



White Rock Conservation Area Pest Management Plan

Intrapac Property Pty Ltd

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Template 2.8.1

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Abbreviations

Abbreviation	Description
1080	Sodium Fluoroacetate
CAMP	Conservation Area Management Plan
cm	centimetre
CoP	Model Codes of Practice
EPBC Act	Commonwealth <i>Environment Protection and Biodiversity Conservation Act 1999</i>
GBO	General Biosecurity Obligation
GHFF	Grey-Headed Flying Fox
ha	hectare
ICC	Ipswich City Council
kg	kilogram
PMP	Pest Management Plan
Qld	Queensland
SOP	Standard Operating Procedures

1. Introduction

Ripley Land Holdings Pty Ltd, Northrow (Qld) Pty Ltd and TDC (Qld) Pty Ltd proposes to develop a mixed-use subdivision, environmental protection zone and associated infrastructure on Cumner Road, White Rock, Queensland. The proposed development covers 223 ha of the available 472 ha within five subject lots (189SP199797, 230SP196913, 2SP130834, 181S31342 and 174S31238). The remaining 249 ha forms the Conservation Area, which will be managed for conservation in perpetuity. The Conservation Area will be managed by the proponent during the on-maintenance period (10 years) then, upon achievement of completion criteria and performance targets, handed over for administration and management by Ipswich City Council (ICC).

The Conservation Area provides the environmental offsets required under Queensland's *Environmental Offsets Act 2014* and the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act) for clearing koala and grey-headed flying fox (GHFF) habitat. Management of the Conservation Area is governed by the Conservation Area Management Plan (CAMP) (Eco Logical Australia, 2020) with emphasis on improving the koala and GHFF habitat value and overall bushland health. Feral animals, including fox, feral cat and wild dog, are serious threats to native wildlife and are key threatening processes (Department of the Environment and Energy, 2014). The CAMP identifies these species as potential threats to local koalas and other wildlife and recognises a potential increase in the impact of these species due to fragmentation of wildlife habitat and introduction of pet animals associated with the urban development. An objective of the CAMP is therefore to manage the populations of pest fauna that are potential predators to koalas.

Approval has been granted under Part 9 of the EPBC Act for the development as described in referral 2014/7388 (20 November 2014) and the variations to the proposal (24 October 2016, 15 October 2018 and 5 March 2019). The Conditions of Approval require achievement of performance and completion criteria relating to pest fauna management (Table 1, Attachment B of the Approval) and refers to the CAMP.

1.1 Scope of this report

This document provides a Pest Management Plan (PMP) in response to the Conditions of Approval and also addresses obligations as stipulated in the Queensland *Biosecurity Act 2014*. The PMP includes:

- the pest fauna management actions to be taken (guided by the CAMP) to achieve the criteria set out in **Table 1**. 'Pest fauna' refers to fox, feral cat and wild dog only, per the Conditions of Approval;
- roles and responsibilities; and
- monitoring, evaluation and reporting to inform for continuous improvement.

The life of the PMP is 21 years to coincide with the 21 year CAMP program (see **Appendix A** for program summary). Due to COVID-19 associated delays, PMP actions commence at year 2 of the PMP and CAMP programs.

Table 1 Bushland management actions relating to pest fauna management (from Table 1, Attachment B of the EPBC Act Approval)

Task	Establishment	Management	Maintenance
	By end of year 3*	End of year 3 to end of year 6	Beginning of year 7 to end of approval (year 21)
Pest fauna management	Two survey events completed to determine baseline of dogs/cats/foxes within the Conservation Management Area and reference sites within the adjacent White Rock - Spring Mountain Conservation Estate Development of a pest management plan that specifies how feral dogs, cats and foxes will be reduced in the Conservation Management Area	Between end of year 2 and end of year 5, no increase in pests against baseline, or, in the event of evidence on an increase of pests in the general area as measured at the reference sites within the White Rock - Spring Mountain Conservation Estate, then demonstrated reduction in pests relative to these reference sites, measured annually.	From beginning of year 6 to end of approval, maintain a reduction in pests relative to baseline, measured annually, or in the event of evidence of an increase of pests in the general area, as measured at reference sites within the White Rock - Spring Mountain Conservation Estate, then demonstrated reduction relative to these reference sites, measured annually.

* Year 1 of the CAMP commenced upon approval of the project under the EPBC Act (3 December 2019).

1.2 Plan area

This PMP refers to the Conservation Area, an area of 249 ha immediately east of the development area and adjacent to the White Rock–Spring Mountain Conservation Estate (**Figure 1**). The primary focus of the Conservation Area is to provide a koala and GHFF offset into perpetuity and a key goal is for eventual integration into Ipswich City Council’s existing and adjacent White Rock - Spring Mountain Conservation Estate.

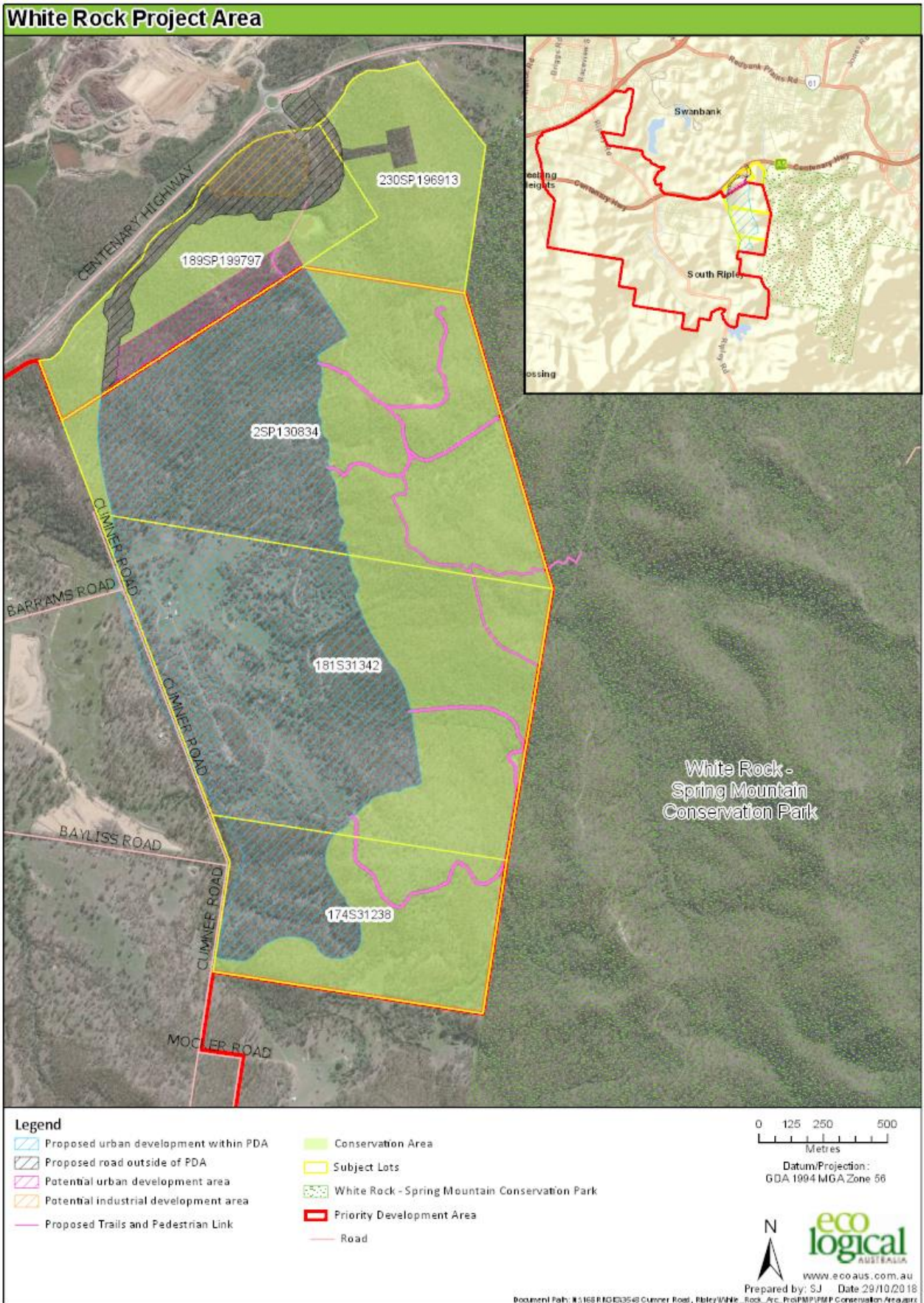


Figure 1 Plan area location

2. Legislative Context and Best Practice Guidelines

In addition to the requirements of the EPBC Act approval for the project, the Queensland *Biosecurity Act 2014* is also relevant to this PMP. The *Biosecurity Act 2014* provides comprehensive biosecurity measures to safeguard the Queensland economy, agricultural and tourism industries, environment and way of life, from pests, diseases and contaminants. Under the *Biosecurity Act 2014*, everyone has a General Biosecurity Obligation (GBO) to manage biosecurity risks under their control that they know about or should reasonably be expected to know about. These include any dealings with or potential carriers of pests, disease or contaminants.

A restricted matter is a biosecurity matter found in Queensland that has a significant impact on human health, social amenity, the economy or the environment. Pest species, including the fox, feral cat and wild dog, are listed as restricted matters under the *Biosecurity Act 2014*. There are seven categories of restricted matter (**Table 2**) and several categories may apply to a given restricted matter. The relevant categories for the pest species subject to this plan are described in **Section 3**.

Table 2 Restrictions under the *Biosecurity Act 2014*

Category	Restriction
1	The invasive animal must be reported to an inspector within 24 hours.
2	The invasive animal must be reported to an inspector or authorised person within 24 hours.
3	The invasive animal must not be distributed either by sale, gift, trade or release into the environment.
4	The invasive animal must not be moved.
5	The invasive animal must not be kept.
6	The invasive animal must not be fed.
7	The invasive animal (noxious fish) must be killed and disposed of by burying the whole carcass (no parts removed) in the ground above the high tide water mark or placing it in a waste disposal receptacle.

Animal welfare is a key consideration in effective pest animal management and strategies should be as humane, safe and effective as possible. The Australian Animal Welfare Strategy (Department of Agriculture Water and the Environment, 2019) was developed to guide the development of new, nationally consistent policies for the humane treatment of animals and enhance existing animal welfare arrangements. The relative humaneness of a range of pest animal control methods has been assessed and relevant national Model Codes of Practice (CoPs) and Standard Operating Procedures (SOPs) provide guidance on best practice for the humane control of a range of pest animal species (Centre for Invasive Species Solutions, 2017).

Animal welfare principles under the *Animal Care and Protection Act 2001* apply and the use of pesticides such as 1080 (sodium fluoroacetate) is regulated under the *Health (Drugs and Poisons) Regulation 1996*.

3. Target Pest Fauna Species

The fox (*Vulpes vulpes*), feral cat (*Felis catus*) and wild dog (*Canis familiaris*) are present within the area and are listed as restricted invasive animals of Queensland under the *Biosecurity Act 2014*. These animals seriously threaten Queensland's primary industries, natural environment, native wildlife and/or human and animal welfare. Under the Act, everyone has a General Biosecurity Obligation (GBO) to take all reasonable and practical steps to minimise the risks associated with invasive animals under their control. The EPBC Act approval for the White Rock development also stipulates management of these species.



Plate 1 Fox (left) and wild dog (right) observed on site

Information presented in this section is adapted from:

- The Field Companion to the Mammals of Australia (Van Dyck, Gynther and Baker, 2013)
- A-Z of Pest Animals (The State of Victoria, 2017)
- Pest Smart (Centre for Invasive Species Solutions, 2017)

3.1 Fox

The fox is native to the northern hemisphere and was introduced to Australia from England as a sport animal during the 1860s. It became a pest species within 30 years and foxes are now widespread throughout most of mainland Australia, threatening agricultural and native species. (The State of Queensland, 2016)

The fox is included as a restricted invasive animal under the *Biosecurity Act 2014*. In addition to the GBO, Category 3, 4, 5 and 6 restrictions apply to this species (**Table 2**).

3.1.1 Description

The fox is a slender built canid species with long thin limbs, head-body 45-90 cm long, bushy tail 30-55 cm long and shoulder height 35-40 cm. Males weigh around 6 kg and females weigh around 5 kg. Coloration is usually grizzled reddish brown or sandy above and whitish below, including chin and muzzle, with dark diagonal line from muzzle to front of eye and back of ears, feet and lower legs blackish. Eye shine is white or pinkish. Diagnostic features include:

- Narrow muzzle;
- Erect, black-backed ears; and
- Long, bushy tail held horizontally, tip often whitish.

3.1.2 Habitat and behaviour

The species is widespread throughout most of Queensland in a variety of habitats, including deserts and urban environments such as inner-city areas, parklands and airports. They den in thick cover, a burrow or other cavity.

Foxes are usually active at night, resting during the day. They are opportunistic omnivores but are predominantly carnivorous and take the most readily available live prey, supplemented by carrion, fruit, berries and insects.

Females reproduce only once a year over 2-3 weeks in early winter, with a gestation period of 51-53 days. The average litter is 4-10 pups, with most born in August or September. Independence is reached in late summer and sexual maturity from 10 months of age.

Fox groups generally have well-defined home ranges with spatially stable borders. The size of a home range depends on the productivity of the environment and rarely travel more than ten kilometres per day within their home range. Dispersal is common, particularly in sub-adult males, commencing in late summer and continuing through to the onset of breeding in winter.

3.1.3 Potential Impacts

Foxes threaten the values of the conservation area and must therefore be managed within Conservation Area under the CAMP. Potential impacts of foxes include:

- predation on Australian native fauna, detrimentally affecting prey-sized wildlife in the Conservation Area;
- spread of hydatidosis, a zoonotic disease, posing a potential public health risk (World Health Organization, 2019) as the disease could spread to domestic dogs and to people in contact with infected animals;
- predation on small or young animals such as lambs, kids, poultry and livestock, despite an abundance of food, impacting people and livestock on nearby rural properties;
- spread of weeds, threatening wildlife habitat within the Conservation Area and adjacent estates; and
- spread of rabies, which can be passed to humans, livestock and native mammals. The rabies virus is not found in animals in Australia (The State of Queensland, 2017) but should the disease enter the country, foxes within the Conservation Area could carry and spread the disease to domestic dogs and people within the residential development.

3.2 Feral Cat

Cats were introduced to Australia during European settlement and released in the 1800s to control rabbits, rats and mice. More recently, the Bengal cat, a hybrid of an Asian leopard cat (*Prionailurus bengalensis*) and a domestic cat (*Felis catus*) has been brought into Australia (Commonwealth of Australia, 2018) as pets. Although both of these cats have a long history of associating with humans, they retain a strong hunting instinct and can easily revert to wild behaviours. Feral cats are domestic cats (including *Felis catus* and *Prionailurus bengalensis* x *Felis catus*) living in a wild state, are muscular opportunistic predators that are found throughout Australia and have a major impact on native species.

Cats (*Felis catus* and *Prionailurus bengalensis* x *Felix Catus*), other than a domestic cat, are included as restricted invasive animals under the *Biosecurity Act 2014*. In addition to the GBO, Category 3, 4 and 6 restrictions apply to these species (**Table 2**).

3.2.1 Description

Feral cats generally have thin, lithe bodies and long, short-haired, pointed tails, head-body 38-60 cm long, tail 23-33 cm long and 2.5-6.5 kg in weight. Fur is usually short, often tabby, black or ginger and rarely tortoiseshell. Eye shine is bright greenish white under spotlight. Other than domestic animals, these are the only cats in Australia.

3.2.2 Habitat and behaviour

Feral cats are widespread throughout most of Australia in most habitats. They shelter in burrows, log or rock piles during the day.

Feral cats are predominantly nocturnal, with peak hunting activity soon after sunset and just before sunrise. They are carnivorous, eating small mammals, birds, reptiles, amphibians, fish and insects, taking prey up to the size of a brush-tail possum. They gain moisture from their prey and can survive with limited access to water.

Females can reproduce from about 7 months, producing up to 3 litters a year, usually of 4 kittens. Males reach sexual maturity at about 12 months. Most reproduction occurs between spring and summer but can occur in any season and the gestation period is 65 days.

Feral cats are solitary. Males can occupy a home range of ten square kilometres, possibly larger if food supplies are scarce, and females have much smaller territories.

3.2.3 Potential Impacts

Cats threaten the values of the conservation area and must therefore be managed within Conservation Area under the CAMP. Potential impacts of cats include:

- predation on Australian native fauna, detrimentally affecting prey-sized wildlife in the Conservation Area;
- competition with native predators such as quolls, raptors and reptiles for prey, changing the structure of the faunal community within the local area;
- injury of and transmission of disease to domestic cats living within the residential development;
- spread of infectious diseases such as toxoplasmosis and sarcosporidiosis, which can be transmitted to native animals within the Conservation Area, nearby domestic livestock and humans within the residential development; and
- spread of rabies, which can be passed to humans, livestock and native mammals. The rabies virus is not found in animals in Australia (The State of Queensland, 2017) but should the disease enter the country, cats within the Conservation Area could carry and spread the disease to domestic animals and people within the residential development. Although cats can carry the disease, they are unable to maintain an independent cycle of the disease.

3.3 Wild Dog

The term 'wild dog' refers collectively to purebred dingoes, dingo hybrids and domestic dogs that have escaped or been deliberately released. The dingo (*Canis lupus dingo*) and dog (*Canis lupus familiaris*), other than a domestic dog, are included as restricted invasive animals under the *Biosecurity Act 2014*. In addition to the GBO, Category 3, 4, 5 and 6 restrictions apply to dingos and Category 3, 4, and 6 restrictions apply to dogs (**Table 2**).

Dingoes were first introduced to Australia some 4000 years ago and domestic dogs have been present since first European settlement in 1788. Dingoes and other wild dogs are widely distributed throughout the Australia and are present in most environments.

3.3.1 Description

Dingoes are up to 60 cm tall and 25 kg in weight with a red, ginger or sandy yellow coat, less commonly a white, black and tan or solid black coat. Most have white feet, chest, cheeks, lips and tail tip. Ears are erect and pointed and tail is bushy. Domestic dogs can be similar. It can be difficult to distinguish the two in the field but the skull and teeth are distinct.

3.3.2 Habitat and behaviour

Wild dogs are habitat generalists and are found throughout Australia, though much work (such as the dingo fence) has been done to remove and exclude them from the pastoral zone in south-eastern Australia. They use roads, creeks and fence lines as travel corridors, are more active in Autumn (breeding) and frequent more inaccessible areas during winter (whelping and pup-rearing).

Wild dogs focus on medium and large vertebrate prey but can eat a diverse range of foods including insects and plant matter. Hunting strategies differ with prey type and ranges from hunting in large groups to solitary animals.

Female dingoes are sexually mature from two years and only breed once per year. Domestic dogs are sexually mature from around six months and can potentially have two litters a year. Breeding occurs in April-June, gestation is 9 weeks and litters contain 4-6 pups.

Wild dogs live in small groups or packs in territories where the home ranges of individuals vary from 10-300 km². Packs are usually stable but sometimes dispersal occurs, usually young males.

3.3.3 Potential Impacts

Wild dogs threaten the values of the conservation area and must therefore be managed within Conservation Area under the CAMP. Potential impacts of wild dogs include:

- predation on Australian native fauna, including koalas, detrimentally affecting prey-sized wildlife in the Conservation Area;
- spread of hydatidosis, a zoonotic disease, posing a potential public health risk (World Health Organization, 2019) as the disease could spread to domestic dogs and to people in contact with infected animals;
- predation on livestock, impacting people and livestock on nearby rural properties;
- spread of disease such as heartworm infection, parvovirus and neospora, which could affect domestic animals;
- nuisance to residents, attacking pets, people and livestock in the local area;
- spread of weeds, threatening wildlife habitat within the Conservation Area and adjacent estates; and
- spread of rabies, which can be passed to humans, livestock and native mammals. The rabies virus is not found in animals in Australia (The State of Queensland, 2017) but should the disease enter the country, dogs within the Conservation Area could carry and spread the disease to domestic dogs and people within the residential development.

4. Management Plan

4.1 Aim

Aligning with the EPBC Act conditions of approval, the aim of fox, feral cat and wild dog management in the Conservation Area is to demonstrate:

- no increase in these species against baseline within the first five years, or in the event of evidence of an increase in pests in the general area, as measured at reference sites within the White Rock - Spring Mountain Conservation Estate, reduction in pests relative to these reference sites, measured annually; and
- maintenance of a reduction in pests relative to baseline after the fifth year and until the end of the 21st year. Or in the event of evidence of an increase in pests in the general area, a reduction in pest numbers relative to reference sites. Reference sites are to be located within the White Rock - Spring Mountain Conservation Estate, and changes in pest numbers are to be measured annually.

These aims support the overall purpose of managing the Conservation Area: improving the koala and GHFF habitat value and overall bushland health.

4.2 Mitigation Measures

Pest species management will combine preventative and population control measures. The mitigation measures to be applied over the Conservation Area are described in the following sections and summarised in **Appendix B**. A pest management program (the Program) detailing the specific actions, locations, timing and frequency will be developed following the establishment of the baseline (**Section 4.3.1**) and adapted according to **Section 4.2.3**.

4.2.1 Year 2 and 3: Preventative Measures

Preventative measures will be implemented during year 2 and 3 of the PMP. This will coincide with construction and initial occupation of the new residential development.

Preventative measures aim to avoid the addition of domestic animals from the residential development to the wild pest population. As the Conservation Area boundaries will be permeable to wildlife movement, these measures rely on domestic animal owners taking responsibility for their pets and include:

- restriction of domestic dogs from entering the Conservation Area to protect wildlife and reduce the risk of domestic dogs being impacted by potential 1080 baiting campaigns that may be implemented to manage wild dogs;
- requirements for dogs to remain on lead and under control when moving through parkland areas (except within a specified dog off-leash area) to reduce the risk of roaming dogs harassing or preying on native fauna, such as koalas and possums;
- signage at entries to parkland and the Conservation Area to inform users of all dog restrictions and warnings; and
- provision of an information package to new residents that describes the local environmental assets, the impacts of domestic cats and dogs and what residents can do to help to maintain conservation values (e.g. keep cats indoors and maintaining boundary fencing). This will help to reduce wildlife attacks and feralisation.

4.2.2 Year 4-21: Pest Species Management

Preventative measures will continue to be implemented and will be combined with population control measures, commencing in Year 4.

Pest population control measures will employ best practice methods for the humane control of pest animal species and will follow the national Model CoPs and SOPs (available: <https://www.pestsmart.org.au/pest-animal-species>). These methods may include:

- the use of 1080 (sodium fluoroacetate) ground baits or canid pest ejectors as the preferred method for controlling foxes and wild dogs. Distance restrictions, neighbour notification and warning sign requirements must be followed.
- trapping as the preferred method for controlling feral cats as 1080 baiting programs are ineffective in controlling feral cats. Cats trapped as part of this project will be taken to the Ipswich Pound and Animal Management Centre or a local veterinarian to check for ownership and be euthanised if the animal is not registered.
- cage traps to target foxes and wild dogs if 1080 cannot be used. This method must only be employed by an operator with extensive experience in successfully and humanely trapping using this method and who is licensed to euthanise feral pest animals. Dogs trapped as part of this project will be taken to the Ipswich Pound and Animal Management Centre or a local veterinarian.

The results of the baseline monitoring will be used to design a program of actions that are targeted towards the key species of concern and applied to areas that the monitoring shows are problematic. Ongoing monitoring will be used to determine any refinements that are needed, either in target species and/or areas of concern.

4.2.3 Adaptive Management

An adaptive management approach will be taken, enabling responsible parties to learn from the success of and/or improve upon unsuccessful techniques used on the site. Success is defined as meeting the aims of the PMP (**Section 4.1**). Contractors and/or land managers have the flexibility to implement alternative techniques to those specified within this PMP if performance and completion criteria can still be met. Any major departures from this PMP are to be agreed between the landowner and the Environmental Manager. Any changes to performance or completion criteria must be approved in writing by the Commonwealth Minister for the Environment (or delegate) per the conditions of approval.

4.3 Monitoring

Appropriate monitoring is fundamental to assessing the success of management actions and demonstrating success to regulatory agencies. A baseline will be established in the first three years and monitoring data captured throughout the remaining PMP life will be compared to the baseline to gauge the success of management actions and, if necessary, identify improvements to be implemented.

4.3.1 Year 2 and 3: Establish Baseline

Baseline surveys will be conducted to understand the size and distribution of the target species populations prior to undertaking any management actions. Monitoring is to follow best practice guidelines and will be undertaken by suitably qualified people during appropriate seasons for the target species, i.e. foxes are to be monitored Autumn and Spring. A suitably qualified person has experience in

surveying for fox, feral cat and wild dog using the methods described and can interpret the data to establish the baseline for the PMP.

Two survey events (spring and autumn surveys each year over two years) will be completed to establish the baseline of fox/feral cat/wild dog within the Conservation Area and reference sites within the adjacent White Rock - Spring Mountain Conservation Estate. Each survey event will consist of two weeks of camera trapping at 15 locations within the Conservation Area and 15 locations within the White Rock - Spring Mountain Conservation Estate. Complementary methods such as spotlighting, scat counts and/or sand plots may also be employed to supplement the camera trapping survey.

Monitoring locations will be placed in suitable habitat for the target species and will consider suitable microhabitat features. The locations within the Conservation Area will include some sites near the boundary with to the urban development area and some sites closer to the boundary with the White Rock - Spring Mountain Conservation Estate. Similarly, reference sites within the White Rock - Spring Mountain Conservation Estate will include some sites near the boundary with the Conservation Area and some sites further away from the proposed development. The reference sites within the White Rock - Spring Mountain Conservation Estate will represent similar habitats to those sampled within the Conservation Area.

The sampled area within the White Rock - Spring Mountain Conservation Estate will be equivalent to the total area of the Conservation Area (249 ha) to allow consistent survey effort per unit area between the two management areas. The survey area within the White Rock – Spring Mountain Conservation Estate will be defined and mapped during establishment of the first baseline survey and will remain consistent between survey events.

The coordinates, description (camera height, angle, orientation) and photograph of each location and set up will be recorded during the first monitoring event to establish consistent monitoring locations to be used for the life of the PMP. Cameras will be attached to a permanent stake at the height of expected core body mass of target species and angled horizontally.

Each monitoring location will contain a wildlife camera set up with bait stations containing an attractive fox/feral cat/wild dog lure. The bait used (volume and type) will be recorded and kept consistent between sites and survey events. The same wildlife camera model and set up will be used at each location during each monitoring event.

4.3.2 Year 4-21: Monitoring

Annual monitoring surveys will follow the baseline survey methods, locations and timing to allow comparison of data.

4.4 Evaluation and Reporting

Sound evaluation of monitoring data is imperative in determining the success of and informing continuous improvement to pest management actions. Survey data will be analysed using robust and repeatable statistical methods to provide reliable information upon which the success of the program can be determined, and adaptive management decisions can be made.

A baseline establishment report will be provided to the Environmental Manager at the conclusion of the second year and will include:

- Description of the environment
- Method for establishing monitoring locations
- Description of each monitoring location including location and orientation, photos of set up and surrounds, description of set up and habitat
- Map of monitoring locations
- Baseline survey and analytical methods
- Results
- Description of baseline, including variability between the conditions within the Conservation Area and those at reference sites
- Conclusions including degree of infestation and suggested management actions required to meet the aims of the PMP

Annual monitoring reports will be provided to the Environmental Manager and will clearly detail how the Conditions of Approval have been met. The reports will include at least:

- Description of baseline, as collected during the first two years
- Description of management actions taken during the year
- Monitoring survey and analytical methods
- Monitoring results
- Evaluation of program success i.e. in relation to the PMP aims and the conditions of approval
- Identification of improvements, if any
- Conclusions and recommendations
- Historical log of all management actions and monitoring outcomes through time

The baseline establishment report and the annual monitoring reports should refer to concurrent results from the site's koala and vegetation monitoring programs and reflect on the performance of pest species management actions in relation to the overall purpose of managing the Conservation Area: improving the koala and GHFF habitat value and overall bushland health.

The Environmental Manager will ensure the following reporting requirements, per the Conditions of Approval, are met:

Annual compliance reporting

10. The approval holder must prepare a compliance report for each 12 month period following the date of commencement of the action, or as otherwise agreed to in writing by the Minister. The approval holder must:

- publish each compliance report on the website within 60 business days following the relevant 12 month period;*
- notify the Department by email that a compliance report has been published on the website within five business days of the date of publication;*
- keep all compliance reports publicly available on the website until this approval expires;*
- exclude or redact sensitive ecological data from compliance reports published on the website; and*
- where any sensitive ecological data has been excluded from the version published, submit the full compliance report to the Department within 5 business days of publication.*

Reporting non-compliance

11. The approval holder must notify the Department in writing of any: incident; non-compliance with the conditions; or non-compliance with the commitments made in plans. The notification must be given as soon as practicable, and no later than two business days after becoming aware of the incident or non-compliance. The notification must specify:

- a. the condition which is or may be in breach; and
- b. a short description of the incident and/or non-compliance.

4.5 Review and Amendment of the Pest Management Plan

If the evaluation of monitoring data indicates that the aims of the PMP are not being met, a review of current program of actions will be undertaken, improvements will be identified, the program will be amended, and corrective actions will be implemented.

Any major departures from this PMP are to be agreed between the landowner and the Environmental Manager. Any changes to performance or completion criteria must be approved in writing by the Commonwealth Minister for the Environment (or delegate) per the conditions of approval.

4.6 Roles and responsibilities

The management of the Conservation Area is divided into two key timeframes: on-maintenance and post-ICC handover. Roles and responsibilities during these timeframes are outlined in the following sections.

4.6.1 Year 1-11 (Approximately): On-maintenance

The Environmental Manager will manage the implementation of the PMP and will supervise, co-ordinate and monitor the tasks performed by the Ecologist and Pest Management Contractor (as described below). The Environmental Manager will use information provided in the monitoring reports to improve management actions, if required. The Environmental Manager will keep records relating to the PMP and, upon handover, provide copies of all records, reports and the current Program to ICC to allow continued adherence to the PMP.

The Ecologist will undertake baseline and ongoing monitoring, evaluation and reporting to the Environmental Manager. The Ecologist will use this information to identify the success or improvements required and, within the reports, make recommendations to the Environmental Manager.

The Pest Management Contractor may assist in forming the Program in conjunction with the Ecologist and Environmental Manager. The Pest Management Contractor will perform the pest management actions per the Program and will provide feedback to allow improvement to the Program per **Section 4.2.3**. The Pest Management Contractor will have the relevant experience, qualifications and licenses to perform the work, including the relevant license from Queensland Health for use of pesticides such as 1080.

Minimum standards for these roles are set out in **Table 3**.

4.6.2 Year 12-21 (Approximately): Post-ICC handover

When agreed maintenance levels per the CAMP are achieved, the Conservation Area is planned to be handed over to ICC. From this time, ICC will be responsible for demonstrating compliance with the approval conditions (unless agreed otherwise), for the remainder of the management period. Information handed over from the CAMP's on-maintenance period will allow the land manager to make informed decisions.

Table 3: Minimum standards for roles during the on-maintenance period

Role	Tasks	Recommended experience
Environmental Manager (EM)	<ul style="list-style-type: none"> Auditing, supervising, co-ordinating and monitoring the program Record keeping Provide relevant records, reports and Program to ICC upon handover 	<ul style="list-style-type: none"> Experience in auditing against contract requirements Relevant university degree or equivalent qualification in environmental management, environmental science or similar.
Ecologist	<ul style="list-style-type: none"> Design monitoring program, including baseline and ongoing monitoring Conduct monitoring per the monitoring program Data analysis and reporting Provide recommendations to the Environmental Manager should improvements be required to achieve the aims of the PMP 	<ul style="list-style-type: none"> Relevant university degree or equivalent qualification in ecology Proven experience in surveying using the methods described in this plan Proven experience in data analysis and interpretation
Pest Management Contractor	<ul style="list-style-type: none"> Assist in designing program of pest management actions Perform pest management actions per the Program 	<ul style="list-style-type: none"> Qualified to provide fox, feral cat and wild dog management services Licensed to use pesticides such as 1080 for feral pest management Licensed to euthanise feral pest animals Extensive experience in successfully and humanely trapping fox, feral cat and wild dog using methods described in the pest management program Proven experience in fox, feral cat and wild dog handling

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Appendix A Proposed Schedule

CAMP PMP year	CAMP/PMP Start	CAMP/PMP End	Notes
1	3/12/2019	2/12/2020	COVID delay meant no works occurred in this year
2	3/12/2020	2/12/2021	
3	3/12/2021	2/12/2022	
4	3/12/2022	2/12/2023	
5	3/12/2023	2/12/2024	
6	3/12/2024	2/12/2025	
7	3/12/2025	2/12/2026	
8	3/12/2026	2/12/2027	
9	3/12/2027	2/12/2028	
10	3/12/2028	2/12/2029	
11	3/12/2029	2/12/2030	
12	3/12/2030	2/12/2031	
13	3/12/2031	2/12/2032	
14	2/12/2032	2/12/2033	
15	2/12/2033	2/12/2034	
16	3/12/2034	2/12/2035	
17	3/12/2035	2/12/2036	
18	3/12/2036	2/12/2037	
19	3/12/2037	2/12/2038	
20	3/12/2038	2/12/2039	
21	3/12/2039	2/12/2040	

Appendix B Mitigation Measures Summary Table

Timing	Action	Responsible Party	Source
Year 2-3	Implement preventative measures to avoid the addition of domestic animals from the residential development to the wild pest population.	Environmental Manager	CAMP
Year 2-3	Conduct baseline surveys and establish the baseline for the PMP	Environmental Manager Ecologist	CAMP
Year 4 (early)	Following the establishment of the baseline, develop a pest management program	Environmental Manager Pest Management Contractor Ecologist	
Year 4-21	Conduct pest management actions per the Program	On-maintenance Period: Environmental Manager Pest Management Contractor Post-ICC Handover: ICC Natural Area Management staff ICC Pest Animal Management officers	EPBC Act Approval
Year 4-21	Annual monitoring to evaluate the success of the Program, feedback and adapt the program as necessary	On-maintenance Period: Environmental Manager Ecologist Post-ICC Handover: ICC Natural Area Management staff (Consultant Ecologist)	EPBC Act Approval

