

Combined
NSW Catchment Management Authorities

Annual Report 2003/04

Volume 1: CMA Activities and Achievements



4 November 2004

The Honourable Craig Knowles
Minister for Infrastructure and Planning and Minister for Natural Resources
Level 33 Governor Macquarie Tower
1 Farrer Place SYDNEY NSW 2000

Dear Minister,

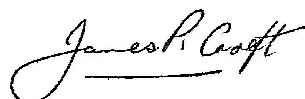
We have great pleasure in presenting the Annual Report for the combined NSW Catchment Management Authorities (CMAs). This Report covers the period from when the Catchment Management Authorities were formally established on 23 January 2004 to the end of that financial year, 30 June 2004.

This combined report has been prepared in accordance with section 17 of the *Catchment Management Authorities Act 2003*, and the *Annual Reports (Statutory Bodies) Act 1984* and *Annual Reports (Statutory Bodies) Regulation 2000*, for submission to Parliament.

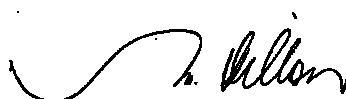
Discussions during October 2004, with the Audit Office of NSW concerning the accounting treatment of monies received and expended under the National Action Plan for Water Quality and Salinity (NAP) and Natural Heritage Trust (NHT) programs, delayed the issue of, ultimately, an unqualified independent audit report. This in turn delayed the finalisation and submission of this Report.

Volume One of the report details the activities and achievements and Volume Two details the relevant statutory and financial information for each of the Authorities.

Yours sincerely,



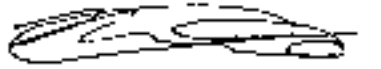
James Croft - Chairperson, Border Rivers-Gwydir CMA



Meryl Dillon - Member, Border Rivers-Gwydir CMA



Tom Gavel - Chairperson, Central West CMA



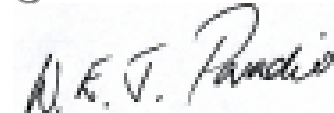
Michael Sutherland - Member, Central West CMA



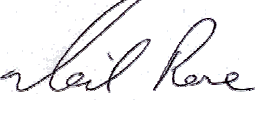
John Klem - Chairperson, Hawkesbury-Nepean CMA



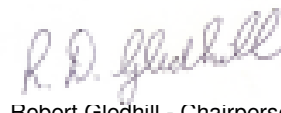
Angus Gibson - Member, Hawkesbury-Nepean CMA



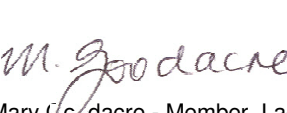
WEJ Paradise - Chairperson, Hunter-Central Rivers CMA



Neil Rose - Member, Hunter-Central Rivers CMA



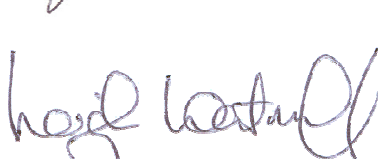
Robert Gledhill - Chairperson, Lachlan CMA



Mary Godacre - Member, Lachlan CMA



Mark King - Chairperson, Lower Murray Darling CMA



Leigh Watmuff - Member, Lower Murray Darling CMA



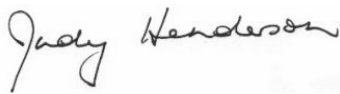
Kelvin Baxter - Chairperson, Murray CMA



Lee O'Brien - Chairperson, Murrumbidgee CMA



Jim McDonald - Chairperson, Namoi CMA



Judy Henderson - Chairperson, Northern Rivers CMA



Pam Green - Chairperson, Southern Rivers CMA



Bob Junor - Coordinator, Sydney Metropolitan CMA
Local Establishment Team



Rory Treweeke - Chairperson, Western CMA



Brian Sharp - Member, Murray CMA



Mike Schultz - Member, Murrumbidgee CMA



George Paul - Member, Namoi CMA



Julie Woodroffe - Member, Northern Rivers CMA



Michael Muston - Member, Southern Rivers CMA



Philip Sansom - Member, Sydney Metropolitan CMA
Local Establishment Team



Max Hams - Member, Western CMA

ABOUT THIS DOCUMENT

In October 2003 the NSW Premier announced the NSW natural resource management reform package based primarily on the recommendations of the Native Vegetation Reform Implementation Group. A key component of the reform package was the establishment of thirteen Catchment Management Authorities (CMAs) within NSW. These Authorities were formally established on 23 January 2004 with the introduction of the *Catchment Management Authorities Act 2003*.

In accordance with section 17(2) of the *Catchment Management Authorities Act 2003*, this document is a combined Annual Report for the NSW Catchment Management Authorities. For the purposes of this document Sydney Metropolitan CMA Local Establishment Team refers to the interim CMA Board established under the *Catchment Management Authorities (Savings and Transitional) Regulation 2004*.

2003/04 Combined NSW Catchment Management Authorities Annual Report

Volume 1: CMA Activities and Achievements

Volume 2: Statutory and Financial Reports

1000 copies printed of Volume 1; Unit cost of Volume 1 is \$4.73
1000 copies printed of Volume 2; Unit cost of Volume 2 is \$11.81

This report is available on individual CMA websites linked through www.cma.nsw.gov.au and also on the DIPNR website: www.dipnr.nsw.gov.au

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Acronyms

CAP	Catchment Action Plan
CMA	Catchment Management Authority
CMB	Catchment Management Board
CET	Central Establishment Team
DIPNR	Department of Infrastructure, Planning and Natural Resources
HCC	Hunter Catchment Contributions
IPP	Interim Priority Project
LGAG	Local Government Advisory Group
LET	Local Establishment Team
MDBC	Murray Darling Basin Commission
MDBC CAC	Murray Darling Basin Commission – Community Advisory Committee
NAP	National Action Plan for Salinity and Water Quality
NHT	Natural Heritage Trust
NLP	National Landcare Program
NVRIG	Native Vegetation Reform Implementation Group
PVP	Property Vegetation Plans
TMF	Treasury Managed Funds

Establishing Catchment Management Authorities

The NSW Government established thirteen Catchment Management Authorities (CMAs) across the state as part of broad Natural Resource Management reforms. This new approach to Natural Resource Management resulted from recommendations in October 2003 by the Native Vegetation Reform Implementation Group (NVRIG) chaired by the Right Honourable Ian Sinclair AC.

NVRIG was formed to identify the ways to improve the management of native vegetation in NSW. NVRIG considered the environmental, economic and social impact of current and previous land management policies and regulations. It then recommended a comprehensive suite of reforms to ensure a viable and sustainable State for current and future generations. The NSW Government welcomed the NVRIG report and used the recommendations as a basis for sweeping Natural Resource Management reform in NSW.

The Authorities are established under the *Catchment Management Authorities Act 2003*, which came into force on 23 January 2004. CMAs cover the following areas of state:

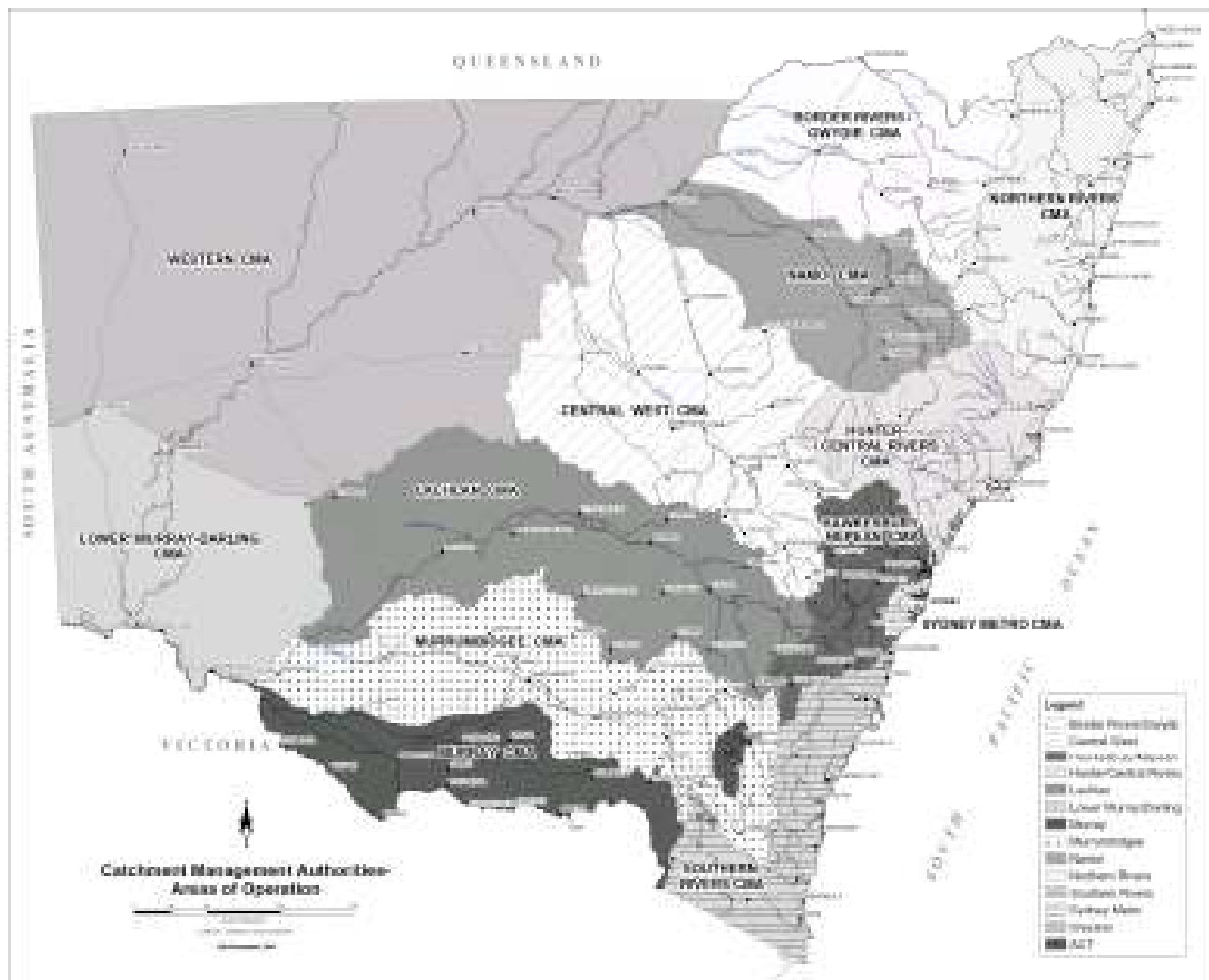
- Border Rivers-Gwydir
- Central West
- Hawkesbury-Nepean
- Hunter-Central Rivers
- Lachlan
- Lower Murray Darling
- Murray
- Murrumbidgee
- Namoi
- Northern Rivers
- Southern Rivers
- Sydney Metropolitan
- Western

The areas of operation of these CMAs are illustrated in Figure 1.

CMAs are statutory authorities, with responsible and accountable Boards that report directly to the Minister for Infrastructure and Planning and Minister for Natural Resources. Each CMA Board consists of a Chairperson and up to six Board Members with all appointments being skill and merit based.

While CMAs are a new initiative of the NSW Government to manage natural resources they build on work previously undertaken by the Catchment Management Boards (CMBs) and Regional Vegetation Committees. They will also integrate the Catchment Blueprints developed by the CMBs and endorsed by the NSW and Commonwealth Governments, into their Catchment Action Plans.

Figure 1: Catchment Management Authorities Areas of Operation



The Role of Catchment Management Authorities

Catchment Management Authorities were established to engage regional communities in the key Natural Resource Management issues facing their catchments. They are the primary vehicle for the delivery of incentive programs funded by both the State and Commonwealth Governments to achieve restoration and improvements in the natural resources of the State.

The specific functions of CMAs as described in section 15 of the *Catchment Management Authorities Act 2003* are:

- to develop catchment action plans and to give effect to any such approved plans through annual implementation programs;
- to provide loans, grants, subsidies or other financial assistance for the purposes of the catchment activities it is authorised to fund;
- to enter contracts or do any work for the purposes of the catchment activities it is authorised to carry out;
- to assist landholders to further the objectives of its catchment action plan (including providing information about native vegetation);
- to provide educational and training courses and materials in connection with Natural Resource Management; and
- to exercise any other function relating to Natural Resource Management as is prescribed by the regulations.

More broadly the responsibilities of the CMAs can be described as:

Plans:

- integration of existing catchment, water, native vegetation and other Natural Resource Management plans into a Catchment Action Plans (CAP); and
- manage community involvement in preparation of water sharing and groundwater plans.

On ground works:

- on-ground works – e.g. river rehabilitation, native vegetation management, salinity programs and projects; and
- Section 10 projects (*Soil Conservation Act 1938*).

Community education and support:

- provision of advice and support to stakeholders and community;
- Aboriginal consultation on CAPs, natural resource programs and investment strategies;
- provision of community education and capacity building; and
- technical advice on vegetation management, soil and land management, riparian management and other natural resource management issues.

Investment:

- implementation of CAPs;
- development of investment strategies; and
- native vegetation management fund;
- approved National Action Plan for Salinity and Water Quality (NAP) and Natural Heritage Trust 2 (NHT2) programs;
- Section 10 programs (*Soil Conservation Act 1938*); and
- delivery of incentives through Property Vegetation Plans (PVPs) and other mechanisms.

Property Vegetation Plans/vegetation consent:

- certify PVPs for establishing continuing uses and delivery of incentive payments; and
- assessment of all vegetation consents under the *Native Vegetation Act 2003* including PVPs for land clearing consents.

The CMA's corporate support services (including financial management, human resources, accommodation, legal services, information technology and fleet management) will be provided by the Department of Infrastructure, Planning and Natural Resources (DIPNR) under a service level agreement.

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CMA Contacts

Provided below are the contact details for the principal office of each CMA:

BORDER RIVERS-GWYDIR CMA

7023 Gwydir Highway
INVERELL

Tel: 02 6721 9810
Web: www.brg.cma.nsw.gov.au
Hours: 8.30am to 4.30pm
Monday to Friday

CENTRAL WEST CMA

141 Percy Street
WELLINGTON

Tel: 02 6840 7800
Web: www.cw.cma.nsw.gov.au
Hours: 8:30am to 4:30pm
Monday to Friday

HAWKESBURY-NEPEAN CMA

159 Auburn Street
GOULBURN

Tel: 02 4828 6747
Web: www.hn.cma.nsw.gov.au
Hours: 9:00am to 5:00pm
Monday to Friday

HUNTER-CENTRAL RIVERS CMA

816 Tocal Road
PATERSON

Tel: 02 4930 1030
Web: www.hcr.cma.nsw.gov.au
Hours: 9:00am to 5:00pm
Monday to Friday

LACHLAN CMA

20 Lynch Street
COWRA*

Tel: 1800 885 747 (Freecall)
02 6341 1600
Web: www.lachlan.cma.nsw.gov.au
Hours: 8.30am to 4.30pm
Monday to Friday

* The CMA operated out of Cowra while suitable accommodation was being sourced in Forbes.

LOWER MURRAY DARLING CMA

32 Enterprise Way
BURONGA

Tel: 03 5021 9460
Web: www.lmd.cma.nsw.gov.au
Hours: 8.30am to 4.30pm
Monday to Friday

MURRAY CMA

8-20 Edwardes Street
DENILIQUN

Tel: 03 5881 9200
Web: www.murray.cma.nsw.gov.au
Hours: 8.30 am to 5:00pm
Monday to Friday

MURRUMBIDGEE CMA

Level 1, 43-45 Johnston Street
WAGGA WAGGA

Tel: 02 6923 0479
Web: www.murrumbidgee.cma.nsw.gov.au
Hours: 8:30 am to 4:30pm
Monday to Friday

NAMOI CMA

27-35 Abbott Street GUNNEDAH

Tel: 02 6742 9220
Web: www.namoi.cma.nsw.gov.au
Hours: 9:00am to 5:00pm
Monday to Friday

NORTHERN RIVERS CMA

Level 3, State Office Block, Victoria Street
GRAFTON

Tel: 02 6642 0622
Web: www.northern.cma.nsw.gov.au
Hours: 8:30am to 8:30pm
Monday to Friday

SOUTHERN RIVERS CMA

84 Crown Street
WOLLONGONG

Tel: 02 4224 9700
Web: www.southern.cma.nsw.gov.au
Hours: 9:00am to 5:00pm
Monday to Friday

SYDNEY METROPOLITAN CMA LOCAL ESTABLISHMENT TEAM

Level 11, 10 Valentine Avenue
PARRAMATTA

Tel: 02 9895 7320
Web: www.dipnr.nsw.gov.au/nvrig/sydney_metro.html
Hours: 9:00am to 5:00pm
Monday to Friday

WESTERN CMA

62 Marshall Street
COBAR

Tel: 1800 032 101 (Freecall)
02 6836 1575
Web: www.western.cma.nsw.gov.au
Hours: 9:00am to 5:00pm
Monday to Friday

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CMA Management and Structure

A Central CMA Establishment Team (CET) was established at state level to contribute valued experience, knowledge and counsel to the establishment of a CMA. The CET was involved with each of the individual Local CMA Establishment Teams (LETs) to:

- support the LETs in engaging the community and local government with the establishment of a CMA,
- analyse, negotiate and develop solutions to issues that may be encountered during the establishment of the CMAs, and
- provide advice to the Minister for Infrastructure and Planning and Minister for Natural Resources on the progress of CMA establishment.

A LET was appointed to each CMA area during the transitional period following the enactment of the *Catchment Management Authorities Act 2003*. The LETs were formed to:

- lay the foundation for the CMAs to become operational,
- undertake consultation with key stakeholders and the catchment community,
- solve problems associated with the establishment of the CMAs,
- continue the coordination and management of approved on-ground program, and
- commence preparation of CAPs and investment strategies.

A Coordinator, who was generally the Chair(s) of the former CMB(s) directed the LETs, until the CMA Chairperson was appointed. The LET members then continued to support the CMA Chairperson until CMA Board members were appointed.

Each CMA consists of between five and seven Board Members (including the Chairperson). The CMA Boards were appointed under the *Catchment Management Authorities (Savings and Transitional) Regulation 2004*, initially these were the LETs and then once appointed, the quorum of CMA Board members.

The qualifications of CMA and LET members for each CMA are outlined in the following pages.

BORDER RIVERS-GWYDIR CATCHMENT MANAGEMENT AUTHORITY

JAMES CROFT

CMA Chairperson (13/02/2004 to 13/02/2007)
(attended 0/1 CMA meeting)

LET Co-Coordinator (23/01/2004 to 13/02/2004)
(attended 4/4 LET meetings)

James is a Landholder at Uralla with a keen interest in improved Natural Resource Management both as a practitioner and on a regional scale.

James was appointed to the North West Catchment Management Committee in 1996 serving on State and Regional Assessment Panels and the Gwydir Catchment Planning Committee. James has also served as a member of the Inverell/Yallaroi Regional Vegetation Committee and Chair of the Gwydir Regulated River Management Committee, Gwydir Unregulated River Management Committee and Gwydir Groundwater Management Committee prior to being appointed as Chair of the Gwydir Catchment Management Board.

James was appointed as Co-Coordinator of the Border Rivers-Gwydir CMA Local Establishment Team and subsequently was appointed Chair of the Border Rivers-Gwydir Catchment Management Authority.

Committees:

Property Vegetation Planning Developer Steering Group
Catchment Action Plan Guidelines Committee
State Groundwater Adjustment Committee

BOB CROUCH

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

Bob has a Bachelor of Science in Agriculture degree, a Masters of Science in Agriculture and a PhD in Science. Bob's career developed in the NSW Soil Conservation Service, where he was a Research Soil Conservationist and at the time of his leaving the Service he was Director of Research and Technology.

Bob has worked as a consultant with Commonwealth Departments in Canberra primarily on Natural Resource Management issues. He also has extensive experience in funding for Natural Resource Management issues at both State and Commonwealth levels. Bob is now a Landholder at Bundarra running a grazing property with sheep, cattle and goats and also consults on Natural Resource Management.

MERYL DILLON

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

LET Member (23/01/2004 to 05/05/2004)
(attended 4/4 LET meetings)

Meryl has over 25 years mixed farming experience in the 'Watercourse' area, west of Moree. She is an elected member on Moree Plains Shire Council and current Chair of the New England North West Regional Development Board.

Meryl has previous experience on various boards including: the former New England Area Health Service (Member), the Diploma in Company Directorship, the Gwydir Catchment Management

Board (Member) and the Border Rivers-Gwydir CMA Establishment Team.

She has a long time association with water management issues and was a former member of the Gwydir Watersharing Committee, the Border Rivers Groundwater and Unregulated Watersharing Committee and the Moree Regional Vegetation Committee.

Meryl has an ongoing concern for sustainable regional communities through participation in local government and regional management committees.

MAL PETERS

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

Mal runs in partnership with his wife Anne a fine wool and beef enterprise on 10,000 acres near Ashford in Northern NSW.

Mal is passionate about protecting farmer's rights so they can continue to contribute to the nation's wealth without Government interference. He is also a staunch defender of the rural way of life and stemming the decline of population into metropolitan centres.

Committees:

NSW Farmers Association (President)
NSW Farmers Industrial Association (Chairman)
National Farmers Federation (Director)
Rural Assistance Authority (Director)
Australian Farm Institute (Director)

MICHELLE WARD

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

Michelle has a degree in Agricultural Economics from University of Sydney and was recently a scholarship recipient in the inaugural Murray Darling Basin Leadership Program 2002/03.

Michelle's experience relates specifically to water reform and natural resource management issues since 2000, working as CEO with Macquarie River Food and Fibre, and most recently in her own natural resource consulting business. During this time Michelle has been heavily involved in the planning and implementation of Water Sharing Plans and other natural resource plans in NSW.

Prior to 2000, Michelle was a Natural Resource Economist with Hassall & Associates Consultants and has also worked for AUSAid in China in this capacity. Michelle's clients during this time included Government agencies, Landcare Steering Committees and private and industry clients.

Along with her consulting business and involvement in regional catchment management issues, Michelle is also actively involved with her husband in their mixed farming and irrigation business at Bonshaw on the NSW / QLD border.

KAREN HINDMARSH

LET Co-Coordinator (23/01/2004 to 13/02/2004)

LET Member (14/02/2004 to 05/05/2004)

(attended 4/4 LET meetings)

Karen is a Landholder at Glen Innes with a background of service in Local Government, Landcare and Natural Resource Management. Karen has served as a member of the North West Catchment Management Committee, the Border Rivers Catchment Management Board (Chair) and the Border Rivers Unregulated River Management Committee (Chair).

Karen has also served as a member of the Murray-Darling Basin Community Advisory Committee and as a member for Regional and State Assessment Panels.

BARRY JOHNSTON

LET Member (23/01/2004 to 05/05/2004)

(attended 3/4 LET meetings)

Barry served on the Gwydir Catchment Management Board representing Local Government and assisted with the development of the Gwydir Catchment Blueprint. As Mayor of Inverell Shire Council he contributed a Local Government perspective to the Border Rivers - Gwydir CMA Local Establishment Team.

WAL WHALLEY

LET Member (23/01/2004 to 05/05/2004)

(attended 3/4 LET meetings)

Wal has served as an Associate Professor of Botany at the University of New England and has a keen interest in native vegetation and rangeland management. Wal served as Chair of the Moree Regional Vegetation Committee and his expertise is widely respected and acknowledged. Due to his experience in natural resource management Wal was appointed a member of the Border Rivers - Gwydir CMA Local Establishment Team.

Wal is now an Honorary Fellow of Botany at the University of New England and is the Editor of the Rangelands Journal.

Qualifications of Senior Officers:

There were no senior officers appointed to the Border Rivers-Gwydir CMA as at 30 June 2004.

CENTRAL WEST CATCHMENT MANAGEMENT AUTHORITY

TOM GAVEL

CMA Chairperson (10/03/2004 to 10/03/2007)
(attended 4/4 CMA meeting)

Tom is well known in the Central West and is committed to community involvement in sustainable natural resource management. Tom owns and manages a farming property at Molong and is the CEO of Mid Macquarie Landcare. Tom also represented the Central West community on the NSW Landcare Working Group.

Tom has extensive involvement in natural resource management boards and committees including the Salt Action Community Reference Group, the Regional Assessment Panel for Funding, the Central West Catchment Management Committee and subcommittees and the Pastures Protection Board.

Tom's vision is for community involvement in the management of the catchment for future generations. Tom is particularly interested in engaging the whole community including landholders, the younger generation and also the urban community.

Tom will provide leadership to the CMA Board and will work on behalf of the catchment community in managing natural resources.

REG KIDD

CMA Member (05/05/2004 to 05/11/2005)
(attended 3/4 CMA meeting)

Reg is from Orange and is a farmer, agricultural consultant, councillor and conservationist who has been involved in natural resource management for many years. Reg has a degree in Agriculture and a Graduate Diploma in Education, which has enabled him to combine natural resource management and education in both his work, and in representing local government and the community.

Reg has been involved in a number of natural resource committees within the Central West and across the state. These have included the Central West Salinity Alliance of 32 Councils, NSW Landcare Working Group and NSW State Catchment Management Coordinating Committee.

Reg was a member of the Central West Catchment Management Board, which developed the Catchment Blueprint and has a vast knowledge of the natural resource issues within the Central West catchment.

ROB MCCUTCHEON

CMA Member (05/05/2004 to 05/11/2005)
(attended 4/4 CMA meetings)

LET Member (23/01/2004 to 05/05/2004)
(attended 2/2 LET meeting)

Rob is a landholder in the Trangie area and runs a mixed farming enterprise involving the irrigation of cotton and dryland crops of wheat, canola, oats and lucerne as well as grazing sheep and cattle. Rob has promoted ties with the local Aboriginal community and has a cultural heritage site on his property.

Rob has a vast experience in natural resource management being the foundation chair of Macquarie 2100 and Macquarie Valley Landcare and the past Chair of Macquarie Cotton Growers Association.

Rob was a member of the Central West Catchment

Management Board which developed the Catchment Blueprint and more recently, Rob was a member of the Local Establishment Team (LET) involved in the establishment of the Central West Catchment Management Authority.

Rob is keen to build a natural resource team that recognises and promotes positive natural resource outcomes and which addresses natural resource issues within the catchment. This will be achieved by using the Central West Catchment Blueprint, Vegetation Management Plans and Water Sharing Plans.

KATHLEEN SIMS

CMA Member (05/05/2004 to 05/11/2005)
(attended 4/4 CMA meeting)

Kathy sees the CMA as a vehicle for the whole community working together to implement their strategies to address the environmental issues within their economic, social and historical contexts. The outcome should be a better place for future generations, one which will provide them with a solid sustainable economic base and a great place to live. Reliable information, availability of resources and respect for local knowledge are key elements in the decision making needed to achieve these outcomes.

Kathy's experience in this area is as a rural financial counsellor (11 years) and as a director of Kreate, a private training and consultancy company. Kathy is a qualified accountant (CPA), business and science educator with a farming background.

Kathy's work with farmers and small communities has given her an understanding of their willingness to protect their environment and the difficulties of doing so with limited resources and long payback periods.

MICHAEL SUTHERLAND

CMA Member (05/05/2004 to 05/11/2005)
(attended 4/4 CMA meeting)

Michael has lived and worked in the Central West catchment most of his life though he started his professional life working as a geologist in South Africa. He earned a Bachelor of Science degree from the University of Sydney (1981) and currently works as an environmental scientist employed by Alkane Exploration Ltd as Environment Superintendent at the Peak Hill Gold Mine and as Environment Manager for Australian Zirconia Limited.

Michael and his wife Kylie owned and operated a 'best practise' sheep and cropping property (100km southwest of Dubbo) from 1984 to 2001.

Michael has been heavily involved with Landcare since 1992, as founding Chairman of the Genaren Hill Landcare Group, Co-Chair of the NSW Landcare Working Group (1995-1999) and a Director of Landcare Australia Limited from 1998-2004. He was an inaugural member of the Threatened Species Scientific Committee which is a constituted under the EPBC Act. Michael lives in Dubbo and is President of Dubbo Macquarie River Bushcare Inc.

Committees:

President of Dubbo Macquarie River Bushcare Inc.

PETER WESTON

CMA Member (05/05/2004 to 05/11/2005)
(attended 4/4 CMA meeting)

Peter is a landholder with a long family history of land management in the Nyngan area. His grandfather and father had selection blocks that were both part of the "Overflow" station. Peter now manages 26,000 hectares with the amalgamation of 8 separate properties.

He has a commitment to sustainable land management practices and since 1962 has been involved in the restoration and development of his property to manage a diversity of plant species in conjunction with his grazing enterprise. Currently 8000 hectares are in the process of restoration.

Peter has been involved in natural resource committees and organisations that have included the Chairman of the Bobadah Landcare Group, the inaugural STIPA Committee and the North Lachlan/Bogan Regional Vegetation Committee.

He has a wealth of knowledge of natural resource issues within the western parts of the catchment and he is particularly passionate about the management of woody weed regrowth to ensure profitable farming enterprises while achieving biodiversity outcomes.

Peter is keen to work with the community to establish sustainable management options to achieve both economic and social benefits, which will then flow to positive environmental outcomes. He believes that it is important to gain community ownership of programs to achieve the desired natural resource outcomes.

Committees:

Bobadah Landcare Group (Chair)

IAN ROGAN

LET Coordinator (23/01/2004 to 26/02/2004)
(attended 0/0 LET meetings)

Ian was Chair of the former Central West CMB. He has a Bachelor of Rural Science and worked with NSW Agriculture from 1979 to 1992, where he became the Regional Director of Research at Trangie. Ian then joined Hassall and Associates initially as a senior consultant and then as a director

Prior to becoming Chair of the CMB, Ian was a community delegate to the Catchment Management Committee. This interest arose through a grassroots involvement in Landcare in the community in the Trangie and Warren area.

Ian is now General Manager Production with Australian Wool Innovations

NEIL ALLEN

LET Member (23/01/2004 to 05/05/2004)
(attended 2/2 LET meeting)

Neil Allen has a Bachelor of Engineering, Certificate in Planning and a Master of Business Administration.

Neil is the Director of Engineering Services at Bathurst Regional Council (formerly Bathurst City Council). Neil has worked in local government for 27 years in the engineering area in 3 metropolitan councils and then Bathurst for 17 years.

His initial interest in total catchment management was sparked when the Catchment Management Act Bill was introduced. The challenge to develop inter-agency cooperation with local government lead to encouraging the establishment of Landcare groups. Bathurst Council was one of the first to adopt floodplain management planning, and involved the community.

Neil has a continuing strong interest in the riverine environment.

Committees:

Sub committee of the State Floodplain Management Committee (Member)

Motor Sport Risk Management Committee for Standards Australia (Member)

PETER THOMPSON

LET Member (23/01/2004 to 05/05/2004)
(attended 2/2 LET meetings)

Peter has a Science degree in Anthropology and Zoology and a post graduate diploma in Earth Science. He has worked extensively with Aboriginal people on heritage management, land management and environmental issues.

Peter is an active conservationist and has represented the Nature Conservation Council on the Barwon Darling River Management Committee, the Central West Streams Management Committee and on the Border Rivers Unregulated River Management Committee. He was also involved in the Inverell/Yalaroi Regional Vegetation Committee (member), the Lower Macquarie Castlereagh Regional Vegetation Committee (Chair), and guided the committee to complete a consensus draft plan.

Peter was a member of the Western Catchment Management Committee and the Border Rivers Catchment Management Board.

He is currently working with NSW Department of Aboriginal Affairs on the issues of heritage and natural resources and how they relate to Aboriginal people. Peter is also active in Landcare in the Coonabarabran area.

Qualifications of Senior Officers:

There were no senior officers appointed to the Central West CMA as at 30 June 2004.

HAWKESBURY-NEPEAN CATCHMENT MANAGEMENT AUTHORITY

JOHN KLEM

CMA Chairperson (11/02/2004 to 11/02/2007)
(attended 2/2 CMA meeting)

CET Member (23/01/2004 to 11/02/2004)
(attended 5/5 LET Meetings)

John was appointed as the inaugural Chair of the Hawkesbury-Nepean Catchment Management Authority on 11 February 2004. He manages a grazing property around 30 kilometres from Goulburn.

John holds a Diploma in Agriculture from Hawkesbury Agricultural College and a Bachelor of Arts degree from the University of Canberra.

He was formerly the Chair of the Wollondilly Catchment Management Committee, Chair of the Hawkesbury-Nepean Catchment Management Trust, Chair of the State Catchment Management Coordinating Committee, Chair of Namoi Valley Groundwater Anomalies Committee and a past member of the NSW CMA Central Establishment Team.

Committees:

Australian Landcare Council
Natural Resources Advisory Committee (Member)
Heffernans Creek Landcare Group

ANGUS GIBSON

CMA Member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meetings)

LET Member (23/01/2004 to 05/05/2004)
(attended 6/7 LET meeting)

Angus manages a grazing and rural tourism property on the Mulwaree Ponds out off Goulburn. He holds a Bachelor of Applied Science (Natural Resource Management and Wildlife Biology) from the University of Canberra.

Angus Gibson has played an active role in the community and has worked to develop and manage indoor sports centres in Canberra and Newcastle, and has played other active roles as a member of Landcare and Rural Fire Service in various positions. He was also a member of the Wollondilly Catchment Management Committee and Catchment Audit Review Panel

Committees:

Wollondilly Landcare Coordinators Committee

JENNY SMITH

CMA Member (05/05/2004 to 05/11/2005)
(attended 2/3 CMA meeting)

Jenny lives in the Blue Mountains and works as an environmental consultant.

For many years, her interest in healthy environments and the sustainable use of natural resources has focused on the Hawkesbury-Nepean. Recent involvement includes serving as a Director on the Hawkesbury-Nepean Catchment Management Trust and the Hawkesbury-Nepean Catchment Management Board, and as a member of the Hawkesbury-Nepean River Management Forum and its Project Support Team.

Her work with non-government organisations has included being on the Management Committee for the Total Environment Centre, the Board of the Hawkesbury-Nepean Catchment Foundation and representing the NSW Nature Conservation Council.

Jenny has qualified for postgraduate studies in Master of Science at Macquarie University. During her business-focused life before catchment management, she owned and managed a number of business activities and has certificates in sales management and marketing.

Committees:

Hawkesbury-Nepean Catchment Foundation (Member)
Blue Mountains Conservation Society

KENNETH WHEELRIGHT

CMA Member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meeting)

LET Member (23/01/2004 to 05/05/2004)
(attended 4/7 LET meeting)

Ken manages a grazing property in the upper Wollondilly River catchment. He has an active interest in developing sustainable and profitable farm management practices.

Ken holds a degree in Rural Science from the University of New England, and is involved with tertiary education of agricultural students. More recently, he obtained a Bachelor of Business degree from Charles Sturt University.

Committees:

Sydney Catchment Authority

LARRY WHIPPER

LET Coordinator (23/01/2004 to 11/02/2004)
(attended 6/7 LET meeting)

Larry is a local government Councillor with the Wingecarribee Shire Council. He has played an active role in local environmental management both at a community and Council level.

He is a qualified mediator, with broad experience at an individual and group level working to reconcile disputes. Larry was a member of the Hawkesbury-Nepean Catchment Management Board.

Committees:

Hawkesbury-Nepean Local Government Advisory Group (Member)
Wingecarribee Council Environment Committee (Chair)
Wingecarribee Council Agenda 21 Committee

ELSPETH MURPHY

LET Member (23/01/2004 to 05/05/2004)
(attended 7/7 LET meetings)

Elspeth is currently a farmer and Business Director in the lower Hawkesbury-Nepean catchment. She has also previously worked as a Generalist Community Nurse.

Elspeth holds a degree in Bachelor of Social Science from the University of New England and is also a State Registered Nurse with a Nursing Certificate.

She is also a member of the Nature Conservation Council of NSW affiliated local environment groups and was a member of the Hawkesbury-Nepean Catchment Management Board.

Committees:

Hawkesbury-Nepean Catchment Foundation
(Member)
Movement Against Senseless Environmental
Sacrilege (Member)
The Hawkesbury Regional Environment Protection
Group (Member)
MacDonald Valley Association

PAUL RASMUSSEN

LET Member (23/01/2004 to 05/05/2004)
(attended 7/7 LET meeting)

Paul is a director in an information technology company and an elected councillor on the Hawkesbury City Council. Paul Rasmussen holds the degrees of Bachelor of Science (Hon), Diploma of Education, Bachelor of Engineering and a Master of Education.

He was a member of the Hawkesbury-Nepean Catchment Management Board, an alternate member of the Hawkesbury-Nepean River Management Forum and a member of the Hawkesbury-Nepean Local Government Advisory Group.

Paul is a retired Royal Australian Air Force officer.

Committees:

Lower Nepean Hawkesbury Water Users Association
(Chair)
Hawkesbury Community Radio Station (Chair)

ANTHONY WILLIAMS

LET Member (23/01/2004 to 05/05/2004)
(attended 7/7 LET meeting)

Tony is an elder of the Dharug Aboriginal nation.

Tony is a Manager with the NSW Department of State and Regional Development. He holds Bachelor degrees in Business Management and Mechanical Engineering, and trade qualifications in fitting and machining.

He is actively involved in Aboriginal community development and was awarded a Prime Ministers award for services to the Redfern Aboriginal community.

Tony was a member of the former Hawkesbury-Nepean Catchment Management Board.

Committees:

Burransworgan Association (Secretary)

Qualifications of Senior Officers:**BERNIE JOHN BUGDEN****General Manager**

Academic Qualifications – Diploma of Applied Science (Agriculture), (HAC)

Bernie has held various management positions with the Soil Conservation Service of NSW, Department of Conservation and Land Management and Department of Land and Water Conservation in delivering community-based natural resource and environmental management programs.

Bernie has had broad experience, both as a member, and an agency manager supporting Catchment Management Committees, Trusts, Boards and Landcare groups and by supporting the implementation of "committee" and group business plans by alignment of agency programs and resources.

He has played a pivotal role in supporting community outcomes by the negotiating participation by other agencies, local government and stakeholder bodies.

HUNTER-CENTRAL RIVERS CATCHMENT MANAGEMENT AUTHORITY

WEJ PARADICE

CMA Chairperson (11/02/2004 to 11/02/2007)
(attended 1/1 CMA meeting)
(attended 1/1 LET meetings)

CET Member (23/01/2004 to 11/02/2004)
(attended 1/1 LET meetings)

WEJ has a Bachelor Degree in Natural Resources, a Master of Science Degree, and a PhD and is a Fellow of the Australian Institute of Company Directors.

He is CEO of the Hunter Valley Research Foundation and served as a Trustee of the Hunter Catchment Management Trust for 15 years, including the past six years as Deputy Chairman.

WEJ was a member of the CMA Central Establishment Team

Committees:

Hunter River Salinity Trading Scheme Operations Committee (Chair)

Hexham Swamp Rehabilitation Project Steering Committee (Chair)

Australian Government and NSW Government Natural Resource Management Joint Steering Committee

JOHN ASQUITH

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

John has a Bachelor Degree in Engineering, a Master of Arts in Management Degree, and is a Fellow of the Institution of Engineers.

He has 20 years executive experience in energy and water utilities.

Committees:

Nature Conservation Council of NSW (Secretary)

Central Coast Community Environment Network (Chair)

Central Coast Centre for Sustainability (Director)

ARTHUR BURNS

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

Arthur has a Diploma in Agriculture and over 30 years experience managing his family dairy farm at Scotts Flat.

Committees:

Dairy Committee of NSW Farmers (Chair)

Hunter Valley Water Users Association (Chair)

NSW Irrigators Council (Hunter delegate)

Board of Australian Dairy Farmers (Member)

State Water Coastal Valleys Consultative Committee (Member)

Hunter River Salinity Trading Scheme Operations Committee (Member)

JULIA IMRIE

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

Julia has a Science Degree and a Diploma of Education and has worked in the environmental science and land management fields for the past 18 years. She has managed her family farm in the upper Goulburn River for 25 years.

Julia was a member of Narrabri-Coonabarabran-Coolah and Hunter Regional Vegetation Committees.

Committees:

Ulan Coal Mine Community Consultation Committee (Community representative)

Hunter Region Landcare Network (Mudgee representative)

Merriwa Bushfire Committee (Member)

NEIL ROSE

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

LET Member (12/02/2004 to 04/05/2004)
(attended 1/1 LET meetings)

LET Co-Coordinator (23/01/2004 to 11/02/2004)
(attended 1/1 LET meeting)

Neil was employed for 30 years in the power generation industry and has been involved in associated union negotiations.

He was a Director with the Boards of Pacific Power and Delta Electricity, and is a Graduate Member of the Australian Institute of Company Directors.

Neil served as Chair of the Central Coast Catchment Management Board and has been a councillor of Wyong Shire Council since 1999.

Committees:

Central Coast Health (Treasurer)

Central Coast Health's Planning and Resource Committee (Chair)

Festival Development Corporation for Mt Penang Parklands (Director)

JOHN WEATE

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

John has a Bachelor of Science Degree and has been a councillor on Great Lakes Shire Council since 1991.

He was a member of the Lower North Coast Catchment Management Board.

Committees:

Wallis Lake Estuary Management Committee (Chair)

Wallis Lake Catchment Management Plan Steering Committee (Member)

Mid North Coast Regional Weeds Advisory Committee (Member)

Hunter Central Coast Regional Weeds Advisory Committee (Member)

Hunter Northern Region Community Consultation Forum of EPA (Member)

Great Lakes Council Aboriginal Liaison Committee (Member)

JOHN RADFORD

LET Member (12/02/2004 to 04/05/2004)

(attended 1/1 LET meetings)

(attended 1/1 CMA meetings)

LET Co-Coordinator (23/01/2004 to 11/02/2004)

(attended 1/1 LET meeting)

John has a Diploma in Agriculture and served as Chair of the Lower North Coast Catchment Management Board.

John has been a dairy farmer for over 50 years.

Committees:

Westpac Rescue Helicopter Service Board in Gloucester (Member)

Barrington Water Users Association (Chair)

Barrington Landcare (Chair)

Dairy Farmers Association (Member)

NSW Farmers Association (Member)

Barrington Bushfire Brigade (Member)

HAROLD STERNBECK OAM

LET Member (12/02/2004 to 04/05/2004)

(attended 1/1 LET meetings)

(attended 1/1 CMA meetings)

LET Co-Coordinator (23/01/2004 to 11/02/2004)

(attended 1/1 LET meetings)

Harold runs a real estate business and two beef cattle properties in the Wollombi area. He served as a councillor on Cessnock City Council for 25 years and has been involved in the Floodplain Management Authorities of NSW for over 30 years.

Harold served on the Hunter Valley Conservation Trust/Hunter Catchment Management Trust for over 35 years, including the last 15 years as Chairman.

Committees:

Newcastle Catchment Management Forum (Chair)

Floodplain Management Authorities of NSW (Deputy Chair)

Hunter Water Corporation's Consultative Forum (Small Business Sector representative)

Real Estate Institute of NSW - Hunter Valley Branch (Chair)

DARYL BOWER

LET Member (23/01/2004 to 05/05/2004)

(attended 1/1 CMA meetings)

(attended 2/2 LET meetings)

Daryl has over 25 years experience managing his grazing property north-east of Singleton.

Daryl served as a Trustee of the Hunter Catchment Management Trust for almost 10 years.

Committees:

Hunter District Council of the NSW Farmers Association (Chair)

National Parks and Wildlife Service - Central Coast (Chair)

Hunter Range Region Advisory Committee

JOHN CLARKE

LET Member (23/01/2004 to 05/05/2004)

(attended 2/2 LET meetings)

John is Chief Executive Officer of the Purfleet/Taree Local Aboriginal Lands Council and was previously Chair of the Local Aboriginal Land Council for nine years. He was a member of the Lower North Coast Catchment Management Board.

Committees:

Aboriginal Education Consultative Group (Member)

Giuiwan Elders (Member)

Saltwater Tribal Council (Member)

Hunter Aboriginal Consultative Committee (Member)

Mid-North Coast National Parks and Wildlife Advisory Committee (Member)

Saltwater Advisory Committee (Greater Taree City Council's Aboriginal Representative)

BARBARA PENSON

LET Member (23/01/2004 to 05/05/2004)

(attended 2/2 LET meetings)

Barbara is Chief Executive Officer of Hunter Councils. She has senior management experience at an operational level including as Vice President Human Resources Asia Pacific for an international company and recently as a consultant providing management advisory services.

Barbara holds a Doctorate in Business Administration Degree and is a Graduate Member of the Australian Institute of Company Directors.

JANE SMITH

LET Member (23/01/2004 to 05/05/2004)

(attended 2/2 LET meetings)

Jane is the Executive Officer and founding member of the Central Coast Community Environment Network and has 10 years experience working in the environmental education sector and eight years experience working with community organisations.

Jane has a Bachelor of Mathematics Degree and a Graduate Diploma in Education.

Committees:

Board of Work Wise Inc. (Director)

Environmental Education Technical Review (Nature Conservation Council representative)

Committee for the Environmental Trust

State Executive of the Australian Association of Environmental Education (Member)

CHRIS SCOTT

CET Member (23/01/2004 to 05/05/2004)

(attended 2/2 LET meetings)

Chris is currently studying for a Bachelor of Land Management, and has previously obtained an Advanced Diploma in Land Management, a Certificate IV in Landcare, and a Certificate II in Bushland Regeneration.

Chris has a long history of involvement in the environmental field and is a primary producer in the Manning Valley area.

He was the Chair and the North Coast Community representative on the NSW Landcare Working Group.

Committees:

Manning Landcare Management Committee (Deputy Chair)

Master Tree Growers Program Steering Committee (Member)

Manning Landcare Management Committee (Chair)
Community Access to Natural Resources Information On Line (CANRI) - Community Reference Group (Member)

Greater Taree Council - Community Support Officer
Community Reference Committee (Member)

Qualifications of Senior Officers:

There were no senior officers appointed to the Hunter-Central Rivers CMA as at 30 June 2004.

LACHLAN CATCHMENT MANAGEMENT AUTHORITY

ROBERT GLEDHILL

CMA Chairperson (11/02/2004 to 11/02/2007)
(attended 2/2 CMA meeting)

LET Coordinator (23/01/2004 to 11/02/2004)
(attended 2/2 LET meeting)

Robert has been a Landholder in the Boorowa area since 1971 and more recently a Landholder in the Barmedman area. He has been a member of local government for 22 years and Mayor of Boorowa for 12 years.

Robert has been awarded the Century Medal for Services to the Community and awarded the Apex Citizen of the Year in 1996.

He was a member of the Lachlan Catchment Management Board since inauguration in 2000 and Chairman of that Board from November 2002 till December 2003 when it was dissolved to make way for the commencement of the CMA.

Committees:

Lachlan CMA - Finance and Audit Committee

MARY GOODACRE

CMA Member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meeting)

Mary is a grazier in the Canowindra - Eugowra area of the Lachlan catchment. Mary has a degree in Agricultural Science from the University of Sydney.

She has worked in agriculture and Natural Resource Management for the public service in New South Wales and the Northern Territory and currently undertakes work for Australian Wool Innovations and Land and Water Australia.

Committees:

Lachlan CMA - Finance and Audit Committee

PETER LAIRD

CMA Member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meeting)

LET Member (23/01/2004 to 05/05/2004)
(attended 1/2 LET meeting)

Peter is a grazier and irrigator in the Hillston area. He is a third generation landholder on the Willandra Creek and has a keen interest in sustainable water management for the Lachlan Valley.

Peter is currently the Mayor of the Carrathool Shire. He was previously a member of the Lachlan Groundwater Management Committee and the Lachlan Local Establishment Team.

Committees:

Lachlan CMA - Finance and Audit Committee

DAVID MARSH

CMA Member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meeting)

LET Member (23/01/2004 to 05/05/2004)
(attended 2/2 LET meeting)

David is a holistic grazier in the Boorowa area. David has been closely involved in Landcare since 1989.

He was a member of the Native Vegetation Advisory Council for five years to 2003.

David graduated with a Master of Sustainable Agriculture from the University of Sydney in 2001.

Committees:

Lachlan CMA - Finance and Audit Committee

DENNIS MOXEY

CMA member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meeting)

Dennis has a large dairy on the Lachlan River at Gooloogong. He has been a landholder in the Lachlan catchment since 1980.

Dennis is currently a Director of Jemalong Irrigation Ltd and has been for a period of 12 years.

He has been Chair of the Lachlan Valley Water for 7 years, and Chair of the Lachlan Customer Service Committee advising State Water for 6 years.

Committees:

Lachlan CMA - Finance and Audit Committee

JOHN SUTHERLAND

CMA member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meeting)

John has been operating a property adjoining the Lachlan River and the Wallamundry Creek system since 1986.

He has formal tertiary qualifications in civil engineering from the University of Sydney.

John was previously a member of the Lachlan River Management Committee.

Committees:

Lachlan CMA - Finance and Audit Committee

ADRIAN DAVEY

LET Member (23/01/2004 to 05/05/2004)
(attended 2/2 LET meeting)

Adrian is head of the School of Resource, Environmental and Heritage Sciences at the University of Canberra. He has a background in applied ecology and Natural Resource Management, with experience in policy and management roles in government, business and universities.

Adrian has had long involvement in regional resource management, participatory planning, biodiversity and heritage assessment throughout Australia and a range of developing countries.

Adrian is a Landholder in the lower Boorowa catchment, a member of the Breakfast Creek Landcare Group, and of the South-West Slopes Region National Parks and Wildlife Advisory Committee.

He was a member of the Lachlan Catchment Management Board.

ATHOL ROBERTS

LET Member (23/01/2004 to 05/05/2004)

(attended 1/2 LET meeting)

Athol has extensive experience in local government. Athol has been a Councillor with the Carrathool Shire Council for 41 years, since 1963. During this time, he held the positions of Shire President, Mayor and Deputy Shire President.

Athol was an Executive Member of the Shires Association of NSW for 12 years, during this time he was also the Treasurer of the Shires association.

Athol has been a Delegate to the Murrumbidgee County Council for 23 years, as well as being President for 8 years.

FRANK ZACNICH

LET Member (23/01/2004 to 05/05/2004)

(attended 1/2 LET meeting)

Frank is currently the General Manager, Bland Shire Council, West Wyalong, NSW.

He has extensive experience in local government having worked in both rural and metropolitan councils in NSW and SA.

Frank holds qualifications in business administration, management, planning, environmental health and building surveying.

Frank was recognised in 1999 (together with the Bland Shire team) by the Local Government Managers Australia - Excellence in Local Government Award for the Waratah Village - Aged Care Facility Redevelopment.

Qualifications of Senior Officers:

CHRIS GLENNON

General Manager

Chris has a Diploma of Applied Science in Agriculture, and a Postgraduate Diploma in Business Administration.

He has a background of experience in public sector management, having achieved 12 years senior management experience with the Soil Conservation Service, Department of Water Resources, Department of Land and Water Conservation and Department of Infrastructure, Planning and Natural Resources.

During this time, Chris was responsible for development of water policy, vegetation management and the development of the Catchment Blueprints with the previous Catchment Management Boards.

Chris has practical experience in the irrigation industry, broad acre agriculture and the management of extension programs.

LOWER MURRAY DARLING CATCHMENT MANAGEMENT AUTHORITY

MARK KING

CMA Chairperson (11/02/2004 to 11/02/2007)
(attended 1/1 CMA meetings)

LET Coordinator (23/01/2004 to 11/02/2004)
(attended 2/2 LET meetings)

Mark is from Pomona and operates a horticulture and wine business.

He is a Wentworth Shire Council Councillor and an active community member involved in promoting local and regional initiatives.

Mark was the Chair of the Lower Murray Darling Catchment Management Board.

Committees:

NSW Murray Wetlands Working Group

Wentworth Shire Council (Councillor)

Murray Darling Basin Commission - Community Advisory Committee (Member)

PATTY BYRNES

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meetings)

LET Member (23/01/2004 to 05/05/2004)
(attended 2/2 LET meetings)

Patty is a member of a family business and lives on Wamberra Station.

She was a member of the Lower Murray Darling Catchment Management Board.

Patty is very active in Natural Resource Management and enjoys showing and promoting 10,989ha of private conservation reserves on Wamberra Station. The conservation reserves were established under the Southern Mallee Guidelines.

Committees:

Rangelands Management Action Plan Inc. (Vice Chair)

South West Land Management Group (Treasurer)

Southern Mallee Regional Planning Committee (Member)

Pooncarie Field Day Inc. (Secretary)

STAN DINEEN

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meetings)

Stan was a member of the Lower Murray Darling Catchment Management Board and its predecessor, the Lower Murray Darling Catchment Management Committee (from 1993).

Stan has lived in Broken Hill since 1953, giving him much insight to the water supply and quality issues facing an inland city.

Committees:

Australian Institute of Company Director (Member)

Australian Inland (Director)

GARY DOYLE

CMA Member (05/05/2004 to 05/11/2005)
(attended 0/1 CMA meetings)

Gary is part of a family business that runs the properties "Petro" and "Montarna" with a combined area of 39,000 ha (of which about 9500 ha is cropped mostly on a 2 year rotation).

He also manages a 16,000ha private conservation reserve that was established under the Southern Mallee Guidelines.

Gary was the inaugural President of Mallee Sustainable Farming, serving for 6 years and is a member of the Southern Mallee Regional Planning Committee.

He spent many years shearing and running shearing teams as Regional Manager for Grazcos shearing company in the Western Division.

Committees:

South West Land Management Group (Member)

Southern Mallee Regional Planning Committee (Member)

HOWARD JONES

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

LET Member (23/01/2004 to 05/05/2004)
(attended 2/2 LET meetings)

Howard's main occupation is as a viticulturist and he has an extensive understanding and knowledge of the irrigation industry.

After spending much of his leisure time either on or near the water, Howard has witnessed the degradation of many wetland and floodplain systems. The decline of these ecosystems prompted Howard to become a pro-active community member and take an interest in the future management of wetlands and floodplains.

Committees:

NSW Murray Wetlands Working Group (Chair)

Western Murray Irrigation Ltd (Member)

LEIGH WATMUFF

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

Leigh was born and raised in Curlwaa and owns and operates a citrus property in Curlwaa and Coomealla.

Leigh is also a secondary school teacher at Coomealla High School.

Committees:

Director Western Murray Irrigation Ltd

DAVID MCMILLAN

LET Member (23/01/2004 to 05/05/2004)
(attended 2/2 LET meetings)

David has been working in Local Government for 35 years, being CEO and GM at various NSW and Victorian Councils.

David has spent the past 10 years with Wentworth Shire Council.

Committees:

Wentworth Shire Council (General Manager)

Qualifications of Senior Officers:

There were no senior officers appointed to the Lower Murray Darling CMA as at 30 June 2004.

MURRAY CATCHMENT MANAGEMENT AUTHORITY

KELVIN BAXTER

CMA Chairperson (11/02/2004 to 11/02/2007)
(attended 2/2 CMA meetings)

Kelvin is a landholder in the Berrigan district, farming both irrigated and dryland enterprises in a family partnership. He also owns a bulk transport business that operates predominantly in the Riverina of NSW.

Kelvin has been involved in land and water issues in the region for many years and is committed to a balanced outcome for the Murray Catchment.

He was inaugural Chair of Murray Irrigation Ltd and more recently was Chair of their Environment Committee. The initial negotiation of the Murray Land and Water Management Plans between government and the community were achieved during his Chairmanship.

Committees:

Murray Darling Basin Commission - Community Advisory Council
Murray Darling Basin Commission - Hume to Yarrawonga Waterway Advisory Group

LOUISE BURGE

CMA Member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meetings)

Louise Burge is a farmer from the Tuppall region.

For many years she has been involved in Natural Resource Management issues seeking an integrated approach within productive farming systems.

Committees:

NSW Farmers Association (Executive)
NSW Farmers Association - CRM Committee

JONATHON HOWARD

CMA Member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meetings)

Jonathon is a lecturer at Charles Sturt University. His research and teaching interest focuses on the social psychology of water management including catchment management, community education and visitor planning.

He comes to the Authority having previously been involved with the Murray Catchment Management Board, the Murray Groundwater Committee, the Murray Unregulated Rivers Committee, and the Hawkesbury-Nepean Catchment Management Trust.

He lives on a small farm in Jindera.

Committees:

Murray Groundwater Management Committee
Inland Rivers Network
Bowna Arm Landcare Group
Australian Association for Environmental Education
National Council of the Australian Association for Environmental Education

LAURA ROSS

CMA Member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meetings)

Laura is a member of the Muthi Muthi tribe. Laura is a project officer for the Yarkuwa Indigenous Knowledge Centre and is involved in Indigenous cultural heritage issues as well as the indigenous perspective on Natural Resource Management.

BRIAN SHARP

CMA Member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meetings)

Brian has been involved in natural resource management for a number of years including the NSW Murray Catchment Committee, which then became the Murray Catchment Management Board. He is also the Central Murray Floodplain Management Committee, Gulpa Creek Management Committee and Moama Floodplain Management Committee. Brian is currently a board member of the Murray Darling Association.

Brian has been involved in local government since 1994, has served as President (2000/03) of the "F" Group of Councils - NSW Shires Association and is currently Mayor of the Murray Shire.

Committees:

NSW Murray Wetlands Working Group
NSW Shires Association (Executive)
Murray Regional Organisation of Councils (Chair)
Murray Shire (Mayor)
"F" Group of Councils (President)

PAUL TREVETHAN AM

CMA Member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meetings)

Paul is a farmer from Howlong. His past employment has included teaching and research and development.

He has a history of involvement with Landcare and resource management at local, regional, state and national levels.

He was also an elected member of Local Government for eight years.

DARYL MCGREGOR

LET Coordinator (23/01/2004 to 11/02/2004)
(attended 0/0 LET meetings)

Daryl holds tertiary qualifications in Civil Engineering (Hon), Engineering Science (Masters), Business Administration (Masters), is a qualified Engineer of Water Supply (Vic) and a qualified Municipal Engineer (Vic/NSW).

His experience includes 11 years in Consulting Engineering (Associate Director of Kinhill Rofe P/L 1982). He joined Albury City Council as Assistant Water and Sewerage Engineer (1984) and is currently Manager of Albury Water.

His areas of expertise and interest embrace local government management, water supply, water resources, natural resource management, wastewater treatment and management, civil engineering, traffic management, infrastructure development and environmental management. He has presented and published over 60 professional papers in these and related fields.

DARYL MCGREGOR *continued***Committees:**

NSW Water Directorate (Chair)
Murray Darling Basin Commission - Community Reference Panel on Water Quality and Environmental Flows (Member)
Murray Darling Basin Commission - Community Advisory Committee to the Ministerial Council (Member)
Murray Regional Algal Coordinating Committee (Member)
Murray Darling Basin Commission - Rivers Knowledge Committee (Member)

NORM BRENNAN

LET Member (23/01/2004 to 05/05/2004)
(attended 3/3 LET meeting)

Norm and his wife Linda have operated a small retail business in the Conargo area for the last twelve years after moving from Melbourne.

Norm has a Certificate of Business Studies.

A keen interest in natural resource management issues was developed in his employment with the Melbourne and Metropolitan Board of Works, in the position of Senior Administration Officer Waterways and Parks Division. This continued when he was elected to the Conargo Shire in 1995 and given the area of Natural Resource Management as a portfolio.

Committees:

Conargo Shire Council – Natural Resource Management Committee
Murray Valley Community Action Group
North Conargo Land Management Group Inc. (Member)
Coalition of Conservation Councils

SALLY DYE

LET Member (23/01/2004 to 05/05/2004)
(attended 2/3 LET meeting)

Sally lives with her husband and three children on their property "Murgha" on the Edward River between Deniliquin and Moulamein, grazing sheep and producing some irrigated crops.

Originally qualified as a Nursing Sister, she also has qualifications in Farm Business Management and Dispute Resolution.

With a long- standing interest in all Natural Resource Management issues, Sally believes that for successful outcomes to be achieved planning at a local level to engage the stakeholders is essential, as is equitable implementation.

She is a strong advocate for landholder participation in Natural Resource Management issues and recognises that triple bottom line outcomes are essential to be successful in achieving environmental objectives.

Committees:

Conargo Shire Council (Councillor)
Conargo Shire Council – Natural Resource Management Subcommittee
Central Murray Floodplain Management Plan Committee
Central Murray Floodplain Management Plan Committee - Wetland subcommittee (Member)

SALLY DYE *continued*

Lower Forest Creek Landholders Working Group (Chair)
Yanco Tributaries and Creek Advisory Council (Delegate)
North Conargo Land Management Group Inc (Member)
Coalition of Conservation Councils

LEANNE WHEATON

LET Member (23/01/2004 to 05/05/2004)
(attended 3/3 LET meeting)

Formerly Deputy Chair of the Murray Catchment Management Board, Leanne has been an active member of the Murray Catchment Committee/Board since 1994 with her special interest being nature conservation.

Leanne possesses great technical knowledge and practical skills in vertebrate pest control and established and Chairs the "Spotlight on Foxes" committee which oversees feral animal control over 10,000 sq km of the Catchment, bringing together Landcare groups, local government, Rural Lands Protection Boards and landholders.

Leanne has previously worked for Greening Australia providing on-ground vegetation advice to landholders, has worked as a Landcare Co-ordinator and has been a farmer for all of her working life.

Qualifications of Senior Officers:

There were no senior officers appointed to the Murray CMA as at 30 June 2004.

MURRUMBIDGEE CATCHMENT MANAGEMENT AUTHORITY

LEE O'BRIEN

CMA Chairperson (11/02/2004 to 11/02/2007)
(attended 3/3 CMA meetings)

LET Coordinator (23/01/2004 to 11/02/2004)
(attended 2/2 LET meetings)

Lee has a Bachelor of Education (Technical) degree. In partnership with his wife Hetty, Lee owns and operates a sheep and dryland cropping farm at Henty in the southern part of the mid-Murrumbidgee catchment. He has a strong interest in Landcare, profitable - sustainable farming systems and integrated natural resource management. Lee was previously the Deputy Chair of Murrumbidgee Catchment Management Board.

Lee has been an active member of the Alma Park/Pleasant Hills Landcare Group over past ten years and was formerly an executive committee member of the Eastern Riverina Landcare Network.

Lee welcomes the devolution of natural resource management decision making to regional bodies and is committed to working with all stakeholders to address the vast range of natural resource issues in our catchment.

Committees:

Murray Darling Basin Ministerial Council - Community Advisory Committee

FLO GRANT

CMA Member (05/05/2004 to 05/11/2005)
(attended 3/3 CMA meetings)

Flo resides near Wagga Wagga and is a Wiradjuri Elder.

As a former member of the Murrumbidgee Unregulated Streams Management Committee, Flo has considerable experience in Natural Resource Management, in particular water and Indigenous issues.

Committees:

Murrumbidgee Natural Resource Management and Traditional Cultural Heritage Reference Group

CLAUDIA NYE

CMA Member (05/05/2004 to 05/11/2005)
(attended 3/3 CMA meetings)

Claudia has obtained a Bachelor of Education, Masters of Education and Diploma of Counselling. Claudia comes to the Murrumbidgee Catchment Management Authority with a background in education and Local Government. Both areas have strengthened her passion for community engagement in Natural Resource Management.

Over the past decade she has been involved in her local Landcare group and committees representing areas such as mine remediation, sub- regional planning and groundwater issues. Knowledge gained as a member of the previous Murrumbidgee Catchment Board will inform decisions she brings to the CMA.

As a grazier in the Upper Murrumbidgee, Claudia understands the necessity for sound environmental practice to achieve long term sustainable land management outcomes.

MIKE SCHULTZ

CMA Member (05/05/2004 to 05/11/2005)
(attended 3/3 CMA meetings)

LET Member (23/01/2004 to 05/05/2004)
(attended 2/2 LET meetings)

Mike is from Leeton, his town of birth, and received his education in the Riverina. Mike has a background in horticulture and ecology, and was a member of the Murrumbidgee Catchment Management Board.

Through his involvement with native vegetation and wildlife, and water organisations, Mike brings experience and a good understanding of Natural Resource Management and biodiversity conservation to the Murrumbidgee Catchment Management Authority.

Mike has a commitment to conservation management of the Murrumbidgee Catchment's natural resources and heritage, for the Murrumbidgee Catchment and its community as a whole.

DICK THOMPSON

CMA Member (05/05/2004 to 05/11/2005)
(attended 3/3 CMA meetings)

LET Member (23/01/2004 to 05/05/2004)
(attended 2/2 LET meetings)

Dick owns and operates a broad acre irrigation farm at Hanwood producing rice, winter cereals and prime lambs. Dick was elected to the initial irrigators Board in 1989 and in July 1997 he chaired the former Murrumbidgee Irrigation State Owned Corporation.

Dick was a member of the Murrumbidgee Catchment Management Board and the Murrumbidgee River Management Committee. Dick was also a member of the expert scientific panel, which provided a report to the Murrumbidgee River Management Committee in 2000.

Committees:

Murrumbidgee Irrigation (Chair)

NSW Irrigators' Council (Executive member /Treasurer)

State Water – Murrumbidgee Customer Services Committee (Member)

Tumut Advisory Committee (State Water – Murrumbidgee Customer Services Committee representative)

JOHN MCINNES

LET Member (23/01/2004 to 05/05/2004)
(attended 1/2 LET meetings)

John runs an irrigation property within the Coleambally Irrigation Area and was a member of the Murrumbidgee River Management Committee and the Murrumbidgee Groundwater Management Committee.

John has a long history with local government as ex-Mayor of the Murrumbidgee Shire Council.

Committees:

Councillor, Murrumbidgee Shire Council

Qualifications of Senior Officers:

JOHN SEARSON

General Manager

Bachelor of Veterinary Science, Master of Veterinary Science.

NAMOI CATCHMENT MANAGEMENT AUTHORITY

JIM MCDONALD

CMA Chairperson (13/02/2004 to 13/02/2007)
(attended 0/0 CMA meeting)

LET Coordinator (23/01/2004 to 13/02/2004)
(attended 1/1 LET meeting)

Jim provides the CMA with skills in commercial enterprises, primary production, community leadership, negotiation and consultation with Company Directorship experience.

He has an Associate Diploma in Farm Management and a career as the owner/manager of Marianker Partnership, a farming business near Quirindi, being among the first in the world to be certified to the international standard ISO 14001.

Jim has had extensive experience in natural resource management through the development of policy advice for the Australian and NSW Governments on planning, community consultation processes, and the development, management and monitoring of research and analytical projects.

Committees:

Science and Information Board (DIPNR)
Australian Government and NSW Government
Natural Resource Management Joint Steering Committee

JEFF AUSTIN

CMA Member (05/05/2004 to 05/11/2005)
(attended 0/0 CMA meeting)

LET Member (23/01/2004 to 05/05/2004)
(attended 1/1 LET meeting)

Jeff is a Chartered Professional Engineer who has lived at Walgett for the past 26 years, most of which was as Council's Chief Engineer. He now conducts a private business as an accredited Engineer Mediator and Facilitator for Natural Resource and Local Government issues. He was previously Chair of the NSW Great Artesian Basin (GAB) Advisory Committee.

Jeff is an independent Director of a local grain co-operative, and until recently a technical representative to the Local Government and Shires Association Water Resources Committee. Currently he is Acting General Manager of Walgett Shire Council.

Committees:

National Great Artesian Basin Coordinating Committee

ED COLLESS

CMA Member (05/05/2004 to 05/11/2005)
(attended 0/0 CMA meeting)

Ed holds a Bachelor of Business (Agricultural Commerce) from the University of New England - Orange Agricultural College. He is currently the Chief Executive Officer, Walgett Special One Co-operative Ltd.

Previous to this, Ed worked for the Queensland Department of Primary Industries as a Farm Financial Counsellor, Regional Extension Specialist, and later as the Regional Coordinator then State Coordinator, for Property Management Planning.

Ed currently owns a farming and grazing enterprise at Walgett.

GEORGE PAUL

CMA Member (05/05/2004 to 05/11/2005)
(attended 0/0 CMA meeting)

George has qualifications as a Fellow of the Chartered Institute of Accountants, Associate of the Australian Society of Accountants, Admitted Barrister of the Supreme Court (1971) and a Local Government Auditor.

George has extensive experience as a Practising Chartered Accountant (1959-97) as the senior partner in an accounting firm with offices at Gunnedah, Boggabri and Narrabri, providing taxation and financial advice to various businesses and farming enterprises and the Auditor to Gunnedah, Narrabri and Coolah Shire Councils.

Committees:

New England/North West Area Consultative Committee – sub-committee Namoi Valley Structural Adjustment Committee (Deputy Chair)

HEATHER RANCLAUD

CMA Member (05/05/2004 to 05/11/2005)
(attended 0/0 CMA meeting)

LET Member (23/01/2004 to 05/05/2004)
(attended 1/1 LET meeting)

Heather holds a Bachelor of Nursing and has completed Native Plant Identification and Landcare Studies (TAFE 2002) and a Rural Entrepreneurship (Sydney University/Orange Campus 2003)

She owns a mixed farming and intensive livestock including dairy, poultry and rabbits (30 years).

Heather has worked as a General Nurse training from 1974-77. She has also worked as a Project Officer for Armidale Tree Group, Grassy Ecosystems Grants (2001-2003) and a Community Services Coordinator, Local Government (2002-04).

GLEN INGLIS

LET Member (23/01/2004 to 05/05/2004)
(attended 1/1 LET meeting)

Qualifications of Senior Officers:

There were no senior officers appointed to the Namoi CMA as at 30 June 2004.

NORTHERN RIVERS CATCHMENT MANAGEMENT AUTHORITY

JUDY HENDERSON

CMA Chairperson (11/02/2004 to 11/02/2007)
(attended 2/2 CMA meetings)
(attended 1/1 LET meeting)

Judy was born and raised on a dairy farm on the Bellinger River where she currently resides. Judy has extensive involvement in high profile national and international organisations.

She is highly motivated to support sustainable resource management systems and is a strong advocate for sustainable regional development.

Judy is impressed by the breadth and extent of commitment to improved natural resource outcomes, evident throughout the CMA area, and is looking forward to building community capacity and working with people who are active on the ground.

Judy is a retired medical practitioner, specialised in paediatrics.

Committees:

Environmental Protection Authority Board
Australian Ethical Investment Ltd.
The World Commission on Dams
The Global Reporting Initiative

JACK BEETSON

CMA Member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meetings)

Jack is a Ngembaa man from the Nyngan area. He is a highly respected member of the NSW Aboriginal community with 20 years experience in executive positions at a national and international level in adult education.

He has a Bachelor degree in Adult Education and held various teaching positions at the Tranby Aboriginal College, Glebe from 1985-2003 and was Executive Director for 5 years.

Jack now runs the Aboriginal philosophy farm, 'Linga Longa' at Rollands Plains, the world's first Indigenous Philosophy and Culture farm, which brings together black and white to learn from each other.

DAVID DONNELLY

CMA Member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meetings)

David is a beef cattle farmer and fifth generation Australian from the Glen Innes District with extensive experience in local government and Natural Resource Management.

For 23 years, David was a Councillor with the Glen Innes Municipal Council, including 10 years as Mayor. He was Chair of Northern Regional Council Organisation and a member of the Local Government State Executive and NSW Country Mayors' Association.

David was Deputy Chair of the Upper North Coast Catchment Management Board and a member of Northern Tablelands Regional Vegetation Committee and Clarence/North West Vegetation Committee and has been a long time participant in local Landcare.

Committees:

Glen Innes Municipal Council (Councillor)

ROBERT QUIRK

CMA Member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meetings)

LET Member (23/01/2004 to 05/05/2004)
(attended 2/2 LET meetings)

Robert has been a sugar cane grower in the Tweed for 40 years, the last 10 working with scientists from CSIRO and three Australian Universities to improve the environmental sustainability of cane farms, while developing best practice for water quality.

He was a Churchill Fellow in 2001/2 travelling to USA, the Netherlands and China for research on Acid Sulphate Soils. Robert served for some years on the State Acid Sulphate Soils Committee, ASSMAC.

Committees:

Tweed Cane Growers (Senior Vice President)
Industry-Wide Committee (Deputy Chair)
Member of three Tweed Shire Committees

JULIE WOODROFFE

CMA Member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meetings)

LET Member (11/02/2004 to 05/05/2004)
(attended 2/2 LET meetings)

LET Co-Coordinator (23/01/2004 to 11/02/2004)
(attended 0/0 LET meetings)

Julie is a Scientist (ecology), by training and has extensive on-ground experience across the Northern Rivers in property management planning and vegetation services.

She lives and works on a property at Gleniffer in Bellingen Shire and also operates as an independent provider to property owners and various natural resource management organisations.

As Chair of the Upper North Coast Catchment Management Board, Julie guided the development of the Upper Northern Coast Catchment Blueprint. She was subsequently one of the co-convenors of the Local Establishment Team, the interim body between the Catchment Management Board and the establishment of the Northern Rivers CMA.

Committees:

Nature Trust NSW (Director)
Commonwealth-NSW Natural Heritage Trust Steering Group

SALLY WRIGHT

CMA Member (05/05/2004 to 05/11/2005)
(attended 2/2 CMA meetings)

Sally is a sheep and beef farmer from the New England Tablelands, co-owning and managing a 2000 hectare grazing property east of Guyra which involves sheep and cattle breeding, cattle trading and a 2,000 pig feedlot.

She is a graduate in Agricultural Science with extensive experience in the profitable and sustainable management of soils and pastures. She is a strong believer in the importance of biodiversity to maintain healthy and productive systems.

Sally has many years of experience in local Landcare, was a former Chair of the very successful Southern New England Landcare Coordinating Committee.

SALLY WRIGHT *continued*

She was a member of the Upper North Coast Catchment Management Board and the Clarence Catchment Management Committee.

Committees:

Dorrigo Catchment Steering Group (Chair)

DIANA ROBERTS

LET Member (11/02/2004 to 05/05/2004)
(attended 2/2 LET meetings)

LET Co-Coordinator (23/01/2004 to 11/02/2004)
(attended 0/0 LET meetings)

Diana resides on a 150 acre rural property in the Nimbin area of northern NSW. She has vast experience in natural resource management with a focus on water quality, sustainable use of natural resources and environmental restoration.

She was a former Councillor with Lismore City Council for 12½ years and held various positions with County Councils and on Council Committees with a focus on Natural Resource Management. She has also worked extensively on natural resource issues with local communities and community groups.

Diana was the Chair of the Northern Rivers Catchment Management Board.

Committees:

Local Government Reference Group (Member)

JIM MORRISON

LET Member (23/01/2004 to 05/05/2004)
(attended 2/2 LET meetings)

Jim has a degree majoring in Geography and Planning, and a Graduate Diploma in Science and Ecology. He was a representative of Nature Conservation Council on various Natural Resource Management Committees (including Northern Rivers Catchment Management Board and the Tenterfield Regional Vegetation Committees).

Jim is widely involved in forest conservation and community advocacy issues. He has vast experience in Natural Resource Management issues.

Committees:

North Coast Environment Council

Upper North Coast Water Management Committee
(Deputy Member)

Border Rivers Water Management Committee
(Deputy Member)

Kyogle Bush Fire Management Committee (Member)

DAVID STELLER

LET Member (23/01/2004 to 05/05/2004)
(attended 2/2 LET meetings)

David is a Civil Engineer with Armidale/Dumaresq Council and has represented Local Government on a number of natural resource management committees.

CHRIS SCOTT

CET Member (23/01/2004 to 05/05/2004)
(attended 2/2 LET meetings)

Chris is currently studying for a Bachelor of Land Management, and has previously obtained an Advanced Diploma in Land Management, a Certificate IV in Landcare, and a Certificate II in Bushland Regeneration.

Chris has a long history of involvement in the environmental field and is a primary producer in the Manning Valley area.

He was the Chair and the North Coast Community representative on the NSW Landcare Working Group.

Committees:

Manning Landcare Management Committee (Deputy Chair)

Master Tree Growers Program Steering Committee
(Member)

Manning Landcare Management Committee (Chair)
Community Access to Natural Resources Information On Line (CANRI) - Community Reference Group
(Member)

Greater Taree Council - Community Support Officer
Community Reference Committee (Member)

Qualifications of Senior Officers:**MICHAEL PITT****General Manager**

Michael has a Bachelor of Agriculture (Hons) and majored in agricultural economics and pure economics. His former experience is a mix of farm owner, commercial banking and judicial management of companies.

He has eleven years employment in natural resource agencies and was appointed General Manager, Northern Rivers Catchment Management Authority in June 2004.

SOUTHERN RIVERS CATCHMENT MANAGEMENT AUTHORITY

PAM GREEN

CMA Chairperson (11/02/2004 to 11/08/2005)
(attended 1/1 CMA meeting)

LET Co-Coordinator (23/01/2004 to 11/02/2004)
(attended 5/5 LET meetings)

Pam holds a Diploma The Australian Insurance Institute 1986, Counsellor Nursing Mothers Association of Australia 1984, Australian Commercial Disputes Centre - Local Government Planning and Development Mediator 1999, Local Government Councillor 1995-04 and Mayor 2002-04.

Committees:

Southern Councils Group Natural Resources Management Committee (Member)
Regional Coordinators Management Committee (Member)
Southern Rivers CMA - Finance and Audit Committee (Ex Officio Member)
Southern Rivers CMA - Risk Management Committee
South Coast Water Management Committee (Member)
NSW Coastal Envirofund Panel (Chair)
National Envirofund Panel (Chair)
Natural Heritage Trust Advisory Committee (Member)

JOHN KERIN AM

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

John holds a Bachelor of Arts (UNE), and a Bachelor of Economics (ANU). He is a Fellow of the Australian Agricultural and Resource Economics Society and the Academy of Technological Sciences and Engineering.

John was a former Commonwealth Parliamentary Minister (1983-93) including and mainly for Primary Industries and Energy (agriculture, fisheries and forests), during which he Chaired the Murray Darling Basin Council, initiated Ecological Development Process and Resource Assessment Commission.

He formally Chaired the Queensland Fisheries Management Authority (and Reef MAC, Trawl MAC), Board NSW State Forests, NSW Water Advisory Council, and the Premier's Taskforce on Resource Sustainability and Farm Viability.

Committees:

Co-Operative Research Centre's (CRC) for Weed Management, Tropical Savannas, Production Forestry and Dep. (Chair)
CRC for Sensor Signal and Information Processing (Chair)
Management Committee of the Stored Grain Research Laboratory (Chair)
Ovine Johne's Disease Program Advisory Committee (Chair)
ACT Br. Australian Agricultural and Resource (Chair)
Economics Society Council Member Birds Australia, Trustee WWF. (Member ACF, NPA MCS).
Southern Rivers CMA Audit Committee (Member)

CHARLES LITCHFIELD

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

LET Member (23/01/2004 to 05/05/2004)
(attended 4/5 LET meetings)

Charles is currently studying a Masters of Environmental Law. He has a Bachelor of Education, a Certificate in Project Management and was a Graduate in the Australian Rural Leadership Program.

Committees:

Monaro Biodiversity Strategy Management Committee
Snowy River Restoration Management Committee
Southern Rivers CMA Risk Management Committee
Snowy River Bushfire Management Committee
Monaro Regional Weeds Committee

GERRY MOORE

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

Gerry Moore is a Community Leader within the immediate community of the Shoalhaven and is well known locally, regionally and throughout the State of NSW.

Committees:

Queanbeyan ATSI Regional Council
NSW Regional Community Consultative Council
Commonwealth Advisory Committee on Homelessness
Shoalhaven Community Development Aboriginal Corporation (Chair)
Mia-Mia Properties Corporation (Chair)
South Eastern Aboriginal Legal Service (CEO)

KERRY PFEIFFER

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

LET Member (23/01/2004 to 05/05/2004)
(attended 4/5 LET meetings)

Kerry is a Business Owner/Manager and Company Director.

Kerry was a General Councillor with the NSW Farmers Association (1992-98). He chaired the Eden Region Forest Forum, Comprehensive Regional Assessment process (1996-98) and the Far South Coast Catchment Management Committee (1997-99).

He was a member of the NSW State Catchment Management Coordinating Committee (1997-98), the NSW Landcare Working Group (1996-97), Native Vegetation Advisory Council (1998), the NSW State Assessment Panel for the Natural Heritage Trust (1996-02), the NSW State Noxious Weeds Advisory Committee (1999-02), Deputy Chair South East Catchment Management Board (2000-03) and Convenor of the Twofold Bay & Hinterland Management Planning Process (2001-02).

PAUL MARTIN

LET Member (11/02/2004 to 05/05/2004)

(attended 0/3 LET meetings)

LET Co-Coordinator (23/01/2004 to 11/02/2004)

(attended 2/2 LET meetings)

Paul has a Bachelor in Juris/LIB and Master of Commerce (CPA).

He is the Chairman of Infomaster Pty Limited (spatial and asset management systems), Director Enterprise Value Realisation Pty Limited and Profit Foundation Pty Limited (consulting services).

Paul is the author of multiple studies for Land and Water Australia and others on sustainability policy and strategy. He was formerly Visiting Fellow at the Australian Graduate School of Management and Visiting Professor, Sydney University Graduate School of Business.

Paul was the Deputy Chair, Hacking River Catchment Management Committee.

Committees:

National Catchment Management Red Tape (Member)

Reduction Taskforce

Port Hacking Protection Society (President)

Port Hacking Management Panel (Member)

National Healthcare Alliance (Coordinator)

JOHN KLEM

CET Member (23/01/2004 to 11/02/2004)

(attended 2/2 LET Meetings)

John manages a grazing property around 30 kilometres from Goulburn. John holds a Diploma in Agriculture from Hawkesbury Agricultural College and a Bachelor of Arts degree from the University of Canberra.

He was formerly the Chair of the Wollondilly Catchment Management Committee, Chair of the Hawkesbury-Nepean Catchment Management Trust, Chair of the State Catchment Management Coordinating Committee, Chair of Namoi Valley Groundwater Anomalies Committee and a past member of the NSW CMA Central Establishment Team.

Committees:

Australian Landcare Council

Natural Resources Advisory Committee (Member)

Heffernans Creek Landcare Group

BRUCE THOM

CET Member (23/01/2004 to 05/05/2004)

(attended 5/5 LET meeting)

Bruce was Vice-Chancellor of the University of New England (1994-96). He has held positions such as Foundation Professor of Geography, Royal Military College, Duntroon (University of New South Wales, 1977-84), Professor of Geography University of Sydney (1985-93), and Pro-Vice-Chancellor Research, University of Sydney (1990-93). He holds the title of Emeritus Professor from University of Sydney.

He served as Chair of the Australian State of Environment Committee (1998-02), and as Chair of the Coastal Council of New South Wales (1999-04).

He is Visiting Professor in the Faculty of Built Environment at the University of NSW and is also a member of the Wentworth Group of Concerned Scientists responsible for publishing the "Blueprint for a Living Continent".

Qualifications of Senior Officers:

There were no senior officers appointed to the Southern Rivers CMA as at 30 June 2004.

SYDNEY METROPOLITAN CATCHMENT MANAGEMENT AUTHORITY LOCAL ESTABLISHMENT TEAM

BOB JUNOR

LET Coordinator (23/01/2004 to 30/06/2004)
(attended 5/5 LET meetings)

Bob has worked in natural resource management for 46 years. His career developed in the NSW Soil Conservation Service where he worked throughout the State. He was the Commissioner of Soil Conservation (NSW) 1987-92 and President of the International Soil Conservation Organisation 1989-92.

Since 1992 he has consulted to government and the private sector on numerous audits, reviews and plans. He has served as a member of the Board of the NSW Environment Protection Authority since 1992. He was Chairman of Greening Australia (NSW) 1992-97, Chairman of the Community Consultative Committee of the Murray-Darling Basin Commission 1992-95 and industry representative on the NSW Coastal Council 1992-99.

Since February 2003 he has been the Chairman of the Upper Parramatta River Catchment Trust. He has played a leading role since late 2003 in establishing Catchment Management Authorities throughout NSW and, in particular, has chaired the Local Establishment Team for the proposed Sydney Metropolitan CMA.

PATRICIA HARVEY

LET Member (23/01/2004 to 30/06/2004)
(attended 2/5 LET meetings)

Patricia grew up in the rural Riverina area. She moved to Mosman, Sydney and has lived there with her husband for over 40 years.

Patricia was elected a Mosman Councillor in 1983 and became Deputy Mayor in 1987-93 and again in 1994-95. She was the first woman to be elected Mayor of Mosman in 1993-94.

With a background in biological sciences she has spent 21 years representing her local community's concerns about beach and water pollution, Sydney's sewerage system and community service. She has served as a member of the Coastal Council of NSW, the Sydney Coastal Councils Group and the Beachwatch Committee.

Patricia has also served as the elected independent member of the Executive of the Local Government Association (1996-00) and the Chair of the Sydney Harbour Catchment Management Board.

She is a prominent lobbyist and is committed to furthering the community-government partnership in natural resource management.

GENIA MCCAFFERY

LET Member (23/01/2004 to 30/06/2004)
(attended 3/5 LET meetings)

Genia McCaffery's 30 year career has spanned research, youth assistance and unemployment schemes, media management for community action groups and as a North Sydney Councillor.

She has continued to focus her career on serving her community and was elected to North Sydney Council as Mayor in 1995. She was re-elected as Mayor in 1999 for a further four-year term.

She has been a member of the Local Government Executive since 1998 and has served as a member of the Local Government Environmental and Planning Committee, Deputy Chair of Resource NSW and the Sydney Harbour Catchment Management Board.

Genia is currently on the Advisory Committee of the State of the Environment Council and represents local government on the Land and Environment Court Users Group. She is committed to protecting the environment and to maintaining strong community involvement in local government.

Committees:

Department of Environment and Conservation facilitated Working Group on Sydney Harbour Contaminated Sediment Remediation
Advisory Committee of the State of the Environment Council

RICHARD McLAUGHLIN

LET Member (23/01/2004 to 30/06/2004)
(attended 4/5 LET meetings)

Richard has had a lifelong interest and connection with his local community. Resulting from his interest in the community he became a participant of his local Neighbourhood Watch Group.

Subsequently he followed up this interest and commitment to the community by pursuing a local government career. He was elected to Bankstown Council in 1995 and re-elected in 1999 and 2004. His council ward area, bounded by Georges River and Salt Pan Creek, fostered his interest in water-focussed Council and interagency committees.

He was involved in the former Georges River Riverkeeper Program (Chair), the Little Salt Pan Creek Estuary Management Committee (Chair) and the Southern Sydney Catchment Management Board (Member).

Committees:

Georges River Floodplain Management Committee (Chair)
Chipping Norton Lakes Management Committee (Member)
Georges River Combined Councils Committee (Member)
Western Sydney Regional Organisation of Councils (Director - Bankstown Council)

PHILLIP SANSOM

LET Member (23/01/2004 to 30/06/2004)
(attended 5/5 LET meetings)

Philip has been a Hurstville City Councillor since 1991 and was Mayor in 1999-00. He chairs the Planning and Environment Committee of Hurstville City Council, the Planning and Environmental Issues Committee of the Southern Sydney Regional Organisation of Councils and the Southern Sydney Stormwater Extension Reference Panel.

He is a member of the Georges River Combined Councils Committee, the Southern Sydney National Parks and Wildlife Service Regional Advisory Committee and previously served on the Georges River Regional Environment Plan Section 22 Committee.

PHILLIP SANSOM *continued*

Phillip was a member of the Policy and Planning Subcommittee of the State Catchment Management Coordinating Committee and was appointed to the Botany Bay Strategy Advisory Committee in 2003 to provide advice to the government on natural resource environmental management and planning issues. He was also Chair of the Southern Sydney Catchment Management Board in 2001-03.

Committees:

Georges River Combined Councils Committee
Southern Sydney National Parks and Wildlife Service
Regional Advisory Committee

LEWIS SOLBERG

LET Member (23/01/2004 to 30/06/2004)

(attended 5/5 LET meetings)

Lewis was born in Baradine NSW in 1938 and came to Sydney at the age of 4 years. He initially lived in Erskineville then moved to Redfern. He attended Cleveland Street School, used to fish at Watsons Bay, sells papers on trams and worked for Bullen Brothers Circus. He delivered ice to tenants in his street. At age 12, he moved to Hargrave Park (now Warwick Farm) and recalls swimming in Cabramatta Creek. At 15, he lived in South Strathfield and used to swim in the Cooks River at Enfield. He maintains strong affiliations with Sydney Harbour and Cabramatta Creek.

He has spent many years pursuing knowledge of his heritage. He was introduced to the Gandangara Aboriginal Land Council and later proved his Aboriginality. Today he is encouraging everyone to protect our land and water. He says "land is everything to us, anyone born in Australia are my brothers and sisters, you are all part of this land".

BRUCE THOM

LET Member (23/01/2004 to 30/06/2004)

(attended 5/5 LET meetings)

Bruce was Vice-Chancellor of the University of New England (1994-96). He has held positions such as Foundation Professor of Geography, Royal Military College, Duntroon (University of New South Wales, 1977-84), Professor of Geography University of Sydney (1985-93), and Pro-Vice-Chancellor Research, University of Sydney (1990-93). He holds the title of Emeritus Professor from University of Sydney.

He served as Chair of the Australian State of Environment Committee (1998-02), and as Chair of the Coastal Council of New South Wales (1999-04).

He is Visiting Professor in the Faculty of Built Environment at the University of NSW and is also a member of the Wentworth Group of Concerned Scientists responsible for publishing the "Blueprint for a Living Continent".

Qualifications of Senior Officers:

There were no senior officers appointed to the Sydney Metropolitan CMA as at 30 June 2004.

WESTERN CATCHMENT MANAGEMENT AUTHORITY

RORY TREWEEKE

CMA Chairperson (11/02/2004 to 11/02/2007)
(attended 1/1 CMA meeting)

Rory holds a Bachelor of Laws (LLB).

He owns a grazing and cropping property at Angledoon, north of Lightning Ridge.

Rory was the independent Chair of the Barwon Darling River Management Committee, NSW representative on Community Reference Group for the Condamine Balonne Water Management Plan, member of WEST2000 and WEST2000 Plus Board of Management.

Committees:

Community Reference Group for Condamine Balonne Water Management Plan (NSW representative)
WEST2000 and WEST2000 Plus Board of Management.

PETER COTTLE

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

Peter holds a Bachelor of Rural Science. He is the Manager of Clyde Agriculture (Bourke), primarily in relation to the cotton operations.

He is the Chair of Mungindi-Menindee Advisory Council, Member Barwon Darling River Management Committee, on the Board of Cotton Australia.

Committees:

Chair of Mungindi-Menindee Advisory Council
Barwon Darling River Management Committee
Board of Cotton Australia.

MAX HAMS

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

Max is a pastoral property owner from Broken Hill area. He was involved in the Western Catchment Management Committee (member), the Western Catchment Management Board (member), the Broken Hill Rural Lands Protection Board (Chair and current member) and the Woody Weeds Task Force (member).

Max is a resident of the Unincorporated Area of the Western Division of NSW.

Committees:

Broken Hill Rural Lands Protection Board
Woody Weeds Task Force

JENNY MCLELLAN AM

CMA Member (05/05/2004 to 05/11/2005)
(attended 1/1 CMA meeting)

LET Member (11/02/2004 to 05/05/2004)
(attended 0/0 LET meetings)

LET Coordinator (23/01/2004 to 11/02/2004)
(attended 0/0 LET meetings)

Jenny is a pastoral and dryland agriculture property operator from the Brewarrina district.

She is the past Chair of the Western Catchment Management Committee and Western Catchment Management Board, past President of Western Division Group of Shires Association, Councillor Brewarrina Shire Council, member NSW Shires

Executive, member Community Advisory Council Murray Darling Basin Committee, member Barwon Darling River Management Committee, member WEST2000 and WEST2000 Plus Board, past National President Isolated Children's Parents Assoc.

Committees:

Western Division Group of Shires Association (President)
Brewarrina Shire Council (Councillor)
NSW Shires Executive
Murray Darling Basin Committee - Community Advisory Council
Barwon Darling River Management Committee
WEST2000 and WEST2000 Plus Board

VIRGINIA ANGELL

LET Member (23/01/2004 to 05/05/2004)
(attended 0/0 LET meetings)

Virginia is a pastoral property operator from near White Cliffs. She was the Deputy Chair of the Western Catchment Management Board and is an active member of Paroo River Association and White Cliffs Progress Association.

She has a strong liaison relationship with Macquarie University field activities.

Committees:

Paroo River Association
White Cliffs Progress Association

IAN COLE BA

LET Member (23/01/2004 to 05/05/2004)
(attended 0/0 LET meetings)

Ian holds a Bachelor of Arts (Journalism). He is the Director of Darling Farms at Bourke.

Ian is the Chair of Darling River Food and Fibre, Member of Barwon Darling River Management Committee and the Mungindi-Menindee Advisory Council.

He was a delegate to NSW Irrigator's Council. Director and past Station Manager Radio Station 2WEB Bourke.

Committees:

Darling River Food and Fibre (Chair)
Barwon Darling River Management Committee
Mungindi-Menindee Advisory Council

ANTHONY PEASE

LET Member (23/01/2004 to 05/05/2004)
(attended 0/0 LET meetings)

Anthony is a community member from Wilcannia. He is a Councillor, Central Darling Shire Council. Anthony has a strong affiliation with Aboriginal communities and the Nature Conservation Council of NSW.

He is a member of Great Artesian Basin Advisory Committee.

Committees:

Central Darling Shire Council (Councillor)
Great Artesian Basin Advisory Committee

BOB WALTERS

LET Member (23/01/2004 to 05/05/2004)

(attended 0/0 LET meetings)

Bob is the General Manager Cobar Shire Council and past General Manager Brewarrina Shire Council and Namoi County Council, past Secretary of Western Division Shires Association.

Qualifications of Senior Officers:**DARYL GREEN****General Manager**

Daryl holds a Bachelor of Science (Agriculture). He commenced in the position of General Manager prior to the end of the financial year.

He has most recently been a senior manager with the Far West Region of DLWC/DIPNR where he had strong links to the Western Catchment Management Board on both a technical and support level.

Daryl is nationally recognised in the Rangeland Management field and has represented NSW on several National committees and working groups. Daryl is the past Chair of the Woody Weeds Task Force, member Brewarrina Regional Vegetation Committee and the Western Lands Advisory Board.

Summary of CMA Operations

BORDER RIVERS-GWYDIR CATCHMENT MANAGEMENT AUTHORITY

The Border Rivers-Gwydir Local Establishment Team (LET) was appointed, with their first meeting being held on 5 November 2003. The Border Rivers-Gwydir CMA was officially established on 23 January 2004. The Chair of the CMA was appointed on 13 February 2004 and the LET held their last meeting on 27 April 2004. Four CMA Board Members were appointed on 5 May 2004 and the CMA held their first Board meeting on 10 and 11 June 2004.

A Communications Officer was appointed on 28 June 2004.

The CMA's National Action Plan for Salinity and Water Quality (NAP) / Natural Heritage Trust (NHT) 2003/04 Investment Strategy was approved, with total funding of \$4.5million. This Investment Strategy is targeting facilitation, coordination and education programs in natural resource management, data gathering, on-ground incentives, property planning, cross border issues and indigenous sites.

As at 30 June 2004 the CMA had two Regional NRM Facilitators and 11 Community Support Officers that provide support to and engage the local communities and stakeholders in natural resource management. Under the NHT Interim Priority Projects the CMA received approval for funding of \$2 million to undertake six projects. Under the NAP the CMA received approval for funding of \$600,000 to undertake three priority projects.

Table 1: Activities funded under NAP and NHT undertaken by Border Rivers-Gwydir CMA during the reporting period:

ACTIVITY	SOURCE OF FUNDS
Initial data and information requirements for Border Rivers Catchment Blueprint implementation	NHT
Managing vegetation for conservation in the Darling Riverine Plains and Brigalow Belt South Bioregions of the NSW Border Rivers Catchment	NHT
Drought and groundcover in the NSW Border Rivers Catchment	NHT
Property planning accreditation	NHT
Communications Officer for the Gwydir Catchment Management Board	NHT
Data / information analysis in the Gwydir Catchment	NHT
Groundwater data collection and interpretation for Border Rivers	NAP
Groundwater investigations for salinity management in the Gwydir Catchment	NAP
2 Regional NRM Facilitator positions	NAP
NAP/NHT Investment Strategy 2003/04. The following activities commenced: - Facilitation and coordination (Landcare Community Support Officer and SRF positions) - Community capacity building	NAP/NHT

CENTRAL WEST CATCHMENT MANAGEMENT AUTHORITY

After its establishment on 23 January 2004, the Central West CMA was managed by a community based Local Establishment Team (LET). Mr Tom Gavel was appointed as Chair on 10 March 2004 and worked with the LET on a range of establishment tasks for the CMA. The CMA Board was appointed on 5 May 2004 and held its first meeting on 11 May 2004. The LET ceased to function after this time. One Board position remained vacant as at 30 June 2004.

The early tasks of the Central West CMA Board included the development of an organisational structure and service delivery model, the review of a range of natural resource management plans in the central west catchment and a review of the three year investment strategy, including determining catchment priorities for more strategic investment.

Three Interim Priority Projects were instigated in 2003/2004: A pilot for Integrated Property Management Planning (joint project with Border Rivers CMA); Vegetation Mapping for Strategic Investment; and Salinity Recharge Identification and Investigations. In addition, DIPNR managed the Natural Resource Officer project on behalf of the CMA. A range of community based activities was undertaken in this project.

Table 2: Activities funded under NAP, NHT and NLP undertaken by Central West CMA during the reporting period:

ACTIVITY	SOURCE OF FUNDS
Salinity recharge - identification and investigations project	NHT
Development and piloting of an effective Integrated Property Management Plan template for use by land managers	NHT
Foundation building for strategic investment in vegetation management at a landscape scale	NHT
Cudgegong and Upper Macquarie salinity prioritisation and strategic direction project	NAP
1 Regional NRM Facilitator position	NAP
NLP Community Support Component 2003-04 - 1 Coordinator	NLP
NLP Community Support Component 2003-04 - 8 projects	NLP
NAP/NHT Investment Strategy 2003/2004. The following activity commenced: Establishment of reference groups with members of the Aboriginal community to ensure involvement in natural resource management decision making	NAP/NHT

HAWKESBURY-NEPEAN CATCHMENT MANAGEMENT AUTHORITY

During 2003/04 the CMA initiated development of the Hawkesbury-Nepean CMA Catchment Action Plan and Investment Strategy. Final recommendations from the Hawkesbury-Nepean Catchment Management Board and Hawkesbury-Nepean River Management Forum were received by the Local Establishment Team for integration into the future Catchment Action Plan.

The CMA also coordinated development of applications for National Landcare Program and Regional Competitive Natural Heritage Trust (NHT) funding. Additional NHT funding was negotiated in response to community representations to manage a major *Salvinia* outbreak in the lower catchment. This program provided funding to NSW Agriculture to reopen the river channel using contract aquatic weed harvesters.

The CMA established its headquarters in Goulburn with support from DIPNR. Other establishment activities included the recruitment of a General Manager, the development of a provisional staff structure, and negotiations to transfer Catchment Protection Scheme, Landcare and other NHT funded project officers from DIPNR.

The CMA coordinated the following State funded projects, with DIPNR support:

- Warragamba Catchment Protection Scheme (on-ground works – jointly funded by the Sydney Catchment Authority)
- Hawkesbury-Nepean Soil Conservation Project
- Capertee Valley Soil Conservation Project
- South Creek Soil Conservation Project
- Hawkesbury-Nepean Riverbank Management Program

The CMA also coordinated the Local Government Advisory Group's (LGAG) onground projects valued at \$2.27million and local government community partnerships valued at \$284,000, supporting catchment blueprint objectives.

Table 3: Activities funded under NHT undertaken by Hawkesbury-Nepean CMA during the reporting period:

Activity	Source of Funds
Best practice management of endangered ecological communities on the Cumberland Plain - Phase 1 - Development of guidelines and demonstration sites	NHT
Salinity investigations and management options	NHT
Hawkesbury estuary management program – Stage 1,scoping study	NHT
Model catchment plan addressing nutrient and pest species management in the catchment of a wetland of national importance (Long Neck Lagoon)	NHT
Biological control of Alligator Weed – native range surveys for new agents	NHT
WISE rivers and wetlands information system	NHT
Coordination and facilitation of salinity management in Western Sydney, Stage 3	NHT
Lease of weed harvesters to control a severe outbreak of <i>Salvinia</i> weed in the Hawkesbury River	NHT
Hawkesbury Lower Nepean aquatic habitat study - developing a monitoring framework	NHT
Co-ordinated pest animal control within the Warragamba Catchment - Part B	NHT
Riparian biodiversity protection and enhancement - Warragamba Catchment	NHT
Best practice grazing management for agriculture, biodiversity and water quality - Warragamba Catchment	NHT
Protection and enhancement of terrestrial biodiversity - Warragamba Catchment	NHT
1 Regional NRM Facilitator position	NHT
NAP/NHT Investment Strategy 2003/2004. The following activities commenced: ▪ WISE, Stage 2 - to complete the identification of publications for the entire catchment ▪ Peri-urban Landcare community support ▪ Goulburn Landcare community support ▪ Lithgow Landcare community support ▪ Indigenous community support	NHT

HUNTER-CENTRAL RIVERS CATCHMENT MANAGEMENT AUTHORITY

The Hunter-Central Rivers CMA replaces the Central Coast and Lower North Coast Catchment Management Boards and the Hunter Catchment Management Trust. Staff, assets and activities of the Hunter Trust - which was originally established by the State Government in 1950 - were transferred to the CMA on 23 January 2004, including those programs and projects funded by the Hunter catchment contribution.

The Hunter-Central Rivers CMA is governed by a Board of up to seven members including the Chair. Dr Wej Paradise was appointed Chair of the Hunter-Central Rivers CMA and with Local Establishment Team members - Neil Rose (formerly Chair of the Central Coast Catchment Management Board), Harold Sternbeck (former Chair of the Hunter Catchment Management Trust), John Radford (former Chair of the Lower North Coast Catchment Management Board), Daryl Bower, John Clark, Barbara Penson and Jane Smith - were responsible for guiding establishment of the CMA prior to appointment of the full Board.

Board members - John Asquith, Arthur Burns, Julia Imrie, Neil Rose and John Weate - were appointed in May 2004. They are actively involved in community, local government and industry activities and have a sound understanding of the environmental, social and economic issues facing our catchments. The Board sets the CMA's direction for investing in improvement of our natural resources.

The main objectives of the CMA during 23 January- 30 June 2004 were to:

- Develop a 3-year rolling investment strategy that targets the areas of highest priority
- In partnership with DIPNR, implement new on-ground projects valued at more than \$16 million
- Ensure continued delivery of projects commenced by the Hunter Catchment Management Trust

Table 4: Activities funded under NHT and the Hunter Catchment Contribution undertaken by Hunter-Central Rivers CMA during the reporting period:

Activity	Source of Funds
Establishment of a monitoring and evaluation system for the Central Coast Catchment Management Blueprint	NHT
Central Coast rehabilitation project - plans for key areas and a strategic plan for the protection and rehabilitation of regionally significant vegetation	NHT
Catchment management awareness and education strategy – Central Coast	NHT
Priority Rivercare planning and implementation - Hunter	NHT
Vegetation mapping, planning and management – Hunter	NHT
Best practice salinity management - Hunter	NHT
Community awareness and education strategy – Hunter	NHT
Lower North Coast Catchment Blueprint strategic planning and data collection project	NHT
Implementation of priority on-ground works - Lower North Coast	NHT
3 Regional NRM Facilitator positions	NHT
NAP/NHT Investment Strategy 2003/2004. The following activity commenced: Implementation of Community Support Strategy	NHT
Hunter Catchment Contribution funded projects: ▪ Blueprint implementation ▪ Hunter Valley Flood Mitigation Scheme – Maintenance - providing funding for maintenance of 160kms of levees, 120kms of drainage channels, 254 floodgate structures, and 4kms of spillways ▪ Hunter Valley Flood Mitigation Scheme - Capital Works - providing funding for rehabilitation and upgrading of flood mitigation structures ▪ Flood awareness ▪ Education program - developing the community's environmental awareness, knowledge, skills and attitudes leading to environmentally responsible behaviour, for example, by providing information and resources ▪ Land and Vegetation Program - protecting and enhancing soils, vegetation and biodiversity by encouraging sustainable land management practices, for example, by providing strategic guidance and funding incentives	HCC HCC HCC HCC HCC HCC

Activity	Source of Funds
Water Program - facilitating improved water quality and sustainable riverine environments, for example, by supporting Waterwatch and funding riparian rehabilitation works	HCC
Floodplain and Coast Program – facilitating sustainable use of our floodplain, estuary and wetlands, for example, by guiding estuary land use planning and implementing the Kooragang Wetland and Hexham Swamp rehabilitation projects	HCC
Kooragang Wetland Rehabilitation Program - rehabilitating fisheries and other wildlife habitat across 1590 ha of the Hunter River estuary	HCC + NSW and Australian Govts
Hexham Swamp Rehabilitation Program - rehabilitating 600ha of the Hunter River estuary	HCC + NSW and Australian Govts
Hunter Waterwatch Program - involving 200 school and community groups in water quality monitoring	HCC + NSW Dept Education and Training, NHT and Hunter Water Corp.
Supporting Hunter Landcare groups and on-ground actions - enhancing the capacity of the Landcare community to effectively contribute to natural resource management, for example, by employing Community Support Officers	HCC
Mining industry incentives – hosting the biennial Hunter Coal Industry Environmental Management Awards	HCC
Newcastle Catchment Management Forum and on-ground activities - working with community, government and industry to, for example, remove litter from Throsby Creek and install gross pollutant control devices	HCC + Newcastle City Council
Wallis-Fishery-Four Mile Creeks Catchment Management Forum and on-ground activities- working with community, government and industry to for example, complete Rivercare Plans and re-establish native vegetation	HCC + Maitland and Cessnock Councils
Glennies Creek Total Catchment Management Committee and on-ground implementation- working with community, government and industry to, for example, develop a catchment management strategy	HCC
Williams Rivers Catchment Management Forum and on-ground activities- working with community, government and industry to, for example, rehabilitate priority streams through tree planting and protective fencing	HCC + Hunter Water Corp.
Land Management Scheme - providing a rebate scheme to landholders and community groups to, for example, establish and protect native vegetation and provide off-stream watering points	HCC + NHT
Upper Hunter River Rehabilitation Initiative and Large Woody Debris Trials – providing funding for on-ground works, research and administrative support	HCC + NSW Govt + NHT
Supporting The Wetlands Centre (Shortland)- annual sponsorship	HCC
Community Vegetation Project - extending the Hunter Remnant Vegetation Project	HCC
Catchment-wide Water Quality Monitoring Project - providing financial and administrative support to Maitland, Muswellbrook and Singleton Councils to monitor and report water quality results to their communities	HCC + Maitland, Muswellbrook and Singleton Councils
Riparian Management- developing best practice management guidelines for the Hunter's riparian zones	HCC
Natural Sequence Farming - monitoring and evaluating the 'natural sequence farming' approach and testing its applicability across the Hunter	HCC
Total Field Days Sponsorship - sponsoring community group participation in the land management section of the field days	HCC

LACHLAN CATCHMENT MANAGEMENT AUTHORITY

This year saw the transition from the Lachlan Catchment Management Board to the Local Establishment Team and then finally to the Lachlan Catchment Management Authority.

The Board members during this establishment phase attended an induction briefing. The Board appointed a General Manager during this period, with the position starting on 1 June 2004. Prior to this appointment and during this establishment phase the Board was supported by staff and processes from DIPNR.

The Chair signed the Heads of Agreement contract with the NSW and Australian Governments in May 2004 which saw the commencement of the Regional Investment Strategy for the Natural Heritage Trust (NHT) and the National Action Plan for Salinity and Water Quality (NAP) funds.

During this period the Community Support Officer program was implemented by the Lachlan Macquarie Landcare Executive Committee as per an arrangement approved by the Lachlan Local Establishment Team and DIPNR. This program has been focused on building the capacity of the catchment community to participate in natural resource management.

The Local Establishment Team also received funds for a number of Interim Priority Projects that were managed by contract by DIPNR on behalf of the Lachlan CMA. These interim projects are establishing foundations upon which future decision making and investment will be made in the catchment.

This transition phase has been lengthy, however it has placed the Lachlan CMA in a strong position to succeed in the future.

Table 5: Activities funded under NAP and NHT undertaken by Lachlan CMA during the reporting period:

ACTIVITY	SOURCE OF FUNDS
Salinity recharge - identification and investigations project	NHT
Benchmarking community attitudes towards natural resource management	NHT
Identification and assessment of degradation and threatening processes to aquatic and riparian areas	NHT
Foundation building for strategic investment in vegetation management at a landscape scale	NHT
Groundwater monitoring for trend analysis and management improvement	NAP
1 Regional NRM Facilitator position	NAP
NAP/NHT Investment Strategy 2003/2004. The following activities commenced: - Coordination and project support for natural resource management community and industry groups - Establishment of reference groups with the appropriate members of the Aboriginal community	NAP/NHT

LOWER MURRAY DARLING CATCHMENT MANAGEMENT AUTHORITY

A number of members of the former Lower Murray Darling Catchment Management Board (CMB) including the Chair Mark King were appointed to the Local Establishment Team (LET) during the transition to the formation of the Authority.

The Catchment Blueprint is based on over ten years of catchment management consultation and Regional Action Plans developed across the catchment. During the development of the Blueprint itself over 280 community consultations, meetings and workshops were undertaken, including key stakeholder groups, the three Traditional Tribal Groups (Barkindji, Mutthi Mutthi and Ngyiampaa), Local Government (Wentworth, Balranald, Central Darling and Broken Hill) and agencies (DIPNR administers the unincorporated area in the north west of the catchment).

The LET functioned for a short time prior to the announcement of Mark King as the Authority's Chair. Later, Authority Board Members were appointed - Patty Byrnes, Stan Dineen, Gary Doyle, Howard Jones and Leigh Watmuff - all but one of who had either served on the CMB and/or the LET. This allowed a seamless transition into the Authority providing continuity in the development of the LMD Investment Strategy. Four Interim Priority Projects were underway during this time, with projects funded under the 2003/04 Investment Strategy commencing in March 2004.

The CMA is undertaking a range natural resource management activities that will deliver the targets for Regional Outcomes - Community Values; Riverine Health; Salinity; and Vegetation - as outlined in the Lower Murray Darling Catchment Blueprint.

Table 6: Activities funded under NAP, NHT and NLP undertaken by Lower Murray Darling CMA during the reporting period:

ACTIVITY	SOURCE OF FUNDS
Rangeland Management project	NHT
Aquatic Health project	NHT
Menindee Lakes Environmental Impact Statement project	NHT
Implementation of the Darling Anabranh Management Plan	NAP
Lower Murray Irrigation Areas Land And Water Management Plan - further implementation	NAP
1 Regional NRM Facilitator position	NAP
NLP Community Support Component 2003/04 - 1 project	NLP
NLP Cropping, Soil and Recharge project	NLP
NAP/NHT Investment Strategy 2003/04. The following activities commenced: ▪ Education, Communication and Training ▪ Cropping, Soils and Recharge Management ▪ Menindee Lakes Environmental Impact Statement ▪ Darling Anabranh Management Plan Environmental Impact Statement project ▪ Water Quality and Thegoa Lagoon Management ▪ Irrigation Best Management Practice (not related to Land And Water Management Plan areas) ▪ Community Support Officers	NAP/NHT

MURRAY CATCHMENT MANAGEMENT AUTHORITY

The Chairman, Kelvin Baxter, was appointed for a three-year term on 11 February 2004. Other Board members were appointed for an eighteen-month term on 5 May 2004.

The Local Establishment Team (LET) commenced operation in November 2003 and overlapped with the former Murray Catchment Management Board, and held their last meeting on 25 March 2004. Minutes from the LET meetings were handed over to the Murray CMA to communicate what the LET had addressed prior to the appointment of Board members.

The LET decided to use existing stakeholder networks for community and stakeholder engagement, and allow the CMA to undertake more extensive community engagement. The Chairman attended numerous stakeholder group meetings, and the Authority also conducted six community meetings in June to advise the community on its role to consult on the content of the 2004/05 to 2006/07 Investment Strategy, and the establishment of community advisory groups.

Table 7: Activities funded under NAP and NHT undertaken by Murray CMA during the reporting period:

ACTIVITY	SOURCE OF FUNDS
Murray Land and Water Management Plans	NAP
On-ground works for the South West Slopes management unit	NHT
Active management of significant high conservation value remnant vegetation areas for biodiversity	NHT
Regional seed-banks – meeting the demand for revegetation	NHT
Targeted implementation of the Murray Catchment Blueprint within the south-west slopes management unit	NAP
1 Regional NRM Facilitator position	NAP
National Swift Parrot Recovery Plan	NHT
Investment Strategy 2003/2004. The following activities commenced: - Implementation of Murray Region Land and Water Management Plans - Community Support Officers	NAP/NHT

MURRUMBIDGEE CATCHMENT MANAGEMENT AUTHORITY

The Local Establishment Team (LET) held two meetings during the period from 23 January until the appointment of Board members in early May 2004. Activities included review of work plans and the activities of Community Support Officers, the Education Officer and the Indigenous Natural Resource Officer. The LET also reviewed Interim Natural Heritage Trust (NHT) projects and also engaged with the wider community with presentations on the role of the CMA.

The CMA held its first Board meeting on 18 May 2004. Subsequent meetings were held on 3-4 June and 21-22 June.

The CMA, as part of the community consultation process for the Catchment Action Plan and the Standards and Targets pilot, toured the catchment with Natural Resources Commission Directors and staff. Meetings with key stakeholders included Murrumbidgee Irrigation, Coleambally Irrigation Limited, Griffith Shire Council, Murrumbidgee Shire Council, Wagga City Council, Murrumbidgee Private Irrigators, Department of Primary Industries, Landcare Networks, Department of Environment and Conservation and State Water.

Board members were provided with induction material, declared interests and discussed the operation of the Board. The investment program for 2003/04 was reviewed on an individual project basis. A conflict of interest register was developed and implemented.

A community engagement strategy is being developed with some key components identified. The Board supported the continued employment of 12 Community Support Officers located strategically across the catchment at Cooma, Yass, Cootamundra, Harden, Junee, Henty, Wagga Wagga, Darlington Point and Hay.

A major co-investment program, Grain Graze was endorsed by the Board. The program is funded in partnership with Meat and Livestock Australia, the Grains Research and Development Corporation, Australian Wool Innovation and Land and Water Australia. Regional partners with the CMA are Farm Link, NSW Department of Primary Industries, CSIRO and Charles Sturt University.

The CMA has fostered the establishment of a Traditional Natural Resource and Cultural Heritage Reference Group and have drafted a Memorandum of Understanding. The reference group is made up of Indigenous Elders from the Mutthi Mutthi, Nari Nari, Wiradjuri, and Ngunawal Nations.

Table 8: Activities funded under NAP and NHT undertaken by Murrumbidgee CMA during the reporting period:

ACTIVITY	SOURCE OF FUNDS
Protection and enhancement of native vegetation	NHT / IPP
Identify and locate high conservation value terrestrial and aquatic sites	NHT / IPP
Kyeamba valley targeted salinity and water quality control program	NAP / IPP
Implementation of MIA Envirowise (previously MIA & D Community Land And Water Management Plan)	NAP / IPP
Implementation of parts of the Coleambally, Kerarbury and Coleambally Outfall District Land and Water Management Plans	NAP / IPP
1 Regional NRM Facilitator position	NAP
NAP/NHT Investment Strategy 2003/04. The major projects include: - Murrumbidgee Irrigation Area and Coleambally Irrigation Area Water Management Plans - Catchment Support Officers	NAP/NHT

NAMOI CATCHMENT MANAGEMENT AUTHORITY

The New South Wales Government announced its natural resource reform agenda midway through 2003. The Namoi Local Establishment Team (LET) was set up to facilitate the establishment of an operational CMA.

The role of the LET was to:

- Lay the foundation for the CMA to become operational
- Communicate with key stakeholders to identify the CMA role
- Commence the integration of catchment blueprints and Regional Vegetation Management Plans to identify priority actions
- Liaise with the Regional Vegetation Committee, Water Management Committee and Local Government etc.

The LET held four meetings in the period October 2003 to February 2004. Subsequently Jim McDonald was appointed Chair of the Namoi CMA and this was shortly followed by the appointment of four Board members.

The LET successfully lodged the 2003/04 Investment Strategy for the National Action Plan for Salinity and Water Quality (NAP) / Natural Heritage Trust (NHT) for a total value of \$4.854 million. Implementation of this Investment Strategy was deferred until such time as the CMA had staff to administer the projects (post June 2004). However, a number of projects under the Interim Priority Project program were commenced during this time. These projects, along with the NAP support funding for the employment of Community Support Officers, were managed and administered by the DIPNR staff from the Tamworth office.

Table 9: Activities funded under NAP and NHT undertaken by Namoi CMA during the reporting period:

ACTIVITY	SOURCE OF FUNDS
Best management practices for the management of wetlands and identification of environmental weeds and pests	NHT
Mitigating water quality decline through the management of point source salinity and gully erosion.	NHT
Identification of riverine areas of high recovery potential	NAP
1 Regional NRM Facilitator position	NAP
NAP/NHT Investment Strategy 2003/04. The following activities commenced: ▪ Facilitation and coordination - biodiversity ▪ Facilitation and coordination - soils ▪ Facilitation and coordination - salinity ▪ Facilitation and coordination – riverine ecosystems	NAP/NHT

NORTHERN RIVERS CATCHMENT MANAGEMENT AUTHORITY

The Board Chair, Judy Henderson, was appointed on 11 February 2004, and Board members were appointed on 5 May 2004. The General Manager was appointed on 30 June 2004. The Local Establishment Team formally handed over to the CMA on the 16 March 2004.

During this period the CMA undertook various community and stakeholder engagement programs. The Chair and General Manager met with peak natural resource management groups such as North Coast Local Governments and State agencies (including the Department of Primary Industries, the Department of Environment and Conservation, and the Premier's Department's Regional Coordination Unit).

Community Support Officer activities were managed by DIPNR on behalf of the CMA. Activities included project evaluation, assessment of small grant applications, field days and educational workshops in which the CMA was recognised as a key partner.

A CMA web site was established. A Blueprint Action Integration Plan was completed. This is a communication document, which uses the amalgamated actions from the three North Coast Catchment Blueprints to identify the range of activities to be undertaken by the CMA.

Table 10: Activities funded under NAP and NLP undertaken by Northern Rivers CMA during the reporting period:

ACTIVITY	SOURCE OF FUNDS
Integrated natural resource management in the Tablelands landscape: Maintaining community momentum through on-ground action	NHT
Biodiversity protection and enhancement - Mid North Coast	NHT
Stream health - Mid North Coast	NHT
Improved management in coastal ecosystems - Mid North Coast	NHT
Bundjalung Nation Aboriginal cultural heritage, natural resource and environmental management project – Northern Rivers	NHT
Terrestrial biodiversity project: Active management and restoration of priority high conservation value terrestrial ecosystems – Northern Rivers	NHT
River health priority project: Protecting and enhancing river health – Northern Rivers	NHT
Integrated landuse: Land management project - Northern Rivers	NHT
River health project - Upper North Coast	NHT
Integrated biodiversity conservation and threat management in key areas - Upper North Coast	NHT
Integrated Clarence floodplain natural resource management project	NHT
Identification of priority sites for conservation of marine and aquatic ecosystems - Upper North Coast	NHT
3 Regional NRM Facilitator positions	NHT
NLP Community Support Component 2003/04 - 3 Coordinators	NLP
NLP Community Support Component 2003/04 - 5 projects	NLP
NAP/NHT Investment Strategy 2003/04. The following activities commenced: - Community Support Officers – northern area - High conservation value forest restoration – northern area - Fish passage restoration project – northern area - Best management practice project – northern area - Tweed River streambank rehabilitation - Tweed acid sulphate soils - Richmond floodplain acid sulphate soils - Community Support Officers – central area - Clarence floodplain and estuary partnership	NHT

ACTIVITY	SOURCE OF FUNDS
NAP/NHT Investment Strategy 2003/04 <i>continued</i> ▪ Everlasting Swamp hotspot implementation ▪ Priority Indigenous natural resource management – central area ▪ Discretionary funding – central area ▪ Coastal project – central area ▪ Biodiversity conservation mechanisms – central area ▪ Community Support Officers – southern area ▪ Tableland weeds (i) – southern area ▪ Tableland weeds (ii) – southern area ▪ Targeted riparian vegetation rehabilitation – southern area ▪ Local habitat links – southern area ▪ Enhancement of existing devolved grants – southern area ▪ Coastal wetland management– southern area	NHT <i>continued</i>

SOUTHERN RIVERS CATCHMENT MANAGEMENT AUTHORITY

Southern Rivers Local Establishment Team (LET) met formally five times during the period of their stewardship between the closing phases of the Southern and South East Catchment Management Boards (CMBs) and the commencement of the Southern Rivers Catchment Management Authority.

During this time the LET worked with the support staff to produce comprehensive handover documentation regarding the work and corporate knowledge of the Catchment Management Boards. A Regional Competitive Bid for funding under the Natural Heritage Trust (NHT) was prepared and submitted on 30 November 2003 for an integrated coastal program. The LET continued managing the Interim Priority Projects and 2003/04 Investment Strategy and preparatory work for the draft 3-Year Investment Strategy.

A series of communications with stakeholders was undertaken regarding changes to natural resource management. This included meetings with all District Landcare Associations and South East Landcare, the Australian Government NRM Teams, Local Governments in the area (independently) and also through the regional Local Government body, the Southern Rivers Councils Group. Printed information was also distributed, with an alert to interested parties regarding the availability of information on DIPNR and CMB websites.

An integrated National Landcare Program (NLP) bid was agreed between South East Landcare (and their constituent members) and the LET, with \$460,000 being achieved for the region. Management of the eight Community Support Officers and continuation of their funding during the transition period was negotiated and agreed between the community, the LET, and the Australian and NSW Governments.

During consultation the community expressed a high level of support for the Community Support Officers and that they should have a greater security of tenure. These Officers provide practical support to over 200 community, Aboriginal and industry groups. Their work in providing a strategic focus to District Landcare Associations; attracting additional funding for groups (\$500,000 from Envirofund and \$460,000 from NLP); co-ordinating and overseeing implementation of on-ground, on-farm conservation works; and providing best practice training and advice to groups and landholders is vital to the CMA's success.

Change over between the LET and the CMA occurred on 5 May 2004. The first meeting of the CMA Board took place on 31 May 2004. The Board received a full briefing on the operations and decisions of the LET. They then considered the initial draft \$16.1 million 2004/07 NHT Investment Strategy and the draft staff structure for the CMA.

Table 11: Activities funded under NHT undertaken by Southern Rivers CMA during the reporting period:

ACTIVITY	SOURCE OF FUNDS
Implementation of a comprehensive voluntary biodiversity conservation scheme for South East New South Wales	NHT
South East integrated river and wetland protection and rehabilitation program.	NHT
Southern riparian partnership project	NHT
Protecting biodiversity in the Southern Catchment	NHT
Sustainable land use program - delivering weed resilient landscapes	NHT
2 Regional NRM Facilitator positions	NHT
NAP/NHT Investment Strategy 2003/2004. The following activities commenced: ▪ Community seed bank extension support package ▪ Eurobodalla Biodiversity Incentives Officer ▪ Sustainable dairy partnership ▪ Targeted awareness program to bridge gaps in community capacity ▪ Eurobodalla Community Support Officer ▪ Far South Coast Community Support Officer ▪ Upper Snowy Community Support Officer ▪ Snowy Interstate Community Support Officer ▪ Building Community for Sustainable NRM Partnerships Package ▪ Revegetating the Braidwood Granites ▪ Kangaroo River and Broughton Creek Privet Reduction Program ▪ Illawarra and Shoalhaven Coastal Land Restoration ▪ Stream & Wetland Management (Wetlands Component) ▪ Reduction of Acid Sulfate Discharge into Shoalhaven/Crookhaven Estuaries	NHT

SYDNEY METROPOLITAN CATCHMENT MANAGEMENT AUTHORITY LOCAL ESTABLISHMENT TEAM

The Sydney Metropolitan Catchment Management Authority operated as an interim Local Establishment Team (LET) up to 30 June 2004. This was under the *Catchment Management Authorities (Savings and Transitions) Regulation 2004*. The LET anticipates that the CMA will be formally established with a Chair, Board and staff during 2004/05. Until this time, DIPNR continues to provide administrative and technical support to the LET.

The State and Commonwealth Governments advised that the former Sydney Catchment Management Boards' Catchment Blueprints and Appendices had been accredited under the Natural Heritage Trust (NHT). This allowed the Blueprints to form the basis for investment with funding from the NHT, National Landcare Program and other public and private sources.

The LET developed new natural resource management funding programs, undertook preliminary work for the proposed Catchment Action Plan and considered structural and scoping options for the CMA. It managed projects valued at over \$1.065 million. These included Interim Priority Projects and the Community Support Program. The LET undertook extensive engagement with local government, non government organisations, agencies and research institutions to develop a framework for future shared natural resource investment in the Sydney Metropolitan Area.

The Community Support Program was structured to build on the former Boards' natural resource management Care programs. This will result in an integrated Community Support Strategy that will help community, local government, business, state agencies and the CMA to work better together. Staff will specialise in the program themes of community, local government, indigenous and advocacy issues.

Table 12: Activities funded under NHT undertaken by Sydney Metropolitan CMA Establishment Team during the reporting period:

ACTIVITY	SOURCE OF FUNDS
Sustainable native vegetation management for urban development in the Sydney Harbour Catchment	NHT
Integrated delivery of environmental education in the Sydney Basin	NHT
Sydney Harbour Catchment vegetation mapping	NHT
Integrated delivery of environmental education in the Sydney Basin	NHT
Reviewing and restoring fish passage in urbanised waterways - Southern Sydney Catchment	NHT
2 Regional NRM Facilitator positions	NHT
NAP/NHT Investment Strategy 2003/04. The following activity commenced: Community support program	NHT

WESTERN CATCHMENT MANAGEMENT AUTHORITY

The Western Local Establishment Team (LET) was appointed in October 2003 with Jenny McLellan as coordinator and Bob Walters, Virginia Angel, Anthony Pease and Ian Cole as members. Given the considerable distances in the Far West, the LET only met face to face once and conducted most business by remote means. The LET saw themselves as caretakers rather than promoting reforms in the absence of a full Board. Accordingly the LET concentrated on tasks consistent with establishing the CMA and managing current projects.

Rory Treweeke was appointed Chair of the Western CMA on 11th February 2004. Further Board members were announced on 5th May 2004. Hand-over issues were minimal.

During the LET/CMA start up phase the key projects were Community Service delivery, NRM Facilitation and a National Action Plan For Salinity and Water Quality (NAP) priority project on Riparian Management. Interim Priority Projects under the Natural Heritage Trust (NHT) on locating saline inflow to Barwon-Darling River and pest weed and animal projects also commenced during this period. These were managed and administered by DIPNR, given the lack of a management support and structure within the CMA.

Table 13: Activities funded under NAP, NHT and NLP undertaken by Western CMA during the reporting period:

ACTIVITY	SOURCE OF FUNDS
Location and significance of saline inflows to the Barwon-Darling River system	NHT
Prioritising pest animal and weed threats	NHT
Stock watering points - a central key to environmental management in semi-arid landscapes	NAP
2 Regional NRM Facilitator positions	NAP/NHT
NLP Community Support Component 2003/04 - 4 Projects	NLP
NAP/NHT Investment Strategy 2003/04. The following activity commenced: Community education and support	NAP/NHT

Funds Granted

Hunter-Central Rivers CMA was the only CMA to grant funds to non-government organisations between 23 January and 30 June 2004.

HUNTER-CENTRAL RIVERS CATCHMENT MANAGEMENT AUTHORITY

During the reporting period the Hunter-Central Rivers CMA granted funds to the total of \$184,505.31 to non-government organisations, community groups and individuals. These funds were delivered through the following four schemes/projects:

Interim Priority Project - Rivercare Devolved Grant Round One - NHT Funds - \$28,356.00

Interim Priority Project - Rivercare Devolved Grant Round Two - NHT Funds - \$30,249.50

Interim Priority Project - Salinity Devolved Grant Round One - NHT Funds - \$36,971.20

Hunter Catchment Contribution Scheme - \$88,928.61

Table 14: NHT funds granted through the Interim Priority Project – Rivercare Devolved Grant Round One by Hunter-Central Rivers CMA during the reporting period:

PROPONENT	RIVERCARE PLAN / ON-GROUND WORKS	NHT FUNDS
Abermain Landcare	Fishery Creek / weed removal and revegetation	\$1,200.00
Burralong Valley Landcare	Blaxlands Arm / stock removal from associated wetland area	\$800.00
Burralong Valley Landcare	Will O Wyn / stock exclusion and revegetation	\$1,370.00
Landholder	Blaxlands Arm / stock exclusion, off-stream watering and revegetation	\$4,030.00
Landholder	Denman to Muswellbrook / stock exclusion, off-stream watering, revegetation	\$3,515.00
Landholder	Paterson / revegetation	\$6,792.00
Landholder	Blaxlands Arm / revegetation	\$1,120.00
Landholder	Denman to Muswellbrook / stock exclusion, off-stream watering, revegetation	\$4,973.00
Landholder	Williams River / stock exclusion, off-stream watering	\$1,500.00
Landholder	Williams River / revegetation	\$1,000.00
Landholder	Paterson / stock exclusion	\$800.00
Landholder	Chichester River / stock exclusion, off-stream watering	\$1,256.00
	TOTAL FUNDS:	\$28,356.00

Table 15: NHT funds granted through the Interim Priority Project – Rivercare Devolved Grant Round Two by Hunter-Central Rivers CMA during the reporting period:

PROPONENT	RIVERCARE PLAN / ON-GROUND WORKS	NHT FUNDS
Landholder	Wollar Creek / fencing off 3.5km creek frontage; install off-stream watering; removal of Willows and Tree of Heaven	\$4,846.00
Landholder	Allyn River / fencing off and revegetating 2km riverbank; install off-stream watering; rock repair 3 major wash outs	\$9,860.00
Landholder	Hunter River – d/s of Muswellbrook / fencing off and revegetating 250m riverbank; install off-stream watering	\$2,698.50
Landholder	Paterson River / removal of Bamboo infestation (50m x 30m) and revegetation.	\$5,835.00
Landholder	Dungog to Brookfield / fencing off and revegetating 200m of riverbank	\$2,045.00
Landholder	Williams River Weir Pool / fencing off and revegetating 350m of riverbank	\$3,475.00
Landholder	Blaxlands Arm / revegetation of creek	\$1,490.00
	TOTAL FUNDS :	\$30,249.50

Table 16: NHT funds granted through the Interim Priority Project – Salinity Devolved Grant Round One by Hunter-Central Rivers CMA during the reporting period:

PROPONENT	LOCATION / ON-GROUND WORKS	NHT FUNDS
Landholder	Yarrawa Creek / removal and control of spiny rush and revegetation of north and south arms of creek	\$6,908.00
Landholder	Yarrawa Creek / gully control structures; revegetation and fencing of creek	\$11,140.00
Landholder	Denman (Ferndale Arm) / removal of spiny rush; revegetation; seeding of salt tolerant groundcovers	\$7,393.20
Landholder	Denman (Ferndale Arm) / revegetation to lower water table	\$2,770.00
Landholder	Denman (Ferndale Arm) / revegetation above saline outbreaks	\$3,050.00
Landholder	Yarrawa Creek (northern arm) / fencing and revegetation above recharge area	\$5,710.00
	TOTAL FUNDS :	\$36,971.20

Table 17: Funds granted through the Hunter Catchment Contribution Scheme by Hunter-Central Rivers CMA during the reporting period:

PROPONENT	LOCATION / ON-GROUND WORKS	RECOMMENDED REBATE
Landholder	Denman / gully erosion remediation	\$3,765.00
Landholder	Glen William / stock exclusion from eroded drainage line and dam and install trough	\$2,672.50
Landholder	Elderslie / property planning; windbreak establishment linking with riparian revegetation on Hunter River	\$3,104.00
Landholder	Baerami / riparian revegetation and river bed works on Goulburn River	\$641.00
Landholder	Glen William / exclude stock from eroded creek and install trough	\$1,432.50
Landholder	Cassilis / revegetation of recharge area; stock exclusion and revegetation of drainage line.	\$4,158.63
Landholder	Millfield / biodiversity plantings	\$3,600.00
Landholder	Millfield / erosion control; establishment of native grasses	\$2,116.50
Landholder	Laguna / gully erosion remediation	\$372.00
Landholder	Merriwa / revegetation; shelterbelts	\$5,880.00
Landholder	Merriwa / exclude stock from creek; revegetation	\$5,005.00
Landholder	Singleton / property planning	\$500.00
Landholder	Stanhope / Fencing to protect remnant bushland and riparian area	\$3,000.00
Landholder	Wollar / stock exclusion from eroded creek and install trough; revegetation	\$5,822.50
Landholder	Clarence Town / revegetation - windbreak	\$1,572.00
Landholder	Elderslie / stock exclusion from creek and install troughs; revegetation – riparian and windbreaks (2 properties)	\$6,338.00
Landholder	Stanhope / revegetation – riparian and windbreaks	\$4,320.00
Landholder	Singleton / revegetation – windbreak and wetland	\$1,200.00
Landholder	Gresford / gully erosion remediation; revegetation	\$2,829.30
Landholder	Dungog / revegetation – windbreak and riparian; exclude stock from eroded creek	\$3,660.00
Landholder	Keinbah / revegetation – windbreaks	\$2,476.00
Landholder	Gresford / gully revegetation	\$2,025.00
Landholder	Dungog / revegetation – windbreaks and riparian	\$6,500.00
Landholder	Blackhill / revegetation – shade and windbreaks	\$5,400.00
Landholder	Martindale / riparian fencing and revegetation	\$2,903.75
Landholder	East Gresford / revegetation biodiversity and habitat	\$3,000.00
Landholder	Scone / revegetation - windbreaks	\$1,048.00
Landholder	Singleton / revegetation; soil conservation works	\$1,114.93
Landholder	Scone / revegetation – windbreak	\$672.00
Landholder	Cassilis / revegetation	\$720.00
Landholder	McCullys Gap / revegetation	\$1,080.00
	TOTAL ALLOCATED FUNDS:	\$88,928.61

CMA Publications

BORDER RIVERS-GWYDIR CATCHMENT MANAGEMENT AUTHORITY

Leaving Our Print (The Community Approach to Natural Resource Management) - Issue 2 (July 2003)

Leaving Our Print (The Community Approach to Natural Resource Management) - Issue 3 (December 2003)

Leaving Our Print (The Community Approach to Natural Resource Management) - Issue 1 (May 2004)

Lippia (phyla canescens) A Weed of National Importance – (May 2004)

Border Rivers-Gwydir Catchment Management Authority website: www.brg.cma.nsw.gov.au

CENTRAL WEST CATCHMENT MANAGEMENT AUTHORITY

Central West Catchment News (March 2004)

Central West Catchment News (June 2004)

Central West Catchment Management Authority website: www.cw.cma.nsw.gov.au

HAWKESBURY-NEPEAN CATCHMENT MANAGEMENT AUTHORITY

Aboriginal Community Support (March 2004)

Capertree Valley Soil Conservation Project (March 2004)

Catchment Protection Scheme (March 2004)

Landcare in the Hawkesbury-Nepean Catchment (March 2004)

Local Government Advisory Group (March 2004)

Riverbank Management in the Hawkesbury-Lower Nepean (March 2004)

South Creek Catchment Soil Conservation Project (March 2004)

Warragamba Biodiversity Projects (March 2004)

Hawkesbury-Nepean Catchment Management Authority website: www.hn.cma.nsw.gov.au

HUNTER-CENTRAL RIVERS CATCHMENT MANAGEMENT AUTHORITY

Reports

Enhancement of Green and Golden Bell Frog (litoria aurea) Habitat, Scotts Point, Kooragang Island. Draft Report 2004 (KWRP)

Ash Island Revegetation and Aboriginal Heritage Project. Final Report 2004 (KWRP)

Monitoring the loss of Saltmarsh at Kooragang Island. Progress Report 2004 (KWRP)

Kooragang Wetland Rehabilitation Project Vegetation Measurements Report 2004 (KWRP)

Kooragang City Farm Cattle Audit 2004 (KWRP)
KWRP Revised Management Plan. Draft Report 2004 (KWRP)

KWRP Green Corps Report 2004 (KWRP)

KWRP Steering Committee Papers 2004 (KWRP)

KWRP Progress Report 2004 (KWRP)

Plans

Glennies Creek Total Catchment Management Study—Management Strategy 2004 (HCR-CMA)

Creek 3 (Dead Mangrove Creek) Rehabilitation Plan 2004 (KWRP)

Newsletters

Hunter-Central Rivers Catchment News (HCR-CMA)

The Water Watcher (HCR-CMA)

Koora Gang Volunteer News (KWRP)

Brochures/booklets

Kooragang Wetlands Estuary Tours 2004/2005 (KWRP)

Kooragang Wetland Rehabilitation Project, a project of HCRCMA: achieving on ground results in the Hunter River Estuary (KWRP)

Fact sheets

Kooragang Fast Facts (KWRP)

Website

Hunter-Central Rivers Catchment Management Authority website: www.hcr.cma.nsw.gov.au

Note: Publications produced by the former Hunter Catchment Management Trust and available from the Hunter-Central Rivers Catchment Management Authority:

Reports

HCMT Annual Report 2002-03 (HCMT)

HCMT Annual Report 2001-02 (HCMT)

Throsby Creek Catchment Crawl Report 2000 (HCMT)

Cottage Creek Catchment Crawl Report 2001 (HCMT)

Glennies Creek Catchment Crawl Report 2001 (HCMT)

Ironbark Creek Catchment Crawl Report 2001 (HCMT)

Upper Hunter Catchment Crawl Report 2001 (HCMT)

Winding Creek Catchment Crawl Report 2001 (HCMT)

Dora Creek Catchment Crawl Report 2002 (HCMT)

Reports continued

Throsby Creek Catchment Crawl Report 2002 (HCMT)

Ironbark Creek Catchment Crawl Report 2003 (HCMT)

Phosphorus Awareness Day 2001 Report (HCMT)

KWRP Management of Threatened Species and Ecological Communities on Ash Island: Recommendations of an expert panel 2002 (KWRP)

Pilot Survey for Microchiropteran Bats of the Mangrove Forest of Kooragang Island (KWRP)

Mosquito Investigations at Kooragang, Hexham and Tomago, Jan-May 2002 (HCMT)

Hexham Swamp Baseline Ecological Study: Report on 2001-02 (HCMT)

Hexham Swamp Rehabilitation Project: Benthic macro-invertebrate monitoring pilot study 2002 (HCMT)

Rehabilitation of waterbird habitat on Ash Island. 2003 (KWRP)

Kooragang City Farm Cattle Audit 2003 (KWRP)

KWRP Green Corps Report 2003 (KWRP)

KWRP Steering Committee Papers 2003 (KWRP)

Monitoring a created wetland on Kooragang Island 2003 (KWRP)

Eco-check monitoring on City Farm 2003 (KWRP)

KWRP Progress Report 2003 (KWRP)

KWRP Steering Committee Papers 2003 (KWRP)

Plans

Throsby Creek Total Catchment Management Strategy 2001 (HCMT)

Wallis-Fishery Creeks Total Catchment Management 2000 (HCMT)

Williams River Total Catchment Management Strategy 2003 (HCMT)

Ironbark Creek Total Catchment Management Strategy 2003 (HCMT)

Glennies Creek Total Catchment Management Study—Status of the Natural Resources Report 2003 (HCMT)

Hunter Catchment Blueprint (HCMT)

HCMT Corporate Plan 2000-2004 (HCMT)

HCMT Strategic Plan 2003-2005 (HCMT)

HCMT Business Plan 2002-2003 (HCMT)

Geotechnical Survey of proposed Green and Golden Bell Frog Pond, Scott's Point, Ash Island. Nov 2003 (KWRP)

Habitat in a Hurry 2003 (KWRP)

Position Statements

Positions Statement on Vegetation Management in the Hunter Catchment 2003 (HCMT)

Guidelines

Hunter Bushland Resource Kit (HCMT)

Newsletters

Catchment News (HCMT)

Hunter Flora (HCMT)

The Water Watcher (HCMT)

Koora Gang Volunteer News (KWRP)

Brochures/ booklets and leaflets

Exploring Kooragang Wetlands (KWRP)

Living in Ironbark Creek Catchment (HCMT)

Living in Throsby Creek Catchment (HCMT)

Living in Wallis-Fishery Creeks Catchments (HCMT)

Nutrients in Waterways: What can you do to help? (HCMT)

Protecting Fish and Fish Habitat in the Hunter Catchment (HCMT)

Rehabilitating Hexham Swamp (HCMT)

What's Being Achieved in the Williams? (HCMT)

Upper Hunter Environmental Education Directory (HCMT)

Kooragang City Farm: Farming in harmony with wetlands (KWRP)

Kooragang City Farm: Milham's farm historic site (KWRP)

Kooragang Wetlands Estuary Tours (KWRP)

Important Information for Residents: Fox baiting ((HCMT)

Kooragang Wetlands Welcome Walk (KWRP)

Hexham Swamp: It's part of your environment (HCMT)

Mur-rung Korung: wetlands and rainforest of the Hunter River estuary floodplain; a rich resource for local Worimi peoples (KWRP)

Discover Kooragang Wetlands Come Alive: Activities Program 2003/2004 (KWRP)

Kooragang Wetlands Estuary Tours 2003/2004 (KWRP)

Fact sheets

Dieback in the Hunter Catchment (HCMT)

Identifying and Managing Dieback (HCMT)

Catchment Planning: FAQs (HCMT)

Black Creek Catchment (HCMT)

Dartbrook/Kingdon Ponds Catchment (HCMT)

Glenbawn Catchment (HCMT)

Glennies Creek Catchment (HCMT)

Hunter River Catchment (HCMT)

Ironbark Creek Catchment (HCMT)

Pages River Catchment (HCMT)

Pages River Catchment (HCMT)

Paterson/Allyn Rivers Catchment (HCMT)

Throsby Creek Catchment (HCMT)

Williams River Catchment (HCMT)

Wollombi Brook Catchment (HCMT)

Wallis-Fishery Creeks Catchments (HCMT)

Videos

1998 Hunter Coal Industry Environmental Management Awards (HCMT)
1999 Hunter Coal Industry Environmental Management Awards (HCMT)
2001 Hunter Coal Industry Environmental Management Awards (HCMT)
2003 Hunter Coal Industry Environmental Management Awards (HCMT)
Throsby Creek Catchment Crawl 2000 (HCMT)
Returning the Tide: Restoring the Hunter River estuary (HCMT)
Total Catchment Management (HCMT)
Flood 1955: Will it happen again? (HCMT)

Joint publications

Rehabilitating Australian Streambanks with Longstem Native Tubestock (HCMT and DLWC (now DIPNR))
Salinity in the Hunter Valley: Salt of the earth (HCMT and DLWC (now DIPNR))
Willows in the Hunter: A guide to identification and management (HCMT and DLWC now DIPNR))
Managing Water Quality on Your Farm Dam (HCMT and DLWC (now DIPNR))
Ash Island Birding Route (Hunter Bird Observers Club and KWRP)

Others

HCMT Water Forum 2000 Proceedings (HCMT)
HCMT Annual Forum 2002 Proceedings (HCMT)

LACHLAN CATCHMENT MANAGEMENT AUTHORITY

Soil Management Program (January 2004)
Lachlan Perennial Species Program (January 2004)
Water Quality and Riparian Management Program (January 2004)

Vegetation and Biodiversity Program (January 2004)
Catchment Management Authorities (January 2004)
Lachlan Catchment Management Authority website: www.lachlan.cma.nsw.gov.au

LOWER MURRAY DARLING CATCHMENT MANAGEMENT AUTHORITY

Lower Murray Darling CMA E-News 1 (May 2004)
LMDCA Board Member Profiles (A3 poster)
Lower Murray Darling Regional Weed Strategy
Thegoa Lagoon Management Plan (A0 poster)
Packer's Crossing – Great Darling Anabranch (A0 poster)
Fish Passage Feasibility Study and Recommendation Report

Darling Anabranch Environmental Impact Statement
Pre-construction reports (various) for Darling Anabranch and Menindee Lakes Projects
Lower Murray Darling Catchment Management Authority website: www.lmd.cma.nsw.gov.au

MURRAY CATCHMENT MANAGEMENT AUTHORITY

Murray Catchment Management Authority website: www.murray.cma.nsw.gov.au

MURRUMBIDGEE CATCHMENT MANAGEMENT AUTHORITY

Murrumbidgee Catchment Management Authority website: www.murrumbidgee.cma.nsw.gov.au

NAMOI CATCHMENT MANAGEMENT AUTHORITY

Brochure – Real People, Real Money, Real Solutions – A new beginning for Natural Resource Management in the Namoi (February 2004)

Namoi Catchment Management Authority website: www.namoi.cma.nsw.gov.au

NORTHERN RIVERS CATCHMENT MANAGEMENT AUTHORITY

Northern Rivers CMA Communique 1 – (March 2004)
Northern Rivers CMA Communique 2 – (May 2004)

Northern Rivers Catchment Management Authority website: www.northern.cma.nsw.gov.au

SOUTHERN RIVERS CATCHMENT MANAGEMENT AUTHORITY

Monaro Grasslands Mail – Newsletter (June 2004)

Fact sheet – Protection Your Vegetation (June 2004)

Fact sheet – What is a Grassland Ecosystem (June 2004)

Monaro Grasslands Mail – Newsletter (March 2004)

Southern Rivers Catchment Management Authority website: www.southern.cma.nsw.gov.au

SYDNEY METROPOLITAN CATCHMENT MANAGEMENT AUTHORITY LOCAL ESTABLISHMENT TEAM

Mambara Community Newsletter Issue 1 (March 2004)

Mambara Community Newsletter Issue 2 (June 2004)

Sydney Metropolitan Catchment Management Authority interim website:
http://www.dipnr.nsw.gov.au/nvrig/sydney_metro.html

WESTERN CATCHMENT MANAGEMENT AUTHORITY

Western Catchment Management Authority website: www.western.cma.nsw.gov.au

APPENDICES

Appendix 1: Staff Statistics

Only the Hunter-Central Rivers Catchment Management Authority employed staff during the reporting period.

Table 18: Summary of staff employed by the Hunter-Central Rivers CMA as at 30 June 2004

CATEGORY	23/1/2004 to 30/6/2004
Permanent	0
Temporary	14
TOTAL	14

Appendix 2: NSW Government Action Plan for Women

The NSW Government is strongly committed to a whole of government approach to the principles of equity, access, rights and participation for women. The government continues to build on achievements to remove obstacles to women's full participation in society. This recognises that in some areas of social, political and economic life, women have different experiences and needs for men. The *NSW Government Action Plan* provides a mechanism for leadership and management of coordinated strategies across government agencies.

The Catchment Management Authorities are committed to the aims and objectives of the NSW Government Action Plan for Women.

Table 19: The number of women on NSW CMA Boards (excluding Sydney Metropolitan LET) as at 30 June 2004:

CMA POSITION	TOTAL	NUMBER OF WOMEN	% OF WOMEN
CMA Chairs	12	2	17%
CMA Members	66	18	27%
TOTAL	78	20	26%

Table 20: The number of women on NSW LET Boards (including Sydney Metropolitan CMA Establishment Team) as at 5 May 2004:

LET POSITION	TOTAL	NUMBER OF WOMEN	% OF WOMEN
LET Coordinators	18	5	28%
LET Members	46	13	28%
TOTAL	64	18	28%

Appendix 3: Personnel Policies and Practices

As the Department of Infrastructure Planning and Natural Resources (DIPNR) is the host employer for the CMAs, DIPNR's personnel policies and practices extend in coverage to all CMAs. These policies and practices include:

- Industrial relations
- Equal Employment Opportunity
- Disability Plans
- Ethnic Affairs Priorities Statements
- Occupational Health and Safety.

Appendix 4: Risk Management and Insurance Activities

Effective risk management is a core management requirement. Risk management is considered at all levels of CMA operations in the normal course of all activities.

DIPNR provided cover to the CMAs during the reporting period. This involved CMAs participating in the NSW Treasury Managed Funds (TMF) self-insurance scheme that provides workers compensation, legal liability, motor vehicles, property and miscellaneous cover. One of the conditions of this insurance coverage is a requirement to place a high priority on the implementation of sound risk management practices.

Appendix 5: Performance and Remuneration of Executive Officers

It is a requirement of legislation that the performance and remuneration of the CMA General Managers are reported. As at the 30 June 2005 General Managers were appointed to five CMAs as outlined below:

Hawkesbury-Nepean Catchment Management Authority

Name: Bernard Bugden
Position: General Manager
Date appointed: 18/05/2004
Remuneration package: \$111,797 pa
Performance review: Not undertaken as at 30 June 2004

Lachlan Catchment Management Authority

Name: Chris Glennon
Position: General Manager
Date appointed: 07/06/2004
Remuneration package: \$120,464 pa
Performance review: Not undertaken as at 30 June 2004

Murrumbidgee Catchment Management Authority

Name: John Searson
Position: General Manager
Date appointed: 11/05/2004
Remuneration package: \$120,464 pa
Performance review: Not undertaken as at 30 June 2004

Northern Rivers Catchment Management Authority

Name: Michael Pitt
Position: General Manager
Date appointed: 30/06/2004
Remuneration package: \$120,464 pa
Performance review: Not undertaken as at 30 June 2004

Western Catchment Management Authority

Name: Daryl Green
Position: General Manager
Date appointed: 07/06/2004
Remuneration package: \$120,464 pa
Performance review: Not undertaken as at 30 June 2004

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