Working with you to care for the natural resources of our island home.

We live in one of the most unique places in the world. NRM North aims to help you keep it that way by continuing to: provide leadership to ensure that sound management of the region’s natural resources continues; develop programs that recognise the need to balance the environmental, economic and social needs of the people of the region; and work in partnership with all stakeholders to determine appropriate investment and cost-sharing strategies in the management of natural resources.

Northern Tasmanian Natural Resource Management Association Inc

63 – 65 Cameron Street
Launceston TAS 7250

Ph: (03) 6333 7777
Fax: (03) 6334 2822
www.nrmnorth.org.au

Disclaimer

The NRM North Yearbook and Annual Report 2017-18 has been prepared with all due care and diligence, using the best available information at the time of publication. NRM North holds no responsibility for any errors or omissions within the document. Any decisions made by other parties based on this report are the responsibility of those parties.

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About Northern Tasmania

The area defined as the northern region of Tasmania covers 25,200 square kilometres and is bounded by some of Tasmania's most outstanding and picturesque landscapes. From Bass Strait, along the craggy peaks of the Western Tiers to the head waters of the Macquarie River, across to the stunning beaches of the Bay of Fires and the unspoilt islands of the Furneaux and Kent Groups.

More than 143,000 people live in the region, with the major urban areas based around Launceston and the Tamar Valley. The valley is dissected by the iconic Tamar River or kanamaluka, Australia's longest navigable estuary at 70km carrying the combined flows from over 10,000km² including the waters from the North Esk, South Esk, Meander and Macquarie Rivers. The many smaller towns that service the rural and coastal communities include numerous historic colonial villages and coastal settlements. The region is governed by the eight municipal councils of Break O'Day, Dorset, George Town, Launceston, Meander Valley, Northern Midlands, West Tamar, and Flinders (covering the Eastern Bass Strait islands).

Much of the region’s wealth is derived from industries such as agriculture, viticulture, forestry, tourism, fishing, aquaculture and recreation – all of which depend on our natural resources. Regional agriculture alone generates $468m annually, while 66% of Tasmania’s wine is produced within the NRM North jurisdiction.

We are fortunate to have such a large number of people eager to improve their natural resource assets, whether that be individually or through community groups.

About NRM North

NRM North is one of three formally recognised regional natural resource management bodies in Tasmania and one of 56 across Australia.


NRM North’s vision is to be the leading non-government organisation in natural resource management across northern Tasmania.

Our vision is supported by the following principles:

- Whilst the government provides the majority of funding for the activities of the organisation, NRM North is independent in its decision making and seeking alternative funding sources.
- We aim to change people’s attitudes and actions towards managing the natural resources of our region and get relevant activities happening on the ground.
- We recognize that northern Tasmania is made up of the sub-regions of the Dorset, Break O’Day, Tamar, Meander Valley, Flinders Island and Northern Midlands communities.
- The constitution of NRM North ensures a balance of the region’s NRM interests are represented within the Northern Tasmania Natural Resource Management Association, therefore reflecting the principles outlined in the state natural resource management framework.
- The Association includes representatives from a diverse group of people from the Aboriginal community, industry, local government, conservation groups, public and private land managers and others who have an interest or expertise in the region’s natural resources.
- The membership of the NRM North Management Committee is skills based (including NRM related skills) to ensure the affairs of the organisation are managed to achieve both the functions of the NRM Act and the aspirations of the Association and broader community as set out in the regional NRM strategy in accordance with good governance principles.
The Natural Resource Management Strategy for Northern Tasmania 2015-2020 has been developed to establish an integrated framework to facilitate sustainable management of northern Tasmania’s natural resources. The strategy is one of three in Tasmania and is complemented by the strategies for Southern Tasmania and the Cradle Coast region.

As a whole-of-community strategy, it aims to balance economic, social and environmental objectives and encourage partnerships between community, industry and government for the betterment of the region’s natural resources.

The strategy does not have statutory power or replace any current mechanism or policy relating to natural resource management, but seeks to build partnerships between stakeholders and develop synergies between planning and management processes.

The aim of the strategy is to focus the actions of all stakeholders, groups and individuals on delivering the desired community outcomes.

To direct the operations of NRM North, the Management Committee has adopted the NRM North Strategic Plan (2017-2020) which includes five program pillars:

- Biodiversity
- Water
- Land
- Aboriginal NRM
- Corporate Services

The NRM North Strategic Plan identifies the key outcomes from the Northern Tasmania Natural Resource Management Strategy 2015-2020 that the organisation will deliver programs in over the next three years.

Some of our key achievements are outlined in the program summaries that follow.
Water Program

Program Aim

Maintain and enhance ecosystem health of the Tamar River estuary and Brid and George catchments through water quality improvement.
The Big Picture

The NRM North region’s water assets include our surface water, ground water, freshwater lakes, wetlands and estuaries. These assets provide essential clean water for drinking, provide amenity for recreation, are used for industry and support diverse and unique aquatic biodiversity values and ecosystems. The Tamar River estuary is a focal point for the city of Launceston and underpins the region’s social and economic value. The health of the Tamar River estuary has been a long-standing issue of contention in the community. The upper reaches of the Tamar estuary are under pressure from high loads of both diffuse and point source pollutants including nutrients, sediments, metals and pathogens which has resulted in poor health for many years. Other key catchments in the region which support townships and face similar water quality pressures include the Brid and the George catchments. There is an opportunity to work with key partners, landholders and the community to address these pressures facing our rivers and estuaries and reduce pollutants entering our waterways from urban and diffuse (catchment) sources.

Strategic Focus

The Water Program focuses on improving water quality and enhancing the ecological, social and economic value of the region’s waterways by reducing the load of diffuse (catchment) and point source (industry and sewage treatment plants) pollutants entering waterways.

The target catchments and issues that NRM North will focus on between 2015-2025 include:

• Building the capacity and knowledge of the community and management agencies to understand and manage stormwater quality, sewage treatment plant discharges and overflows and recreational water quality; and
• On-ground actions to reduce the load of diffuse pollutants entering waterways from dairy areas in the Meander, Brid and George catchments and grazing areas in the Brid, George, North Esk, Macquarie, and Brumby’s-Lake catchments.

Program Delivery

NRM North has developed and published Water Quality Improvement Plans (WQIPs) for the Tamar Estuary and Esk Rivers (TEER) area, the Brid catchment and the George catchment. Implementation of the Water Program will focus on implementation of the recommended actions in each of these plans and will include a range of delivery mechanisms including:

• Providing funding incentives to landholders to undertake on-ground actions;
• Providing training and knowledge sharing events; monitoring recreational water quality and ecosystem health to inform management objectives and strategies; and
• Supporting appropriate planning and policy at a local, regional or state-wide scale.

The delivery of the Water Program is supported by the Tamar Estuary and Esk Rivers (TEER) Program which is a regional partnership between the statutory agencies responsible for the management of the TEER waterways.

2018/19 Focus

TEER Program

• Undertake a review of the TEER Strategic Framework to set the future directions and strategic direction for TEER over the next four years.
• Continue monitoring the condition of the estuary through the Tamar River Estuary Ecosystem Health Assessment Program.
• Support the adoption of appropriate stormwater management practices with Local Government and the construction industry. With a focus on Water Sensitive Urban Design and Soil and Erosion Control on building sites.
• Raise awareness and community knowledge regarding the risks posed by the highly invasive freshwater fish species, Gambusia.
• Evaluate and provide recommendations for the ongoing management of the estuary including the impact of silt raking and the effectiveness of managed Hydro releases from Trevallyn Dam.
• Expand the knowledge base of pollutant contributions sourced from the urban stormwater network.
• Promote the natural values and assets of the Tamar River Estuary and contributing catchments.

Water Program Focus

• Continued participation on the Tamar Estuary Management Taskforce.
• Implementation of Tamar Estuary River Health Action Plan in partnership the three levels of government, industry and community.
• Investigate establishment of Pipers River Water Quality Improvement Plan with City of Launceston.
• NRM North representation in water management planning policy and practice forums.
• Support landholders to undertake riparian management activities to reduce pollutant inputs.
• Community Education and Awareness activities.
TAMAR ESTUARY AND ESK RIVERS

The TEER Program was established in 2008 and is a regional partnership between the agencies responsible for management of the Tamar Estuary and Esk Rivers waterways.

The TEER Program aims to provide a coordinated approach to management, and a guide for solutions and investment to protect, maintain and enhance the waterways from ‘catchment to coast’.

A key goal of the program is to improve our scientific understanding of the issues impacting upon the health of the TEER waterways so that we can better identify and target priority areas requiring investment in on-ground works.

The TEER Program fosters collaborative partnerships and works closely with a range of partners including industry, government, research and development institutions, business, natural resource management organisations and the community to monitor and report on waterway health as well as coordinating activities to reduce pollutants entering waterways.

WATER QUALITY IMPROVEMENT PLAN

The TEER Program launched the TEER Water Quality Improvement Plan in 2015. This Plan is the blueprint for NRM North and TEER to work with the community and key stakeholders to manage water quality throughout the TEER catchment.

The WQIP explores a range of potential actions to reduce nutrient, sediment and enterococci loads delivered to the Tamar River estuary. Catchment actions explored in grazing, dairy, cropping and urban areas were developed in consultation with stakeholders. Modelled scenarios were used to prioritise actions in each of these landscapes based on both their leverage in reducing pollutant exports and their adoptability on-ground.

The potential benefits of upgrades to sewage treatment plants around Launceston were also explored. A set of catchment load and estuary condition targets were developed using feasible adoption of key management actions across the range of catchment and point sources.

NRM North continues to work with partners to invest in implementation of the WQIP through a range of projects:

- Fence stock out of streams;
- Revegetate riparian zones;
- Improve dairy effluent management;
- Maintain and improve groundcover in grazing and cropping areas;
- Improve fertiliser use;
- Improve irrigation scheduling;
- Implement ‘water sensitive urban design’ in urban areas; and
- Soil and erosion control on building sites in urban areas.

FAECAL SOURCE TRACKING

Faecal Source Tracking is a method of identifying the source of bacteria in a water body through unique strains of bacteria known to be associated with different human and animal sources. Throughout 2017, water samples were tested for the main contributing sources of bacteria at 10 sites in zones 1, 2 and 3. Levels of bacteria were too low to give an indication of sources beyond mid zone 2 (approx. Exeter).

Data showed that the main contributors (20-40%) of the bacteria identified in zones 1 and 2 are livestock (sheep, cattle and horses) and to a lesser extent, humans (sewage treatment plants and septic tanks).

The area from Kings Bridge to the ship lift at Kings Wharf tended to be dominated by bacteria from sewage treatment plants (20-30%). This transitions to being dominated by livestock bacteria nearer Riverside, peaking near Legana with livestock dominating at 30-40% of identified bacteria.

Findings from the Faecal Source Tracking project allows NRM North and the TEER partners to target investments to reduce identified pollutant sources.
The sixth Tamar Estuary Report Card was released in 2018, revealing an overall decline in water quality compared to the previous report card released in 2016.

The report card uses a grading system of A through to F for five zones in the Tamar River estuary. The grades represent the overall health of the estuary from 16 monitoring sites. Grades have declined across all zones except for zone 1 (from Launceston to Legana) which remains unchanged with a D grade, indicating ‘poor ecosystem health’.

The decline in overall grades in the 2018 report card is most likely due to extreme weather conditions preceding and during monitoring for the 2018 report card. The major flood in June 2016 - the largest flood in Launceston since 1969, delivered high loads of pollutants including nutrients, sediments, pathogens and metals to the Tamar River estuary.

The decline in the 2018 report card grades has been driven by increased chlorophyll-a concentrations (indicating increased algal growth) and lower dissolved oxygen levels during autumn and winter. The 2018 report card illustrates the influence extreme weather conditions can have on ecosystem health in the Tamar River estuary.

The report card was produced through the TEER Ecosystem Health Assessment Program (EHAP) which covers an area extending 70 kilometres from the Tamar Yacht Basin at the confluence of the North and South Esk Rivers to the mouth of the estuary at Low Head. In 2016, the EHAP transitioned into a program of continuous monthly monitoring of the estuary and publishing report cards every two years. TEER continues to focus on discrete projects to investigate issues impacting the waterways and to implement activities in line with recommendations in the TEER Water Quality Improvement Plan.

Contact: Andrew Baldwin
NRM North Water and Strategic Programs Manager
Email: abaldwin@nrmnorth.org.au
Phone: 03 6333 7781

**Tamar Estuary 2018 Report Card**

**Lake Trevallyn Blue Green Algae Monitoring**

The blue green algae *Anabaena circinalis* was first discovered in Lake Trevallyn in bloom proportions in January 2007. This bloom was the catalyst for the establishment of the Lake Trevallyn Algal Bloom Monitoring Program and Working Group. The group’s aim is to monitor the occurrence of algal blooms in Lake Trevallyn during the peak summer recreational period, providing early warning mechanisms to water authorities and the public. The program also aims to understand the key drivers influencing the outbreaks, and propose various management strategies to adopt. It also provides a centralised data collection point for all stakeholders and aids increased understanding of the bloom processes in Lake Trevallyn.

**Key findings**

Since monitoring began in 2007, a bloom (Alert Level and above) has not occurred in years when there have been high spills during the monitoring season and previous winter.

Surface water temperature tends to be high throughout the monitoring period each year regardless of whether algae is present or not, and while high temperatures are required to stimulate cyanobacterial growth, the use of surface temperatures as an indicator is not effective.

The highest temperature differential between surface water and deep water for both 2016/17 and 2015/16 was five weeks prior to the peak algal count. Further investigation into the relationship between algal growth and temperature differential is required.
TAMAR ESTUARY MANAGEMENT TASKFORCE (TEMT)

RIVER HEALTH ACTION PLAN

Background

In 2017 NRM North was invited to participate as a member of the Tamar Estuary Management Taskforce which was established under the Launceston City Deal with an aim of identifying investments to improve the health of the Tamar estuary. As part of this work, the Taskforce was charged with delivering a River Health Action Plan by the end of 2017 to:

- Recommend priority government investments and policy actions;
- Include preferred options for mitigating the effect of the combined sewerage and stormwater system on the Tamar;
- Enable long-term oversight of the health of the Tamar estuary and its catchments;
- Identify measurable targets and accountability for meeting them over the life of the City Deal and the longer term;
- Build on the work of the Tamar Estuary and Esk Rivers (TEER) Program led by NRM North, including the 2015 Water Quality Improvement Plan; and
- Deliver annual reports to the Launceston City Deal Executive Board on progress towards targets.

River Health Action Plan

The Taskforce identified the initial priority was to improve public health measures of water quality in the estuary between Launceston and Legana. Two Taskforce working groups were subsequently established – one considering key actions in the estuary’s catchments to address pathogens entering the Tamar (the Catchment Action Working Group) and a second looking at options to mitigate untreated overflows from the city’s combined sewerage and stormwater system entering the Tamar (the Combined System Overflow Working Group).

The working groups included key stakeholders and technical experts from across industry, agriculture, government and natural resource management to undertake modelling and cost benefit analysis of options. Technical reports were prepared by each working group and submitted to the Taskforce for consideration, and to form the basis of the recommendations in the River Health Action Plan.
The key recommendations detailed in the River Health Action Plan included:

1. Catchment actions to the value of $10 million to be implemented across dairy, grazing and urban areas. These actions aim to exclude stock from streams, rehabilitate riparian vegetation buffers on grazing properties, ensure better effluent management on dairy farms, and remove sewage intrusion into separated stormwater system in urban areas around Launceston. These actions are expected to reduce pathogen concentrations in the Launceston to Legana zone of the estuary by more than 4 per cent.

2. Priority projects to the value of $84.6 million to be implemented within the combined system. The projects include improved pumping rates and transmission capacity to take greater volumes of combined system flows to Ti Tree Bend sewerage treatment plant; implementing a series of off-line storages to capture the “first flush” of combined system sewage which would otherwise overflow into the estuary; and diverting separated sewerage catchments straight to Ti Tree Bend instead of joining the combined system at Margaret Street and the Esplanade. These projects are expected to reduce pathogen concentrations in the Launceston to Legana zone of the estuary by more than 35 per cent.

3. A discussion paper to be prepared by the Department of Primary Industries, Parks, Water and Environment on the regulatory arrangements surrounding the combined system in consultation with relevant stakeholders. The paper would then form the basis of a review to be undertaken by EPA Tasmania on potential changes to the existing regulatory framework to recognise and regulate combined systems consistent with best practice frameworks elsewhere.

4. An increased monitoring and analysis program in the estuary to accompany the proposed actions and investments. This will ensure that progress against the expected improvements can be tracked and reported on, and key findings are used to inform decision making to improve on-ground actions and investments.

The Taskforce continues work to determine appropriate ongoing governance arrangements for the estuary and what actions may be taken to improve amenity values associated with sedimentation.

Where to from here?

The Tasmanian and Australian governments have jointly committed to funding the recommendations from the River Health Action Plan. A total investment of $95 million will be split in a 50:50 funding arrangement.

NRM North has been selected as the preferred provider for delivery of the catchment actions to address pathogen loads. A total investment of $10M over 5 years from 2018/19 will be invested in a range of actions to reduce pathogen loads reaching waterways. This will include working closely with the dairy and grazing industries and councils to:

- Exclude stock from streams;
- Rehabilitate riparian vegetation buffers on grazing properties;
- Ensure better effluent management on dairy farms; and
- Remove sewage intrusion into separated stormwater systems in urban areas around Launceston.

A copy of the Tamar Estuary River Health Action Plan is available to download from:


Contact: Amanda Locatelli
NRM North Operations Manager
Email: alocatelli@nrmnorth.org.au
Phone: 03 6333 7777
Water Program

Agricultural Landscape Rehabilitation Scheme (ALRS)

The floods of June 2016 caused significant damage to riparian systems and agricultural land across Tasmania. In response, the Tasmanian Government, in partnership with NRM regional bodies, announced $4 million in funding through the Agricultural Landscape Rehabilitation Scheme (ALRS). Aiming to assist with the restoration of capacity within the primary production sector and reduce impacts of future floods on productive land, the scheme was open to flood-affected landowners and communities across 20 local government areas.

The delivery of the project was coordinated by NRM North on behalf of the three Tasmanian regional NRM bodies. NRM North staff officiated 295 expressions of interest from landholders interested in the scheme.

NRM North Water Coordinator, Jesse Webster, said the organisation was pleased to be able to assist landholders through the scheme.

“The expression of interest process proved to be an important social service, allowing those affected to discuss not only the impacts of the flood on property and business, but also on the wellbeing of themselves and their families,” Mr Webster said.

Registered landholders were given the opportunity to receive technical assistance and 235 subsequent site visits by consultants took place over a six-week period. Each landholder was then provided with a detailed design report to guide their nomination for funding. A total of 138 eligible nominated projects were funded through the ALRS, with a further 20 funded through additional funds made available from the Mersey-Dasher Riparian Recovery Project (MDRRP).

Further to the design reports, technical assistance was provided through a series of information sessions and field days.

Fluvial Geomorphologist, Julian Martin, from Water Technology gave presentations at field days, focusing on the importance of riparian rehabilitation to improve flood resilience.

“Vegetation establishment is considered the key technique for managing long term channel stability on both major stream networks and tributary streams,” Mr Martin said.

This message was reinforced throughout the field days, complimented with practical information on riparian fencing, weed control and in-stream structural works.

The Waratah-Wynyard Council coordinated a group project with 14 ALRS-funded landholders from across the lower Inglis and Flowerdale rivers. Project officer Barbara Alsop was appointed by the council to manage the project’s on-ground works that consisted of debris removal or rock armouring at 24 sites, and revegetation and fencing at 27 sites.

“The combination of riverbank armouring and revegetation with fencing aims to conserve the meandering nature of the river to slow the flow and reduce bank erosion,” Ms Alsop said.

A local contractor completed over 1.6km of riverbank rock armouring, utilising over 7,900 tonnes of rock from a local supplier. Landholders and stakeholders worked together to revegetate the sites using more than 9,300 plants and 2.6km of fencing.

“The 14 landholders have been brilliant in cooperating with each other and share a sense of relief the works have been completed to assist in building resilience into the river system and reduce the risk of further economic loss through land degradation and livestock injuries on unstable banks,” Ms Alsop said.

Ms Alsop said working together allowed the project to be efficiently facilitated and economically viable, contributing to the project being delivered on time and on budget.
LAND PROGRAM

PROGRAM AIM

TO IMPROVE SOIL HEALTH, GROUNDCOVER AND MINIMIZE SOIL EROSION IN PRODUCTIVE LANDSCAPES FOR IMPROVED PROFITABILITY AND SUSTAINABILITY.
The Big Picture

Agriculture in the Northern NRM region has significant economic value with the gross value of agricultural production estimated at more than a third of the State's total. The sector is facing several emerging issues such as climate change, agricultural intensification, increase in farm sizes, shortages of suitable labour and novel pests and diseases. The Land Program works with the region's farmers to improve their capacity to adapt to some of these emerging issues and to achieve higher levels of agricultural production and profitability through adoption of best practice management of farm-based natural resources.

Strategic Focus

The strategic focus of the Land Program is to build the skills and capacity of the region's farmers to manage soil health and maintain ground cover. Soil health was selected as a strategic focus area as it is one of the foundations of productive and profitable agricultural enterprises. Maintaining groundcover on farm is another strategic focus as it provides significant environmental benefits through reduction in erosion and farm runoff. The focus on soil health and groundcover are considered good investments that will help buffer the impact of a range of emerging issues facing the agricultural sector over the next decade.

Program Delivery

The primary delivery method for the Land Program is through extension of advice and information to the region's farmers on agricultural best practice. The program conducts extension through media, training, awareness-raising events, operating farm trials and by maintaining support relationships with farm discussion groups. Key partners in program delivery include: farm discussion groups, the Tasmanian Institute of Agriculture, Southern Farming Systems, consultants and agribusiness.

2018/19 Focus

- 15 on-farm demonstrations of improved liming practice for pastures;
- 4 long-term trials using diverse pasture species to improve soil health;
- A program of trials and workshops to help cropping farmers achieve better outcomes from hostile subsoils;
- A trial of traditional and novel methods of reducing hillslope erosion in high rainfall cropping areas; and
- Many more training events associated with the above trials.
NRM North held three farm trials in the north and north east in 2018, providing locally relevant information to benefit the farming community.

Since 2012, the Tomahawk Resilient Pasture trial has partnered with the Northeast Discussion Group and the Tasmanian Institute of Agriculture to test the resilience of a wide range of traditional and newer pasture species in a challenging site characterised by strong winds, sand dunes, low fertility and soil acidity.

Results from the trial held at Tim Gunn’s Tomahawk property exceeded expectations.

“I was surprised some fescues have done so well on the dune. As this is a persistence trial, there are lessons to be learned from species disappearing,” Mr Gunn said.

The aim is to give farmers dealing with sandy soils more confidence in selecting pastures that can maintain high levels of groundcover in the long term. The fifth-year results of this trial have recently been published and distributed to livestock producers around the region.

Our subsoil manuring trial at Epping Forest has finished its active phase after two years. This was a partnership with the Tasmanian Institute of Agriculture, investigating the benefits of injecting a range of organic substances into hostile subsoils used for broadacre cropping and grazing. The wheat crop of 2016 was unfortunately flooded out, but the fodder rape crop of 2017 showed that under dry conditions, the improvement in subsoil health and consequent water infiltration produced 70 per cent more dry matter than the control. This demonstrates that with these soils, low rainfall may not be the biggest limitation to crop growth. Even though this small trial has now finished, it has led to a new, much larger trial conducted by TiA and funded by the Grains Research and Development Corporation.

Our pasture trial at Pipers River has investigated the influence of organic amendments on dryland pasture growth and feed quality for the last four years. This trial has been run in-house by our Regional Landcare Facilitator, Peter Heading, working with local farmer, Brian Baxter. The four treatments on this mixed, old pasture are the control (traditional fertiliser application), Brian’s own farm compost (made predominantly from spoilt lucerne hay and grape waste), poppy straw / capsule waste and poppy seed meal. The poppy seed meal treatment produced the highest dry matter yield and feed quality, likely due to its high concentration of slow-release nutrients. The poppy meal also changed pasture composition over the four years, leading to more perennial ryegrass and less weedy grasses.

“Spreading poppy seed meal on the pasture gradually reduced the numbers of Barley Grass, Sweet Vernal and Browntop – they were naturally replaced by Perennial Ryegrass,” said Mr Heading.

The poppy straw treatment releases nutrients more slowly and produced more pasture dry matter in the later years. Results for the farm compost were similar to the control.

Increasing farmers’ awareness and confidence in using particular pasture species, soil amendments and soil management techniques are the main outcomes of these trials, along with increased funding for subsoil manuring research in the region. In the longer term, these outcomes are expected to increase farmers’ financial returns as well as improve management of natural resources.
Farmers Spill the Dirt on Soil Health

Some farmers in Tasmania’s northwest are renowned for achieving record crop yields and remarkable improvements in soil health. In June 2018, NRM North invited farmers Michael Nichols and Darren Long to visit northeast Tasmania to share their experiences with potato and vegetable producers in the Scottsdale area.

Mr Long has a farm at Sheffield and produces fresh market potatoes for Coles in a very tight rotation – potatoes are grown in the same ground every three years. Despite this, his production system of using biofumigant green manures and short silage rotations has led to a big increase in soil carbon, from 2 per cent 15 years ago up to 7 per cent today.

“Soil structure and soil health drives our business. With green manures, I don’t care what it produces above ground, as long as it has a big, aggressive root system to do the work of a rotary hoe,” Mr Long said.

Using specialised cover crops for weed control and soil improvement has enabled Mr Long to produce high yields of potatoes without herbicides or fungicides, and low inputs of fertilisers. He’s also shown that this season’s pack out was 27 tonnes from a 29 tonne/acre crop.

“Adding no urea to wet areas, low amounts to high-performing areas and larger amounts of urea to poorly-performing areas ... resulted in a much higher yield and lower fertiliser costs,” said Mr Nichols.

He also said the use of lime to make the nutrients available is more cost effective than phosphorus.

On their visit to Scottsdale in June 2018, Darren Long and Michael Nichols met with Scottsdale producers at a local farm for a hands-on investigation into local soil health before heading to the local football club for a BBQ dinner, formal presentations and further discussion.

As this event occurred at the end of the financial year, it is too early for us to be sure of the outcomes and resulting benefits to the Scottsdale farming community. However, feedback from the event was excellent, and notes with species names, sowing rates and tech-support phone numbers have been sent to participants.
Smallholders Have a Field Day at Lilydale

Sunday 22nd October 2017 was a big day on the Small Farm Living calendar, with over 400 people flocking to Lilydale for the third biennial Small Farm Living Field Day. Organised through an ongoing partnership between NRM North’s Small Farm Living program and Lilydale Landcare, the field day was set amongst the green pastures and old farmhouses of Sonoma Lodge, opposite Lilydale Falls. A bumper crowd, the largest in the event’s history, lined up at the gate to enjoy a packed schedule of presentations and demonstrations on a range of land management topics.

Highlights included renowned Tasmanian gardener Steve Solomon sharing his secret for building soil health, and Todd Walsh providing insights into Tasmania’s iconic and mysterious giant freshwater crayfish, the largest freshwater invertebrate on Earth. As well as coming face-to-face with a live crayfish, landholders also heard about the role they can play in improving their waterway management to ensure the continued survival of this threatened species.

Between presentations, attendees perused produce and products on offer from local stallholders, engaged with NRM North staff and Lilydale Landcare members and explored the farm. Farm animals, beehives, worm farms and water bugs kept the event’s younger audience amused.

The event attracted people from both urban and rural backgrounds from the northern region and beyond. Many were new owners of their own smallholdings and were able to build up their knowledge and awareness by talking to experts about topics such as weed and wildlife management, property planning, farm safety, revegetation, soil health, waterway management and fencing.

NRM North’s Small Farm Living Coordinator, Megan Dykman, said the benefits of the day run deeper than simply new knowledge.

“The aim of the field day and other events run through Small Farm Living is to make landholders more aware of what to consider when managing their properties. We hope that this will translate to better on-farm practises, which not only help landholders make the most of their acreage, but do so while working with and not against the environment,” Miss Dykman said.

Along with meeting other landholders, the field day also enabled attendees to connect with the Small Farm Living program and Lilydale Landcare, providing them with access to the ongoing support available through these networks.

In addition to the Biennial Field Day, the Small Farm Living calendar features workshops and field days on a range of property management topics, including fencing, weed management, native plant propagation, soil health and livestock husbandry. Landholders can also access updates, resources and support through the Small Farm Living mailing list and online Resource Centre, which acts as a first ‘port of call’ for information relevant to smallholders.

2017 marked the 5th anniversary of Small Farm Living and the completion of a comprehensive evaluation of the program. This evaluation showcased the significant benefits Small Farm Living has delivered for landholders and landscapes across the NRM North region, and highlighted new opportunities for the program heading into the future.
Biodiversity Program

Program Aim

To maintain and enhance landscape function for biodiversity, with a focus on protecting habitat for EPBC species and communities and Ramsar wetland values in northern Tasmania.
The Big Picture

The NRM North region comprises approximately 60% natural landscapes which support native species, communities and ecosystems that have experienced minimal human impacts. These biodiversity-rich natural landscapes are highly valued by the community for their intrinsic value and the way that they characterise Tasmania and the sense of place for our communities. They also underpin much of our economy and are of high value to Tasmania’s growing tourism industry. The biodiversity values within our natural landscapes are under increasing threat from habitat loss and modification from changing land use and development pressures, weeds, pests and diseases, climate change and natural disasters such as floods, drought and fire. There is an opportunity to work with both public and private land managers to implement on-ground action and to support policy and planning initiatives to buffer the impacts of these threats and pressures on our biodiversity.

Strategic Focus

The Biodiversity Program aims to protect and enhance native habitat and landscape function, with a focus on high value natural assets including threatened species and ecological communities, endemic species and Ramsar (internationally recognised) wetland sites. The priority natural assets and associated actions have been selected based on NRM North’s capacity to achieve long term positive outcomes by increasing community awareness and involvement and working with a range of partners across land tenures.

The target biodiversity assets NRM North will focus on between 2015-2025 include:

- Tasmanian endemic species such as Shy Susan, Davies Wax Flower and the Golfer’s Leek Orchid;
- Nationally listed species and communities including Coastal Temperate Saltmarsh, Spotted Tailed Quoll, Giant Freshwater Lobster and Eastern Barred Bandicoot; and
- Ramsar sites including Little Waterhouse Lake, Floodplain Lower Ringarooma River and Logan Lagoon.

Program Delivery

The Biodiversity program is delivered through a range of mechanisms. These include a mix of providing funding incentives to landholders to protect areas of remnant vegetation and to enhance connectivity, managing the threat of habitat-altering weeds, informing or participating in policy and planning at a local, regional and state-wide level, and working in partnership with community groups and government bodies to monitor target species and invest in on-ground activities for biodiversity outcomes. Key partners in program delivery include landholders, the Department of Primary Industries, Parks, Water and Environment, community groups and local councils.

2018/19 Focus

- Implementing targeted on-ground works with private landholders to protect and enhance native habitat for priority threatened species such as Giant Freshwater Lobster and Eastern Barred Bandicoot;
- Working with key partners and community groups to reduce threats to nesting shorebirds such as Hooded Plover;
- Continuing a Citizen Science approach to increase our knowledge base and involve the community and landholders in monitoring programs for Coastal Temperate Saltmarsh, Giant Freshwater Lobster and threatened mammals;
- Working with the Tasmanian government and local councils within the northern Region to further the objectives of the Tasmanian Cat Management Plan; and
- Undertaking monitoring and implementing priority actions and to protect the remaining population of critically endangered endemic plant Shy Susan (Tetratheca gunnii).
More than 90 members of the Green Army have made invaluable contributions to land rehabilitation and conservation projects facilitated by NRM North over the last three years, forming partnerships with over 50 landholders, 15 community groups and 12 key stakeholders, including the Tasmanian Parks and Wildlife Service, local government agencies and the Tasmanian Land Conservancy.

Funded by the Australian Government, the Green Army provided training for 17-24 year olds to support important natural resource management projects.

Landholder Ben Grubb said a waterway on his farm at Breadalbane was an overgrown mass of various weeds including willows, gorse, blackberries and hemlock until the Green Army came along in June 2018.

“Sally Scrivens and her Green Army team planted over 1200 trees for a riparian revegetation project along Jinglers Creek ... Without the hard work of the Green Army and financial assistance and advice from NRM North ... it is doubtful a project of this type would occur,” Mr Grubb said.

NRM North’s Biodiversity Coordinator, Alison Hugo, said the contribution of the Green Army teams is vital in achieving valuable on-ground natural resource outcomes in Northern Tasmania.

“The support they provide particularly to local landholders and community groups has been critical to terms of them maintaining and or completing projects,” Ms Hugo said.

Over the last five years, the Westbury Town Common Landcare Group has had a close association with NRM North, hosting educational days for local students, financing grants for threatened species signage and conducting 52 acres of environmental weed control on the Town Common Wetland.

President of the Landcare group Di Robinson said the support from NRM North has been invaluable.

“We look forward to ongoing shared projects and achievements in a long future,” said Ms Robinson.

Over 10,000 natives were planted at the property ‘Colynn’ at Quamby Bend near Westbury. Landholders Janette and Ian Mitchelson said they couldn’t have done it without the Green Army.

“I would still be planting without their help or the task would be too much, and the project may not have been completed,” said Mr Mitchelson.

Since 2015, the 11 teams hosted by NRM North have planted a total of 90,500 native seedlings on over 55 revegetation project sites, 153 hectares of weed management, 3 wildlife monitoring sites, 15 marine debris clean-up sites, 10 saltmarsh monitoring surveys, 14 kilometres of fencing constructed and 5 hectares of erosion management.

These valuable on-ground outcomes have contributed significantly to protecting, maintaining and enhancing local coastal areas including sensitive coastal values and shorebird habitat.

The Green Army has also helped to improve threatened species habitat and water quality in the Tamar Estuary and other catchments in Northern Tasmania.

The teams have undertaken training in Occupational Health and Safety and Welfare, first aid, Weed Management techniques and Aboriginal Cultural Awareness training.

The Green Army teams have contributed to the success of projects such as the Australian Government’s 20 Million Trees Program and the Tasmanian Governments Agricultural Landscape Rehabilitation Scheme. The Green Army program concluded nationally on June 30, 2018.
Winter 2018 has seen the completion of 20 Million Trees projects at Waterhouse and in the Northern Midlands, bringing the total revegetation under NRM North’s three 20 Million Trees grants to 80 hectares, and over 82,000 seedlings planted since 2015.

Both districts are characterised by large tracts of land that have been cleared for agriculture, resulting in a lack of connectivity between the habitat provided by reserved land and other remnant patches of native vegetation. However, landholders are becoming increasingly aware of the value of shelter belts for stock and crops.

For Thomas Hingston of Carnarvon, south of Cressy, there have been mixed results, but he said the outcome is well worth the effort.

“We have to work with seasonal conditions, and success can be unpredictable. Weed management has been intensive and some of the sites have needed a lot of replanting, but we’re seeing benefits in as little as three years, where those patches are already providing shelter when we’re lambing in the middle of winter.

“Our other main driver was salinity issues ... and trying to lower the water table. We’ve now got grass growing near some of the planting we’ve done in saline areas,” said Mr Hingston.

NRM North’s Biodiversity Program Manager, Kate Thorn, said it has been encouraging to see farmers adopting a long-term approach to increasing shelter and biodiversity on their properties.

“Rather than taking on large projects just because funding is available, most of the landholders we’ve worked with will plant a couple of hectares a year ... and continue with a staged approach as and when grants or their own funds allow,” said Ms Thorn.

“This means they don’t have large projects subject to failure in a tough year, and landholders are more likely to undertake maintenance of projects when they are a manageable size.”

There have been many opportunities for learning and improvement over the contractors. Field tours and seedling survival surveys have highlighted the importance of thorough and timely site preparation, and participating landholders are now more vigilant about incorporating this into their seasonal schedules. The result is seedling survival rates of up to 98% in 2017/18, even with below-average rainfall for the summer. Throughout the project areas, there are now examples of revegetation projects which are already starting to provide habitat and shelter benefits.

The involvement of work crews from Devonfield Enterprises, a supported disability employer, and multiple Green Army teams, has provided new skills and experiences for a diverse range of northern Tasmanians who may not otherwise have had the opportunity to work in these landscapes.

Of course, these are not the only revegetation projects in progress in these areas. In the Northern Midlands in particular, these patches are part of an increasing matrix of revegetation and restoration works being undertaken through National Landcare Program funding, Greening Australia’s Tasmania Island Ark project, and privately funded landholder efforts. In the medium to long term, these accumulated efforts are expected to provide benefits for threatened species, particularly Eastern Barred Bandicoot, Spotted-tailed Quoll and Tasmanian Devil in the Midlands, and Spotted-tailed Quoll and Tasmanian Wedge-tailed eagle in the North East, as well as a range of other species.

Contact: Kate Thorn
Title: Biodiversity Program Manager
NRM North Water Coordinator
Email: kthorn@nrmnorth.org.au
Phone: 03 6333 7777
The NRM North region encompasses the lands of several traditional owner groups. NRM North acknowledges and respects the traditional custodians and their deep spiritual attachment to country and values the knowledge and contribution that Aboriginal people make towards natural resource management.

NRM North recognises that Aboriginal cultural values and land management practices are critical to the management of the region’s natural resources.

**Strategic Focus**

The focus of the Aboriginal NRM Program is to work in collaboration with the Aboriginal community to facilitate natural resource management and improve awareness and consideration of Aboriginal cultural heritage in natural resource management planning, use and development. The strategic outcomes that NRM North will focus on between 2015-2025 include:

- Increasing Aboriginal community capacity to implement Healthy Country Plans and provide opportunities for continuation of tunapri and cultural knowledge;
- Supporting the Aboriginal community to implement priority actions for the management of cultural and natural values and Healthy Country Plans;
- Supporting the Aboriginal community to protect heritage sites and landscapes outside of Land Management Plans; and
- Supporting the Aboriginal community to raise awareness with land managers, planners and recreational users to increase knowledge and recognition of Aboriginal cultural heritage values in natural resource management.

**Program Delivery**

NRM North’s Aboriginal NRM Program is delivered through a range of mechanisms including:

- Provision of training and capacity building for Aboriginal people and communities;
- Providing funding and incentives for implementing the Health Country Plans; and
- Facilitating the Aboriginal community to engage with land managers, planners and recreational users to raise awareness of Aboriginal cultural heritage.

Key partners in delivery of the Aboriginal NRM Program include the Aboriginal Land Council of Tasmania (ALCT), The Tasmanian Aboriginal Centre (TAC), melythina tiakana warrana Aboriginal Corporation, The Flinders Island Aboriginal Association Incorporated (FIAAI) and other members of the Aboriginal community not affiliated with an Aboriginal organisation.

**2018/19 Focus**

- Support management of cultural/natural values on Aboriginal land and the implementation of actions from Healthy Country Plans through capacity building for the truwana Rangers and other Aboriginal community members in weed management, water quality monitoring, and cultural knowledge of the use of fire;
- Development of an Aboriginal Participation Plan in consultation with members of the Aboriginal community;
- Support for economic development in the Aboriginal community through the implementation of an NRM North Aboriginal procurement policy; and
- Support for events that promote or create awareness of Aboriginal cultural heritage in natural resource management including events such as Mannalargenna Day and other community engagement/awareness events.
NRM North continues to enjoy strong partnerships with members of the Tasmanian Aboriginal community which result in successful natural resource management outcomes, while reducing threats to culturally significant sites.

NRM North’s focus is to increase engagement with the Aboriginal community by providing NRM training opportunities and incorporating Aboriginal knowledge into our activities and planning.

Engagement and Communications Manager, Melissa Lewarn, said staff at NRM North had gained so much from working with local Aboriginal people.

“Members of the Aboriginal community have welcomed us onto their land and we feel privileged to be able to learn first-hand about their history and culture and work together to incorporate this knowledge into our programs.”

One highlight has been NRM North’s partnership with the truwana (Cape Barren Island) Rangers.

The truwana Rangers program began in October 2015 with funding from the Australian Government’s Indigenous Advancement Strategy and is focusing on land conservation and weed management.

NRM North works closely with the managers of the program - the Aboriginal Land Council of Tasmania (ALCT) - to ensure the truwana Rangers have access to advice and information about all aspects of land management.

Manager of the ALCT, Graeme Gardner, said there had been many important outcomes from the partnership.

“NRM North has respected our cultural and social protocols and developed a relationship which is empowering our truwana Rangers program,” Mr Gardner said.

“NRM North has provided expert staff to support and train the rangers in plant identification, weed management, mapping, activity priority and recording, and suggested a variety of approaches to manage the gorse, African boxthorn and blackberry on the island.”

In June 2018, the truwana Rangers expressed an interest in learning more about the impacts to water quality on the island.

Two staff members from NRM North travelled to truwana to help establish six water monitoring sites and train the rangers to undertake monthly monitoring. The rangers are now confident in undertaking the monitoring themselves and are working with NRM North to interpret the data.

NRM North has also worked with the ALCT to control weeds at larapuna (Eddystone Point) and train local Aboriginal people in best practice weed management.

The Healthy Country Plan identifies sea spurge, mirror bush and blue periwinkle as the main weeds that pose a threat for larapuna.

larapuna is a significant site for the Aboriginal community and is regularly used for cultural events, therefore it is critical that the weeds are managed to ensure these activities can continue.

NRM North is also involved in Mannalargenna Day at the Tebrakunna Visitor Centre, located at the Musselroe Wind Farm, Cape Portland.

The annual gathering celebrates the life of Aboriginal clan-leader and warrior, Mannalargenna, who belonged to the north-east country.

NRM North has been working at the site with local Aboriginal Elders to establish a garden of culturally significant plants that were traditionally used for fibre, food and medicine.

Aboriginal Elder, Aunty Patsy Cameron AO, said the garden formed an integral part of Mannalargenna Day and would be used by Elders to demonstrate cultural practices and pass on traditional knowledge for many years to come.

“The garden allows Elders and Aboriginal artists to connect nature to their educational workshops and teach our people that these resources are safe to use, eat and gather. On Mannalargenna Day we can use those resources in our workshops.”
Our Activities

COMMUNITY ENGAGEMENT

There are more than 1300 members in the NRM North ‘Friends Of’ network

30 Aboriginal people engaged in NRM North projects

5130 people participated in 58 community events and activities

2014 subscribers to eNews

32 groups engaged through community involvement

WATER AND LAND MANAGEMENT

Riverbank erosion remediation at 159 sites has been undertaken across 6 hectares

Improved land management practices covering more than 35,500 hectares

446 farming enterprises engaged in NRM North activities and programs

10 Sustainable Agriculture farming extension events
152 Kilometres of fencing has been constructed to protect more than 520 hectares of vegetation and over 200 hectares of riparian vegetation

93,343 Hectares of revegetation undertaken

20 Million Trees projects have seen over 82,000 seedlings planted since 2015

120 Hectares of debris management undertaken

11 Green Army teams have planted 90,500 seedlings at 55 sites since 2015

188 Hectares of weed management undertaken
Annual Report
2017-18
The transition from the National Landcare Program (NLP) to the Regional Land Partnerships (RLP) program has placed significant pressure and uncertainty on our relatively small organisation. I must congratulate Rosanna and all her team in the way in which they have approached the RLP bid process. The procurement process alone has placed pressure on our limited resources. Some regions are rumoured to have spent in excess of $1 million on their bids. For NRM North, the estimate in staff wages and contract services is in excess of $150,000. In my opinion this is unsustainable for smaller organisations. It will be interesting to see how the federal government constructs RLP 2.

Our organisation has been fortunate to be successful in the initial bid and now project negotiation begins. Once this process is completed, the real work begins. That is the delivery of RLP on the ground. We look forward to adding value to, and delivering on, the expectations of the state and federal governments.

NRM North is very lucky to have an impressive portfolio of projects to deliver on. This includes the Tamar Estuary and Esk Rivers Program (TEER), Tamar Estuary Management Taskforce (TEMT), and the Tasmanian Government’s Cat Management Project as well as RLP. This in effect means that we have a sustainable business model for the next four to five years. After that it is anyone’s guess.

For the last couple of years, I have been warning that state NRM is approaching a potential crisis. Nothing substantive has been done to address the long-term sustainability of the regional delivery model in this state. Now surprise, surprise, we have a crisis on our hands. The state government needs to decide whether it wants to keep this model. If the answer is yes then it needs to fund it. We need to remember that effective regional representation and governance comes at a cost. If the answer to this question is no, then we will need to close the doors or reform.

At the moment this reform is being forced on us by placing overwhelming pressure on the Tasmania’s three NRM regions by the state and federal government. This pressure has been caused by underfunding, lack of strategic direction, increasing management and reporting expectations with diminished capacity to deliver. The three regions have all tried valiantly to adapt to this unsustainable situation. NRM North is slightly ahead in that it was successful in its RLP bid and has a diversified portfolio. But the long-term future of NRM is still bleak; we have work to do to stem this tide.

The state government needs to step up to the plate and decide whether it wants a regional NRM network in this state. Once this fundamental question is answered then it needs to give direction as to what this model looks like. Then it has to fund it. If the state government does not value NRM delivery in this state then we will be forced to shut up shop.

At the moment there is a reluctance to allocate long term sustainable funding to the environment. Governments see the environment as an asset that they can milk for all its worth. The longer the repairs and maintenance of the environment is neglected, the greater the eventual repair bill will be. Tasmania, the clean green state, can not afford to neglect the environment.

Let’s hope common sense will prevail. Maintenance and repair of the environment comes at a substantial cost. Who will foot the bill? If it is not the state government, then who is going to carry out this important work? Surely it is the government who has the underlying duty of care and responsibility for the place in which we live. Someone needs to pave the way and take the lead. Being forever the optimist, I feel that the state government has a unique opportunity to provide much needed strategic leadership to guarantee a sustainable, well resourced and efficient NRM delivery model for this state. Let’s hope they don’t squander it.

Hopefully organisations such as NRM North have a role to play in the future. We look to the state government for leadership and clear direction on this issue.

Finally, I would like to thank all members of the Management Committee for their input and dedication, and also recognise the fantastic team which makes NRM North function from Rosanna, to the senior management team and of course all of the staff.

Thank you.

James Walch
Chairman
CEO’s Report

2018 HAS BEEN A YEAR OF ORGANISATIONAL MILESTONES, MAJOR PROJECT COMPLETIONS, AND TRANSITION TO NEW PROGRAMS.

MILESTONES AND MAJOR PROJECT COMPLETIONS

Established in 2003, this year marks the 15-year anniversary for NRM North. Over the past decade and a half, the organisation has established itself as a central player in natural resource management delivery in the north. Our stock in trade continues to be our ability to work closely with partners, landholders, and community members to leverage resources from a range of sources to help the community undertake NRM projects. We look forward to the next phase of our involvement in the community.

This year also marks the 10-year anniversary of our flagship Tamar Estuary and Esk Rivers Program. The program has grown from strength to strength. It began as a platform for key stakeholders with statutory responsibility for the management of the estuary to come together to better understand the complex factors impacting water quality in the catchment. Through a robust partnership of 20 entities in the region investing in monitoring, investigation, and modelling, the TEER program has become the shared forum for science and evidence-based discussions and decision making.

After three years of community and stakeholder consultation, in 2015, the TEER program published the TEER Water Quality Improvement Plan that provides a shared understanding of the water quality challenges in the catchment and identifies a number of solutions. To monitor the estuary and implement the solutions, NRM North has been able to leverage $3 million cash investment and a further estimated $5 million in-kind contribution from TEER partners over the past decade. This strong partnership was reaffirmed last year when the partners all signed on to the next three-year partnership agreement.

In the past year, NRM North has concluded two major programs: the National Landcare Program and the Agricultural Landscape Rehabilitation Scheme (ALRS). Many of the projects, activities, and outcomes in these programs are outlined in the preceding yearbook. I encourage you to read through the great work that the NRM North team has concluded this year.

TRANSFORMATION

2018 is also a year of transformation and new initiatives. It brings to a close the most recent iteration of federal grant funding under the National Landcare Program and has ushered in a new era in procurement-based funding by the Commonwealth. The new approach is a significant departure from the provision of grant funding to NRMs based on community driven priorities and broad scale outcomes.

The procurement approach begins with very specific outcomes based on Commonwealth constitutional obligations for management of Ramsar sites, threatened species and communities, biodiversity, climate change, and supporting international trade and sustainable agricultural production over the next five years. Funded activities are very narrow in scope and specific in geolocation. NRM North successfully tendered for delivery of services in the northern Tasmanian region and is currently negotiating with the Commonwealth for the delivery of three environment projects and one agriculture project.
Under the new Regional Land Partnerships program, Commonwealth funding for NRM activities in the region has reduced by 22 per cent putting pressure on the organisation to leverage other sources of funding to deliver outcomes on the ground. Over the past couple of years, the organisation has made a concerted effort to diversify its funding sources and increase our partnerships. We have secured our funding for at least the next five years including two new initiatives: regional cat management, and catchment works to support the Tamar Estuary - River Health Action Plan.

NRM North has partnered with the state government to host a Regional Cat Management Coordinator through June 2021, to work with local governments and the community to support the implementation of the Tasmanian Cat Management Plan in northern Tasmania. The role of the cat management coordinator is to increase awareness of responsible cat management in the community and work with local governments to identify or develop policies, strategies or programs to address cat management.

In April 2017, NRM North signed on to the Launceston City Deal and was appointed as a member of the Tamar Estuary Management Taskforce (TEMT). The TEMT was tasked with preparing an investment plan by December 2017, to address water quality in the Tamar estuary. The initial aim of the River Health Action Plan was to address pathogens in zone 1 (Launceston to Legana). The plan was accepted by state and federal government and joint funding of $95 million has been allocated over the next six years to address the combined system overflows, and catchment works including keeping stock out of streams and dairy effluent management. NRM North will work with DairyTas and TFGA to deliver the catchment works ($10 million) over the next six years.

**THANK YOU**

There are many people that contribute to the success of our organisation.

NRM North’s success is specifically tied to our strong partnerships with industry groups, community groups, all levels of government, and individual landholders. Thank you for your partnership and support.

At NRM North, we are fortunate to have many long-serving staff members who continue to demonstrate their dedication and passion for natural resource management in northern Tasmania. I’d like to express my heartfelt thanks to them for everything they do.

We also enjoy great stability and commitment in our Management Committee members. We have an excellent cross-section of skills and experience and I appreciate their counsel and input particularly as we navigate into some uncharted waters with new initiatives and programs. The support of James Walch, NRM North Chairman, in the past year has been invaluable… thank you.

Rosanna Coombes  
CEO
Corporate Services Program

Program Aim

Maintain a sustainable organisation that delivers strategic NRM results for the community and demonstrates best practice business management and governance.
The fifth pillar of the NRM North Strategic Plan 2017-2020, is the Corporate Services Program.

The Big Picture

NRM North is an Incorporated Association established in 2003 in response to the Tasmanian Government’s Natural Resource Management Framework and its enabling legislation, the Tasmanian Natural Resource Management Act 2002 (Amendments 2009). NRM North is one of three NRM bodies in the state, and one of approximately 56 nationally. The Management Committee, organisational management team, and staff strive for best practice governance, program delivery, and a thriving, sustainable organisation to deliver NRM outcomes for the community.

Strategic Focus

From 2017 to 2020, the Corporate Services Pillar is focussed on eight key outcome areas including:

- Ensuring the Northern Tasmanian Natural Resource Management Strategy 2015-2020 remains relevant and reflects the needs of the community;
- Partners recognise the value proposition of NRM North and seek to partner on programs;
- NRM North demonstrates business outcomes through implementation of the NRM North Strategic Plan (Strategy to Action);
- Ensuring the Management Committee is recognised as an efficient governing body and through best practice governance, structure, and policy, and maintains required skills;
- Creating a culture of innovation and business excellence;
- Securing information management systems that allow the organisation to monitor performance, and supports engagement and partnerships;
- Ensuring a viable, long-term and sustainable organisational funding model; and
- Implementing a best practice staff performance management system that supports professional development and provides rewards and recognition.

Program Delivery

A summary of mechanisms that NRM North uses to deliver the corporate services program include:

- Developing and publishing the Northern Tasmanian Natural Resource Management Plan;
- Fostering collaborative partnerships with all levels of government, industry bodies, and NGOs;
- Implementing performance monitoring, developing and managing a MERI framework, and implementing communications strategies;
- Ensuring relevance of the structure and functions of the Northern Tasmanian Natural Resource Management Association;
- Identifying areas of organisational improvement and maintaining best practice standards for financial management, corporate compliance, risk management and human resources;
- Implementing a secure information management system and developing systems that allows the organisation to monitor performance against outcomes;
- Develop strategic investment relationships with all levels of government and key stakeholders;
- Working closely with neighbouring NRM regions to identify efficiencies and improve leverage;
- Developing and implementing formal performance assessment systems for staff based on work plans linked to the strategic plan; and
- Developing professional development plans for staff and establishing formal approaches to workforce planning.

The following sections highlight actions taken during FY17/18 to meet the key objectives in the Corporate Services Program.

2018/19 Focus

- Implementation of cyber security recommendations and information management systems review;
- Review the Northern Tasmanian Natural Resource Management Strategy 2015-2020;
- Implement organisational improvements to support new programs and initiatives;
- Implement cashflow management improvements and systems that support program delivery;
- Workforce planning and implementation of new contracts, job descriptions, and work plans;
- Continue to develop partnership opportunities with other agencies and organisations to diversify funding; and
- Review the NRM North Strategic Plan 2017 – 2020.
The 2018 Annual Report provides a summary of actions taken during FY17-18 to address the key objectives in the Corporate Services Program.

Partners recognise the value proposition of NRM North and seek to partner on program delivery

This year NRM North positioned itself as the lead organisation to partner with the state government to deliver targeted programs. The Agricultural Landscape Rehabilitation Scheme is a great example of this type of partnership. NRM North staff worked with senior staff in the state government (DPIPWE) to deliver 139 projects worth $4 million on behalf of the state government. In addition, NRM North provided administration and finance to support DPIPWE’s delivery of $615,000 for the Mersey Riparian Recovery Project.

NRM North participated with regional partners on the Tamar Estuary Management Taskforce to deliver the River Health Action Plan. The organisation facilitated a working group to address priorities for catchment works that resulted in joint state and federal funding of $10 million over the next six (6) years.

The state government allocated funding for three (3) cat management officers across the state, for the next four (4) years. The funding supports one officer per region with the northern officer hosted by NRM North. The role of the Cat Management Coordinator is to facilitate the implementation of the Tasmanian Cat Management Plan to raise awareness to improve levels of responsible cat ownership. The state government provides $120,000 per annum to support the program.

The TEER Program Partners further invested in a new three (3) year partnership agreement to achieve the targets set out in the TEER Strategic Framework and the TEER Water Quality Improvement Plan. The partnership investment is $792,500 in cash and $330,000 in-kind support over three (3) years.

Signatories to the TEER partnership agreement are:

- Department of Primary Industries, Parks, Water and the Environment
- Department of Health and Human Services
- City of Launceston
- West Tamar Council
- Meander Valley Council
- Northern Midlands Council
- George Town Council
- Hydro Tasmania
- TasWater
- NRM North
Business results and NRM outcomes are demonstrated through the implementation of the NRM North Strategic Plan (“Strategy to Action”)

NRM North completed program evaluation reports to demonstrate the impact of NRM North’s investment in programs and in the region over the past four (4) years. The organisation engaged an independent contractor to conduct telephone surveys with participants in the following program areas:

- Agricultural Landscape Rehabilitation Scheme (ALRS);
- Aboriginal NRM;
- NRM North Biodiversity Program Evaluation; and
- NRM North Land Program Environmental Outcomes.

The reports have provided valuable information regarding impact and lessons learned that will assist our staff in future program design and delivery. These evaluation reports have been submitted to program investors.

NRM North was successful in its tender submission to the Commonwealth Government under the Regional Land Partnerships Program (RLP). This secures NRM North as the preferred service provider in the Northern Region over the next five (5) years.
NRM North Management Committee is recognised as an effective governing body which has best practice governance, structure, policy and skills

Changes to the Constitution adopted by the Association members at the 2017 Annual General Meeting; include amendments to Group A membership, addition of enabling language to support an application for deductible gift recipient status; and general clean up amendments (spelling, reference corrections).

The following policies and processes were reviewed by the Governance and Policy Subcommittee and recommended for adoption to the Management Committee:

- Employee Handbook (ongoing);
- Risk Management Policy;
- Management Committee Onboarding Process, including induction and mentorship;
- Management Committee Skills Audit;
- Reserves Policy;
- Procurement Policy;
- Fraud Policy;
- Association and Management Committee Membership Procedures; and

NRM North engaged an external consultant to review the organisation’s employment practices and workplace health and safety systems. The organisation has a plan to implement the improvement over the coming year.

NRM North has a culture of innovation and business excellence through continuous business improvement, process mapping and performance measurement

NRM North continued this year to identify areas for organisational improvement to ensure best practice standards and processes for financial management and employment practices are met. These include:

- Review and mapping of NRM North’s procurement policy and processes;
- Engage external service provider to review organisation’s employment practices,
- Update employment contracts and provide professional advice;
- Review and update selections and recruitment processes; and
- Undertake review of the organisation’s IT needs for future planning to safeguard against data loss, disaster recovery and cybersecurity.
Corporate Services Program

NRM North has a secure information management system that allows the organisation to monitor performance against outcomes and supports engagement and partnerships

NRM North has worked with our IT provider to implement upgraded security software to ensure the organisation takes a more strategic and proactive approach to information management and the protection of data and information, in line with new legislation regarding cyber-attack and notifiable incidents to the regulator.

With support from the Myer Foundation, our information management provider Anderson Morgan has completed a “Discovery Phase” and evaluation of the organisation’s digital security, IT needs analysis and disaster recovery. This process has included:

- Identifying business risks relating to disasters, business disruption and cyber-attack;
- Identifying key business systems and applications;
- Financial, reputational and legal impact to the business should key information management systems be compromised;
- Setting the recovery time objective and recovery point objective; and
- Completing risk register to capture digital security related risks and actions to mitigate each risk.

This extensive review of the organisation’s security systems has investigated how NRM North uses, store and protects its information. These workshops have been enlightening and given the organisation a greater insight into the potential threats to the information and data the organisation maintains, including the possible consequences to both reputation and prosecution by not taking all reasonable actions to protect its information and the information and privacy of others.

NRM North has a viable, long-term and sustainable organisational funding model

The organisation continues to seek out opportunities to diversify its funding model to set the organisation up for a viable long-term future. This includes:

- The organisation continues to seek opportunities to diversify its funding model to set the organisation up for a viable long-term future;
- Staff have worked with the Audit & Finance Subcommittee and our external auditor to develop a reserves policy to enable the organisation to manage its reserves;
- Senior management staff have worked on a financial cashflow modelling tool that will enable the organisation to manage its cashflow under the new payment and reporting regimes of the Regional Land Partnerships (RLP); and
- The Management Committee resolved to adopt the new accounting standards for revenue recognition for Not-for-Profit entities.
Corporate Services Program

NRM North has a staff performance management system that includes individual work plans, performance assessment, professional development and reward and recognition.

The organisation has conducted its annual performance assessment for staff. The next step is to:

- Identify staff needs and requests for training and professional development;
- Develop individual work plans that relate to achieving the strategic goals of the organisation linked to the performance assessment process; and
- Develop a formal approach to organisational workforce planning incorporating internal capacity and skill needs analysis.

Central Office

NRM North has its main office at 63 Cameron Street, Launceston. The office provides good working conditions, adequate space and is conveniently central for visitors to town and places the organisation in the hub of the CBD. The boardroom is made available to community groups for meetings and quite a number have used it for this purpose.

Operations and People Management

Operational Funding

During 2017-18, NRM North received $246,667 of funding for its operations from the Tasmanian Government. This core funding remains critical to effectively carrying out the regional committee's functions under the NRM Act. The Australian Government's National Landcare Programme also provides operational funding as a percentage of funding received.

Personnel

Throughout 2017-18, NRM North personnel provided critical support for the development and implementation of natural resource management programs in the region. This support includes effective stakeholder and sector engagement, business administration and management, partnership development and communication. NRM North staff are employed on terms and conditions determined by NRM North.
NRM North Contract Staff
as at 30 June 2018

<table>
<thead>
<tr>
<th>Position</th>
<th>Incumbent</th>
<th>Commencement date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief Executive Officer</td>
<td>Rosanna Coombes</td>
<td>4 January 2016</td>
</tr>
<tr>
<td>Manager – Operations</td>
<td>Amanda Locatelli</td>
<td>1 October 2007</td>
</tr>
<tr>
<td>Manager - Corporate Services</td>
<td>Fiona George</td>
<td>23 July 2008</td>
</tr>
<tr>
<td>Administration Coordinator</td>
<td>Denise Colvin</td>
<td>8 September 2003</td>
</tr>
<tr>
<td>Finance Officer/ Executive Assistant</td>
<td>Sarah Presnell</td>
<td>10 May 2010</td>
</tr>
<tr>
<td>Land Program Manager &amp; Regional Landcare Facilitator</td>
<td>Adrian James</td>
<td>24 August 2008</td>
</tr>
<tr>
<td>Land Coordinator</td>
<td>Joanna Voller</td>
<td>24 September 2007</td>
</tr>
<tr>
<td>Water &amp; Strategic Programs Manager</td>
<td>Andrew Baldwin</td>
<td>7 March 2007</td>
</tr>
<tr>
<td>NRM North Facilitator</td>
<td>Megan Dykman</td>
<td>2 November 2015</td>
</tr>
<tr>
<td>Water Coordinator</td>
<td>Jesse Webster</td>
<td>17 November 2014</td>
</tr>
<tr>
<td>TEER Scientific &amp; Technical Coordinator</td>
<td>Toni Furlong</td>
<td>11 December 2014</td>
</tr>
<tr>
<td>Biodiversity Program Manager</td>
<td>Kate Thorn</td>
<td>6 August 2012</td>
</tr>
<tr>
<td>Regional Landcare Facilitator</td>
<td>Peter Heading</td>
<td>11 November 2013</td>
</tr>
<tr>
<td>Biodiversity Coordinator</td>
<td>Alison Hugo</td>
<td>18 February 2013</td>
</tr>
<tr>
<td>Agricultural Landscape Rehabilitation Scheme Project Officer</td>
<td>Rebecca Foster</td>
<td>8 January 2018</td>
</tr>
<tr>
<td>Cat Management Coordinator</td>
<td>Shane Westley</td>
<td>23 April 2018</td>
</tr>
</tbody>
</table>

* Not all staff are full time employees, the total full time equivalent is 13.8 employees.

Staff members who resigned or completed contracts during 2017-18

<table>
<thead>
<tr>
<th>Position</th>
<th>Incumbent</th>
<th>Completion/ Resignation Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emma Williams</td>
<td>MERI Coordinator</td>
<td>26 July 2017</td>
</tr>
<tr>
<td>Russell Currie</td>
<td>ALRS Project Officer</td>
<td>24 November 2017</td>
</tr>
<tr>
<td>Shelley Flower</td>
<td>ALRS Administration Officer</td>
<td>24 November 2017</td>
</tr>
<tr>
<td>Greg Stewart</td>
<td>Invasive Species Coordinator</td>
<td>9 May 2018</td>
</tr>
<tr>
<td>Melissa Lewarn</td>
<td>Engagement &amp; Communications Manager</td>
<td>4 June 2018</td>
</tr>
</tbody>
</table>

Organisational Health

NRM North constantly strives to promote a friendly, supportive and continual learning environment for staff members. To ensure that this ethic is incorporated into daily operations, the following processes have been reviewed and improved:

- NRM North Employee Handbook;
- Health and Wellbeing program;
- Staff induction procedures;
- Team development opportunities;
- Employee Assistance Program; and
- Annual NRM North staff performance assessment.
CORPORATE GOVERNANCE

ENABLING LEGISLATION

NRM North is an independent non-statutory body constituted and operating under the provisions of the Tasmanian Natural Resource Management Act 2002 (2009 Amendments). Reporting, accountability and other rules for operation are set out in the Tasmanian Incorporated Associations Act 1964.

FUNCTIONS OF NRM NORTH

NRM North’s primary functions as determined by the Tasmanian Natural Resource Management Act 2002 (2009 Amendments) are:

- Identify the priorities for natural resource management for the northern region;
- Prepare a regional strategy for the northern region;
- Facilitate the implementation of the regional strategy;
- Promote the natural resource management principles;
- Facilitate the integration of natural resource management and planning activities for the region;
- Seek, manage and allocate funds according to the regional strategy;
- Coordinate the northern region’s participation in national and state programs relating to NRM;
- Monitor and evaluate the implementation of the northern regional strategy; and
- Develop and implement processes to ensure appropriate education and training in natural resource management.

RESPONSIBLE MINISTER

At 30 June 2018, the State Minister responsible for NRM North was the Honourable Sarah Courtney, Minister for Primary Industries and Water and Minister for Racing.

Under the Tasmanian Natural Resource Management Act 2002 (2009 Amendments) the Minister has the power to:

- Declare a managing body or committee of an incorporated association or body corporate as a regional committee; and
- Appoint the Chairperson of the regional committee.

ACCOUNTABILITY TO PARLIAMENT

NRM North is accountable to the Minister and, through her, to the Parliament of Tasmania. Under the Tasmanian Natural Resource Management Act 2002 (2009 Amendments) the Minister must table NRM North’s annual report in Parliament.

THE MANAGEMENT COMMITTEE

The Management Committee is responsible for the oversight of the business affairs of NRM North and ensuring appropriate management is in place to carry out its objectives and functions. The Management Committee sets the strategic direction of the organisation and ensures that NRM North as an organisation meets all required areas of compliance and performance.

MANAGEMENT COMMITTEE MEETINGS

The Management Committee meets for a minimum of six scheduled meetings within a year. The Management Committee has out of session processes in place to address specific matters that require attention between scheduled meetings.

COMPOSITION OF THE MANAGEMENT COMMITTEE

Section 9 (3) of the Natural Resource Management Act 2002 (2009 Amendments) outlines the requirements of the composition of a regional committee. In compliance with the Act at 30 June 2018, the NRM North Management Committee had 10 sitting members with skills across best-practice governance; business administration; legal and contractual issues and the achievement of natural resource management and conservation outcomes.
**Management Committee Members**

NRM North Management Committee members as at 30 June 2018 was as follows:

<table>
<thead>
<tr>
<th>Member</th>
<th>Association Status</th>
<th>Committee Term</th>
<th>Date Appointed / Reappointed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. James Walch</td>
<td>Group B</td>
<td>4 years</td>
<td>September 2014</td>
</tr>
<tr>
<td>Mr. Michael Walsh</td>
<td>Group B</td>
<td>4 years</td>
<td>October 2015</td>
</tr>
<tr>
<td>Mrs. Maureen Bennett</td>
<td>Group B</td>
<td>4 years</td>
<td>September 2014</td>
</tr>
<tr>
<td>Dr. Joanna Ellison</td>
<td>Group B</td>
<td>4 years</td>
<td>September 2016</td>
</tr>
<tr>
<td>Mr. Stuart Blom</td>
<td>Group B</td>
<td>4 years</td>
<td>September 2016</td>
</tr>
<tr>
<td>Ms. Mandy Shepherd</td>
<td>Group B</td>
<td>4 years</td>
<td>September 2016</td>
</tr>
<tr>
<td>Mr. Peter Sattler</td>
<td>Group B</td>
<td>4 years</td>
<td>September 2015</td>
</tr>
<tr>
<td>Mr. Royce Aldred</td>
<td>Group B</td>
<td>4 years</td>
<td>September 2016</td>
</tr>
<tr>
<td>Ms. Louise Clark</td>
<td>Group B</td>
<td>4 years</td>
<td>September 2017</td>
</tr>
<tr>
<td>Ms. Leanne Sherriff</td>
<td>Group B</td>
<td>4 years</td>
<td>September 2017</td>
</tr>
</tbody>
</table>

* Members as at 30th June 2018
The Management Committee has delegated authority to committees and working groups to undertake certain duties. All matters considered and determined by committees and working groups are submitted to the Management Committee for information and, where appropriate, ratification and decision. The following three subcommittees and working groups operated in 2017-18 to assist NRM North to fulfil its functions effectively:

**Audit and Finance Subcommittee**

The Audit and Finance subcommittee is responsible to the Management Committee for NRM North’s financial reports including the appropriateness of the accounting policies and principles that the organisation uses. The external auditors are responsible for auditing the association’s financial reports.

The subcommittee will take appropriate action to set the overall standards for quality financial reporting and sound business practices. In 2017-18, the subcommittee placed a focus on fiscal planning and organisational budgeting, review and improvement of reporting to the Management Committee, audit processes and procurement policies and financial procedures.

*Members: Michael Walsh (Chairman), Royce Aldred, James Walch and Karen van der Aa (Independent Member)*

**Governance and Policy Subcommittee**

The Governance and Policy subcommittee is responsible for ensuring that NRM North’s governance policies and procedures comply with legislation and current best practice standards. The committee will review these policies regularly and make any recommendations to the Management Committee.

The subcommittee helps to set the overall corporate ‘tone’, business practices and ethical behaviour of the organisation. In 2017-18, the subcommittee was focused on reviewing and monitoring risk management, reviewing existing internal policies, NRM North Employee Handbook and associated policies and reviewing existing governance and performance.

*Members: Stuart Bloom (Chair), Mandy Shepherd, Peter Sattler and James Walch*

**CEO Performance Review Subcommittee**

The CEO Performance Review Subcommittee’s primary responsibility is to oversee the NRM North Chief Executive Officer’s performance review process on behalf of the Management Committee and to provide recommendations to the Management Committee regarding the CEO’s annual evaluation.

The subcommittee used the adopted process, to complete the CEO’s annual performance. The review included a survey completed by Management Committee members and Senior Management from the organisation, to assess the CEO’s performance. The subcommittee made a recommendation to the Management Committee that the CEO has performed in all areas at an exceptionally high level. The organisation is in a strong position because of her leadership and professionalism and that the Management Committee offer a further four (4) year contract of employment.

*Members: James Walch (Chair), Joanna Ellison and Peter Sattler*
ATTENDANCE AT MANAGEMENT COMMITTEE AND SUBCOMMITTEE MEETINGS

Details of attendance by Management Committee members at the NRM North Management Committee and Subcommittee meetings held during the year ended 30 June 2018 are as follows:

<table>
<thead>
<tr>
<th>Management Committee Members 1 July 2017 to 30 June 2018</th>
<th>Management Committee</th>
<th>Governance &amp; Policy Subcommittee</th>
<th>Audit &amp; Finance Subcommittee</th>
<th>CEO Review Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. James Walch</td>
<td>6</td>
<td>5</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Mrs. Maureen Bennett</td>
<td>6</td>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dr. Joanna Ellison</td>
<td>6</td>
<td>6</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Mr. Stuart Blom</td>
<td>6</td>
<td>4</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Ms. Amanda Shepherd</td>
<td>6</td>
<td>5</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Mr. Michael Walsh</td>
<td>6</td>
<td>3</td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>Mr. Peter Voller – Resigned December 2017</td>
<td>6</td>
<td>2</td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>Mr. Peter Sattler</td>
<td>6</td>
<td>6</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Mr. Royce Aldred</td>
<td>6</td>
<td>5</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Ms. Louise Clark</td>
<td>6</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Leanne Sherriff</td>
<td>6</td>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Karen van Der Aa – Independent Representative</td>
<td></td>
<td></td>
<td></td>
<td>5</td>
</tr>
</tbody>
</table>

Note: The table above shows the number of meetings held and attended by each Management Committee member.
CONFlicTS OF INTEREST

The Management Committee has a policy in place for the disclosure and resolution of any matter that may give rise to actual or potential conflicts between the interests of a Management Committee member and those of NRM North.

ETHICAL STANDARDS

NRM North always aims to conduct its business with the highest standards of personal and corporate integrity. The NRM North Management Committee and personnel have adopted Codes of Conduct outlining the standards of personal and corporate behaviour that Management Committee members and personnel observe.

REMUNERATION OF BOARD MEMBER DELEGATES

Members who are self-employed or not otherwise remunerated for attending NRM North Management Committee meetings, may claim sitting fees in accordance with Department of Industrial Relations Policy “Remuneration of Part-time Chairs and Members of Government Boards, Committees and Statutory Authorities” (12 May 2003). NRM North meetings include those meetings that a Management Committee member has been given delegation by the Management Committee to attend on behalf of NRM North.

Significant travel costs associated with meeting attendance may be reimbursed in accordance with Tasmanian Government Directive Department of Industrial Relations Directive No. 06/04 “Motor Vehicle Allowances” (September 04).

REMUNERATION OF COMMITTEE MEMBERS

<table>
<thead>
<tr>
<th>Management Committee Members as at 30 June 2018</th>
<th>Sitting Fees</th>
<th>Travel Payments</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>James Walch</td>
<td>2,180.00</td>
<td>792.00</td>
<td>2,972.00</td>
</tr>
<tr>
<td>Michael Walsh</td>
<td>1,090.00</td>
<td></td>
<td>1,090.00</td>
</tr>
<tr>
<td>Maureen Bennett</td>
<td>850.00</td>
<td>270.00</td>
<td>1,120.00</td>
</tr>
<tr>
<td>Dr Joanna Ellison</td>
<td>850.00</td>
<td>67.50</td>
<td>917.50</td>
</tr>
<tr>
<td>Stuart Blom</td>
<td>1,300.00</td>
<td></td>
<td>1,300.00</td>
</tr>
<tr>
<td>Amanda Shepherd</td>
<td>1,190.00</td>
<td></td>
<td>1,190.00</td>
</tr>
<tr>
<td>Peter Sattler</td>
<td>1,190.00</td>
<td>515.45</td>
<td>1,705.45</td>
</tr>
<tr>
<td>Royce Aldred</td>
<td>1,369.27</td>
<td></td>
<td>1,369.27</td>
</tr>
<tr>
<td>Louise Clark</td>
<td>0.00</td>
<td></td>
<td>0.00</td>
</tr>
<tr>
<td>Leanne Sherriff</td>
<td>544.00</td>
<td></td>
<td>544.00</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$ 10,563.27</strong></td>
<td><strong>$ 1,644.95</strong></td>
<td><strong>$ 12,208.22</strong></td>
</tr>
</tbody>
</table>
NRM North Management Committee
Member Profiles

Mr James Walch
Epping Forest
- Manager of Stewardon Pastoral, a mixed farming business at Epping Forest

Mr Michael Walsh
Launceston
- CPA Finance Professional
- Financial Controller – Timberlands Pacific Pty Ltd
- Member – Friends of Four Mile Creek (Coast Care Group)

Mrs Maureen Bennett
Elizabeth Town
- Director of Cheese Manufacturing Business
- Member – Meander Valley Council NRM Subcommittee

Dr Joanna Ellison
Bridgenorth
- Senior Lecturer – Geography and Spatial Sciences, University of Tasmania
- Chair – UTAS School of Technology, Environments and Design Learning and Teaching Committee
- Member – Tamar NRM Reference Group
- Public Officer – Northern Tasmanian Eventing Club
- Subject Editor – Wetlands Ecology and Management

Ms Amanda Shepherd
Launceston
- General Manager – Theatre North Inc
- Australian Institute of Company Directors, Graduate

Mr Stuart Blom
Launceston
- Director – Rae & Partners Lawyers
- Director – Heritage Isle Credit Union Limited
- Australian Institute of Company Directors, Member and Graduate

Ms. Louise Clark
Launceston
- Community Relations Specialist – Bell Bay Aluminium
- Bachelor of Law – University of Tasmania
- Tasmanian Leaders Program Graduate 2009
- Deputy Chair – Regional Development Australia, Tasmania Committee
- QVMAG Advisory Board Member

Ms. Leanne Sherriff
Launceston
- Senior Consultant, Macquarie Franklin, specialising in NRM, extension and red meat production

Mr Peter Sattler
Bridport
- Farmer – Beef Cattle and Potatoes
- Member – Bridport Lions Club
- Dorset NRM representative on the Scottsdale Irrigation Scheme
- Member – Great Forester Catchment Management Consultative Group

Mr Royce Aldred
Launceston
- Leader Sewerage System Performance, TasWater
- Director and Deputy Chair, City Mission
- Chair, National Committee of Engineering Associates and Technologists (Engineers Australia)
- Member of Congress, Engineers Australia
- Bachelor of Technology (Environment), UTas
# Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2018

<table>
<thead>
<tr>
<th>Note</th>
<th>2018 $</th>
<th>2017 $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government grants</td>
<td>2</td>
<td>6,110,047</td>
</tr>
<tr>
<td>Corporate contributions</td>
<td>2</td>
<td>266,487</td>
</tr>
<tr>
<td>Interest received</td>
<td></td>
<td>127,443</td>
</tr>
<tr>
<td>Other income</td>
<td></td>
<td>2,455</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>6,506,432</strong></td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee benefits expense</td>
<td></td>
<td>1,364,945</td>
</tr>
<tr>
<td>Professional services</td>
<td></td>
<td>168,786</td>
</tr>
<tr>
<td>Communications and information technology</td>
<td></td>
<td>47,763</td>
</tr>
<tr>
<td>Contract services</td>
<td></td>
<td>4,299,130</td>
</tr>
<tr>
<td>Travelling and motor vehicle</td>
<td></td>
<td>96,491</td>
</tr>
<tr>
<td>Other operating expenses</td>
<td></td>
<td>246,446</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>6,223,561</strong></td>
</tr>
<tr>
<td><strong>Net surplus/(deficit)</strong></td>
<td></td>
<td><strong>282,871</strong></td>
</tr>
<tr>
<td><strong>Other comprehensive income</strong></td>
<td></td>
<td>-</td>
</tr>
<tr>
<td><strong>Total comprehensive income for the year</strong></td>
<td></td>
<td><strong>282,871</strong></td>
</tr>
</tbody>
</table>
## Statement of Financial Position

As at 30 June 2018

### ASSETS

<table>
<thead>
<tr>
<th>Note</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Current assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>2,045,905</td>
<td>3,672,158</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>229,633</td>
<td>21,663</td>
</tr>
<tr>
<td>Prepayments</td>
<td>12,566</td>
<td>10,575</td>
</tr>
<tr>
<td>Total current assets</td>
<td>2,288,104</td>
<td>3,704,396</td>
</tr>
<tr>
<td>Noncurrent assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>7,994</td>
<td>14,568</td>
</tr>
<tr>
<td>Total noncurrent assets</td>
<td>7,994</td>
<td>14,568</td>
</tr>
<tr>
<td>Total assets</td>
<td>2,296,098</td>
<td>3,718,964</td>
</tr>
</tbody>
</table>

### LIABILITIES

<table>
<thead>
<tr>
<th>Note</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Current liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>292,110</td>
<td>380,968</td>
</tr>
<tr>
<td>Deferred income</td>
<td>388,060</td>
<td>1,979,592</td>
</tr>
<tr>
<td>Provisions</td>
<td>168,337</td>
<td>157,392</td>
</tr>
<tr>
<td>Total current liabilities</td>
<td>848,507</td>
<td>2,517,952</td>
</tr>
<tr>
<td>Noncurrent liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provisions</td>
<td>16,371</td>
<td>52,662</td>
</tr>
<tr>
<td>Total Liabilities</td>
<td>864,878</td>
<td>2,570,614</td>
</tr>
</tbody>
</table>

### NET ASSETS

<table>
<thead>
<tr>
<th>Note</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>1,431,220</td>
<td>1,148,350</td>
<td></td>
</tr>
</tbody>
</table>

### EQUITY

<table>
<thead>
<tr>
<th>Note</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Reserves</td>
<td>1,148,350</td>
<td>905,342</td>
</tr>
<tr>
<td>Retained earnings</td>
<td>282,870</td>
<td>243,008</td>
</tr>
<tr>
<td>Total Equity</td>
<td>1,431,220</td>
<td>1,148,350</td>
</tr>
</tbody>
</table>
# Statement of Changes in Equity

For the Year Ended 30 June 2018

<table>
<thead>
<tr>
<th></th>
<th>Operating Reserve $</th>
<th>Retained Earnings $</th>
<th>Capital Reserve $</th>
<th>Contingency Reserve $</th>
<th>Total $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Balance at 1 July 2017</strong></td>
<td>830,342</td>
<td>243,008</td>
<td>75,000</td>
<td>-</td>
<td>1,148,350</td>
</tr>
<tr>
<td><strong>Total comprehensive income</strong></td>
<td>-</td>
<td>282,870</td>
<td>-</td>
<td>-</td>
<td>282,870</td>
</tr>
<tr>
<td><strong>Transfers to and from reserves</strong></td>
<td>(106,992)</td>
<td>(243,008)</td>
<td>-</td>
<td>350,000</td>
<td>-</td>
</tr>
<tr>
<td><strong>Balance at 30 June 2018</strong></td>
<td>723,350</td>
<td>282,870</td>
<td>75,000</td>
<td>350,000</td>
<td>1,431,220</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Operating Reserve $</th>
<th>Retained Earnings $</th>
<th>Capital Reserve $</th>
<th>Contingency Reserve $</th>
<th>Total $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Balance at 1 July 2016</strong></td>
<td>830,342</td>
<td>380,566</td>
<td>75,000</td>
<td>-</td>
<td>1,285,908</td>
</tr>
<tr>
<td><strong>Total comprehensive income</strong></td>
<td>-</td>
<td>(137,558)</td>
<td>-</td>
<td>-</td>
<td>(137,558)</td>
</tr>
<tr>
<td><strong>Transfers to and from reserves</strong></td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Balance at 30 June 2017</strong></td>
<td>830,342</td>
<td>243,008</td>
<td>75,000</td>
<td>-</td>
<td>1,148,350</td>
</tr>
</tbody>
</table>
# Statement of Cash Flows

For the Year Ended 30 June 2018

<table>
<thead>
<tr>
<th>Note</th>
<th>2018 $</th>
<th>2017 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash from operating activities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receipts from Government and corporate partners</td>
<td>5,116,060</td>
<td>4,835,255</td>
</tr>
<tr>
<td>Contract payments</td>
<td>(4,756,654)</td>
<td>(1,220,436)</td>
</tr>
<tr>
<td>Payments to employees</td>
<td>(1,390,291)</td>
<td>(1,395,252)</td>
</tr>
<tr>
<td>Payments to suppliers</td>
<td>(542,331)</td>
<td>(822,910)</td>
</tr>
<tr>
<td>Other income</td>
<td>2,454</td>
<td>7,868</td>
</tr>
<tr>
<td>Interest received</td>
<td>87,991</td>
<td>48,729</td>
</tr>
<tr>
<td>GST refunded/(remitted)</td>
<td>(143,481)</td>
<td>83,565</td>
</tr>
<tr>
<td>Net cash provided by/(used in) operating activities</td>
<td>(1,626,252)</td>
<td>1,536,819</td>
</tr>
</tbody>
</table>

| Cash flows from investing activities: | | |
| Net cash used by investing activities | - | - |

| Cash flows from financing activities: | | |
| Net cash used by financing activities | - | - |

| Net cash increase (decreases) in cash and cash equivalents | (1,626,252) | 1,536,819 |
| Cash and cash equivalents at beginning of year | 3,672,157 | 2,135,338 |
| Cash and cash equivalents at end of year | 2,045,905 | 3,672,158 |
NOTES TO THE SUMMARY FINANCIAL STATEMENTS

For the Year Ended 30 June 2018

1. BASIS OF PREPARATION OF SUMMARY FINANCIAL STATEMENTS

The summary financial statements are an extract from the full financial statements of NRM North for the year ended 30 June 2018.

The financial report covers Northern Tasmanian Natural Resource Management Association ("NRM North") as an individual entity. NRM North is an association incorporated in Tasmania under the Associations Incorporations Act 1964 and operates as a not for profit entity.

The financial statements, specific disclosures and other information included in the summarised financial report are derived from and consistent with the full financial report of the association. The summarised financial report cannot be expected to provide as detailed an understanding of the financial performance, financial position and financing and investing activities of the company as the full financial report. Further financial information can be obtained from the full financial report which is available, free of charge, on request to NRM North.

2. FUNDING REVENUE

Grant funding received by NRM North is generally provided for the purpose of achieving specified outcomes. NRM North manage these outcomes through the appointment through a competitive tender process of service providers who are contracted by NRM North to deliver agreed services, and funds paid under those contracts are conditional upon successful completion of milestones and reporting targets.

Where the performance obligations relating to funding received under contract has yet to be met, the unsatisfied portion is set aside as a liability representing outstanding commitments. NRM North anticipates that the conditions attached to all amounts of funding received but not yet spent will be satisfied in accordance with the funding requirements.

<table>
<thead>
<tr>
<th>Government grants</th>
<th>Opening balance $</th>
<th>Funding received $</th>
<th>Revenue recognised $</th>
<th>Closing balance $</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Landcare Program</td>
<td>239,461</td>
<td>1,622,720</td>
<td>(1,862,181)</td>
<td>-</td>
</tr>
<tr>
<td>20 Million Trees</td>
<td>26,843</td>
<td>30,060</td>
<td>(56,903)</td>
<td>-</td>
</tr>
<tr>
<td>State core funding</td>
<td>-</td>
<td>246,667</td>
<td>(246,667)</td>
<td>-</td>
</tr>
<tr>
<td>Agricultural Landscape Rehabilitation</td>
<td>1,519,584</td>
<td>2,384,306</td>
<td>(3,903,890)</td>
<td>-</td>
</tr>
<tr>
<td>Regional Cat Management Program</td>
<td>-</td>
<td>120,000</td>
<td>(40,406)</td>
<td>79,594</td>
</tr>
<tr>
<td>Total Government grants</td>
<td>1,785,888</td>
<td>4,403,753</td>
<td>(6,110,047)</td>
<td>79,594</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Corporate contributions</th>
<th>Opening balance $</th>
<th>Funding received $</th>
<th>Revenue recognised $</th>
<th>Closing balance $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tamar Estuary and Esk Rivers</td>
<td>98,704</td>
<td>373,941</td>
<td>(254,799)</td>
<td>217,846</td>
</tr>
<tr>
<td>Myer Foundation</td>
<td>95,000</td>
<td>(4,380)</td>
<td>90,620</td>
<td></td>
</tr>
<tr>
<td>Total Corporate contributions</td>
<td>193,704</td>
<td>373,941</td>
<td>(259,179)</td>
<td>308,466</td>
</tr>
<tr>
<td>Total Funding Revenue</td>
<td>1,979,592</td>
<td>4,777,694</td>
<td>(6,369,226)</td>
<td>388,060</td>
</tr>
</tbody>
</table>
The management committee declare that in their opinion:

- The summarised financial statements and notes as set out on pages 1 to 5 present fairly the financial position of NRM North at 30 June 2018, and its financial performance for the year then ended.

- There are reasonable grounds to believe that NRM North is able to pay all of its debts, as and when they become due and payable.

This declaration is made in accordance with a resolution of the management committee.

Chair

______________________________
JAMES WALCH

Treasurer

______________________________
MICHAEL WALSH

Dated this 24th, Day of August, 2018."
Independent Auditor's Report
To the Members of NRM North


The summary financial statements, which comprise the statement of financial position as at 30 June 2018, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and related notes, are derived from the audited financial report of Northern Tasmanian Natural Resource Management Association Incorporated (NRM North) for the year ended 30 June 2018.

Opinion

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial report, on the basis described in Note 1.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Australian Accounting Standards – Reduced Disclosure Requirements and the Natural Resource Management Act (Tasmania) 2002 and the Australian Charities and Not-for-profits Commission Act 2012. Reading the summary financial statements and the auditor’s report thereon, therefore, is not a substitute for reading the audited financial report and the auditor’s report thereon.

The Audited Financial Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial report in our report dated 24 August 2018.

Management Committee's Responsibility for the Summary Financial Statements

The Management Committee of NRM North is responsible for the preparation of the summary financial statements on the basis described in Note 7.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.

Benjamin Coon
Director

Date: 24 August 2018