No. 66*
- *Biological Control Act 1985, No. 199*
- *C.B. Alexander Foundation Incorporation Act 1969, No. 61*
- *Coal Acquisition Act 1981, No. 109*
- *Coal Industry Act 2001, No 7*
- *Coal Mine Health and Safety Act 2002, No. 129*
- *Coal Ownership (Restitution) Act 1990, No 19*
- *Dairy Adjustment Programme Agreement Ratification Act 1975, No. 31*
- *Dairy Adjustment Programme Agreement Ratification Act 1977, No. 98*
- *Dairy Industry Act 2000, No. 54*
- *Deer Act 2006, No 54*
- *Dried Fruits (Repeal) Act 1997, No. 124*
- *Exhibited Animals Protection Act 1986, No. 123*
- *Exotic Diseases of Animals Act 1991, No. 73*
- *Farm Debt Mediation Act 1994, No. 91*
- *Farm Produce Act 1983, No. 30*
- *Farm Water Supplies Act 1946, No 22*
- *Farrer Memorial Research Scholarship Fund Act 1930, No. 38*
- *Fertilisers Act 1985, No. 5*
- *Fish Marketing Act 1994, No. 37*
- *Fisheries Act 1935, No. 58*
- *Fisheries Management Act 1994, No. 38*
- *Food Act 2003, No. 43*
- *Forestry Act 1916, No. 55*
- *Game and Feral Animal Control Act 2002, No. 64*
- *Gene Technology (GM Crop Moratorium) Act 2003, No 12*
- *Gene Technology (New South Wales) Act 2003, No 11*
- *Grain Marketing Act 1991, No. 15*
- *Marginal Dairy Farms Reconstruction Scheme Agreement Ratification Act 1971, No. 72*
- *Marketing of Primary Products Act 1983, No. 176*
- *Meat Industry Act 1978, No. 54*
- *Mine Health and Safety Act 2004, No 74*
- *Mine Safety (Cost Recovery) Act 2005, No 74*
- *Mine Subsidence Compensation Act 1961, No. 22*
- *Mines Inspection Act 1901, No. 75*
- *Mining Act 1992, No 29 (except part, Attorney General)*
- *Non-Indigenous Animals Act 1987, No. 166*
- *Noxious Weeds Act 1993, No. 11*
- *Occupational Health and Safety Act 2000, No. 40, so far as it relates to mines within the meaning of the Mines Inspection Act 1901 and a place of work to which the Coal Mine Health and Safety Act 2002 applies. (remainder, the Minister Assisting the Minister for Commerce) from 2 April 2007 changed to (remainder, the Minister Assisting the Minister for Finance on 13 April 2007)*
- *Offshore Minerals Act 1999, No. 42*
- *Petroleum (Onshore) Act 1991, No. 84*
- *Petroleum (Submerged Lands) Act 1982, No. 23*
- *Plant Diseases Act 1924, No. 38*
- *Poultry Meat Industry Act 1986, No. 101*
- *Prevention of Cruelty to Animals Act 1979, No. 200*
- *Rice Marketing Act 1983 No 176*
- *Rural Adjustment Scheme Agreement Act 1993, No. 107*
- *Rural Assistance Act 1989, No. 97*

5. Legislation and legal change (continued)

- *Rural Lands Protection Act 1998, No. 143*
- *Snowy Mountains Cloud Seeding Trial Act 2004 No. 19*
- *Softwood Forestry Agreement Act 1968, No. 20*
- *Softwood Forestry Agreement Ratification Act 1980, No. 90*
- *Softwood Forestry (Further Agreement) Act 1973, No. 7*
- *States and Northern Territory Grants (Rural Adjustment) Agreement Ratification Act 1985, No. 113*
- *States and Northern Territory Grants (Rural Adjustment) Agreement Ratification Act 1989, No. 168*
- *States Grants (Rural Adjustment) Agreement Ratification Act 1977, No. 104*
- *States Grants (Rural Reconstruction) Agreement Ratification Act 1971, No. 37*
- *Stock (Artificial Breeding) Act 1985, No. 196*
- *Stock (Chemical Residues) Act 1975, No. 26*
- *Stock Diseases Act 1923, No. 34*
- *Stock Foods Act 1940, No. 19*
- *Stock Medicines Act 1989, No. 182*
- *Swine Compensation Act 1928, No. 36*
- *Sydney Market Authority (Dissolution) Act 1997, No. 62*
- *Timber Marketing Act 1997, No. 72*
- *Uranium Mining and Nuclear Facilities (Prohibitions) Act 1986, No. 194*
- *Veterinary Practice Act 2003 No 87*
- *Wine Grapes Marketing Board (Reconstitution) Act 2003 No. 100*

6. Significant Judicial Authorities

There were several significant judicial decisions made during the year which were relevant to legislation under the administration of the Department.

On 12 October 2006 the Industrial Relations Court handed down a decision in *Inspector Ken Kumar v David Aylmer Ritchie [2006] NSWIRComm 323* which dealt with the obligations of directors regarding their company's compliance with OH&S legislative requirements.

Owens Container Services Australia Pty Ltd ("Owens") operated a business to repair, clean and store shipping containers and tanks. Owens employed a depot manager at one site who died while cleaning a tank. Mr Ritchie was the CEO of the Owens Group and a director of Owens. Both Owens and Mr Ritchie were charged under s.8(1) of the OH&S Act for failing to ensure the safety of an employee. Mr Ritchie was charged under s.26 of the OH&S Act in his capacity as a Director of Owens. Section 26 deems directors and managers of a corporation to also have contravened the same provision as the company. Haylen J confirmed that s.26 operates so that a director or person concerned in management is, by virtue of their position, complicit in the offence of the corporation unless they can establish either they exercised all due diligence, or they were not in a position to influence the conduct.

Whilst Mr Ritchie had taken some steps to providing a proper system to prevent a contravention, he had not provided adequate supervision to ensure the system was properly implemented and maintained. The decision has made it clear that directors must show that they concentrated their mind on the risks of the particular work and on addressing systems so that the identified risks would be apparent, enabling them to take steps to address the risks. The Court found that a director cannot absolve themselves of liability under s.26 of the OH & S Act by relying solely on subordinates with appropriate expertise to properly perform occupational health and safety related tasks. Mr Ritchie was fined \$22 500 and ordered to pay the prosecutor's costs.

On 27 November 2006 *Gray v The Minister for Planning and Ors [2006] NSWLEC 720* the Land and Environment Court considered the factors to be taken into account by the Director-General of the Department of Planning when accepting environmental assessments for Part 3A project approval applications.

The Director-General of the Department of Planning had determined that an environmental assessment submitted by proponents of an open cut coal mine, adequately addressed requirements imposed under

Part 3A of the *Environmental Planning and Assessment Act*. Mr Gray sought a declaration that the Director-General's view was void on the basis that assessment did not adequately address the impacts of the project on climate change in line with the requirements previously set by the Director-General and imposed under the EP&A Act. The crux of the argument was that the Director-General had accepted the assessment without assessing whether it adequately addressed principles of ecologically sustainable development.

In considering whether or not an environmental assessment adequately addresses Part 3A requirements, Pain J held that the Director-General of the Department of Planning is required to consider the objects of the EP&A Act, which include encouraging principles of ecologically sustainable development. In this case Pain J found that the Director-General had not adequately applied the principles of ecologically sustainable development (in particular the principle of intergenerational equity) to the extent required at law in that he had failed to consider the cumulative impacts of the proposed development on the environment. Applicants for projects that fall within Part 3A of the EP&A Act must ensure that environmental assessments have proper regard to the objects of the EP&A Act.

7. Evaluation and improvement

NSW DPI is committed to continuous improvement of programs and services to both internal and external stakeholders. Accordingly, the following reviews were carried out in 2006-07.

Internal controls

NSW DPI continued to review, audit and improve internal controls. Comprehensive internal reviews were conducted of the systems for:

- management of the department's budget formulation, review and reporting
- payment of accounts
- administration of purchasing cards
- records management
- emergency management planning and preparedness
- minerals titles allocations and renewals
- geoscience mapping and information management
- publications management
- laboratory management
- saltwater fishing trust administration
- management of the commercial abalone fishery
- taxation compliance
- minerals environmental sustainability
- management of a number of departmental research establishments
- ICT network technical security
- ICT HelpDesk management
- ICT compliance with privacy legislation
- information security management

Audit of the Recreational Fishing (Saltwater) Trust.

During 2006-07, IAB Risk Management and Consulting Services undertook a complete review of the management and operations of the NSW Recreational Fishing (Saltwater) Trust. The review included the selection and approval process for projects, fund distribution and performance monitoring of projects.

NSW DPI has accepted the report and is progressively implementing the recommended actions.

Audit of the NSW Abalone Fishery

As part of the NSW DPI Internal Audit Plan, IAB Risk Management and Consulting Services completed a review of the business practices and management operations of the NSW Abalone Fishery.

The review included Abalone Share and Quota Management administration and local operations.

The recommendations of the review will be finalised early in the 2007-08 financial year.

Performance Audit : DPI's Activities in Improving the Efficiency of Water Use on Farms

The Audit Office have been undertaking a performance audit of DPI's activities in improving the efficiency of water use on farms. The formal 'Lines of Inquiry' for the audit are to assess whether DPI have effective approaches for improving the efficiency of use of water on the farm and whether the expected outcomes of the Department's initiatives for improving efficiency of agricultural water use been achieved.

The Audit Office has focussed on DPI's research and extension activities and the important role they play in facilitating adjustment and adoption of more efficient water use practices. In 2006-07, the Audit Office completed a number of regional visits to DPI sites, conducted interviews

with stakeholders and staff, reviewed documents as well as DPI's processes for stakeholder and industry engagement. The Audit Office's report is due to be finalised by the end of 2007 when it will be tabled in Parliament.

Palmer Report on Illegal Fishing

Mick Palmer made a range of recommendations to address illegal fishing issues. These were made under four broad headings: education; increasing compliance capacity; indigenous issues; and species-specific recommendations.

Community education issues have been addressed by a range of measures including the recent production of a sticker urging the reporting of illegal fishing.

A range of actions have been undertaken to increase compliance capacity within DPI. Examples include creation of dedicated conservation and aquaculture groups (thereby freeing up the time of generalist Fisheries Officers to focus on commercial and recreational fishing), to improving compliance efficiency through improved business management practices.

Indigenous Recommendations are being addressed as part of a whole-of-government response to indigenous issues and fisheries generally.

The bag limit for abalone has been reduced, reflecting reductions in the permitted commercial harvest of abalone, but the majority of species-specific recommendations are being addressed in a cabinet minute which has not yet been approved by Cabinet.

Recommendations being progressively implemented. Proposed legislative changes awaiting Cabinet approval; not expected to be finalised until Spring 2007.

Board of Inquiry into Mine Safety Enforcement Policy

This Board of Inquiry is under Section 113 of the *Coal Mine Health and Safety Act 2002* (Recommendation of Wran Mine Safety Review). The Inquiry is to examine mine safety enforcement policy and the processes used by NSW DPI.

Dr James J Macken AM LLD has been appointed as the Board of Inquiry on 14 February 2007. Mr Jim Cox was appointed as an assessor for the purposes of a special inquiry by the Board of Inquiry on the same day. The appointments and Terms of Reference (as recommended by Wran) have been published in NSW Government Gazette on 23 February 2007.

The Board of Inquiry has been asked to prepare a report for the Minister of Mineral Resources by 1 August 2007.

Internal Audit

Deloitte Touche Tohmatsu was commissioned to undertake an analysis of the internal audit function in NSW DPI. Recommendations in their report, delivered in February 2007, are currently being implemented. The most significant of these is the merger of the internal audit function of Forests NSW and the rest of NSW DPI.

Occupational Health and Safety (OH&S)

In a review of OH&S in NSW DPI in December 2006, IAB Services identified gaps in the planning, policies and structure. Since the findings were presented to the Board of Management, recommendations of the review have been implemented. An OH&S Strategic Plan and a comprehensive list of OH&S policies, procedures and reports have been developed and are being progressively rolled out to the staff across the state.

7. Evaluation and improvement (continued)

Report on Dairy Research at the Elizabeth Macarthur Agricultural Institute (EMAI)

DPI has a significant investment in the high profile FutureDairy research project at EMAI in partnership with Sydney University and Dairy Australia. Increasing operating costs for EMAI-based dairies to support the research program led to an internal review of EMAI dairy R&D convened by dairy farmer Mr Rowan Moore. The review focussed upon EMAI dairy operations, impacts of contractual obligations upon dairy operations, alignment of contractual obligations with current project activities and the project's progress against milestones.

The report was completed in March 2007. It found that the FutureDairy project has made outstanding progress and will deliver new technologies and production systems to the NSW and Australian dairy industries. A high proportion of the rising dairy operating costs arose directly from impacts on feed costs by long-term drought conditions. The review also identified a number of operational and contractual issues that affected NSW DPI's financial exposure to project costs and made recommendations for risk management in contractual agreements, management of dairy operations and ongoing project management.

NSW DPI is progressively implementing the review recommendations for the FutureDairy project and will apply recommendations to new project agreements where relevant.

Review of DPI Aquaculture Research

A review on NSW DPI's investment in aquaculture research was conducted in 2005-06 and the report now finalised for publication. The review "Priorities and principles for investment in aquaculture research by NSW DPI" overviewed the main aquaculture industries in NSW and examined the rationale for continued R&D investment in these industries by the Department to support their growth and sustainability, for the conservation of native fish species and for the health and biosecurity of aquaculture species. It made recommendations on priority areas for continued investment, based upon criteria of co-investment by beneficiary industries and the phased development of industry-based hatchery capacity for commercial aquaculture species. The review also supported enhanced extension support for NSW aquaculture industries to promote technology uptake and capacity building.

An economic evaluation of the research benefits and returns on investment in the Invasive Plants Cooperative Research Centre

The CRC for Australian Weed Management (CRAWM) was initiated in 2001 as the second phase of the successful CRC for Weed Management Systems (CRCWMS) and completes its current term in June 2008. A new Invasive Plants Cooperative Research Centre (IPCRC) has been proposed to continue the work of weeds research and development at a national level.

An economic analysis of the proposed IPCRC was undertaken following the 'top-down' method of quantifying research benefits. The marginal benefit from investment in the IPCRC over a 25-year evaluation period is \$2 092 million. This represents the difference between the estimated with-CRC benefits (\$2 845 million) and the estimated without-CRC benefits (\$753 million).

The investment in the proposed IPCRC is shown to provide a high return on public expenditure. Investing \$30 million of taxpayer funds into the IPCRC will leverage a further \$64 million of in-kind and cash contributions from research providers, and these costs combined will generate an additional \$2 092 million in discounted benefits to the broader Australian grains, beef, wool and lamb industries.

The estimated marginal benefit-cost ratio of 55:1 from the IPCRC investment represents a high return thus representing good value for the taxpayer. Almost all of the potential benefits of the IPCRC would accrue to NSW and Australian producers and consumers, further justifying the investment.

Sheep Co-operative Research Centre Renewal Proposal: Economic Evaluation of the Proposed Scientific Themes

The Australian sheep industry and its associated research and development agencies have developed a proposal for the CRC for Sheep Industry Innovation. "Top-down" and "bottom-up" procedures were used to assess the expected economic benefits from this proposal. Formal "with-CRC" and "without-CRC" scenarios were defined for each product and each research theme. The requested investment by the Commonwealth and the Australian sheep industry in the CRC was assessed relative to a scenario where an alternative, lower cost research program into this industry is implemented. These extra resources have a discounted value of about \$34 million over the 25-year period of this evaluation. The benefit from this extra investment and consequent research effort is estimated to be worth about \$518 million in present value terms, which is far in excess of the marginal investment. Thus every \$1 of these extra resources brought into the Australian sheep industry through funding the proposed CRC is expected to return around \$15.30 to the industry in present value terms.

8. Staff statistics

All statistics shown in the following tables are expressed as equivalent full time (EFT) unless otherwise stated.

Table 1. Staff numbers (EFT)

	Permanent (excl Forests NSW)	Other (excl Forests NSW)	Permanent (Forests NSW)	Other (Forests NSW)	Total
2004-05	1 802	747	954	85	3 588
2005-06	1 815	724	948	98	3 585
2006-07	1 885	753	922	30	3 590

Table 2. EFT number of female and male staff within salary levels

Salary Level	\$0- \$33 909	\$33 910- \$44 537	\$44 538- \$49 791	\$49 792 - \$63 006	\$63 007 - \$81 478	\$81 479 - \$101 849	Greater than \$101 849 (Non-SES)	Greater than \$101 849 (SES)	Total
Female (excl Forests NSW)	6	228	194	255	230	76	12	4	1 005
Male (excl Forests NSW)	9	229	148	304	472	333	126	12	1 633
Female (Forests NSW)	4	15	17	61	59	8	3	0	167
Male (Forests NSW)	15	201	76	183	152	99	53	6	785
Totals	34	673	435	803	913	516	194	22	3 590

Table 3. Numbers and levels of SES staff

		SES level								Total
		1	2	3	4	5	6	7	8	
30 June 2005	Excl Forests NSW	2	5	4	5	3	2	1	1	23
	Forests NSW	1		5			1			7
30 June 2006	Excl Forests NSW	1	5	5	1	3	3		1	19
	Forests NSW	1		4			1*			6
30 June 2007	Excl Forests NSW		2	6	1	3	3		1	16
	Forests NSW	1		4			1*			6

* Substantive Level 3 but acting CEO Level 6

Table 4. Numbers and levels of female SES staff

		SES level								Total
		1	2	3	4	5	6	7	8	
30 June 2005	Excl Forests NSW		1	1	2	2				6
	Forests NSW									0
30 June 2006	Excl Forests NSW			1	1	1	1			4
	Forests NSW									0
30 June 2007	Excl Forests NSW			1	1	1	1			4
	Forests NSW									0

9. Equal employment opportunity

Fair Policy and Procedures

The Human Resources Strategic Services Unit has responsibility for policy development and implementation in all areas of EEO to ensure:

- fair practices in the workplace,
- management decisions being made without bias,
- recognition and respect for the social and cultural backgrounds of all employees,
- employment practices that produce employee satisfaction and job commitment,
- improved productivity by guaranteeing that the workplace is efficient and free from bullying, harassment and discrimination.

A new policy on Combating Workplace Harassment and Bullying was implemented this year.

EEO Data Collection

The department conducted an EEO survey this year with approximately 60% of staff now providing their EEO Details.

Performance Management and EEO

Performance indicators for the implementation of EEO strategies are incorporated into the performance agreements of all Senior Executive Services Officers.

The Department is currently developing a Performance and Development System to provide a fair and consistent framework to determine individual performance objectives as well as measuring targets to be achieved, and to identify training needs for individual development.

Recruitment

Training courses in Selection Techniques and Written Application and Interview Skills have continued throughout the year and are available to all staff.

Recruitment practices are closely monitored by the Human Resources Employee Services Unit to ensure that the selection and recruitment process is open, ethical and transparent and that selection is made with a commitment to the firm application of the merit principle.

Flexible Work Practices

The Department recognises the importance of flexibility for all employees to balance their work and personal responsibilities more effectively and offers job sharing, part time work, career breaks, variable year employment, part year employment, working from home, and an enhanced Flexible Working Hours Agreement.

Health Management

The department provides confidential professional counselling and support for staff in need, through the Human Resources Strategic Services Unit and the Employee Assistance Program.

The Mental Health First Aid Course is delivered across the department as part of the Staff Training and Development program.

Aboriginal Employment

- In March 2007 the Director-General launched the Department's new Aboriginal Employment Strategy.
- Recognising the knowledge and skills within Aboriginal communities, this strategy seeks to increase the employment of Aboriginal people within the NSW DPI workforce, and provide training and support

for Aboriginal employees to enhance their capacity to contribute effectively to departmental programs and outcomes. This will include the review of policies, systems and decision-making processes affecting Aboriginal communities and their cultural interests and economic opportunities.

The Aboriginal Employment Strategy seeks to achieve the following outcomes:

- Increased representation of Aboriginal people to 2% or more of NSW DPI workforce by 31 December 2008
- Increased career opportunities for Aboriginal people in NSW DPI
- Increased representation of Aboriginal people in departmental decision-making processes
- Implementation of support networks for Aboriginal employees of NSW DPI
- Strong organisational support for the Aboriginal Employment Strategy.

One avenue the department is pursuing to increase employment of Aboriginal staff is the Permanent Employment element of the Elsa Dixon Aboriginal Employment Program through the NSW Department of Education and Training. We have employed two Aboriginal people under this Program this year.

The delivery of an Aboriginal Cultural Awareness course that goes across the whole of the Department has also been established this year.

Employees with a Disability

The Human Resources Strategic Services Unit, in conjunction with supervisors, provides ongoing support for employees with a disability. This support is based on medical advice and consultation with occupational therapists.

The department currently employs four disabled apprentices.

Disability Capital/Maintenance Program

A total of \$143 000 was spent as part of the Department's Disability Strategic Plan, as follows:

- Tamworth Agricultural Institute - disabled toilet and access ramp
- Tamworth Agricultural institute - disabled access ramp to Administrative Office
- Wagga Wagga Agricultural Institute - access ramp and handrails in Block K
- Port Stephens Fisheries Centre - access ramp and amenities for Compliance and Marine Park Office
- Tuncurry Fisheries Office - access ramp and amenities
- Swansea Fisheries Office - access ramp and toilet

Women's Employment

The Department's Women's Employment Strategy aims to ensure equity, support diversity, and provide opportunity in the workplace for our women employees. Women representing all divisions of the department were involved in developing the Women's Employment Strategy.

Over the past year, the Department established a Women's Consultative Group which comprised nineteen women from all divisions across the State. These women bring together a wealth of knowledge and experience from across the Department and have worked together to develop an Action Plan after conducting research in their workplaces about how working conditions could be enhanced.

9. Equal employment opportunity (continued)

The Action Plan supports the aim of the Women's Employment Strategy to ensure that the potential of NSW DPI women is realised, and that they are recognised as key contributors in the workplace. The ten comprehensive actions outlined in the plan will help us to deliver the outcomes that were identified in the Women's Employment Strategy, namely:

- increased career management skills for women
- increased career opportunities for women
- increased representation of women on decision-making bodies
- strong organisational support for programs implemented as part of the strategy.

There are differing time frames for each of the actions outlined in the plan. The Women's Consultative Group has worked closely with the Human Resources branch in the development of the Action Plan. Many of the strategies proposed by the Women's Consultative Group in the Action Plan complement work currently being undertaken by Human Resources and it is intended that the Women's Consultative Group will work closely with Human Resources in implementing the plan.

The Department is providing funds this year for Carolyn Hinde, Senior Policy Officer, and Kate Needham, Manager Internal Communications, to undertake the Public Sector Management Course, and for Trudy Glasgow, Manager Public Affairs, to participate in the Executive Development Program.

Table 1 Trends in the representation of EEO target groups in percentage

EEO Target Group	Percentage of total staff				
	Benchmark or Target	2004	2005	2006	2007
Women	50%		38%	33%	34%
Aboriginal people & Torres Strait Islanders	2%		0.3%	1.7%	2.4%
People whose first language was not English	20%		8%	11%	11%
People with a disability	12%		7%	8%	8%
People with a disability requiring work-related adjustment	7%			0.30%	0.50%

Table 2 Trends in the distribution of EEO target groups

EEO Target Group	Distribution index				
	Benchmark or Target	2004	2005	2006	2007
Women	100		80	86	87
Aboriginal people & Torres Strait Islanders	100		n/a	71	68
People whose first language was not English	100		110	103	107
People with a disability	100		96	90	91
People with a disability requiring work-related adjustment	100			n/a	n/a

9. Equal employment opportunity (continued)

Table 3 Percent of total NSW DPI staff by level

LEVEL	TOTAL STAFF (Number)	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Work-related Adjustment
< \$33 910	26	27%	58%	42%				14%	
\$33 910 - \$44 537	709	30%	62%	38%	6.6%	6%	6%	10%	0.9%
\$44 538 - \$49 791	467	47%	49%	51%	2.7%	3%	8%	9%	0.5%
\$49 792 - \$63 006	821	52%	60%	40%	3.0%	6%	15%	8%	0.2%
\$63 007 - \$81 478	890	62%	67%	33%	0.2%	11%	15%	7%	0.5%
\$81 479 - \$101 849	487	71%	82%	18%	0.3%	9%	12%	4%	
> \$101 849									
(non SES)	198	78%	92%	8%		5%	7%	7%	0.6%
> \$101 849 (SES)	16	75%	75%	25%					
TOTAL	3 614	53%	66%	34%	2.4%	7%	11%	8%	0.55
Est. Number of Staff	3 614	1 930	2 371	1 243	88	252	408	283	17

Table 4 Percent of total NSW DPI staff by level

EMPLOYMENT BASIS	TOTAL STAFF (Number)	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Work-related Adjustment
Permanent Full-time	2 713	58%	74%	26%	2.1%	8%	11%	8%	0.4%
Permanent Part-time	139	73%	9%	91%	1.0%	1%	4%	7%	1.0%
Temporary Full-time	591	33%	53%	47%	0.5%	8%	24%	4%	0.5%
Temporary Part-time	143	27%	17%	83%		8%	13%	3%	
Contract - SES	16	75%	75%	25%					
Contract - Non SES	4	50%	100%						
Training Positions	11	36%	91%	9%					
Retained Staff									
Casual	360	14%	57%	43%			19%	2%	
TOTAL	3 977	50%	65%	35%	1.5%	7%	13%	7%	0.4%
Est. Number of Staff	3 977	1 982	2 579	1 398	61	271	530	261	15

Notes:

1. Table 3 does not include casual staff

2. Figures for EEO groups other than women have been adjusted to compensate for the effects of non-response to the EEO data collection.

10. Ethnic Affairs priorities statement

The Department is committed to the New South Wales Principles of Multiculturalism in accordance with following Statement of Intent.

This statement confirms the NSW Department of Primary Industries' commitment to the Principles of Multiculturalism and the key objectives of the Community Relations Commission Plan of Action 2012 and reflects how services and facilities are accessible to all residents of this State.

The NSW Department of Primary Industries is dedicated to the development of profitable, sustainable primary industries for New South Wales.

Recognising the cultural and linguistic mix of consumers, the department is committed to ensuring that quality products meet the needs of a culturally diverse market. Training of client service staff involves sessions highlighting the cultural diversity of our clientele and educating officers on how best to satisfy the individual needs of all people.

All residents of NSW have access to the services and open facilities of the NSW Department of Primary Industries. Wherever necessary, clients' special needs will be addressed professionally, expeditiously and in a manner appropriate to those needs.

To implement the Ethnic Affairs Priorities Statement the Department will:

- Circulate information that will assist Departmental staff to respond effectively to ethnic affairs issues. This is achieved by disseminating information on cultural diversity to all staff, at recruitment and induction and as part of ongoing training programs.
- Enhance the cultural diversity of the NSW Department of Primary Industries staff by providing for special needs of potential staff in the recruitment process and by providing cross-cultural awareness training made available to all staff.
- Provide access to individual training for staff, who have language communication difficulties.
- Respond to community needs for access to the resources of the NSW Department of Primary Industries by ensuring that the staff list of Community Language Allowance Scheme (CLAS) recipients, and the languages spoken, is readily available to relevant staff to assist their culturally diverse client groups.
- provide a service whereby information is provided to clients with translation and/or interpretation, if required.

The Department has a full time Community Relations Manager to manage, develop and deliver community education programs and frontline advisory services to the general public, including school children, aboriginal people, disabled people, overseas delegates and non-English speaking backgrounds.

During 2006-07 the Department delivered its commitment to EAPS through a range of activities, including:

- the running of fishing workshops for non-English speaking background families and children with disabilities. A total of 205 children together with 541 parents and relatives from Arabic, Chinese, Vietnamese, Korean, Tongan, Pacific Islander, Samoan, Maroi and Greek backgrounds participated in the one-day workshops.
- producing and distributing fisheries information and educational material in different languages, the development of multilingual fisheries information signs and their placement around relevant waterways and the placement of advertisements in the multicultural press communicating fisheries and other important information.
- the development of a multilingual fisheries section on the NSW DPI website for recreational fisheries information.

- The employment of three bilingual officers to work with the community to improve chemical management on farms. Their role is to encourage people to attend training and assist farmers in adopting the practices detailed in the training such as keeping chemical records, safe pesticide storage and correct use of pesticides.
- The training of over 200 farmers from a range of culturally diverse backgrounds (Chinese, Vietnamese, Arabic, Cambodian) on Smarttrain, soils and fertiliser use, freshcare, basic computer skills, machinery maintenance and integrated pest management training. Thirty-three graduated with a full certificate III in Agriculture and a further 30 are expected to do so this year.
- implemented Farmer Field Schools for Chinese fruit and vegetable growers in Sydney basin based on a participatory learning model developed in Vietnam.
- developed DVD training resources for Cambodian, Chinese, Vietnamese and Arabic background market gardeners in Sydney basin covering food safety, quality assurance, soil management and fertilisers.
- Developed market plan for Asian vegetables to support growers by increasing consumption outside of ethnic communities. Including standardising names.

Fishing workshops for special needs people

Eight fishing workshops were held at various locations around Sydney for children and adults with a disability aged between 10yrs and 65yrs, the majority coming from a non - English speaking background.

A total of 160 participated with support from Peer Support and Flexible Respite, Baptist Community Services (Auburn), Community Connect Respite, Home Care Service of NSW (Bankstown), and the Holroyd Peer Support Group, Holroyd City Council (Merrylands)

Programs for 2007-08

- The upgrading of the multilingual section of our website to include more languages on fishing rules and regulations.
- Improve multiingal signage around waterways
- Conducting community information days (targeting various language groups) on new fishing rules and regulations and the continuation of fishing workshops for NESB and aboriginal children and the community.
- Continue to develop innovative ways of working with NESB market growers in Sydney basin so they can meet market expectation

11. Overseas travel

Name	Position	Country visited	Purpose of visit	From	To
Barry Buffier	Director General	China	On behalf of the Minister meet with officials from the Ministry of Science & Technology, Ministry of Agriculture & Agricultural Commission as well as visit and address graduation ceremony at Gansu Agricultural University and visit experimental sites	26.06.2006	5.07.2006
David Michalk	Principal Research Scientist	People's Republic of China	Accompany NSW DPI Director-General to meet with officials from the Ministry of Science & Technology, visit Gansu Province and Agricultural University and resolve outstanding issues associated with Pastoral Development Project	26.06.2006	5.07.2006
Lorraine Spohr	Biometrician	New Zealand	Co-present a paper and poster at the Australian Statistical Conference	2.07.2006	8.07.2006
Sharon Nielsen	Biometrician	New Zealand	Co-present a paper and poster at the Australian Statistical Conference	2.07.2006	8.07.2006
Dorothy Noble	Senior Technical Officer	United Kingdom, USA, Italy	Gain specialised knowledge in the diagnosis of the exotic plant pathogen causing strawberry angular leaf spot and attend the 5th international conference on Plant Pathogenic Bacteria	2.07.2006	30.07.2006
Steven Djordjevic	Principal Research Scientist	England	Attend 8th World Congress on genetics applied to livestock program and attend 30th International conference on Animal Genetics	7.07.2006	17.07.2006
Lee Baumgartner	Research Scientist	Thailand	Give a presentation on fish passage issues to the Mekong River Commission Technical Advisory Body	16.07.2006	23.07.2006
Belinda Walker-Pryor	Senior Regional Animal Health Manager	USA	Attend Exotic Disease Training course to increase Exotic Disease preparedness, visit world leaders in Research and Extension in Paratuberculosis	24.07.2006	7.08.2006
Tracey MacDonald	Senior Manager	Lord Howe Island	Meeting of the Lord Howe Island Marine Park Steering Committee and act as observer at Lord Howe Island Marine Park Advisory Committee Meeting	1.08.2006	3.08.2006
Roger Hegarty	Senior Research Scientist	Japan	Participate in the seminar on Education for Rural Development and broaden DPI's profile	1.08.2006	9.08.2006
Arthur Gilmour	Principal Research Scientist	USA, Brazil, UK	Undertake a commercial consultancy with Pioneer Hibred, present an invited paper at the 8th World Congress on genetics applied to livestock production and visit VSN-International and Rothamsted research for continuing development of the ASREML project	3.08.2006	3.09.2006
Neil Wratten	Special Research Agronomist	Canada, USA	Visit Centres of Excellence for Canola Breeding to review opportunities for exploiting genetic diversity and developing new germplasm	4.08.2006	21.08.2006
Mark Booth	Scientist	Thailand	Participate in the Aquaculture Nutrition Master Class co-funded by ACIAR* and the Australian Academy of Technological Sciences and Engineering Crawford Fund to deliver teaching modules designed to train young scientist from developing countries in the various aspects of grow-out aquaculture nutrition	6.08.2006	20.08.2006
Geoff Allan	Research Leader	Thailand, LAO, Vietnam	Oversee the Aquaculture Nutrition Master Class co-funded by ACIAR* and the Australian Academy of Technological Sciences and Engineering Crawford Fund to deliver teaching modules designed to train young scientists from developing countries in the various aspects of grow-out aquaculture nutrition. research projects	6.08.2006	20.08.2006
Paul Arthur	Institute Director	Brazil	Attend 8th World Congress on genetics applied to livestock program and attend 30th International Conference on Animal Genetics	11.08.2006	29.08.2006
John Oliver	Research Leader	Malaysia, Singapore, China, South Korea, Taiwan	Asian Wheat Market Tour to obtain a greater understanding of the technical requirements of Asian Wheat Markets as well as the complexity of marketing.	13.08.2006	25.08.2006
John Mullen	Principal Research Scientist	New Zealand	Present a paper at the Annual Conference of the New Zealand Agricultural and Resource Economics Society	22.08.2006	26.08.2006
Rajinder Singh	Research Economist	India	Undertake a scoping study of impediments to the adoption of new conservation farming techniques	23.08.2006	10.09.2006
Kevin Quinlan	District Horticulturist	Brazil	Lead a study group of macadamia growers to attend the International Macadamia Symposium and present a paper - 'Covercrops and Erosion Control for Sustainable Production'	25.08.2006	7.09.2006
Warren King	Senior Research Scientist	New Zealand	Attend and present a paper at the joint Australian and New Zealand Ecological Societies Conference	27.08.2006	10.09.2006
Virginia Brunton	Education Officer	Vietnam	Observe and participate in the operation of Farmer Field School Education and Training and participate in a Train the Trainer Program	29.08.2006	10.09.2006
Phillip Pagan	Policy Economist	India	Undertake a scoping study of impediments to the adoption of new conservation farming techniques	1.09.2006	10.09.2006
Kieran O'Keeffe	District Agronomist	India	Attend and present project findings of experiment at ACIAR* mid term project review of 'Permanent beds for irrigated rice-wheat and alternatives in north west India and south east Australia'. Liase, investigate and assess this project with collaborators involved in this project	1.09.2006	12.09.2006
Geoff Beecher	Research Agronomist	India	Attend and present project findings of experiment at ACIAR* mid term project review of 'Permanent beds for irrigated rice-wheat and alternatives in north west India and south east Australia'.	1.09.2006	12.09.2006
Colin Wellings	Principal Research Scientist	USA, Denmark	Undertake diagnostic training in the application of molecular techniques for rust diseases and visit cereal rust laboratories	6.09.2006	14.10.2006
Brendan George	Industry Leader	UK, Sweden	Attend Combined International Energy Agency Bio-energy meeting	8.09.2006	25.09.2006
Anthony Somers	District Horticulturist	USA	Attend the International Workshop on Grapevine Trunk Diseases	9.09.2006	21.09.2006
Peter Slavich	Research Leader	Indonesia, Sumatra	Advise on management of soil fertility for restoring cropping in Tsunami affected soils and restoration of annual cropping projects	10.09.2006	17.09.2006

Name	Position	Country visited	Purpose of visit	From	To
Malem McLeod	Research Hydrologist	Indonesia, Sumatra	Advise on management of soil fertility for restoring cropping in Tsunami affected soils and restoration of annual cropping projects	10.09.2006	17.09.2006
Gavin Tinning	Project Officer	Indonesia, Sumatra	Advise on management of soil fertility for restoring cropping in Tsunami affected soils and restoration of annual cropping projects	10.09.2006	17.09.2006
Mike Sissons	Senior Research Scientist	USA	Attend and present an oral paper as an invited speaker at the World Grains Summit and 2006 Gluten Workshop titled 'An approach to standardise the instrumental texture determination of cooked spaghetti firmness'	13.09.2006	24.09.2006
Helen Allen	Senior Cereal Scientist	USA, Canada	Attend and present a paper on the latest developments in Australian wheat quality assessment at the World Grain Summit as part of American Association of Cereal Chemists (AACC) International Annual Conference	15.09.2006	3.10.2006
Colin Griffiths	District Livestock Officer	China, Tibet	Meet with collaborating Tibetan scientists and visit sites to assess the progress and performance of on-data collection and discuss on going finalisation of review with a view to publish Tibetan Dairy Industry review paper	15.09.2006	5.10.2006
John Wilkins	Senior Livestock Officer	CHINA, TIBET	Meet with collaborating Tibetan scientists and visit sites to assess the progress and performance of on-data collection and discuss on going finalisation of review with a view to publish Tibetan Dairy Industry review paper	15.09.2006	8.10.2006
Sandra Mcdougall	Technical Specialist	Cambodia	ACIAR* project 'Improved vegetable production and postharvest management systems in Cambodia and Australia' Development of experimental and extension activities for year 2 of the project as well as postharvest work trials	16.09.2006	23.09.2006
Mark Hickey	District Horticulturist	Cambodia	ACIAR* project 'Improved vegetable production and postharvest management systems in Cambodia and Australia' Development of experimental and extension activities for year 2 of the project as well as postharvest work trials.	16.09.2006	29.09.2006
Weiguang Liang	Senior Technical Officer	Cambodia	ACIAR* project 'Improved vegetable production and postharvest management systems in Cambodia and Australia' Development of experimental and extension activities for year 2 of the project as well as postharvest work trials.	16.09.2006	29.09.2006
Suzie Newman	Research Horticulturist	Cambodia, Vietnam	ACIAR* project 'Improved vegetable production and postharvest management systems in Cambodia and Australia'. AusAID** Collaboration for Agriculture and Rural Development project documenting two supply chain case studies in Vietnam	16.09.2006	5.10.2006
Doug Hocking	Executive Director	China	Attend the first Joint Steering Committee on the Memorandum of Understanding on Coal Mine Safety between China and Australia	17.09.2006	24.09.2006
Andrew Jessup	Senior Research Horticulturist	Papua New Guinea	Set up first site experiments for ACIAR* project 'Fruit fly monitoring, management and control in horticultural production areas using sterile insect release'	17.09.2006	26.09.2006
Glen Saunders	Research Leader	UK	Provide the UK Dept for Environment, Food and Rural Affairs with an independent external assessment of the quality, balance, scope and appropriateness of the scientific programs in the area of wildlife management carried out by the Central Science Laboratory	18.09.2006	29.09.2006
Bob Creese	Research Leader	New Zealand	Attend and present a keynote address at the New Zealand Marine Sciences Society Conference	19.09.2006	25.09.2006
Andrew Mitchell	Senior Research Scientist	United Kingdom, Belgium, Germany	Diagnostic training as per DAFF training scholarship	25.09.2006	16.10.2006
Robert Martin	Director	Cambodia	Carry out planned project activities including participation in field days on wet season experiments and demonstrations ACIAR* project 'Farming systems research for crop diversification in Cambodia and Australia'	29.09.2006	23.10.2006
John Holland	Senior Research Agronomist	Cambodia	Carry out planned project activities including participation in field days on wet season experiments and demonstrations ACIAR* project 'Farming systems research for crop diversification in Cambodia and Australia'	29.09.2006	23.10.2006
John Lacy	Industry Leader	Chile	5th Consultancy on Ricecheck, review results and attend workshop. Assist in training participating farmers and agronomists, evaluate 2006 Ricecheck recommendations, record form and database and provide feedback on 2006/07 Ricecheck field study proposal	1.10.2006	9.10.2006
David Jordan	Senior Research Scientist	Indonesia, Bali	Participate as an invited expert in a workshop funded by ACIAR* for developing a food safety research program	2.10.2006	6.10.2006
Sue Marte	District Horticulturist	Brazil	Attend 7th International Symposium on egg parasitoids	7.10.2006	14.10.2006
Louise Rossiter	Research Scientist	United Kingdom	Undertake collaborative research to investigate the molecular basis of Esterase Medicated Resistance, establish links and interact with leading international researchers and gain experience in techniques involved in identifying Esterase Genes involved in resistance	8.10.2006	10.11.2006
Andrew Petroschovsky	National Aquatic Weeds Co-ordinator	New Zealand	Project meeting for the National Aquatic Plants Weed Risk Assessment plus training on the operations of the project	9.10.2006	13.10.2006
Joop van Leur	Senior Plant Pathologist	Syria, Spain	Visit collaborative projects at the International Centre for Agriculture Research in dry areas and participate in Faba Bean 2006 International Workshop	14.10.2006	31.10.2006
David Mason	Leader-Urban Agriculture	Singapore, Holland, UK, USA, Canada	Identify how sustainable urban agriculture can benefit the quality of life in Australian urban communities and apply these initiatives	14.10.2006	13.12.2006
Steve McLeod	Research Officer	New Zealand	Attend Science Advisory Group annual science meeting and advise on the relevance and validity of current and future research projects	15.10.2006	19.10.2006
Yizhou Chen	Livestock Reserch Officer	China	Conduct two workshops to train extension officers and key farmers on the management of dairy heifers imported from Australia	24.10.2006	3.11.2006
Matt Broadhurst	Principal Research Scientist	USA	Attend and present paper at the International Council for the Exploration of the Sea Symposium	28.10.2006	5.11.2006
Douglas Rotherham	Research Scientist	USA	Present a paper at the International Council for Exploration of the Sea Symposium	28.10.2006	5.11.2006
Christine Wang	Director - Primex	China	Speak at China Mining Conference in lieu of Minister and meet with companies for signing of MOU's on fisheries and food safety	30.10.2006	16.11.2006

Name	Position	Country visited	Purpose of visit	From	To
Geoff Beecher	Research Agronomist	Austria	Attend and present project findings of experiments at the Food and Agriculture Organisation and International Atomic Energy Agency final project review. Liase, investigate and assess irrigated rice-wheat production systems	3.11.2006	12.11.2006
Alan Coutts	Deputy Director-General	China	Speak at China Mining Conference in lieu of Minister and meet with companies for signing of MOU's on fisheries and food safety	3.11.2006	16.11.2006
Tamrika Hind-Lanoiselet	Plant Pathologist	India	Asia Pacific Network for Global Change Research collaborative workshop 'Climate and Crop Disease Risk Management: An International Initiative in the Asia-Pacific Region'. Present climate based decision support tool used for the minimisation of crop losses due to diseases	4.11.2006	10.11.2006
Lindsay Gilligan	Director	China	Join with other States and Geoscience Australia in a coordinated promotion of mineral exploration and development opportunities at the 2006 China Mining Conference and Trade Show	10.11.2006	19.11.2006
Stephen Elliott	Leader	LAO PDR, Vietnam	Participate and identify future investments for improving irrigated agriculture productivity research programs	10.11.2006	22.11.2006
Trent Penman	Fire Ecology Research Officer	USA	Attend and present a paper at the fire ecology and management congress	11.11.2006	19.11.2006
Michael Mackay	Senior Research Agronomist	Russia, Sweden	Project planning and reporting meetings to develop global strategy of ex situ conservation of avena genetic resources	17.11.2006	10.12.2006
Deborah Hailstones	Molecular Biologist	Russia, Sweden	Present a seminar on collaborative research work, discuss current issues, trends and future directions of citrus production	18.11.2006	27.11.2006
Leonard Tesoriero	Plant Protection Officer	Lord Howe Island	Monitor and record progress of experiments previously set up as part of a current Research and Development project to increase profitability of the Lord Howe Island Board Kentia Palm Nursery	19.11.2006	24.11.2006
Jonathan Lidbetter	Research Horticulturist	Lord Howe Island	Monitor and record progress of experiments previously set up as part of a current Research and Development project to increase profitability of the Lord Howe Island Board Kentia Palm Nursery	19.11.2006	24.11.2006
Jenny Ekman	Research Horticulturist	Japan	Conduct an outrun evaluation of a trial shipment of Australian native flowers and evaluate whether sea freighted native flowers are acceptable in the Japanese marketplace	19.11.2006	25.11.2006
Eric Cother	Principal Research Scientist	Cambodia	Conduct field surveys and harvest blast susceptibility trial as part of ACIAR* rice pathology project	19.11.2006	3.12.2006
Randall Jones	Senior Research Scientist	China	Conduct review meetings, modelling workshops and collect data for ACIAR* project, also participate in meetings	20.11.2006	19.12.2006
Alison Bowman	Research Leader	East Timor	To undertake an assessment of the seed and fertiliser industries in East Timor on behalf of the Ministry of Agriculture, Forestry and Fisheries of East Timor	21.11.2006	10.12.2006
Nigel Phillips	District Agronomist	East Timor	To undertake an assessment of the seed and fertiliser industries in East Timor on behalf of the Ministry of Agriculture, Forestry and Fisheries of East Timor	21.11.2006	10.12.2006
Lisa McFadyen	Research Horticulturist	Thailand	Attend the International Workshop on Tropical and Subtropical Fruits, deliver a presentation and participate in a pre workshop tour	22.11.2006	1.12.2006
Scott Davenport	A/Executive Director	New Zealand	Attend meetings of Primary Industries Ministerial Council and Natural Resources Management Ministerial Council	23.11.2006	25.11.2006
Barry Buffer	Director-General	New Zealand	Attend meetings of Primary Industries Ministerial Council and Natural Resources Management Ministerial Council	23.11.2006	27.11.2006
Barbara Moloney	Technical Specialist	New Zealand	Finalise with Master's Degree Supervisor data analysis requirements for submission of Master's Degree Dissertation which meets objective to ensure the NSW DPI is providing quality assured epidemiological policy advise & animal health surveillance data analysis	27.11.2006	4.12.2006
Peter Fleming	Senior Research Officer	New Zealand	Attend and present two papers at the Australasian Wildlife Management Annual Conference & AGM; organise and co-chair symposium	3.12.2006	8.12.2006
John Tracey	Research Officer	New Zealand	Attend and present two papers at the Australasian Wildlife Management Annual Conference & AGM; organise and co-chair symposium	3.12.2006	8.12.2006
Suzie Newman	Research Hydrologist	Papua New Guinea	Establish collaborative linkages in relation to 'Improving marketing efficiency and postharvest management of sweet potatoes in Papua New Guinea' project; visit sweet potato farms, collection points and markets	3.12.2006	8.12.2006
Elena Lazar	Research Horticulturist	Papua New Guinea	Establish collaborative linkages in relation to 'Improving marketing efficiency and postharvest management of sweet potatoes in Papua New Guinea' project; visit sweet potato farms, collection points and markets	3.12.2006	8.12.2006
Geoff Allan	Research Leader	Papua New Guinea	Train Papua New Guinea staff from four regional centres in basic fish nutrition and aquafeed manufacture	5.12.2006	12.12.2006
Mark Booth	Scientist	Papua New Guinea	Train Papua New Guinea staff from four regional centres in basic fish nutrition and aquafeed manufacture	5.12.2006	12.12.2006
Paul Arthur	Institute Director	USA	Attend the International Symposium on Feed Efficiency	12.12.2006	19.12.2006
Virginia Brunton	Education Officer	Vietnam	Develop a small research activity on the role of women in the production and utilization of Vietnamese indigenous vegetables	7.01.2007	20.01.2007
Jenny Ekman	Research Horticulturist	Vietnam	Develop a small research activity on the role of women in the production and utilization of Vietnamese indigenous vegetables	8.01.2007	20.01.2007
Christopher Dorahy	Technical Specialist	Indonesia (Sumatra)	Preliminary visit for ACIAR* project 'Integrated soil and crop management for rehabilitation of vegetable production in the tsunami affected areas of NAD province'	20.01.2007	28.01.2007
Peter Slavich	Research Leader	Indonesia, Sumatra	Scheduled trip in regard to ACIAR* 'Management of soil fertility for restoring cropping in tsunami affected soils' project	20.01.2007	29.01.2007
Rebecca Lines-Kelly	Soil Extension Specialist	Indonesia, Sumatra	Scheduled trip in regard to ACIAR* 'Management of soil fertility for restoring cropping in tsunami affected soils' project	20.01.2007	29.01.2007

Name	Position	Country visited	Purpose of visit	From	To
Malem McLeod	Research Hydrologist	Indonesia, Sumatra	Scheduled trip in regard to ACIAR* 'Management of soil fertility for restoring cropping in tsunami affected soils' project	20.01.2007	29.01.2007
Gavin Tinning	Project Officer	Indonesia, Sumatra	Scheduled trip in regard to ACIAR* 'Management of soil fertility for restoring cropping in tsunami affected soils' project	20.01.2007	29.01.2007
Philip Gibbs	Principal Fisheries Scientist	Philippines	ACIAR* project ' Management of Philippine lakes for sustainable fisheries and aquaculture.'	29.01.2007	07.02.2007
Peter Sunol	Inspector	USA	Attend committee meeting and contribute to revision of 'Earth moving machinery-rubber tyred/tracked machines-performance requirements' standards	1.02.2007	8.02.2007
John Chapman	Principal Geologist	USA	Exhibit mineral specimens from NSW, present a paper at world's premier mineral show	2.02.2007	14.02.2007
Eric Cother	Principal Research Scientist	Cambodia	Conduct field surveys and run plant pathology training workshop as part of ACIAR* rice pathology project	3.02.2007	18.02.2007
Robert Martin	Director	Cambodia	ACIAR* project, training of extension collaborators and preparation for 2007 field research and demonstration program	4.02.2007	18.02.2007
Stephanie Belfield	District Horticulturist	Cambodia	ACIAR* project, training of extension collaborators and preparation for 2007 field research and demonstration program	4.02.2007	18.02.2007
Geoff Allan	Research Leader	Thailand	ACIAR* Business to participate in feed manufacturing workshop organised in conjunction with world vision	10.02.2007	18.02.2007
Sandra Mcdougall	Technical Specialist	Thailand, Cambodia	Project visit to conduct pest & disease survey on dry season trials. Conduct training on pest & disease monitoring, specimen collection and storage	11.02.2007	17.02.2007
Scott Davenport	Acting Executive Director	New Zealand	Attend Annual Agricultural and Resource Economics Society Conference	12.02.2007	17.02.2007
John Mullen	Research Leader	New Zealand	Attend Annual Agricultural and Resource Economics Society Conference	12.02.2007	17.02.2007
Garry Griffith	Principal Research Scientist	New Zealand	Attend Annual Agricultural and Resource Economics Society Conference	12.02.2007	17.02.2007
Robert Farquharson	Research Scientist	New Zealand	Attend Annual Agricultural and Resource Economics Society Conference	12.02.2007	17.02.2007
Thomas Nordblom	Senior Research Scientist	New Zealand	Attend Annual Agricultural and Resource Economics Society Conference	12.02.2007	17.02.2007
Fiona Scott	Agricultural Economist	New Zealand	Attend Annual Agricultural and Resource Economics Society Conference	12.02.2007	17.02.2007
John Finlayson	Salt Action Economist	New Zealand	Attend Annual Agricultural and Resource Economics Society Conference	12.02.2007	17.02.2007
Trudi Rodgers	Policy Economist	New Zealand	Attend Annual Agricultural and Resource Economics Society Conference	12.02.2007	17.02.2007
Suzie Newman	Research Horticulturist	Vietnam, Cambodia	ACIAR* project 'improving postharvest handling of temperate fruits in Australia & Vietnam' and 'Improved vegetable production and postharvest management systems in Cambodia & Australia'	12.02.2007	21.03.2007
Leonard Tesoriero	Plant Protection Officer	Tonga	Conduct an ACIAR* project workshop on integrated pest management	17.02.2007	23.02.2007
Rodney Mailer	Principal Research Scientist	United Kingdom	Attend the 20th Session of the Codex Committee on Fats and Oils	17.02.2007	24.02.2007
Robert Farquharson	Research Scientist	Cambodia, Philippines	ACIAR* project to conduct village workshop and visit the International Rice Research Institute	20.02.2007	8.03.2007
Alison Bowman	Research Leader	East Timor	Complete the assessment of the seed and fertiliser industries in East Timor on behalf of East Timor Ministry of Agriculture, Forestry and Fisheries	24.02.2007	4.03.2007
Nigel Phillips	District Agronomist	East Timor	Complete the assessment of the seed and fertiliser industries in East Timor on behalf of East Timor Ministry of Agriculture, Forestry and Fisheries	24.02.2007	4.03.2007
Greg Gemell	Technical Officer	Vietnam	Conduct inception and quality assurance workshops in Vietnam to commence AusAID** Collaboration for Agriculture and Rural Development project on Rhizobal Inoculants	24.02.2007	11.03.2007
Elizabeth Hartley	Technical Officer	Vietnam	Conduct inception and quality assurance workshops in Vietnam to commence AusAID** Collaboration for Agriculture and Rural Development project on Rhizobal Inoculants	24.02.2007	11.03.2007
Mark Hickey	District Horticulturist	Cambodia	ACIAR* project visit to conduct irrigation management workshops and inspect dry season vegetable trials for second phase of the project	25.02.2007	2.03.2007
Robert Hoogers	District Irrigation Officer	Cambodia	ACIAR* project visit to conduct irrigation management workshops and inspect dry season vegetable trials for second phase of the project	25.02.2007	8.03.2007
Lindsay Gilligan	Director	Canada, Japan	Participate in the Commonwealth and State Geoscience delegation to the Prospectors and Developers Association of Canada convention and the Japan Oil, Gas and Metals National Corporation seminar and workshops	25.02.2007	10.03.2007
John Watkins	Manager	Canada, Japan	Participate in the Commonwealth and State Geoscience delegation to the Prospectors and Developers Association of Canada convention and the Japan Oil, Gas and Metals National Corporation seminar and workshops	25.02.2007	10.03.2007
Shane Hetherington	Research Horticulturist	Vietnam	Improving postharvest handling of temperate fruits in Australia and Vietnam; annual project review and planning meeting	25.02.2007	21.03.2007
Michael Mackay	Curator	Russia	Meeting to develop global strategy of ex situ conservation of avena genetic resources for Global Crop Diversity Trust	27.02.2007	6.03.2007

Name	Position	Country visited	Purpose of visit	From	To
David Herridge	Principal Research Scientist	Vietnam	Conduct inception and quality assurance workshops in Vietnam to commence AusAID** Collaboration for Agriculture and Rural Development project on Rhizobial Inoculants	27.02.2007 25.03.2007	10.03.2007 28.03.2007
Vivian Ku	Project Officer	Vietnam	ACIAR* project 'Improving postharvest handling of temperate fruits in Australia & Vietnam'	27.02.2007	20.03.2007
Stuart McPherson	BioSIRT Coordinator	New Zealand	Complete an on-site evaluation of tenderers proposing to supply a resource management package for the BioSIRT project	28.02.2007	2.03.2007
Ata-ur-Rehman	Professional Officer	Pakistan	Attend international symposium on microbial technologies for sustainable agriculture	9.03.2007	21.03.2007
David Herridge	Principal Research Scientist	Myanmar	Conduct an international workshop, review inoculant use and production technologies and develop a five year plan to enhance inoculant production and quality	10.03.2007	25.03.2007
Helen Scott-Orr	Director	Indonesia	Lead ACIAR* scoping study on 'Future Animal Health Service delivery'	11.03.2007	17.03.2007
Bruce Christie	Director	Indonesia	Lead ACIAR* scoping study on 'Future Animal Health Service delivery'	11.03.2007	17.03.2007
Doug Somerville	Apiary Officer	New Zealand	Rural Industries Research & Development Corporation project to lead a small group of representatives from the Australian Beekeeping industry to study the impact of Varroa mites and the industry managed American Foulbrood (AFB) program	11.03.2007	22.03.2007
David Jordan	Senior Research Scientist	Denmark	Complete a research project on the control of food-borne hazards in collaboration with Danish and American institutions	16.03.2007	25.03.2007
Chris Dorahy	Technical Specialist	Indonesia - Sumatra	ACIAR* project 'Integrated soil and crop management for rehabilitation of vegetable production in the tsunami affected areas of NAD Province'	17.03.2007	30.03.2007
Joop van Leur	Senior Plant Pathologist	China	Participate in the review on the ACIAR* funded collaborative project, increased productivity of cool season pulses in rain-fed agricultural systems	22.03.2007	5.04.2007
Paul Greenwood	Principal Research Scientist	England, Ireland, France	Attend and present at British Society of Animal Science annual conference as invited speaker and visit laboratories	22.03.2007	7.04.2007
Rodney Mailer	Principal Research Scientist	China	Attend 12th International Rapeseed Conference and visit centres of excellence to review opportunities for developing new germplasm and international linked projects	24.03.2007	31.03.2007
John Sykes	Research Leader	China	Attend 12th International Rapeseed Conference and visit centres of excellence to review opportunities for developing new germplasm and international linked projects	24.03.2007	6.04.2007
Stewart Fielder	Research Scientist	India	Monitor project, visit research facilities and meet with collaborating research staff as ACIAR* project leader	25.03.2007	30.03.2007
Peter Snell	Professional Officer	China	Participate and present at the 'Cool rice for a warmer climate the' International Rice Research Institute workshop and initiate linkages with other temperate rice researchers	25.03.2007	31.03.2007
Leonard Tesoriero	Plant Protection Officer	Vietnam	Conduct ACIAR* project workshop on disease identification	5.04.2007	20.04.2007
Ric Cother	Principal Research Scientist	Cambodia, Vietnam	Conduct field surveys and run plant bacteriology training workshop	14.04.2007	21.04.2007
Peter Slavich	Research Leader	Indonesia, Sumatra	ACIAR* project 'Management of soil fertility for restoring cropping in tsunami-affected soils areas of Nanggroe Aceh Darussalam province'	15.04.2007	22.04.2007
Rebecca Lines-Kelly	Soil Extension Specialist	Indonesia, Sumatra	ACIAR* project 'Management of soil fertility for restoring cropping in tsunami-affected soils areas of Nanggroe Aceh Darussalam province'	15.04.2007	22.04.2007
Malem McLeod	Research Hydrologist	Indonesia, Sumatra	ACIAR* project 'Management of soil fertility for restoring cropping in tsunami-affected soils areas of Nanggroe Aceh Darussalam province'	15.04.2007	22.04.2007
Gavin Tinning	Project Officer	Indonesia, Sumatra	ACIAR* project 'Management of soil fertility for restoring cropping in tsunami-affected soils areas of Nanggroe Aceh Darussalam province'	15.04.2007	22.04.2007
Natalie Moore	Soil Scientist	Indonesia, Sumatra	ACIAR* project 'Management of soil fertility for restoring cropping in tsunami-affected soils areas of Nanggroe Aceh Darussalam province'	15.04.2007	22.04.2007
Sonia Muir	Co-ordinator, Rural Women's Network	South Africa	Pre congress study/orientation tour and represent NSW at 4th World Congress of Rural Women	15.04.2007	28.04.2007
Russell Reinke	Research Agronomist	Philippines	Present paper, harness new knowledge and build linkages at international quality rice network inaugural meeting	16.04.2007	21.04.2007
Bernie Dominiak	Project Co-ordinator	USA - California	Attend and participate in a science advisory panel to evaluate fruit fly detection and response programs	18.04.2007	25.04.2007
Craig Maddox	Technical Officer entomology	Hawaii	Collect specimens of the different life cycle stages of main scolytid pest	20.04.2007	27.04.2007
Rodney Mailer	Principal Research Scientist	Argentina, Chile, Canada	Attend 18th biennial meeting of International Standards Organisation and International Society for Fat Research Congress	21.04.2007	17.05.2007
Joseph Ekman	Extension Horticulturist	Vietnam	AusAID** Collaboration for Agriculture and Rural Development project 'Improving the safety and quality of Vietnamese Vegetables' Meet with project collaborators, organise and deliver workshops, visit project trials and co-develop research and extension publications	22.04.2007	6.05.2007
Suzie Newman	Research Horticulturist	Vietnam	AusAID** Collaboration for Agriculture and Rural Development project 'Improving the safety and quality of Vietnamese Vegetables' Meet with project collaborators, organise and deliver workshops, visit project trials and co-develop research and extension publications	22.04.2007	6.05.2007
Sophie Parks	Research Horticulturist	Vietnam	AusAID** Collaboration for Agriculture and Rural Development project 'Improving the safety and quality of Vietnamese Vegetables' Meet with project collaborators, organise and deliver workshops, visit project trials and co-develop research and extension publications	22.04.2007	6.05.2007

Name	Position	Country visited	Purpose of visit	From	To
Mark Stephens	Regional Mine Inspector	USA	Visit Henderson underground mine to examine panel block caving mine operations	22.04.2007	27.06.2007
Philip Gibbs	Principal Fisheries Scientist	Philippines	ACIAR* project 'Management of Philippine lakes for sustainable fisheries and aquaculture'. Visit field sites, discuss the project progress with collaborating Philippine Nationals and meet with stakeholders involved in aquaculture trials, water hyacinth composting and fisheries management in the lakes	24.04.2007	01.05.2007
Virginia Brunton	Resource Development Officer	Vietnam	Develop and conduct a small research activity on safe production, promotion and utilization of indigenous vegetables by Vietnamese women	26.04.2007	12.05.2007
Jenny Ekman	Research Horticulturist	Vietnam	Develop and conduct a small research activity on safe production, promotion and utilization of indigenous vegetables by Vietnamese women	26.04.2007	12.05.2007
Michael Mackay	Curator	Italy, USA	Participate in crop registers workshop and negotiate involvement of United States Department of Agriculture and Agricultural Research Service germplasm program in 'Focused Identification of Germplasm Strategy' project	27.04.2007	15.05.2007
Colin Wellings	Principal Research Scientist	China	Establish contacts with international team to address the research and training needs for cereal improvement in Shaanxi Province, China.	28.04.2007	10.05.2007
Ian Blackwood	Livestock Officer	Eritrea	Assist Eritrea to improve the productivity of livestock and educate scientists on how to maximise the nutritional benefit of a variety of forage species	30.04.2007	1.06.2007
Nicholas Otway	Senior Research Scientist	South Africa	Facilitate collaborative research on the Grey Nurse Shark breeding program	30.04.2007	10.05.2007
Russell Reinke	Research Agronomist	South Korea	Participate in planning meeting for the Temperate Rice Research Consortium	1.05.2007	5.05.2007
Jeremy Giddings	Irrigation Officer	Pakistan	Establish linkages between Australia and Pakistan citrus industry to transfer knowledge and expertise, contribute to poverty elevation of farmers and enhance the capacity of Pakistan extension program	1.05.2007	11.05.2007
Tahir Khurshid	Citrus Physiologist	Pakistan	Establish linkages between Australia and Pakistan citrus industry to transfer knowledge and expertise, contribute to poverty elevation of farmers and enhance the capacity of Pakistan extension program	1.05.2007	17.05.2007
Suzu Rogiers	Research Scientist	Taiwan	Attend international conference on plant vascular biology	5.05.2007	13.05.2007
Helen Scott-Orr	Director	Indonesia	ACIAR* scoping study on project 'Future animal health service delivery'	6.05.2007	13.05.2007
Wayne O'Connor	Senior Research Scientist	New Zealand	Accompany oyster industry representatives on a review of NZ mollusc breeding programs and visit hatchery, growout and marketing facilities	7.05.2007	11.07.2007
Arthur Gilmour	Principal Research Scientist	Kenya, South Africa	Visit Elsenburg Sheep Research Centre and International Livestock Research Centre to research collaboration with scientists and conduct introductory workshops on ASReml, a statistical package for the analysis of data sets commonly arising in the agricultural, biological, medical and environmental sciences	8.05.2007	26.05.2007
Steve Kennelly	Chief Scientist, Director	Canada	Attend, organise and chair a session in the 5th International Fisheries Observer Conference	11.05.2007	19.05.2007
Tracey McVea	Executive Officer	Canada	Document and compile proceedings for the 5th International Fisheries Observer Conference.	11.05.2007	19.05.2007
Will Macbeth	Research Scientist	Canada	Attend and present paper at the 5th International Fisheries Observer Conference	11.05.2007	19.05.2007
Charles Gray	Research Leader - Deputy Director	Canada	Attend and give an oral presentation at the 5th International Fisheries Observer Conference	11.05.2007	20.05.2007
John Wilkins	Senior Livestock Officer	China - Tibet	ACIAR* project 'Increasing milk production from cattle in Tibet'	11.05.2007	3.06.2007
Colin Griffiths	District Livestock Officer	China - Tibet	ACIAR* project 'Increasing milk production from cattle in Tibet'	11.05.2007	3.06.2007
John Piltz	Livestock Research Officer	China - Tibet	ACIAR* project 'Increasing milk production from cattle in Tibet'	11.05.2007	3.06.2007
John Diplock	Program Manager	China	Arrange for a delegation to visit Sydney for a workshop on management of recreational fisheries	12.05.2007	20.05.2007
Bryan van der Walt	Senior Manager	China	Arrange for a delegation to visit Sydney for a workshop on management of recreational fisheries	12.05.2007	20.05.2007
Mark Hickey	District Horticulturist	Vietnam	Conduct a study tour as part of ACIAR* project	12.05.2007	22.05.2007
Alan Boulton	Technical Officer	UK, India	Develop the skills to correctly and accurately identify aphids of importance to the horticulture and grains industry	15.05.2007	30.05.2007
Garry Griffith	Principal Research Scientist	South Africa	Participate in a number of workshops associated with ACIAR* project 'Joint Cooperative Research Centre for Beef Genetic Technologies and South African Agricultural Research Council'.	18.05.2007	11.06.2007
Stephen Thomas	Director	New Zealand	Meet with Vice President of Forage Genetics International with the aim of finalising an agreement to access lucerne germplasm traits and breeding tools	20.05.2007	21.05.2007
John Ryan	Manager	New Zealand	Meet with Vice President of Forage Genetics International with the aim of finalising an agreement to access lucerne germplasm traits and breeding tools	20.05.2007	21.05.2007
Shane Hetherington	Research Horticulturist	Vietnam	ACIAR* project 'Improving postharvest handling of temperate fruits in Australia and Vietnam'	25.05.2007	3.06.2007
Fiona Scott	Economist	Cambodia	ACIAR* project supervision of a scientific writing workshop	26.05.2007	10.06.2007
Robert Farquharson	Research Scientist	Cambodia	ACIAR* project supervision of a scientific writing workshop	26.05.2007	11.06.2007
John Mullen	Principal Research Scientist	Philippines	Consultant for ACIAR* to evaluate and analyse data and interview project partners and stakeholders	28.05.2007	1.06.2007
Randall Jones	Senior Research Leader	China	Set up a DAFF*** funded project to establish demonstration farms in inner Mongolia	28.05.2007	6.07.2007

Name	Position	Country visited	Purpose of visit	From	To
David Michalk	Research Leader	China	Set up a DAFF*** funded project to establish demonstration farms in inner Mongolia	28.05.2007	8.07.2007
Geoffrey Millar	Senior Technical Officer	China	Set up a DAFF*** funded project to establish demonstration farms in inner Mongolia	28.05.2007	11.06.2007
Mark Conyers	Principal Research Scientist	North Korea	ACIAR* project 'To develop an experimental program associated budget for an extension of 18 months'	30.05.2007	6.06.2007
Jeffrey Evans	Senior Research Scientist	North Korea	ACIAR* project 'To develop an experimental program associated budget for an extension of 18 months'	30.05.2007	8.06.2007
Graeme Sanderson	Research Horticulturist	Bhutan	Initiate and plan operational functions of ACIAR* citrus program 'Improving mandarin production through implementation of onfarm best management practices'	1.06.2007	14.06.2007
Sandra Hardy	Acting Technical Specialist	Bhutan	Initiate and plan operational functions of ACIAR* citrus program 'Improving mandarin production through implementation of onfarm best management practices'	1.06.2007	14.06.2007
Nilantha Hulugalle	Senior Research Scientist	Indonesia	Short term posting as research scholar; provide soil management support and gain expertise in quantitative participatory on-farm research methodology	1.06.2007	30.09.2007
Leonard Tesoriero	Plant Protection Officer	Lord Howe Island	Monitor and record progress of experiments previously set up as part of an R&D project to increase profitability of the Lord Howe Island Board Kentia Palm Nursery	3.06.2007	8.06.2007
Jonathan Lidbetter	Research Horticulturist	Lord Howe Island	Monitor and record progress of experiments previously set up as part of an R&D project to increase profitability of the Lord Howe Island Board Kentia Palm Nursery	3.06.2007	8.06.2007
Christopher Weale	Director Assets	Lord Howe Island	Evaluate progress of experiments currently set up as part of an R&D project to increase profitability of the Lord Howe Island Board Kentia Palm Nursery	4.06.2007	8.06.2007
Genevieve Carruthers	Environmental Systems Specialist	USA	Present to & co-ordinate the multi-state working group on environmental performance annual meeting, meet to discuss Environmental Management Systems & other programs	8.06.2007	30.06.2007
Dr Colin Wellings	Principal Research Scientist	Kazakhstan	To continue co-operative research with the CIMMYT, the International Maize & Wheat Improvement Centre program in Kazakhstan	10.06.2007	25.07.2007
Geoff Allan	Research Leader	Papua New Guinea	Assist with inaugural Papua New Guinea Aquaculture technical co ordination meeting and provide overall input from ACIAR*	11.06.2007	14.06.2007
Christine Wang	Director Primex	Japan, China	Meet with government agencies responsible for energy and clean coal technology, key industry bodies and businesses and further strengthen relationship with the government bodies and industry	11.06.2007	19.06.2007
Alan Coutts	Deputy Director General	Japan, China	Meet with government agencies responsible for energy and clean coal technology, key industry bodies and businesses and further strengthen relationship with the government bodies and industry	11.06.2007	19.06.2007
BL (Lloyd) Davies	Economist	Germany	Represent and present information at an international beef production benchmarking training workshop and conference	12.06.2007	22.06.2007
Peter Snell	Professional Officer	France, Italy, Spain	Participate and present at the 4th International Temperate Rice Conference, attend pre-conference 7 day study tour of rice production, initiate linkages with other temperate researchers in rice cold tolerance	15.06.2007	30.06.2007
Brian Dunn	Research Agronomist	France, Spain, Italy	Participate and present at the 4th International Temperate Rice Conference, attend pre-conference 7 day study tour of rice production, initiate linkages with other temperate researchers in rice cold tolerance	15.06.2007	30.06.2007
Kieran O'Keeffe	District Agronomist	Spain, France, Italy	Participate in the 4th International Temperate Rice Conference and pre conference tour of rice growing areas	15.06.2007	1.07.2007
Andrew Mitchell	Research Leader	Canada	Attend inaugural workshop of the Barcode of Life International	16.06.2007	22.06.2007
Richard Walker	Manager	Indonesia	Train Indonesian quarantine and crop protection staff on the establishment of pest free areas for fruit flies	16.06.2007	24.06.2007
Peter Kirkland	Principal Research Scientist	Germany, Poland, Netherlands	Attend the 5th International Conference on new and emerging diseases of swine and visit several laboratories on research projects	16.06.2007	2.07.2007
Robert Martin	Director	Cambodia	ACIAR* project 'Preparation for 2007 field research and demonstration program for the main wet season'	21.06.2007	15.07.2007
Stephanie Belfield	District Agronomist	Cambodia	ACIAR* project 'Preparation for 2007 field research and demonstration program for the main wet season'	21.06.2007	15.07.2007
Malcolm McPhee	Senior Livestock Research Officer	USA	Conduct research on fat deposition and distribution in beef cattle and present 5 abstracts at an international conference	24.06.2007	4.07.2007
Ian Percival	Principal Research Scientist	China	Present results at 10th International Symposium on the Ordovician system and participate in post conference field excursion	25.06.2007	8.07.2007
Barry Buffier	Director General	China, Cambodia	Identify new opportunities for research and development, to address production, economic resources and environmental issues facing agricultural producers in Cambodia and visit NSW DPI ACIAR* projects	26.06.2007	8.07.2007
Christine Wang	Director	China, Cambodia	Identify new opportunities for research and development, to address production, economic resources and environmental issues facing agricultural producers in Cambodia and visit NSW DPI ACIAR* projects	26.06.2007	8.07.2007

12. Code of conduct

The department's new Code of Conduct outlines the minimum standard of behaviour expected of public employees, providing staff with an ethical framework for their decisions, actions and behaviour, and covering appropriate conduct in a variety of contexts.

In May 2006 the Code was made available to all staff to ensure that they were aware of the changes made to the Code and they understood the

rationale for these changes. The department's Code was published in full in the 2005-06 Annual Report

The department's full Code of Conduct can be accessed on the DPI website at: <http://www.dpi.nsw.gov.au/>

13. Risk management and insurance

General

The NSW DPI Audit and Risk Management Committee is responsible for championing and driving the implementation of the NSW DPI risk management framework, establishing strategies and processes for the NSW DPI's Divisions to identify, manage and report on risk and risk mitigation, and annually reviewing and updating the corporate level risk register.

In March 2007 the Department released a comprehensive policy and procedures for risk management across the organisation. The documents clearly articulate the responsibilities and accountabilities of staff across the Department in relation to identifying, evaluating and managing risks. A key element of the Department's risk framework has been the establishment of a group of Divisional Co-ordinators at Branch Director level.

The intention is to emphasise the importance of work areas taking ownership of the NSW DPI risk management framework, to get a whole-of-Department perspective on corporate risks, and to ensure that the risk register is a 'live' document that is reviewed and updated to an agreed timetable each year. Divisional Co-ordinators are responsible for:

- assessing and reporting to their Division head on the implementation of the risk management framework throughout their Division;
- reporting to a meeting of Divisional Co-ordinators twice a year on each Division's risk management implementation; and
- co-ordinating their Division's annual review of the identified risks and risk mitigation actions, and participating in the annual review of the Risk Register.

The group met for the first time during the reporting year and recommended updates to the risk register. This process will continue to be refined over the next few years to ensure that risk management is further integrated with NSW DPI's corporate and operational planning and reporting systems.

Insurance

NSW Department of Primary Industries is a member of the NSW Treasury Managed Fund, which is compulsory for all government departments and authorities. Members self insure for risk exposures under the categories of:

- Workers' compensation
- Motor vehicles
- Property
- Public liability
- Miscellaneous

During the 2006-07 financial year there were 148 Workers Compensation claims received by the insurer, Allianz. Of these 65 claims remain active at the end of the report period.

Statistics regarding risk coverage for the period 1 July 2005 to 30 June 2006 are shown in the table below:

Workers' compensation

Number of Claims	148
No. of claims per employee	0.06
Average Claim Cost	\$5 252
Average cost per employee	\$300.69

Motor Vehicles

Number claims	144
Number of claims per vehicle	0.08
Average cost per claim	\$3 859
Average Cost per vehicle	\$312.00

Property

Number of claims	42
Number of claims per employee	0.02
Average cost per claim	\$11 540
Average cost per employee	\$187.49

Liability

Number of claims	24
Cost of claims	\$1 335 578.00

Occupational health and safety management

In mid 2007, an external review of OHS in NSW DPI was undertaken. As a result of the review, an executive level OHS Committee was put in place to provide advice to the NSW DPI Board of Management on the strategic direction of OHS in NSW DPI.

The OHS Committee has developed an OHS Strategic Plan to give direction to the management of OHS across all divisions, branches, units and workplaces.

All OHS policies, procedures, guidelines and forms were revised and updated during the period.

An OHS Management System based on Australian Standards has been developed and will be implemented during the forthcoming financial year.

Safety inspections and audits.

Ten major sites across the organisation were audited to assess compliance with the NSW Department of Primary Industries OHS Management System.

Areas of concern identified from the audits are:

- Hazardous substances management
- Contractor management
- Remote work policies
- Housekeeping issues

OHS unit staffing

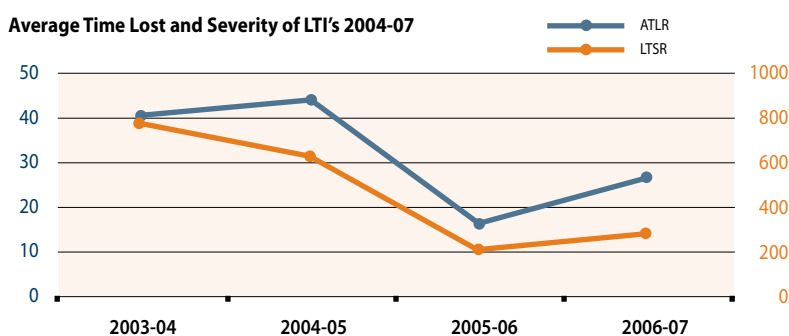
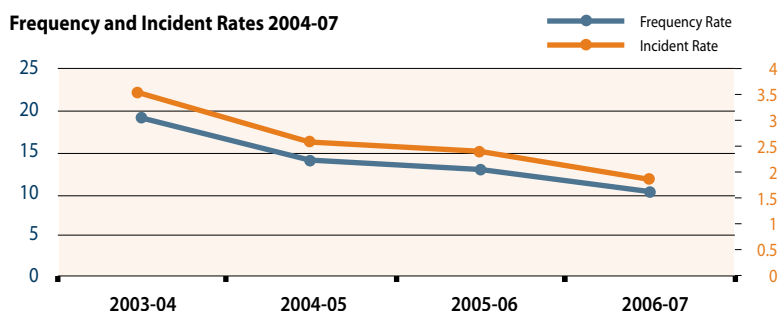
The staffing of the OHS Unit has been increased from three staff in 2005-06 to seven staff in this period to reflect the departments' commitment to the health and safety of staff and visitors and the development of OHS management systems.

Workplace OHS committees

There are currently 28 committees and 45 safety representatives.

Health and Safety Performance Indicators

	Summary			
	2003-04	2004-05	2005-06	2006-07
No. CLAIMS	188	150	155	148
No LTI				49
No. NLTI	203	235	213	232
Days Lost	3670	2950	978	1293
Frequency Rate	19.08	13.84	12.79	10.27
Incident Rate	3.53	2.56	2.36	1.83
ATLR	40	44	16	26.38
LTSR	769	618	205	271



Explanation of performance indicators.

These measures are based on the Australian Standard AS 1885.1 – 1990 for the recording of Workplace Incident Statistics.

1. Claims – Total number of injury reports which have incurred lost time or medical expenses, received by insurer (Allianz).
2. LTI – Lost time injuries – Injuries which involve absence from work of more than one day
3. NLTI – Non lost time injuries – Injuries which are reported but have not resulted in an absence from work or have incurred medical expenses.
4. Frequency Rate – Rate that expresses the number of Lost Time Incidents (LTI) related to the total hours worked.
5. Incident Rate – Rate that expresses the ratio of Lost Time Incidents (LTI) related to the total number of employees.
6. Average Lost Time Rate – Rate measures time lost in days in relation to the number of injuries experienced.
7. Lost Time Severity Rate – Provides a list of levels of severity of lost time incidents by measuring days lost against total hours worked.

14. Credit Card Certification

Credit card use in the NSW Department of Primary Industries has been in accordance with the Premier's Memoranda and Treasurer's Directions



Director-General

15. Consultants

Consultancies equal to or more than \$30 000

Consultant	Cost in \$	Title/Nature
ACIL Tasman P/L	66 800	Options Based Planning in Natural Resource Management Capability
Deloitte Touche Tohmatsu	44 878	Implementation of five recommendations of the Wran Review into Mine Safety
Shaw Idea P/L	210 735	Implementation of five recommendations of the Wran Review into Mine Safety
Total	322 413	

Consultancies less than \$30 000

During the year there were five consultancies of less than \$30 000

Area	Actual \$ cost of consultancies in area
Management	29 486
Environmental	24 930
Organisation Review	26 400
Engineering	31 618
Total	112 434
Total consultancy costs	434 847

16. Payment of accounts

Time for payment of accounts

The following commentary relates to the Parent Entity only – Forests NSW is specifically excluded.

Payments were predominately made on an accrual accounting basis during 2006-07, with creditor payments generally being made in line with each creditor's payment terms for metropolitan based businesses. Due to extreme drought conditions, businesses relying on rural production were paid using zero terms. Payment terms are entered into the financial management information system for each creditor. As invoices are received they are entered into the system which automatically calculates when the invoice is due for payment and produces a cheque or Electronic Funds Transfer (EFT) payment in time to reach the creditor by the due date. These terms may be overridden in urgent or special circumstances. This system allows the maximum benefits to be gained from the State's cash management processes and also sees creditors being paid as required.

During the 2006-07 financial year, the Department processed 90 281 accounts payable documents. The Department continues to actively pursue a campaign whereby creditors' bank account details are requested to enable as many payments as possible to be made via EFT. This process expedites the payment to the creditor and reduces the work involved in reconciling the Department's bank accounts. In the 2006-2007 financial year, 76.2 per cent of all payments were made using EFT.

EFT Remittance Advices may be automatically faxed or emailed to each creditor, if they have the facilities to receive Remittance Advices by such means. This reduces the number of Remittance Advices requiring printing, enveloping, and posting. Further savings are being achieved through this process with an estimated average cost of seven cents per email. It is estimated that in excess of 90 per cent of all Remittance Advices are either faxed or emailed to creditors.

16. Payment of accounts (continued)

Aged Analysis at the end of each quarter

Below is a schedule of the dollar amount of payments made during 2006-07 by the Department of Primary Industries. Also included is the time these documents were paid, in relation to the due date.

Quarter	Current (ie within due date)	Less than 30 days overdue	Between 30 and 60 days overdue	Between 60 and 90 days overdue	More than 90 days overdue
	\$	\$	\$	\$	\$
September 2006	41 540 592	22 424 725	3 206 297	868 050	762 628
December 2006	21 583 117	28 139 779	4 992 439	1 269 905	2 756 569
March 2007	9 253 025	39 630 043	4 613 072	1 954 200	1 569 308
June 2007	23 172 868	68 200 746	6 749 785	2 307 770	1 917 257

Due to the manner in which the financial management system reports payment analysis, it is considered that payments in the "less than 30 days overdue" are also paid on time.

The payments that appear to be overdue are inflated due to the invoice date on all invoices being used as the base date. In some instances eg payment of Drought Transport Subsidies, other organisations are used as an invoice collection point. These invoices are then processed and forwarded on to NSW Department of Primary Industries for payment. The invoice date may be months prior to NSW Department of Primary Industries actually receiving the invoice.

Accounts paid on time within each quarter

Below is a schedule indicating the percentage of payments paid "on time" as compared to the Department's target.

Quarter	Total Accounts Paid on Time			Total Amount Paid \$
	Target %	Actual %	Actual \$	
September 2006	90.00	87.73%	63 965 316	68 802 291
December 2006	90.00	88.00%	49 722 896	58 741 808
March 2007	90.00	88.72%	48 883 068	57 019 649
June 2007	90.00	87.04%	91 373 614	102 348 426

The target for Total Accounts Paid on Time has been revised for 2006-07 due to the large number of Drought Transport Assistance Claims. These payments take some time to be received into the Department and therefore distort the Total Accounts Paid on Time values.

For the full 2006-07 financial year, 88.51 per cent of all accounts were paid on time.

All accounts for payment are directed to and processed in the Department's Orange office. Continued improvements in the timeliness of account payments may be expected in future years.

In addition:

- There were no instances of penalty interest being paid or incurred during 2006-07.
- There were very few instances of supplier's enquiries regarding late payments.
- Invoices were generally entered into the accounting system within one week of receipt of the invoice by the Accounts Payable Section.
- These indicators will continue to be monitored during 2007-08 and future years, to ensure the Department's payment performance continues to improve.

17. Land disposal

NSW DPI sold a former depot at Singleton and seven former cattle tick dip sites on the NSW north coast for a total of \$1 965 000.

17. Land disposal (continued)

Site	Auction Amount \$
Hambleton Hill Rd, Singleton	270 000
11 Federation Dr Terranora	556 000
Lot 11 Stokes Lane, Shark Creek via Maclean	170 000
Lot 1, Coolgardie Rd, Waddell	175 000
Cnr Cook & Neil Sts, Lawrence	54 000
12 Lee St, East Ballina	340 000
1 Simmons Ave, Goonellabah	220 000
24 Invercauld Rd, Goonellabah	180 000

The properties were sold because they were surplus to NSW DPI requirements. The sale proceeds are being used for re-investment in new buildings and infrastructure.

There was no family or business association between any of the buyers and the person responsible for approving disposal.

All documents relating to property disposal are available under the *Freedom of Information Act 1989*

18. Major assets and capital works

Capital Works

During the year the Department completed the Fisheries Compliance and Marine Park Authority building at the Port Stephens Fisheries Centre and continued major state-wide information and communications technology projects to improve infrastructure which delivers enhanced service levels across the whole of NSW DPI.

The Department continued to improve OHS systems, rectify structural defects in laboratories at EMAI, and construct laboratories at Narrabri, the plant and soil facility at Tamworth, and fisheries compliance office upgrades.

The following is a list of major capital works undertaken in 2006-07 in descending order of value:

Capital Works	\$ Value
Fisheries compliance and marine park office building - Port Stephens	1 325 000
Plant and soil processing facility - Tamworth	1 100 000
Laboratory underpinning - EMAI	1 000 000
Environment laboratories - Narrabri	800 000
Fisheries compliance office redevelopment - Swansea and Tuncurry	520 000
Trout hatchery - Jindabyne	238 000
Oyster QX disease research facility - Port Stephens	222 000

Capital Works in Progress

The following is a list of major capital works partly completed in 2006-07 in descending order of value:

Work to be completed in 2007-08	\$ Value
Gosford National Centre for Greenhouse Horticulture site relocation - Narara to Somersby	4 000 000
Joint agency office - Huskisson	1 275 000
Border tick video surveillance - various sites	1 000 000
Work to be completed in 2008-09	
Gosford National Centre for Greenhouse Horticulture site relocation - Narara to Somersby	5 000 000

Plant and equipment

The Department acquired major equipment to support fisheries compliance, laboratory, research station functions and network infrastructure. Equipment purchased for over \$100 000 is shown below in descending order of value:

18. Major assets and capital works (continued)

Storage Area Network Disk Array- Maitland	338 000
Micro Liquid Chromatograph- Wollongbar	250 000
Storage Area Network Disk Array- Orange Head Office	211 000
John Deere Tractor- Condobolin	200 000
John Deere Tractor – EMAI	171 000
Noosa Cat 2700 Ocean Going Vessel - WIP- Port Stephens Marine Park	118 000
Direct Drill Seeder – Tamworth 110 000	110 000

19. Disclosure of controlled entities

In accordance with the *Annual Reports (Departments) Act 1985*, the Department of Primary Industries 2006-07 Annual Report includes Forests NSW's annual financial statements both as a separate report (see page 157) and as part of the Department's consolidated financial statements.

20. Funds granted to non-government community organisations

Recipient	2006-07 \$
Agriculture & Fisheries Program	
Habitat Grant - Nari Nari	
Nari Nari Tribal Council	3 387.50
Habitat Grant - Greening Australia	
Greening Australia	8 985.00
Habitat Grant - Gloucester	
Gloucester Shire Council	4 500.00
To off-set audit costs	
CB Alexander Foundation	5 000.00
To assist in the management of the Prevention of Cruelty to Animals Act	
Wires Incorporated	15 500.00
NSW Animal Welfare League	54 000.00
Cat Protection Society	15 500.00
RSPCA	424 000.00
Domestic Animal Birth Control	3 000.00
	512 000.00
To assist in the management of soil erosion	
Macleay Landcare Network	3 008.96
Coffs Harbour Regional Landcare	15 044.78
Clarence Landcare Inc	23 616.00
Toepfers Rehabilitation Environmental and Ecological Services P/L	1 050.00
	42 719.74

20. Funds granted to non-government community organisations (continued)

To assist in forestry development	
Capital Region Development Board	93 750.00
Murray Regional Development Board	31 250.00
Northern Rivers Regional	62 500.00
	187 500.00
To assist in providing counselling services to farmers	
Lower Hunter Manning Rural Counselling Service Inc	6 250.00
Central West Rural Financial Counselling Service Inc	6 250.00
Southern New England Rural Counselling Service Inc	6 250.00
Lower Lachlan Community Services Inc	5 125.05
New England Rural Counselling Service Inc	6 250.00
Bogan Advisory Service Inc	6 250.00
Gunnedah and District Rural Counselling Service Inc	6 250.00
Lachlan Advisory Group	6 250.00
Richmond Valley Business and Rural Counselling Service Inc	18 750.00
Warrumbungle Rural CommunityProgram Inc	6 250.00
Southern Riverina Rural Advisory Service Inc	12 500.00
Wentworth/Baranald Rural Counselling Service Inc	12 500.00
	98 875.05
Grants-other	
Kangaroo Valley A & H Association	2 000.00
Warranboo Partnership, Holbrook	300.00
State Council of Rural Lands Protection Boards	40 000.00
The Malacological Society of Australia Ltd	1 000.00
Murrumbidgee Catchment Management Authority	71 569.00
Australian Landcare Management System Ltd	16 474.56
Fisheries Research and Development Corporation	80 544.00
	211 887.56
Biosecurity Compliance & Mine Safety Program	
To subsidise costs to affected farmers of transporting stock fodder & water	
Various	34 667 835.53
To assist in the eradication of noxious weeds	
Various	6 885 814.19
To assist in the control of Queensland Fruit Fly	
Murray Valley Citrus Board	109 135.18
To assist in the destruction of wild dogs	
Armidale Rural Lands Protection Board	6 435.03
Bombala Rural Lands Protection Board	509.70
Braidwood Rural Lands Protection Board	4 443.70
Cooma Rural Lands Protection Board	2 414.44

20. Funds granted to non-government community organisations (continued)

Gloucester Rural Lands Protection Board	3 816.95
Goulburn Rural Lands Protection Board	1 501.53
Grafton Rural Lands Protection Board	1 227.54
Hume Rural Lands Protection Board	3 287.02
Hunter Rural Lands Protection Board	3 397.28
Kempsey Rural Lands Protection Board	2 939.30
Moss Vale Rural Lands Protection Board	1 790.45
Northern North England Rural Lands Protection Board	13 635.48
Tamworth Rural Lands Protection Board	1 656.54
Yass Rural Lands Protection Board	9 538.43
Young Rural Lands Protection Board	3 406.61
	60 000.00

21. Fisheries trust fund report

Commercial Fishing Trust Fund

NSW DPI provides a range of monitoring, scientific, compliance and administrative services to the commercial fishing industry.

Of the eight commercial fisheries only two, abalone and rock lobster are subject to full cost recovery of attributable costs, although there is still some degree of government contribution. In both these cases, budgets are negotiated in detail with the relevant management advisory committees.

For the remaining fisheries, charges are levied for services such as licence administration and management, but are not project specific.

Expenditure by the Department on activities relating to commercial fishing is funded from consolidated revenue with a contribution from the Commercial Fishing Trust Fund.

The Seafood Industry Advisory Council was consulted over the budget for commercial fishing. In 2006-07 the Commercial Fishing Trust Fund contributed \$3.6 million to the Department's commercial fishery related programs.

Aquaculture Trust Fund

NSW DPI provides a range of monitoring, scientific, compliance and administrative services to the aquaculture industry.

The aquaculture industry is not subject to full cost recovery and charges are not project specific.

Expenditure by the Department on activities relating to aquaculture is funded from consolidated revenue with a contribution from the Aquaculture Trust Fund.

The Seafood Industry Advisory Council was consulted over the budget for aquaculture. In 2006-07 the Aquaculture Trust Fund contributed \$500 000 towards the Departments aquaculture management activities.

Charter Fishing Trust Fund

In 2006-07 the Charter Fishing Trust Fund continued funding of the following projects:

	Total Available 2006-07 \$'000	Actual Expenses 2006-07 \$'000	Carry Forward \$'000
Charter fishing consultation	178	93	85
Charter fishing monitoring	84	26	59
Total	262	119	144

Fish Conservation Trust Fund

In 2006-07 the Fish Conservation Trust continued to fund Ocean Watch and contribute to fisheries conservation projects within the Department. Expenditure of \$124 000 on these two programs was approved.

21. Fisheries trust fund report (continued)**Recreational Fishing (Saltwater) Trust Fund expenditure**

Project	Total Available 2006-07* \$'000	Actual Expenses 2006-07 \$'000	Carry Forward \$'000
ACORF Meeting Expenses	24	25	-1
Artificial Reefs Deployment	114	118	-4
Artificial Reefs Monitoring and Research	229	196	33
Coastal Habitat Restoration Grants Program	238	167	71
Coffs Harbour fish cleaning facilities	20	14	6
Defining a quality recreational fishing experience	18	13	5
Dusky Flathead Research	-4	4	0
Eastern king prawn stocking in NSW estuaries	131	92	39
Estuary perch research	25	8	17
Expenditure Committee Meeting Expenses	25	32	-7
Fish Aggregation Devices (FADs)	135	139	-4
Fishcare Volunteer Program	624	629	-5
Fisheries Officers (9 Coastal Officers)	1 053	1 053	0
Fisheries Officers (Mobile Squad)	452	264	187
Gamefish Tagging Program	133	122	10
Greater Sydney Region Recreational Fishing Survey	390	105	285
Life History Research of Black Bream and Luderick	158	122	37
Marine Recreational Management Project	120	73	47
Maximising Survival of Line Caught Fish Research	199	147	52
Membership to RecFish Australia	23	16	7
Mulloway Stocking in NSW Estuaries	104	104	0
Recreational Fisheries Management Strategy	-6	6	0
Recreational Harvest of Baitfish in NSW Research*	20	20	0
Recreational Fishing Havens Process*	219	219	0
Recreational Fishing Trust Executive Officer	138	142	-3
Recreational Publications	219	147	73
Recreational Research Project	127	98	29
Research on striped marlin	5	5	0
Satellite tagging of tiger sharks	69	62	7
Small Grants	116	77	39
Study on Landed Fish at Gamefishing Tournaments 06-07	24	18	6
Sub-total	5 142	4 237	926
Direct Payments:			
Illuka Fishing Platform	3	3	0
Loan Repayment-Recreational Fishing Havens	2 000	2 000	0
Marine Discovery Centre, Bondi Beach	10	10	0
Recreational Fishing Haven Research in Northern NSW	60	60	0
Study on Landed Fish at Gamefishing Tournaments 05-06	6	6	0
Sub-total	2 079	2 079	0
Total	7 221	6 316	926

* The total available 2006-07 consists of allocations from the trust fund in 2006-07 and amounts carried forward from 2005-06.

21. Fisheries trust fund report (continued)

ACoRF Meeting Expenses - the Advisory Council on Recreational Fishing (ACoRF) provides high quality advice to the Minister for Primary Industries on issues relating to recreational fishing.

Artificial Reefs Deployment –involved the deployment of 6 artificial reefs in barren areas in Lake Macquarie, Botany Bay and St Georges Basin to enhance angler catch. The reefs were constructed using concrete 'Reefball' modules.

Artificial Reefs Monitoring and Research - is investigating the effectiveness of artificial reefs in 3 recreational fishing havens. The reefs are being monitored before and after installation to investigate changes in fish populations.

Coastal Habitat Restoration Grants Program - provides matching funding to angling clubs, local councils and Landcare groups for on-grounds habitat rehabilitation projects to enhance native fish stocks.

Coffs Harbour fish cleaning facilities – involves installation of quality facilities for anglers.

Defining a quality recreational fishing experience - involves surveys for analysis and modelling of the concept of a quality recreational fishing experience.

Dusky Flathead Research – involves essential research to determine the reproductive cycle, size and age at maturity and the timing and location of spawning of dusky flathead in NSW.

Estuary perch research – is investigating the biology and demographic characteristics of estuary perch, an increasingly important recreational species in NSW.

Expenditure Committee Meeting Expenses – the Recreational Fishing Saltwater Trust Expenditure Committee (RFSTEC) provides advice on expenditure from the Recreational Fishing (Saltwater) Trust to the Advisory Council and monitors the progress of projects supported by the Trust.

Fish Aggregating Devices (FADs) - twenty one fish aggregating devices (FADs) are placed in coastal waters to attract pelagic fish such as mahi-mahi and even tunas and marlin.

Fishcare Volunteer Program - a dynamic volunteer program providing face to face education of recreational fishers. Volunteers donate their time and effort promoting awareness and advising anglers about the rules and values of sustainable recreational fishing.

Fisheries Officers (9 Coastal Officers) - nine Fisheries Officers are based at Clarence, Hastings, Port Stephens, Hunter, Sydney (x 2), Illawarra, Batemans Bay and the Far South Coast regions to maximise compliance with fishing rules and provide advisory services in recreational fisheries.

Fisheries Officers (Mobile Squad) - a mobile support group of three Officers with rapid response capacity that are heavily involved in recreational compliance activities.

Gamefish Tagging Program - provides valuable scientific information on the movement and growth of billfish, tuna, sharks and sportfish and encourages anglers to participate in fisheries management and research.

Greater Sydney Recreational Fishing Survey – this three year research program involves an extensive survey of recreational fishing in the Hawkesbury Shelf Bioregion.

Life History Research of Black Bream and Luderick – involves essential research on the biology and life history of black bream and luderick, two key recreational species.

Marine Recreational Management Project – this program develops new recreational fisheries policies, codes of conduct, fisheries advisory tools and products and other initiatives to enhance recreational fishing opportunities and ensure responsible fishing.

Maximising Survival of Line Caught Fish Research – studies are underway to estimate the survival of popular recreational estuarine species and to establish the factors that increase survival when released.

Membership to RecFish Australia - represents the interests of recreational fishers at a national level to ensure high-quality, enjoyable and ecologically sustainable fishing.

Mulloway Stocking in NSW Estuaries - ongoing research is exploring the effects of stocking the highly prized mulloway into NSW estuaries. Tens of thousands of mulloway fingerlings are being stocked into Botany Bay and the Manning, Richmond and Tweed Rivers.

Recreational Fisheries Management Strategy – involved a comprehensive review of recreational fishing rules to ensure sustainable fishing.

Recreational Harvest of Baitfish in NSW Research - provided estimates of the quantities of baitfish taken by the recreational sector to make informed decisions about resource sharing amongst stakeholders (these unspent funds were returned to the Trust Fund).

Recreational Fishing Havens Process - thirty recreational fishing havens were created along the NSW coast in 2002 to provide better fishing opportunities for anglers. Many commercial fishing businesses were bought out using funding from the Saltwater Recreational Fishing Trust (these unspent funds were returned to the Trust Fund).

Recreational Fishing Trust Executive Officer - oversees the Recreational Fishing Trusts and provides efficient service delivery to the Expenditure Committees and ACoRF to ensure transparent reporting.

Recreational Publications - aims to inform and educate the community about responsible fishing, compliance with fishing rules and to encourage responsible fishing.

Recreational Research Project - collects information on effort and harvests of recreational fishers for resource assessments. The program also produces articles for the recreational fishing community.

Research on striped marlin – involves investigation of age, growth and reproduction of this important recreational species.

Satellite tagging of tiger sharks – provides interesting, detailed information on the movements of the tigers sharks on a daily basis for many months.

Small Grants Program – provides grants for fishing clubs, councils and other community members for small, local projects aimed at enhancing recreational fishing. Programs include construction of fish cleaning tables, measuring stations etc.

Study of Landed Fish at Gamefishing Tournaments 06-07 - collection of valuable biological data on gamefish and sharks at gamefishing tournaments across NSW.

Direct Payments

Iluka Fishing Platform – involves the construction of a safe fishing platform and measuring station for recreational fishers on the Clarence River.

Loan Repayment, Recreational Fishing Havens - the Recreational Fishing Havens established in 2002 were funded through a \$20 million loan. The loan repayments schedule requires that repayments of \$2 million be paid in each financial year.

Marine Discovery Centre, Bondi Beach – involves the enhancement of the Marine Discovery Centre at Bondi Beach. The Centre is a non-profit organisation for the education of Sydney's school children on sustainable recreational fishing.

Recreational fishing haven research in northern NSW - This study compared catches of fish by anglers in and outside the recreational fishing havens in northern NSW to determine the effectiveness of the havens in improving recreational fishing opportunities.

Study of Landed Fish at Gamefishing Tournaments 05-06 - collection of valuable biological data on gamefish and sharks at gamefishing tournaments across NSW.

21. Fisheries trust fund report (continued)

Recreational Fishing (Freshwater) Trust Fund expenditure

Project	Total Available 2006-07* \$'000	Actual Expenses 2006-07 \$'000	Carry Forward \$'000
Brewarrina Fishing Platform	21	10	11
Dollar-for-Dollar Native Fish Stocking Program	230	208	22
Dutton recirculation system	53	47	6
Eastern Cod Stocking Program	5	0	5
Effectiveness of stocking research	159	153	5
Enhanced Fish Production for Stocking	329	345	-17
Expenditure Committee Meeting Expenses	15	25	-9
Fishcare Volunteer Program	185	182	3
Fisheries Officers (Inland)	582	584	-1
Freshwater Recreational Management	204	185	19
Gaden Trout Hatchery Redevelopment	238	280	-42
Genetic research on Bass and Perch	30	20	10
Gosling Creek Reservoir Fishing Platform	19	8	11
Impoundments Access Program	11	0	11
Inland Habitat Restoration Grants Program	205	38	167
Maintaining Access in Travelling Stock Reserves	105	109	-4
Maximising Survival of Inland Line Caught Fish Research	173	92	80
Nodavirus research	16	11	5
Recreational Fisheries Management Strategy	-2	2	0
Regional fish Habitat Managers (2)	299	294	5
Small grants	60	11	49
Total	2 936	2 604	336

* The total available 2006-07 consists of allocations from the trust fund in 2006-07 and amounts carried forward from 2005-06.

Brewarrina fishing platform - involves construction of an angling platform.

Dollar for Dollar Native Fish Stocking Program – enables fishing clubs, councils and community groups to apply for matching funds to buy native fish from hatcheries to stock in approved public waterways.

Dutton recirculation system – provides for a temperature controlled recirculation unit capable of maintaining trout broodstock at the Dutton fish hatchery to enhance production.

Eastern Cod Stocking - essential research into genetic factors of cod to ensure effective stocking practices in the future.

Effectiveness of Stocking Research – this program involves research on the effectiveness of freshwater stocking in NSW, which will lead to improved stocking practices.

Enhanced Fish Production for Stocking - these funds boost the stocking capacity of Government hatcheries at Narrandera, Jindabyne, Ebor and Port Stephens.

Expenditure Committee Meeting Expenses – the Recreational Fishing Freshwater Trust Expenditure Committee (RFFTEC) provides advice on priorities for expenditure from the Recreational Fishing (Freshwater) Trust to the Advisory Council and monitors the progress of projects supported by the Trust.

Fishcare Volunteer Program - a dynamic volunteer program providing face to face education of recreational fishers. Volunteers donate their time and effort promoting awareness and advising anglers about the rules and values of sustainable recreational fishing.

Fisheries Officers (Inland) – provides funding for additional fisheries officers based in inland NSW to maximise the level of compliance with fishing rules and provide advisory services in the recreational fishery.

Freshwater Recreational Management – this program manages fish stocking programs in NSW and plays a key role in community liaison and correspondence with fishing clubs and other key stakeholder groups.

Gaden Trout Hatchery Redevelopment - ensures the supply of quality stock in the future for the benefit of anglers and the regional economy.

Genetic Research on Bass and Perch – assessment of the population genetic structure of golden perch, Macquarie perch, estuary perch and Australian bass within NSW, which will contribute to the development of effective broodstock collection procedures.

Gosling Creek Reservoir fishing platform – involves construction of an angling platform.

Impoundments Access Program - this program involved the development of a guidebook on stocked lakes and impoundments for anglers.

21. Fisheries trust fund report (continued)

Inland Habitat Restoration Grants Program - provides matching funding to angling clubs, local councils and Landcare groups for on-grounds habitat rehabilitation projects to enhance native fish stocks.

Maintaining Access in Travelling Stock Reserves - involves identification of travelling stock and other reserves of importance to recreational anglers and follow-up management action to ensure maintenance of appropriate access for fishers.

Maximising Survival of Inland Line Caught Fish Research - studies are underway to estimate the survival of popular recreational inland species and to establish the factors that increase survival when released.

Nodavirus research – aims to understand the causes and management of nodavirus outbreaks in Australia bass to ensure ongoing stocking of the species.

Recreational Fisheries Management Strategy – involved a comprehensive review of recreational fishing rules to ensure sustainable fishing.

Regional Fish Habitat Managers (2) – this program funds two inland conservation managers focused on protecting and rehabilitating valuable freshwater fish habitats for healthy and productive recreational fisheries.

Small Grants – enables fishing clubs, councils and other community members to submit saltwater proposals for small, local or regional projects aimed at enhancing recreational fishing. Programs include construction of fish cleaning tables, measuring stations etc.

Recreational Fishing (Freshwater and Saltwater) Trust Fund expenditure

The following programs are funded on a one-third two-thirds basis by the respective trust funds.

Project	Total Available 2006-07* \$'000	Actual Expenses 2006-07 \$'000	Carry Forward \$'000
Fishing Guides	179	176	3
Fishing Promotion	50	43	7
Fishing Workshops	111	118	-7
Recreational Fishing Fee Administration	1 147	873	274
Recreational Fishing Fee Reminder Notice	164	164	0
Recreational Fishing Fee Research Database	90	71	19
Recreational Fishing Trust DVD	60	57	3
Research on Banded Grunter	58	49	9
Tournament Management	132	134	-2
Tournament Monitoring	160	151	9
Total	2 151	1 836	315

* The total available 2006-07 consists of allocations from the trust fund in 2006-07 and amounts carried forward from 2005-06.

Fishing Guides - involved the printing and distribution of 300 000 quality Recreational Saltwater and Freshwater Guides in 2006-07.

Fishing Promotion - raises awareness of fishing rules (including the need to pay the fee) and encourages responsible and sustainable fishing practices.

Fishing Workshops - involves holding children's workshops in Sydney, at Government hatcheries and across regional NSW, including workshops for special needs groups and NESB communities.

Recreational Fishing Fee Administration - involves management of a network of 1 000 fee agents, including the distribution of fishing fee receipt books and advisory material, reconciliation of monthly returns and agent accounts and maintenance of Web and IVR fee payments. Also includes payment of agent commissions.

Recreational Fishing Fee Reminder Notice - involves the mailing out of reminder letters (with advisory material) to one and three year fee receipt holders.

Recreational Fishing Fee Research Database - the database collects information on the names, addresses, phone details and other demographic information for use in surveys.

Recreational Fishing Trust DVD – involved production of a DVD outlining programs funded by the Trusts and distribution of 70 000 copies to recreational fishers.

Research on Banded Grunter - involves development of a plan to control the banded grunter (pest species) in the Clarence River.

Tournament Management - involves development and implementation of a code of conduct for fishing competitions to improve the environmental and social impacts of these events.

Tournament Monitoring – this program collects catch and effort information at selected fishing competitions across NSW to monitor fish populations.

22. Cost of production of the 2006-07 annual report

The total external cost incurred in the production of the Department's 2006-07 Annual Report is \$33 699. This cost includes editing, print management and print production. An electronic copy is available on the Department's website at www.dpi.nsw.gov.au

23. Research and development

The Science and Research Division manages a research portfolio with a direct annual investment of about \$100 million dollars per year. About half of the investment comes from partnerships and alliances. These collaborations make NSW DPI one of the largest research organisations in Australia, with almost 900 staff and more than 700 projects. The division's partnerships and collaborations enhance its capacity to provide the research that underpins and drives productivity growth in the State's primary industries and to address key environmental and social issues associated with primary industries.

The division is involved with 16 Cooperative Research Centre's (Table 1) which along with 50 significant co-investors (Table 2), contributed a total of over \$41 million in funds to the division's research activities. Further, the division collaborates with a wide range of universities within and outside of Australia, CSIRO and with State Departments from other jurisdictions. A number of these arrangements have been formalised in significant alliances (Table3).

Table 1. Current NSW DPI involvement with CRC's

CRC Name	HQ / NSW Node	Period
Australian Sheep Industry	NSW / Armidale	2002-08
Australian Weed Management	SA / Wagga & Orange	2002-08
Landscape Environments & Mineral Exploration	WA / Maitland	2002-08
Plant-based Management of Dryland Salinity	WA / Wagga & Tamworth, Glen Innes	2002-08
Predictive Mineral Discovery	VIC / Maitland	2002-08
Sustainable Aquaculture of Finfish	SA / Port Stephens	2002-08
Value Added Wheat	NSW / Wagga	2002-08
Bushfire	VIC / Pennant Hills	2004-10
Desert Knowledge	NT / Trangie	2004-10
Irrigation futures	QLD / Orange	2004-10
Australasian Invasive Animals	ACT / Orange	2006-12
Beef Genetic Technologies	NSW / Armidale	2006-12
Cotton Catchment Communities	NSW / Narrabri	2006-12
Internationally Competitive Pork Industry	SA / EMAI	2006-12
National Plant Biosecurity	ACT / Orange	2006-12
Forest Landscapes	TAS / Pennant Hills	2006-12

Table 2. Significant Co-investors

AusAID
Australian Centre for International Agricultural Research
Australian Greenhouse Office
Australian Oilseeds Federation
Australian Pork Limited
Australian Quarantine Inspection Service
Australian Research Council
Australian Wheat Board Services
Australian Wool Innovation
Biosecurity Australia
Catchment Management Authorities (9)
Cotton Research and Development Corporation
Dairy Australia

23. Research and development (continued)

Commonwealth Department of Agriculture, Forestry and Fisheries
Commonwealth Department of Education, Science and Training
Electricity Association of NSW
Environment Australia
Environment Trust
Enterprise Grains Australia
Fisheries Research and Development Corporation
Forest and Wood Products Research and Development Corporation
Grains Research and Development Corporation
Grape and Wine Research and Development Corporation
Horticulture Australia
Land and Water Australia
Meat and Livestock Australia
Murray Darling Basin Commission
Murray Irrigation Limited
National Feral Animal Control Program
National Heritage Trust – Environmental Management Systems
National Heritage Trust – National Action Plan
National Heritage Trust – National Bushcare Program
National Heritage Trust – National Investment in Weeds Strategy
National Heritage Trust – National Landcare Program
National Heritage Trust – National Weeds Program
NSW Greenhouse Office
NSW Department of Environment and Conservation
NSW Department of Education and Training
NSW Department of Natural Resources
NSW Maritime
Plant Health Australia
Recreational Fresh Water Fishing Trust Fund
Recreational Marine Fishing Trust Fund
Resource NSW
Rural Industries Research and Development Corporation
Sea World
Sydney Water
West2000
Wildlife and Exotic Diseases Protection Program
World Wide Fund For Nature

Table 3. Formal Alliances

Alliance	Key Partners
Australian Cotton Research Institute	CSIRO
Animal Genetics and Breeding Unit	University of New England
Canola Alliance	Nugrain Plantech
Chair of Dairy Science	University of Sydney
Coastal Agricultural Landscapes Centre	Southern Cross University
National Grape and Wine Industry Centre	Charles Sturt University, Deakin University, NSW Wine Growers Association
NSW Agricultural Genomics Centre	CSIRO, Australian Proteome Analysis Facility
Primary Industries Innovation Centre	University of New England
E.H. Graham Centre	Charles Sturt University

23. Research and development (continued)

Riverlink	Department of Primary Industries, Victoria (DPIVic) CSIRO Department of Primary Industries and Resources of South Australia (PIRSA) South Australia Research and Development Institute (SARDI)
Australian Lucerne Alliance	Grains R&D Corporation Seedmark
National Pulse Breeding Program	Grains R&D Corporation South Australia Research and Development Institute (SARDI) Department of Primary Industries Victoria (DPIVic) Department of Agriculture and Food Western Australia (DAFWA) Department of Primary Industries and Fisheries Queensland (QDPI&F) University of Adelaide
Barley Breeding Australia	Grains R&D Corporation Department of Primary Industries Victoria (DPIVic) University of Adelaide Department of Agriculture and Food Western Australia (DAFWA) Department of Primary Industries and Fisheries Queensland (QDPI&F)
Enterprise Grains Australia	Grains R&D Corporation Department of Primary Industries and Fisheries Queensland (QDPI&F)

24. Waste reduction, recycling and energy management

NSW DPI is committed to the aims and objectives of the NSW Government's Waste Reduction and Purchasing Policy.

In complying with the policy NSW DPI purchases recycled copy paper and paper products wherever possible. All toner cartridges purchased are either recycled or manufactured from recycled material.

Programs to reduce waste are in place at all major sites and include recycling of paper, toner cartridges and packaging materials. In addition, recycling of building and vegetation waste occurs wherever possible.

	Units	Energy Use	CO2 Emissions (tonnes)
Electricity	gigajoules (GJ)	68 029	18 069
Green	gigajoules (GJ)	4 388	0
LPG	gigajoules (GJ)	3 450	156
NG	gigajoules (GJ)	14 710	756
Heat oil	gigajoules (GJ)	195	14
MV petrol	kilolitres (kl)	1 427	3 221
MV diesel	kilolitres (kl)	585	1 574
MV LPG	kilolitres (kl)	0	0
Other petrol	kilolitres (kl)	78	176
Other diesel	kilolitres (kl)	222	597
Total Building Energy	gigajoules (GJ)	90 772	
Total Building CO²	tonnes		18 995
Total motor vehicles fuel	kilolitres (kl)	2 312	
Total motor vehicles CO²	tonnes		5 568
Total CO²	tonnes		24 562

25. Implementation of recovery and threat abatement plans

Implementation of Recovery Plans

Recovery plans relating to threatened fish and marine vegetation are prepared under the *Fisheries Management Act 1994*. The plans identify the actions required to recover the species to a position of viability in nature. NSW DPI (formerly NSW Fisheries) is the lead implementation agency, however each plan also identifies other government agencies, authorities, councils and community groups that have a role and responsibility to contribute to implementing recovery actions.

Public authorities are required to report on actions taken to implement measures for which they are responsible in their annual report to Parliament. This report only relates to actions taken by NSW DPI to implement recovery measures identified in the plans. Four recovery plans have been finalised to date, as reported below.

Eastern (freshwater) cod (*Maccullochella ikei*)

NSW DPI continued to support post graduate studies relating to the ecology and genetics of the species. Survey of eastern cod populations in the Nymboida/Mann, Orara and upper Clarence areas are being undertaken as part of broader programs. Compliance operations continue as does distribution of information brochures and erection and maintenance of signage. The conservation stocking program remains deferred pending results of a broader genetic study of the wild population and assessment of success of previous stock enhancement activities.

Oxleyan pygmy perch (*Nannoperca oxleyana*)

NSW DPI continued to support post graduate research into aspects of the species reproduction, early life history, population dynamics, age and growth, genetics and habitat preferences. NSW DPI liaised with local and state government agencies and private consultants to mitigate the impacts of developments on Oxleyan pygmy perch populations and their habitats including the Pacific Highway upgrade, urban drainage practices and the Evans Head Sewage Treatment Plant Augmentation. The process of declaring critical habitat for Oxleyan pygmy perch was progressed. Advisory materials were prepared and distributed.

Silver perch (*Bidyanus bidyanus*)

NSW DPI is compiling a collection of genetic samples to analyse population sub-structures when sufficient samples are available. Population and distribution surveys have been conducted as part of broader fish community assemblage surveys. A species impact statement, examining the impacts of stocking and fishing for silver perch in public impoundments, was exhibited in 2007. Habitat improvement works continue as part of the Living Murray and other habitat restoration programs.

Advisory material to inform fishers and consent authorities were prepared and distributed. Stocking proposals for other species of native fish are reviewed according to the NSW Freshwater Fish Stocking Fishery Management Strategy and Hatchery Quality Assurance Program to mitigate impacts on threatened species including silver perch.

Trout cod (*Maccullochella macquariensis*)

Survey of known trout cod populations are being undertaken as part of broader fish community assemblage surveys, as well as NSW DPI's threatened fish monitoring program. Compliance operations continue as does distribution of information brochures and erection and maintenance of signage. The conservation stocking program continued with approximately 48 000 fish stocked to sites within the upper Murrumbidgee region during the reporting period.

Previously stocked locations in the mid-Murrumbidgee region are being monitored for evidence of natural recruitment. On-ground works to enhance trout cod habitat in Tarcutta Creek (mid Murrumbidgee) catchment were completed.

Advisory brochures targeted at recreational fishers were released. The brochures outline information to assist in the identification of trout cod and ways to minimise harm to, and assist in the recovery of, the species.

26. Customer service

Complaints from the public and external clients

During the year, the Department developed and published for its staff a comprehensive policy and procedure for handling customer service complaints that cannot be resolved by frontline staff. It is recognised that the majority of customer service complaints can be satisfactorily settled by providing further information or explanation at the time the original dissatisfaction is raised. Where the client is not satisfied with the service or response and this cannot be resolved by frontline staff or Branch management, the matter may be progressed through the complaint handling process.

Guidelines in the policy provide for:

- investigating complaints
- informing complainants about progress and outcomes
- identifying problems and suggesting improvements to systems and processes, and
- obtaining Information to assist the Department to make decisions on resource allocation, training, prioritisation, planning and quality assurance.

The Complaints Handling Policy will be available to our clients on the NSW DPI internet website and statistics collected from the Department's Complaints Register will be reported the 2007-08 annual report.

27. Freedom of information

Statement of Affairs

In accordance with Section 14 of the *Freedom of Information Act 1989* (FOI Act), the Department of Primary Industries Annual Report is to be taken as its Statement of Affairs.

To apply under the FOI Act or to access information generally, contact the Freedom of Information Officer at PO Box 21, Cronulla NSW 2230, by telephone on (02) 9527 8437 or by fax on (02) 9527 8576.

The number of new applications received during 2006-07 was slightly less than for 2005-06. Thirty-three new applications were received compared to forty four for the previous year.

Although there were fewer applications, overall their processing was more complex with more formal consultations required and more time spent on finalising responses. The number of formal consultations increased from 40 to 71 and two cases required in excess of 80 hours processing time.

Compliance with statutory timeframes improved with the number of matters exceeding 35 days to process reducing from five to one. Difficulties in identifying, accessing and assessing documents in a complex application covering a range of legal actions resulted in one application exceeding 35 days processing time. Ongoing negotiations with the applicant over this time, however, resulted in the application being granted in full.

The number of refusals reduced from six to one. That refusal was made after 130 hours had been expended and the applicant declined to revise the scope of the application.

There was no adverse impact upon the Department's activities and no major issues arose in connection with the Department's compliance with FOI requirements.

There were no formal investigations by the Ombudsman nor actions in the Administrative Decisions Tribunal or Supreme Court related to FOI matters during 2006-07.

SECTION A: NUMBER OF NEW FOI REQUESTS

		2005-06			2006-07		
		Personal	Other	Total	Personal	Other	Total
A1	New (Including Transferred In)	9	35	44	6	27	33
A2	Brought Forward	-	2	2	2	2	4
A3	Total to be Processed	9	37	46	8	29	37
A4	Completed	6	35	41	8	29	37
A5	Transferred Out	-	-	-	-	1	1
A6	Withdrawn	1	-	1	-	-	-
A7	Total Processed	7	35	42	8	28	36
A8	Unfinished (Carried Forward)	2	2	4	-	-	-

SECTION B: RESULTS OF FOI REQUESTS

		2005-06			2006-07		
		Personal	Other	Total	Personal	Other	Total
B1	Granted in Full	7	23	30	5	20	25
B2	Granted in Part	-	6	6	3	7	10
B3	Refused	-	6	6	-	1	1
B4	Deferred	-	-	-	-	-	-
B5	Completed	7	35	42	8	28	36

SECTION C: MINISTERIAL CERTIFICATES

No Ministerial Certificates were issued for 2006-07.

SECTION D: FORMAL CONSULTATION

		2005-06	2006-07
D1	Number of applications requiring formal consultation	22	26
D2	Number of persons formally consulted	40	71
D3	Total	62	97

27. Freedom of information (contents)

SECTION E: AMENDMENT OF PERSONAL RECORDS

There were no requests for amendment of personal records in 2006-07

SECTION F: NOTATION OF PERSONAL RECORDS

There were no requests for notation of personal records in 2006-07.

SECTION G: BASIS OF DISALLOWING OR RESTRICTING ACCESS

		2005-06			2006-07		
		Personal	Other	Total	Personal	Other	Total
G1	Section 19 (application incomplete, wrongly directed)	-	-	-	-	-	-
G2	Section 22 (deposit not paid)	-	-	-	-	-	-
G3	Section 25 (1) (a1) (diversion of resources)	-	-	-	-	1	1
G4	Section 25 (1) (a) (exempt)	-	8	8	3	7	10
G5	Section 25 (1) (b) (c) (d) (otherwise available)	-	-	-	-	-	-
G6	Section 28 (1) (b) (documents not held)	-	4	4	-	-	-
G7	Section 24 (2) (deemed refused, over 21 days)	-	-	-	-	-	-
G8	Section 31 (4) (released to medical practitioner)	-	-	-	-	-	-
G9	Total	-	12	12	3	8	11

SECTION H: COSTS AND FEES OF REQUESTS PROCESSED

		Assessed Costs	FOI Fees Received	Assessed Costs	FOI Fees Received
		H1	All Completed Requests	\$7 710	\$2 510

SECTION I: DISCOUNTS ALLOWED

		2005-06			2006-07		
		Personal	Other	Total	Personal	Other	Total
I1	Public Interest	-	1	1	-	3	3
I2	Financial Hardship – pensioner / child	-	-	-	-	-	-
I3	Financial Hardship – non-profit organisation	-	-	-	-	-	-
I4	Total	-	1	1	-	3	3
I5	Significant Corrections of Personal Records	-	-	-	-	-	-

SECTION J: DAYS TO PROCESS

		2005-06			2006-07		
		Personal	Other	Total	Personal	Other	Total
J1	0-21 days	6	18	24	3	11	14
J2	22-35 days	1	12	13	5	16	21
J3	Over 35 days	-	5	5	-	1	1
J4	Total	7	35	42	8	28	36

27. Freedom of information

SECTION K: PROCESSING TIME

		2005-06			2006-07		
		Personal	Other	Total	Personal	Other	Total
K1	1-10 hours	7	19	26	8	20	28
K2	11-20 hours	-	12	12	-	5	5
K3	21-40 hours	-	3	3	-	1	1
K4	Over 40 hours	-	1	1	-	2	2
K5	Total	7	35	42	8	28	36

SECTION L: REVIEWS AND APPEALS

		2005-06			2006-07		
		Personal	Other	Total	Personal	Other	Total
L1	Number of Internal Reviews Finalised	4	-	-	1	4	5
L2	Number of Ombudsman's Reviews Finalised	3	-	-	-	-	-
L3	Number of District Court Appeals Finalised	1	-	-	-	-	-

DETAILS OF INTERNAL REVIEW RESULTS

Basis of Internal Review - Grounds on which Internal Review Requested	2005-06				2006-07				
	Personal		Other		Personal		Other		
	Upheld	Varied	Upheld	Varied	Upheld	Varied	Upheld	Varied	
L4	Access Refused	-	-	1	-	-	-	1	-
L5	Deferred	-	-	-	-	-	-	-	-
L6	Exempted Matter	-	-	2	1	1	-	2	1
L7	Unreasonable Charges	-	-	-	-	-	-	-	-
L8	Charge Unreasonable Occurred	-	-	-	-	-	-	-	-
L9	Amendment Refused	-	-	-	-	-	-	-	-
L10	Totals	-	-	3	1	1	-	3	1

28. Privacy management

NSW DPI respects the privacy of members of the public who use our services and of our employees. As a NSW government agency, NSW DPI must comply with the requirements of the *Privacy and Personal Information Protection Act 1998* (PPIPA) and the *Health Records and Information Privacy Act 2002*.

Section 33 of the PPIPA requires agencies to prepare a management plan outlining existing policies and procedures as well as those to be adopted to comply with the Act. The Privacy Management Plan for NSW DPI was developed during 2004-05. Information on the requirements and obligations of the PPIPA was distributed within NSW DPI during 2005-06 and the Privacy Management Plan was made available to all DPI employees when it was published on the DPI Intranet in 2006-07. Information sessions for staff and senior management on privacy management and FOI issues were developed and presented during 2006-07. The information sessions will continue in 2007-08.

No reviews were requested under Part 5 of PPIPA during 2006-07.

Requests for access to personal information held by NSW DPI may be made to:

Privacy Management Officer
NSW Department of Primary Industries
PO Box 21
CRONULLA NSW 2230
Tel: 02 9527 8453 Fax: 02 9527 8576

29. Promotions and communications

NSW DPI places considerable emphasis on its communications with industry and the community. Face-to-face communication via stakeholder consultation, formal advisory committees, seminars and events occurs on an ongoing basis. As a major information provider for the primary industry sector, the department produces and distributes a wide range of print and electronic documents every year.

An integrated, multi-pronged approach is taken for major communication initiatives. For example, in 2006-07 updated dietary advice was issued to the community regarding the health risks of consuming fish caught in Port Jackson. Working with partner agencies NSW Food Authority and NSW Health, the department produced revised, multi-lingual signage which was installed at all major Port Jackson boat ramps. Advertisements advising anglers of the new advice was placed in newspapers and fishing magazines. The updated information was placed prominently on the fishing section of the website, and flyers were distributed at the Sydney Boat Show and Fishing Show and by Fishcare Volunteers and Fisheries Officers operating in Port Jackson.

The department's website at www.dpi.nsw.gov.au provides clients and the general public with ready access to over 25 000 individual documents, including digital version of many of the department's publications. Most information can be downloaded free of charge. Rationalisation of website resources was commenced with the gradual merger of former agency websites into an integrated NSW DPI site. The new site has fewer pages due to reduced duplication.

A number of 'restricted access' website are maintained to facilitate communication and collaborative working with key partners. These include the Rural Lands Protection extranet, which shares information with Rural Lands protection Board staff, and the Weeds Extranet that shares information with weed control authorities in local government.

The websites are enhanced by the innovative use of new internet technologies. NSW DPI was one of the first NSW Government agencies to trial 'RSS feed' technology to enable clients and stakeholders to monitor changes on the website as they occur.

Services supporting the drought have been an important focus throughout 2005-06. The drought website was among the first areas of content to be migrated to the new website, and a comprehensive review was undertaken of all drought factsheets to ensure that the most up-to-date information was available to affected communities.

Information about NSW DPI programs, products and services for schools was consolidated in one spot on the department's website this year. The new web pages link students and teachers with face-to-face programs, classroom resources, professional development opportunities, events, careers information and on-line games.

The website also delivers services such as on-line payment of the recreational fishing fee, and online minerals applications.

Print publications are a major communications tool with over 660 new or updated publications in 2006-07. A list of the major publication categories is provided below. The most popular publication is *Primefacts*, a simple and clear factsheet series on a wide range of primary industry topics.

Publication numbers:

Report or paper	21
Book or booklet	60
Brochure or flyer	130
Magazine or newsletter	41
Factsheet	346
Display or poster	64
Electronic or multimedia	4
Total	666

Most print publications, including the educational materials produced by Tocal College, are accessible through the bookshop (telephone 1800 028 374 or email bookshop@dpi.nsw.gov.au). Mineral resource publications are available by calling 02 4931 6669. Many publications are also available electronically on the website www.dpi.nsw.gov.au

A wide range of scientific information is also published in external journals. A regular electronic newsletter is issued to update stakeholders on key scientific outputs. To subscribe to the NSW DPI Science and Research Updates, clients can go to www.dpi.nsw.gov.au/research/ newsletter or contact the Science Communication Specialist on 02 6391 3171.

Eleven times per year, the department produces 66 000 copies of *Agriculture Today*, a newspaper insert in *The Land*, which provides key research, extension and primary industry management information to the rural community. This initiative is made possible through the cooperation of Rural Press Limited.

Every four months, the department also produces and distributes 12 000 copies of *The Country Web* magazine for rural women and their families, and 5 000 copies of *Minfo* magazine for the mining industry. On a quarterly basis, 22 000 copies of *BushTelegraph* are distributed to thousands of individual subscribers, schools, visitor centres and natural resource management agencies, featuring stories about State Forest management and recreation.

The department participates in hundreds of field days, conferences, community days and other events across the State. A list of the primary events is provided below.

Table: Primary Events

Dates	Event Title	Venue	Event Attendance	Theme
14-15 July 06	Mudgee Small Farm Field Days	Mudgee	25 000	Regional services: NSW DPI was a one-stop shop for expert advice on agronomy, livestock and horticulture through interactive displays and lecture programs. The main tent offered NSW DPI services such as the bookshop, Profarm, Forests NSW nursery and free testing from Diagnostic and Analytical Services. Drought support workers were available with assistance advice and support.

29. Promotions and communications (continued)

3-8 Aug 06	Sydney International Boat Show	Sydney	85 000	Your Fishing Fees at Work: Recreational anglers had the opportunity to discover and be informed about projects funded by the NSW Recreational Trusts that help improve recreational fishing in NSW.
22-24 Aug 06	Agquip	Gunnedah	100 000	Testing Times: Featured the Diagnostics and Analytical Services who offered farmers basic tests on soil, water, animal worms, olive oil and feed quality. Information on weeds, drought support and recreational fishing was displayed. Books and courses were offered through the Bookshop and Tocal. Forests NSW nursery had a large variety of plants for sale.
19-21 Sept 06	Henty Machinery Field Days	Henty	50 000	Dealing with the drought: Focusing on the farmers, NSW DPI featured information on Profarm courses, feed quality services, soil management, pulses, wheat breeding and grain storage pest management. District agronomists and drought support workers were on hand to answer questions. The NSW DPI Bookshop and Forests NSW Nursery were also present.
17-19 Oct 06	Australian National Field Days	Orange	25 000	Discover what NSW DPI can do for you! NSW DPI offered farmers an opportunity to gather information on a variety of subjects such as fish friendly farms, animal feed quality, Profarm training courses, drought support, agronomy and inland recreational fishing. The bookshop and Forests NSW nursery were available for sales. The department's new climate change campaign was introduced.
10-11 Nov 06	Farming Small Areas Expo	Richmond	12 500	Farming in a small way: The NSW DPI pavilion was packed with information and services for small acreage farmers. It featured fresh hydroponic lettuces, Profarm course, aquaculture, bookshop, weeds, diagnostic & analytical services, water and soil management and the Forests NSW nursery.
5-18 Apr 07	Sydney Royal Easter Show	Sydney	890 000	Primary industries....more than you imagine! This interactive display encouraged the urban public to consider how much they rely on the products of primary industries in their every day activities. Information flip boards informed and educated the public on the role NSW DPI plays in supporting primary producers and industries.
4-6 May 07	Tocal Field Days	Paterson	28 000	Get connected to NSW DPI: Connecting to the special focus of water, NSW DPI featured aquaculture, fisheries research and conservation displays, water quality and climate change. Organic farming, feed quality, kid's activities, fishing clinics, bookshop and Forests NSW nursery were popular with the visitors.
17-19 May 07	Murrumbidgee Farm Fair	Yanco	15 000	Discover what NSW DPI can do for you! Training is the main feature for this show, located near one of NSW DPI's agricultural colleges. Visitors also got to ask questions of drought support workers, fisheries officers and researchers, and agronomists, and buy a native plant from the Forests NSW nursery or a book from the NSW DPI bookshop.
14-16 June 07	Primex	Casino	50 000	NSW DPI Workshops: Special field day workshops were held by NSW DPI horticulturists, soil diagnostic, climate change and livestock officers throughout the field days. Traditional agricultural displays and information on soils, weeds, horticulture, soybeans, cattle ticks and pastures were also available. Drought tolerant natives for farms and gardens were for sale from the Forests NSW nursery.