



## OUR DEPARTMENT

### INTRODUCTION

The Department of Land Resource Management provides natural resource management extension services and advice to landholders across the Northern Territory. Services include scientific assessment of vegetation, fauna, land and water assets, and the allocation, management and monitoring of these resources to enable their sustainable and responsible use.

The department's Corporate Services Division provides corporate support services to the:

- Department of Sport, Recreation and Racing
- Department of Arts and Museums
- Parks and Wildlife Commission of the Northern Territory.

Service Level Agreements were formalised during 2013-14 for the delivery of corporate services of an advisory and transactional nature. Corporate services delivered by the department:

- financial and budget management and reporting
- human resource (HR) services, including advice and support for workforce operations and organisational workforce development, work health and safety, HR reporting, employee assistance programs, and capability and learning programs
- information and business systems, responsible for the department's information and communications technology, information management and business systems
- corporate governance services, including facilitating annual strategic risk assessment, managing internal and external audit, and risk management
- marketing, media and communications, including web maintenance activities.

## SECTION 1: OUR DEPARTMENT



## OUR VISION

The Northern Territory's land and water resources are used appropriately for economic development and the well-being of all Territorians.

## OUR PURPOSE

Provide advice and support for the sustainable development of the Northern Territory's land and water resources, and conservation of its unique native flora and fauna.

## OUR VALUES

Values identify what is important in terms of appropriate behaviours in the workplace and how we should interact with others in our everyday work.

The department aligns itself with the Northern Territory Public Sector (NTPS) values that underpin how we work to deliver services to Territorians and promote collaboration and professionalism. These values also guide us in achieving our best performance and set common expectations across the sector for all public servants.

The values include:

- Commitment to Service
- Ethical Practice
- Respect
- Accountability
- Impartiality
- Diversity.



## OUR STRUCTURE

### OUR STRUCTURE

#### Rod Applegate – Chief Executive

- Executive Support
- Secretariat
- Policy
- Infrastructure

#### Alaric Fisher - Flora and Fauna

- Executive Management
- Wildlife Use
- Herbarium
- Species Conservation
- Marine Ecosystems
- Terrestrial Ecosystems
- Biocultural Knowledge

#### James Pratt - Rangelands

- Rangeland Monitoring
- Weed Management
- Pastoral Lease Administration
- Pastoral Land Board
- Land Assessment
- Land Development Coordination

#### Steve Popple - Water Resources

- Water Resources
- Drilling Services
- Policy and Planning
- Water Assessment
- Spatial Data and Maps
- Water Monitoring
- Aquatic Health

#### Darryl Day – Water Directorate

- Water Policy
- Water Plan

#### Mark Ashley - Bushfires NT

- Integrated Planning and Mitigation
- Bushfire Management and Suppression
- Vernon Region
- Savanna Region
- Alice Springs/Barkly Region
- Training

#### Susan Kirkman - Corporate Services

- Corporate Governance
- Human Resource Services
- Financial Services
- Information, Communications and Technology
- Information Management
- Communications and Media

## EXECUTIVE MANAGEMENT GROUP

### Rod Applegate

#### Chief Executive

Rod was appointed to the position of Chief Executive, Department of Land Resource Management, on 4 September 2012. This appointment was an acknowledgement of his experience and wealth of knowledge in the area of natural resources in the Northern Territory, gained over the past 30 years.

Prior to this appointment, Rod was the Deputy Chief Executive of the Department of the Chief Minister where he was responsible for a whole of government focus and contribution to overall government strategy and direction, through effective resource management, agency performance, and innovative approaches to workforce and organisational management.

He has also worked at the Executive Director and Deputy Chief Executive levels in the lands and planning area of government where he was responsible for the delivery of lands, transport, and building operational and regulatory services.

Rod graduated from the University of Queensland with a Bachelor of Agricultural Science (Hons); has a Graduate Certificate in Business Administration (Executive) from Mt Eliza Business School; is a member of the Australian Institute of Company Directors, and is a graduate of ANZSOG's Executive Fellows Program.

### Alaric Fisher

#### Executive Director Flora and Fauna

Alaric has worked as a conservation biologist in the Northern Territory for the past 24 years, covering a broad range of fields including wildlife inventory, biodiversity monitoring, conservation planning and environmental impact assessment. Alaric has worked within the Flora and Fauna group for most of this time, and has been its Executive Director since 2011.

### James Pratt

#### Executive Director, Rangelands

James has wide ranging experience in the Northern Territory Public Service over the past decade. James has worked in agencies responsible for environment and natural resources, planning, the arts and museums, sport and recreation, and Police, Fire and Emergency Services. He has worked in an executive capacity for corporate and operational service delivery since 2006. James has a Bachelor of Communications, Graduate Certificate in Public Sector Management and will soon complete an Executive Masters in Public Administration.

### Steve Popple

#### Executive Director, Water Resources

Steve has extensive experience in the Northern Territory Public Sector with a diverse background in town planning, natural resource and project management. Prior to joining the department in January 2014, Steve held several senior leadership positions within the Department of Lands, Planning and the Environment.

### Darryl Day

#### Executive Director, Water Directorate

Darryl has worked for the Northern Territory Government and Power and Water Corporation for more than 30 years, with executive roles responsible for urban water supplies, utility services for remote communities and renewable energy. Darryl holds a Bachelor of Civil Engineering and has extensive experience in water policy nationally and internationally.

### Mark Ashley

#### Executive Director, Bushfires NT

Mark has broad professional experience having managed rangelands, weeds, feral animal and community based natural resource programs across Northern Australia for more than 20 years. His public sector experience is complemented by corporate experience as a commercial general manager responsible for a diverse portfolio of environmental, health and community development programs across Australia and internationally.

## SECTION 1: OUR DEPARTMENT

**Sarah Fairhead****Regional Director South**

Sarah has had a decade of experience in public policy and project management roles in the Northern Territory and South Australian public services. Prior to joining the department in January 2014, she held senior roles in the Departments of Housing and the Chief Minister. She has a Bachelor of Arts (First Class Honours) and five years postgraduate research experience at the University of Adelaide.

**Tahnee Thompson****Manager Katherine Region**

Tahnee has been employed in a diverse range of Natural Resource Management roles with the Northern Territory Government since 2008, based from various locations around the Territory. She has extensive experience in remote area service delivery to a broad range of stakeholders. Tahnee holds a Bachelor of Environmental Science.

**Susan Kirkman****Executive Director Corporate Services**

Susan has a broad range of experience in senior corporate roles within the public sector including the Department of Natural Resources, Environment, the Arts and Sport, Department of Education and Power and Water Corporation. Prior to joining the public sector in 1999 Susan had extensive experience in the private sector in key finance roles both locally and overseas including the banking, media, hospitality and public accounting sectors. Born and raised in the Territory Susan has completed a Bachelor of Business and is a Certified Practising Accountant. She is also a graduate member of the Australian Institute of Company Directors and a certified member of the Governance Institute of Australia.

**Sandra Butcher****Director Human Resources**

Sandra has wide corporate experience, particularly in managing change. She has worked in a number of Northern Territory Public Sector agencies including the Department of Health and Community Services, the Northern Territory Employment and Training Authority, the Department of Corporate and Information Services, and the Department of Infrastructure, Planning and Environment. Sandra holds a Masters in International Management, Graduate Diploma in Public Sector Executive Management, Graduate Certificate in Public Sector Management, Bachelor of Public Administration and is a graduate member of the Australian Institute of Company Directors.

**Joanna Frankenfeld****Chief Financial Officer**

Joanna has gained a wealth of experience through various senior finance positions in the UK and Australia, both in commercial firms and with the Northern Territory Government over the past 20 years. Joanna is a Fellow of both the Association of Chartered Certified Accountants and Institute of Public Accountants and a graduate member of the Australian Institute of Company Directors. As Chief Financial Officer since 2011, she is responsible for providing high level policy and technical advice on financial and budget issues facing the department.

**Trish Grimshaw****Director Corporate Communications and Media**

Before joining the department in April 2014, Trish held senior communications roles within the Northern Territory Public Sector, including the Departments of Housing, Local Government, Community Services, Chief Minister, Education, Primary Industry and Fisheries, and Mines and Energy. She has extensive experience in strategic communication management, marketing and public relations, crisis communications and media management. Trish holds a Bachelor of Arts majoring in anthropology, and is a member of the Public Relations Institute of Australia.

**Myrene Lyle****Executive Officer to the Chief Executive**

Myrene has over a decade of work experience in the Northern Territory Public Sector, providing high level executive support to a range of positions across government. As Executive Officer to the Chief Executive since 2012, she is responsible for providing high level support and advice to assist in the delivery of strategic objectives and priorities of the department. Prior to joining the public sector in 2001 Myrene developed extensive administrative experience in the local private sector in a successful family owned transport business, and also overseas in the banking and insurance industries. Myrene successfully completed the Professional Management Program through the University of Adelaide in 2012.

## STRATEGIC GOALS, ACHIEVEMENTS IN 2013-14 AND FUTURE PRIORITIES FOR 2014-15

The department has a Strategic Plan 2013-17 that supports the NT Government's priorities as identified in its Framing the Future Strategic Plan. The department's divisions deliver on our strategic goals as outlined below:

### Goal 1: The capacity and capability of the Northern Territory's natural resource assets are assessed, and outcomes of use and management monitored.

Strategies	Achievements 2013-14	Future Priorities 2014-15
Increase the knowledge and understanding of ground and surface water systems, land resources and native flora and fauna	<ul style="list-style-type: none"> <li>Completed Western Davenport Water Allocation Plan hydro geological mapping</li> <li>Significantly improved understanding of distribution and status of marine mammals in Northern Territory waters</li> <li>Maintained authoritative databases documenting c. 1.75M locality records for Northern Territory flora and fauna</li> <li>Published the Land Resources of the Victoria River District to enable natural resource managers to make more informed decisions on land use</li> <li>Undertook land resource mapping on Eva Downs and Anthony Lagoon Pastoral Leases</li> <li>Completed Stage 1 of regional land type mapping across the Southern NT pastoral estate at 1:1,000,000 scale.</li> </ul>	<ul style="list-style-type: none"> <li>Finalise Stage 2 regional land type mapping across the southern NT pastoral estate at 1:250,000 scale</li> <li>Finalise land resource mapping on Eva Downs and Anthony Lagoon Pastoral Leases at 1:1,000 000 scale</li> <li>Complete review of water assessment and monitoring program to most effectively and efficiently meet assessment, planning and regulatory strategic priorities</li> <li>Maintain NT Fauna and Flora Atlases as comprehensive accounts of the Territory's biodiversity, and promote the role of the Darwin and Alice Springs Herbaria as the authoritative reference collections for NT plants</li> <li>Undertake targeted biodiversity assessment for emerging NT Government priority development projects as required.</li> </ul>
Implement robust monitoring systems to track the health of the Territory's biodiversity	<ul style="list-style-type: none"> <li>Collaborative biodiversity monitoring programs established with Indigenous Protected Areas and Indigenous rangers in Top End, and with Indigenous rangers and communities for arid zone waterholes</li> <li>Completed annual systematic monitoring of crocodile populations in major Top End rivers and magpie goose populations and nesting effort across Top End</li> <li>Established long-term biodiversity monitoring sites in West MacDonnell Ranges National Park and completed five-year monitoring cycle for long-term sites in Kakadu National Park.</li> </ul>	<ul style="list-style-type: none"> <li>Complete assessment of biodiversity values in Tiwi Islands development area and provide input to environmental clearances as required</li> <li>Continue systematic monitoring programs for crocodile and goose populations, and biodiversity monitoring within priority conservation reserves.</li> </ul>

## SECTION 1: OUR DEPARTMENT

**Goal 1: The capacity and capability of the Northern Territory's natural resource assets are assessed, and outcomes of use and management monitored.**

Strategies	Achievements 2013-14	Future Priorities 2014-15
Address the decline in small mammals	<ul style="list-style-type: none"> <li>Constructed cat-free enclosures in Kakadu National Park to assess the role of cats in mammal decline and potential for native species recovery</li> <li>Implemented a substantial research program investigating feral cats, fire and disease factors in mammal decline as part of the National Environmental Research Program North Australia Hub</li> <li>Worked with Indigenous rangers in Wardeken, Djelk and Anindilyakwa Indigenous Protected Areas to promote community awareness of cat impacts, investigate feral cat ecology and trial strategic feral cat control techniques.</li> </ul>	<ul style="list-style-type: none"> <li>Finalise current National Environmental Research Program projects relating to mammal decline, feral cats and biodiversity monitoring</li> <li>Encourage continued Australian Government investment into research on small mammal decline and feral cat management, including cat baiting trials and department participation in a new National Environmental Science Program Hub</li> <li>Begin five-yearly review of Northern Territory threatened species list, as required under the <i>Territory Parks and Wildlife Conservation Act</i>.</li> </ul>
Work with Aboriginal elders and custodians to conserve biocultural knowledge of the Territory's flora and fauna, and promote its application in natural resource management	<ul style="list-style-type: none"> <li>Published and launched the book <i>Ngan'gi Plants and Animals</i></li> <li>Continued to engage with Djelk and Wardeken Indigenous Protected Areas in "two toolbox" approach to biodiversity assessment, monitoring and management.</li> </ul>	<ul style="list-style-type: none"> <li>Continue documentation of Aboriginal biocultural knowledge, for the following language groups: <ul style="list-style-type: none"> <li>Emmi and Batjamalh</li> <li>Marri Ammu and Marri Tjevin</li> <li>Alawa, Marra and Warndarrang</li> <li>Garrawa</li> </ul> </li> <li>Explore opportunities for external funding and partnerships to increase recording and transmission of biocultural knowledge.</li> </ul>
Monitor and report on the health of Darwin Harbour and inland waterways as part of their continued or expanded use	<ul style="list-style-type: none"> <li>Completed and published Darwin Harbour Report Card and Darwin Harbour Water Quality Improvement Plan</li> <li>Continued best-practice monitoring of dolphin populations in greater Darwin Harbour.</li> </ul>	<ul style="list-style-type: none"> <li>Continued annual monitoring on and reporting of Darwin Harbour</li> <li>Implement four INPEX offset programs: <ul style="list-style-type: none"> <li>Conservation Status of Coastal Dolphins in the Northern Territory</li> <li>Mapping Marine and Estuarine Benthic Habitats in Darwin and Bynoe Harbours</li> <li>Darwin Harbour Integrated Monitoring and Research Program</li> <li>Develop Roper River Aquatic Health Monitoring Program and review Daly River Aquatic Monitoring Program.</li> </ul> </li> </ul>

## SECTION 1: OUR DEPARTMENT

### Goal 1: The capacity and capability of the Northern Territory's natural resource assets are assessed, and outcomes of use and management monitored.

Strategies	Achievements 2013-14	Future Priorities 2014-15
Monitor condition of the Territory's rangelands	<ul style="list-style-type: none"> <li>Conducted on-ground rangeland monitoring program on 27 pastoral properties with 329 monitoring sites assessed</li> <li>Commenced the satellite based rangeland monitoring program to deliver a draft report of preliminary land cover products for priority areas</li> <li>Completed the 2013 Land Condition Report of the Pastoral Estate for the Pastoral Land Board.</li> </ul>	<ul style="list-style-type: none"> <li>Progress the on-ground rangeland monitoring program across the pastoral estate and further develop the remote sensing component of monitoring to enhance the Pastoral Land Board's reporting of the condition of the pastoral estate</li> <li>Deliver the annual land condition report to the Pastoral Land Board of regional scale and property (where appropriate).</li> </ul>

### Goal 2: Enable economic growth through the allocation of natural resource assets for best and sustainable use.

Strategies	Achievements 2013-14	Future Priorities 2014-15
Develop a Northern Territory strategy to address the use, allocation and management of water	<ul style="list-style-type: none"> <li>Established the Northern Territory Catchments Advisory Committee to advise the Minister on key water and catchment issues relating to the development of the Northern Territory and growing the Territory's economy</li> <li>Held the inaugural NT Water Forum in Katherine in conjunction with the NT Farmers Association to improve understanding of water management in the Northern Territory</li> <li>Established a Water Directorate to develop an over-arching water policy for the Northern Territory.</li> </ul>	<ul style="list-style-type: none"> <li>Develop an overarching Northern Territory Water Policy</li> <li>Implement fees and charges for administrative functions under the <i>Water Act</i></li> <li>Host a water forum in Katherine as part of seasonal water allocations</li> <li>Use a range of media to explain the extent and management Northern Territory water resources.</li> </ul>
Manage competing demands for water and land resources for sustainable development	<ul style="list-style-type: none"> <li>Completed ground and surface water hydrology model for Tindal/Mataranka and Ooloo/Dollostone aquifers to enable assessment and issue of water extraction licence applications within the water control district.</li> </ul>	<ul style="list-style-type: none"> <li>Review science that underpins environmental water provisions for the Daly River Region</li> <li>Complete water allocation plans for key water control districts – Ooloo Aquifer, Mataranka Tindal, Alice Springs, and Great Artesian Basin</li> <li>Complete five year revision of Katherine Tindal Water Allocation Plan</li> <li>Implement <i>Water Act</i> Licensing and Permit System for new licensing and compliance management</li> <li>Partner with Charles Darwin University to undertake scientific research into refining environment flow requirements for major Top End Rivers and the potential impacts of harvesting wet season flows for off stream storage.</li> </ul>

## SECTION 1: OUR DEPARTMENT

## Goal 2: Enable economic growth through the allocation of natural resource assets for best and sustainable use.

Strategies	Achievements 2013-14	Future Priorities 2014-15
Determine potential for agricultural development through the collection and assessment of land, soil, vegetation and water information	<ul style="list-style-type: none"> <li>Began investigative resource analysis for soils, vegetation, water, and flora and fauna on the Tiwi Islands, to assess suitability for a proposed 10,000 hectare precinct for agricultural and horticultural development</li> <li>Secured additional funding to expand an integrated land and water suitability assessment team to assess potential for new agricultural precincts</li> <li>Worked with the Department of Primary Industry and Fisheries to realise the potential of Ord Stage 3</li> <li>Began a review of the suitability of pastoral estate land to determine the potential highest land use of each pastoral lease.</li> </ul>	<ul style="list-style-type: none"> <li>Complete field assessment of land and water suitability and biodiversity resources for the Tiwi Islands agricultural development area</li> <li>Complete land suitability assessment report for Tiwi Islands agricultural development area</li> <li>Start Ali Curung and Larrimah land suitability assessment</li> <li>Start water resource assessment in Mataranka and Larrimah areas and complete planning for water resource assessment in the Ali Curung area</li> <li>Complete land and water suitability report for potential agricultural precincts in priority regions</li> <li>Work with North Australian Development Office to ensure key strategic opportunities for NT land and water development are recognised by the Australian Government</li> <li>Provide data and undertake additional field assessment as required to facilitate development of Ord Stage 3 within the Territory.</li> </ul>
Identify and promote economic opportunities through the sustainable use of wildlife	<ul style="list-style-type: none"> <li>Supported the NT crocodile industry by implementing the Saltwater Crocodile Management Plan, including issuing permits for the harvest of up to 60,000 eggs and 500 adult crocodiles from the wild; systematic crocodile population monitoring, compliance audits for egg harvests, and satisfying Australian Government and Convention on International Trade in Endangered Species reporting requirements</li> <li>Provided advice to the Timor Leste Government on future development of a crocodile management plan for Timor Leste.</li> </ul>	<ul style="list-style-type: none"> <li>Revise Saltwater Crocodile Management Plan (2015-2019) in consultation with all stakeholders, including promoting Australian Government support for crocodile safari hunting</li> <li>Introduce enterprise permits or licences for crocodile farms</li> <li>Streamline regulatory processes for moving crocodiles and crocodile products between Territory and Queensland.</li> </ul>

## SECTION 1: OUR DEPARTMENT

## Goal 2: Enable economic growth through the allocation of natural resource assets for best and sustainable use.

Strategies	Achievements 2013-14	Future Priorities 2014-15
Support the pastoral estate through contemporary legislation to drive economic growth	<ul style="list-style-type: none"> <li>Finalised amendments to the <i>Pastoral Land Act</i> Section 7 Non-pastoral use provision to allow greater diversification opportunities on the pastoral estate</li> <li>Commenced the communication activities for informing pastoralists, industry, financiers and producers on changes to non-pastoral use and diversification opportunities on pastoral leases.</li> </ul>	<ul style="list-style-type: none"> <li>Further promote opportunities for non-pastoral development on pastoral leases for both pastoralists and potential investors</li> <li>Complete review of pastoral estate land suitability to determine the potential highest land use of each pastoral lease</li> <li>Finalise options for consideration of a possible new methodology to determine pastoral lease rents through the Pastoral Lease Rents.</li> </ul>

## Goal 3: Threats to natural resources and regional communities are managed through shared responsibilities and partnerships.

Strategies	Achievements 2013-14	Future Priorities 2014-15
Provide extension services to assist landholders in the sustainable use of natural resources	<ul style="list-style-type: none"> <li>Embedded a biodiversity scientist to support Djelk and Warddeken Indigenous protected area managers and Indigenous rangers Implemented the Larrakia Marine Ranger Training Program for Darwin Harbour</li> <li>Supported central Australian landholders in managing feral camel and horse populations</li> <li>Responded to c. 1500 biodiversity identification and information requests</li> <li>Coordinated fire management planning across 22 volunteer groups in the Northern Territory</li> <li>Provided new weed extension services to landholders into the Barkly region</li> <li>Provided quality advice to landowners on the location and potential for new bores</li> <li>The West Arnhem Fire Management Agreement achieved a total carbon abatement of 178,800 t/CO<sub>2</sub>-e and more than 200 Aboriginal rangers were employed for more than 9500 hours.</li> </ul>	<ul style="list-style-type: none"> <li>Build capacity of rangeland and weed scientists to provide extension services to landholders</li> <li>Engage with stakeholder groups to gain a better understanding of water allocation</li> <li>Raise awareness of services the department can provide to landholders by an increased presence at agricultural field days and events.</li> </ul>

## SECTION 1: OUR DEPARTMENT



**Goal 3: Threats to natural resources and regional communities are managed through shared responsibilities and partnerships.**

Strategies	Achievements 2013-14	Future Priorities 2014-15
Manage the impacts of feral animals and weeds on productive and natural systems	<ul style="list-style-type: none"> <li>Completed Australian Feral Camel Management Project started in 2009, with 28 aerial culls, removing c. 100,000 camels, 12,000 horses and 700 donkeys</li> <li>Undertook broad scale aerial survey of buffalo distribution and density in Arnhem Land</li> <li>Conducted a substantial research program to investigate management of feral predators, particularly feral cats</li> <li>Delivered the Bellyache Bush and Chinee Apple herbicide assistance program to a range of landholders, including pastoral lessees, in the Katherine region</li> <li>Released Parkinsonia weed bio-control agents on pastoral properties in the Barkly region and commenced monitoring of population establishment</li> <li>Declared five weeds under the <i>Weed Management Act</i>: Thatch grass, Parrots feather, Leaf cactus, Fountain grass and Brazilian pepper</li> <li>Commenced preparations to declare neem as a weed under the <i>Weed Management Act</i>.</li> </ul>	<ul style="list-style-type: none"> <li>Develop a feral camel management plan to ensure ongoing control at the low densities achieved through the Australian Feral Camel Management Project</li> <li>Start developing a feral animal management strategy for the Northern Territory</li> <li>Complete assessment of feral buffalo density and distribution in Arnhem Land and work with stakeholders to develop a regional management strategy</li> <li>Develop a program for ongoing protection, rehabilitation and monitoring of key arid zone waterholes, including targeted feral animal suppression</li> <li>Continue research into and trial implementation of feral predator suppression techniques, particularly for feral cats</li> <li>Engage landholders in rearing, releasing and monitoring Parkinsonia biocontrol agents</li> <li>Continue to address bellyache bush infestations in the Territory's Savanna region</li> <li>Increase survey activity along the Northern Territory/Queensland border to prevent incursions of rubber vine in the Territory</li> <li>Declare neem as a weed under the <i>Weed Management Act</i>, develop a weed management plan and implement a program to assist landholders control isolated infestations and plants where neem is yet to establish, eradicate mature trees.</li> </ul>

## SECTION 1: OUR DEPARTMENT

### Goal 3: Threats to natural resources and regional communities are managed through shared responsibilities and partnerships.

Strategies	Achievements 2013-14	Future Priorities 2014-15
Facilitate greater industry capacity and action to mitigate impacts at development sites	<ul style="list-style-type: none"> <li>• Drafted consistent Northern Territory standards for erosion and sediment control planning and management by construction, civil and building industry</li> <li>• Provided agency advice to more than 900 development proposals.</li> </ul>	<ul style="list-style-type: none"> <li>• Implement strategic management options in conjunction with the Department of Mines and Energy, NT Environment Protection Authority and industry to protect the endemic and threatened fauna and flora of the Howard Sand Plains</li> <li>• Promote appropriate erosion sediment control guidelines for the development and construction industry.</li> </ul>
Build community capacity to mitigate the increased risk of bushfire in the rural urban interface caused by the proliferation of grassy weeds	<ul style="list-style-type: none"> <li>• Supported volunteer bushfire brigades in managing 148 wildfire events throughout the Northern Territory</li> <li>• Assisted 20 volunteer bushfire brigades to develop regional fire mitigation plans based on local risk assessment processes.</li> <li>• Trained 564 landowners and community members in wildfire management</li> <li>• Drafted policies and procedures to deliver Strategic Fire Break Program</li> <li>• Assisted Alice Springs and Katherine Regional Weed Reference Groups to finalise their Regional Weed Management Plans.</li> </ul>	<ul style="list-style-type: none"> <li>• Implement strategic firebreak program to improve mitigation programs throughout the NT</li> <li>• Manage high risk fire season through improved resource planning and allocation in conjunction with volunteer bushfire brigades</li> <li>• Complete Review of <i>Bushfires Act</i>, Bushfires NT organisational structures, roles and responsibilities, community partnership arrangements, and volunteer bushfires support mechanisms</li> <li>• Acknowledge and promote volunteers' contributions through formal mechanisms and positive media.</li> </ul>
Progress a strategic approach to manage the increased risk of bushfire in the rural urban interface caused by the proliferation of grassy weeds	<ul style="list-style-type: none"> <li>• Delivered the Gamba Grass Herbicide Assistance Program in the Top End with record uptake by landholders.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to deliver the Gamba Grass Herbicide Assistance Program to landholders, including monitoring the on ground effectiveness of the program</li> <li>• Develop and implement program to reduce Gamba Grass infestation in the Vernon bushfire region</li> <li>• Improve land management planning capacity within Bushfires NT Network.</li> </ul>

## SECTION 1: OUR DEPARTMENT

**Goal 3: Threats to natural resources and regional communities are managed through shared responsibilities and partnerships.**

Strategies	Achievements 2013-14	Future Priorities 2014-15
Promote partnerships between Government agencies to develop threat management plans	<ul style="list-style-type: none"> <li>• Continued to address fire and weed threats on Crown Land, in partnership with Department of Lands, Planning and Environment and the NT Weed Advisory Committee</li> <li>• The department's monitoring stations provided real time data to support flood forecasting by the Bureau of Meteorology</li> <li>• Worked with 20 partner agencies to help deliver the Australian Feral Camel Management Program across three jurisdictions in Central Australia. Within the Territory, worked with the Central Land Council, NT Cattlemen's Association, Parks and Wildlife Commission, Department of Primary Industry and Fisheries and many land managers to undertake feral camel and horse management that removed c. 100,000 camels and achieved target low densities in control areas</li> <li>• Worked with Djelk and Warddeken Indigenous Protection Areas, Indigenous Land Corporation, Parks Australia North, Tiwi and Anindilyakwa Land Council, Australian Wildlife Conservancy, Charles Darwin University and Murdoch University to develop research and management programs for addressing native mammal decline and feral cat impacts.</li> </ul>	<ul style="list-style-type: none"> <li>• Develop a weed seed spread prevention strategy with commitment from government agencies and landholders (including managers of road and rail corridors and the mining industry)</li> <li>• Develop greater collaboration with institutions such as Charles Darwin University and Bureau of Meteorology in improving services to the community</li> <li>• Work with Bureau of Meteorology to promote new fire and weather warning systems for land holders</li> <li>• Contribute to the development of the Balanced Environment Goal of the NT Government's 'Framing the Future' Strategic Plan</li> <li>• Work with Australian Government Department of Environment to promote adaptive management research for feral cat control, including trials of cat baits.</li> </ul>
Provision of flood advice in consultation with other agencies for major 'at risk' communities	<ul style="list-style-type: none"> <li>• Completed storm surge maps for eight gulf communities</li> <li>• Provided technical input and review of flood impact studies - Rapid Creek Flood Damage Study, Rapid Creek Mitigation Study, Kilgariff Mitigation Study</li> <li>• Completed relocation of Alice Springs hydrological flood monitoring centre to co-locate with Energy Management Services NT base.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide flood mapping and storm surge mapping in priority areas as required by Northern Territory Floodplain Management Committee and Department of Lands Planning and Environment.</li> </ul>

## SECTION 1: OUR DEPARTMENT

### Goal 4: An organisation with the capacity and capability to deliver effective services.

Strategies	Achievements 2013-14	Future Priorities 2014-15
Inspire and support a workplace culture that is collaborative, respectful and accountable	<ul style="list-style-type: none"> <li>Implemented a performance evaluation system and developed Personnel Evaluation System Agreements (PESAs) for the majority of staff across the agency</li> <li>All staff involved in divisional business planning processes</li> <li>Introduced a staff recognition and reward scheme</li> <li>Delivered anti-bullying training</li> <li>Presented a Chief Executive's roadshow to promote Strategic Plan to all staff</li> <li>Provided cross cultural training sessions for all staff</li> <li>Developed and delivered internal audit program</li> <li>Staff involved with divisional risk management including planning, assessment and monitoring.</li> </ul>	<ul style="list-style-type: none"> <li>Ensure all PESAs are completed and reviewed in a timely fashion during 2014-15</li> <li>Conduct a 'voice of the people' survey to gauge and monitor organisational capacity and capability</li> <li>Improve accountability by developing 2014-15 business plans for all divisions by August</li> <li>Participate in the NTPS State of the Service survey</li> <li>Review the department's Governance Framework and identify accountability gaps</li> <li>Deliver an internal audit program.</li> </ul>
Build and enhance our strategic leadership across the agency	<ul style="list-style-type: none"> <li>Staff made aware and informed of responsibilities and accountabilities through the PESAs and business plans</li> <li>Divisions progressed workforce planning initiatives</li> <li>SAO2 attended the Executive Leadership Program</li> <li>Nine employees (SAO1 – AO7) completed the Future Leaders Program</li> <li>Two employees completed the Public Sector Management Program and five completed the Discovery Program</li> <li>Developed and delivered training on having difficult conversations</li> <li>20 staff attended a 'Building Resilient Teams' workshop</li> <li>Introduced a revised induction program for new staff.</li> </ul>	<ul style="list-style-type: none"> <li>Develop a department workforce planning strategy</li> <li>Build middle management capability and capacity across the agency to ensure that practices are performed and managed by skilled managers</li> <li>Continue to build risk management capacity across the department</li> <li>Develop and deliver and 'Accounting for Non-Accountants' Program to improve financial management understanding and capacity.</li> </ul>

## SECTION 1: OUR DEPARTMENT

### Goal 4: An organisation with the capacity and capability to deliver effective services.

Strategies	Achievements 2013-14	Future Priorities 2014-15
Deliver an effective shared corporate service	<ul style="list-style-type: none"> <li>• Developed, implemented and evaluated Service Level Agreements</li> <li>• Produced five sets of estimates briefs and supported four ministers at estimates hearings</li> <li>• Supported the creation of Museums and Art Galleries NT as a separate statutory body</li> <li>• Provided communications and marketing support for other agency initiatives and campaigns (including Sport Vouchers, Learn to Swim Vouchers, Dinosaurs Alive, CrocWise, and the National Indigenous and Torres Strait Islander Awards)</li> <li>• Developed Corporate Services Policy Framework</li> <li>• Multi-agency policies developed for Working With Children, Induction, Media, Social Media, and Bullying</li> <li>• Multi-agency internal audits conducted for physical file management, Tier 2 and major procurement, database management and information security, compliance with budget management delegations, compliance with infrastructure program delegations, and GST compliance</li> <li>• Facilitated strategic risk management sessions for four agencies</li> <li>• Conducted client feedback survey to gauge satisfaction with the shared service arrangement</li> <li>• Completely overhauled the Department of Sport, Recreation and Racing internet and upgraded web software for the other seven websites</li> <li>• Produced full sets of compliant financial statements for four agencies, the Government Business Division, and Nitmuluk and Cobourg (Garig Gunak Barlu) boards</li> <li>• Produced annual reports for four agencies within legislated timeframes.</li> </ul>	<ul style="list-style-type: none"> <li>• Review Service Level Agreements for three agencies and Government Business Division (GBD)</li> <li>• Develop metrics for meaningful evaluation of the Service Level Agreements and shared service delivery and value</li> <li>• Evaluate and reframe + Corporate Services Division structure, positions and roles to promote and sustain optimal performance</li> <li>• Develop a community engagement strategy and toolkit</li> <li>• Identify opportunities to better use social media (including apps) to promote agency services</li> <li>• Review the Corporate Reporting Framework to ensure currency and relevance of information to support effective business decisions</li> <li>• Develop a corporate services communications strategy to keep all agency staff fully informed.</li> </ul>

## SECTION 1: OUR DEPARTMENT

### Goal 4: An organisation with the capacity and capability to deliver effective services.

Strategies	Achievements 2013-14	Future Priorities 2014-15
Provide a safe working environment and use of safe practices in both office and field operations	<ul style="list-style-type: none"> <li>Completed a work health and safety audit</li> <li>Developed and implemented Remote Operations Procedures Manual for individual divisions</li> <li>Provided cross cultural training sessions for all staff</li> <li>Reviewed Bushfires NT Standard Operating Procedures for staff and volunteers</li> <li>Established divisional WHS committees. WHS Committee members underwent committee training to understand their roles and responsibilities.</li> </ul>	<ul style="list-style-type: none"> <li>Invest in a zero harm safety culture</li> <li>Improve induction and WHS systems for all divisions</li> <li>Implement key recommendations from the Work Health Safety System Audit</li> <li>Continue to build the capacity of divisional WHS committees.</li> </ul>
Continue to improve business processes and continue to streamline key internal systems	<ul style="list-style-type: none"> <li>Started process mapping for critical business processes in divisions</li> <li>Introduced electronic transaction processes for Human Resources</li> <li>Developed and implemented monthly Corporate Reporting Framework to ensure regular, relevant reporting to four agency executive groups</li> <li>Catalogued BAS environment and started review</li> <li>Developed an online fieldwork and communications plan for trial by Flora and Fauna Division</li> <li>Significantly improved the coordination and streamlining of departmental comments on development proposals through the creation of a Comments Information System spatial database.</li> <li>Improved efficiencies through automation of the <i>Bushfires Act</i> Section 47 processes using a purpose built spatial database</li> <li>Reviewed the Pastoral Lease Rents database with an audit report recommending integrity and efficiency improvements to the system.</li> </ul>	<ul style="list-style-type: none"> <li>Develop and implement an ICT Strategy for the department</li> <li>Implanted an E-learning System</li> <li>Implement a human resources Case Management System</li> <li>Continue to focus on streamlining transactional procedures to improve business systems</li> <li>Develop a corporate services division information and knowledge management strategy to ensure critical information and captured and accessible</li> <li>Implement a job tracking system to improve the management and efficient delivery of corporate services</li> <li>Increase the ability of agencies to self-manage websites</li> <li>Complete a post implementation review of the Personnel Evaluation System Agreements</li> <li>Undertake website review and align with whole-of-government initiatives</li> <li>Implement a new Pastoral Lease Administration and Rents Administrative Management System</li> <li>Review the process for issuing drillers' licences</li> <li>Complete a data management framework for all fauna and flora data including 'corporatisation' of all databases, data standards, and web-based tools for data input and discovery.</li> </ul>

## SECTION 1: OUR DEPARTMENT

### Goal 4: An organisation with the capacity and capability to deliver effective services.

Strategies	Achievements 2013-14	Future Priorities 2014-15
Develop an integrated NT NRM information system that is accessible to internal and external clients	<ul style="list-style-type: none"> <li>Upgraded NR Maps with 95 percent completed</li> <li>Developed marine spatial database</li> <li>Holtze and Vegetation Site Database in operation</li> <li>Maintained authoritative databases documenting c. 1.75M locality records for Northern Territory flora and fauna, externally available through NR Maps, NT InfoNet and Atlas of Living Australia</li> <li>Completed development of the department's spatial knowledge database for decision making on Section 47 Firebreak Inspections</li> <li>Progressed development of the department's spatial knowledge database for decision making on bore and water licensing and weed management activities.</li> </ul>	<ul style="list-style-type: none"> <li>Develop Information Management Strategy for the department</li> <li>Complete upgrades to NT Maps and integration with other NT Government systems</li> <li>Finalise the department's spatial knowledge database for decision making on bore and water licensing and weed management activities</li> <li>Implement a new rangeland monitoring spatial data management system.</li> </ul>
Ensure legislation and policy is contemporary and adequate to deal with the challenges of delivering sustainable development	<ul style="list-style-type: none"> <li>Maintained formal listing of Northern Territory threatened species and completed threatened species prioritisation for the region</li> <li>Began review of the Northern Territory <i>Bushfires Act</i></li> <li>Finalised amendments to the <i>Pastoral Land Act</i> Section 7 Non-pastoral use provision to allow greater diversification opportunities on the pastoral estate</li> <li>Began preparing for declaration of Neem as a weed in the Northern Territory, which included extensive mapping in the Douglas Daly region</li> <li>Completed community consultation and statutory review of the Gamba Grass, Mimosa and Bellyache Bush Weed Management Plans</li> <li>Declared five weed species - Thatch grass, Parrots feather, Leaf cactus, Fountain grass and Brazilian pepper - in accordance with the <i>Weeds Management Act 2001</i></li> <li>Completed national water initiative triennial review.</li> </ul>	<ul style="list-style-type: none"> <li>Finalise <i>Bushfire Act</i> review</li> <li>Declare Neem as a weed and implement a weed management plan for the species</li> <li>Complete review of the <i>Weeds Management Act 2001</i></li> <li>Complete review of the Athel Pine and Cabomba Weed Management Plans</li> <li>Reduce timeframes for approvals under the <i>Water Act</i></li> <li>Review of <i>Water Act</i></li> <li>Develop a Northern Territory pest animal strategy.</li> </ul>