



Government of South Australia

Northern and Yorke Natural
Resources Management Board

NORTHERN AND YORKE NATURAL RESOURCES MANAGEMENT BOARD

ANNUAL REPORT

1 July 2005 to 30 June 2006

Northern and Yorke Natural Resources Management Board
Annual Report 2005 - 2006

For further information please contact:

Communications Officer
Northern and Yorke Natural Resources Management Board
PO Box 175, CRYSTAL BROOK SA 5523
Telephone: (08) 8636 2361
Facsimile: (08) 8636 2371
E-mail: board@nynrm.sa.gov.au
Web site: www.nynrm.sa.gov.au

18 December 2006



Printed on recycled paper

TABLE OF CONTENTS

LETTER OF TRANSMITTAL.....	5
FOREWORD.....	6
ABBREVIATIONS.....	8
HIGHLIGHTS, ACHIEVEMENTS AND MAJOR INITIATIVES.....	9
INTRODUCTION.....	10
OBJECT OF THE <i>NATURAL RESOURCES MANAGEMENT ACT</i>	10
ADMINISTRATION OF THE ACT.....	10
NORTHERN AND YORKE NATURAL RESOURCES MANAGEMENT BOARD AND ITS ACTIVITIES.....	11
FUNCTIONS OF THE NORTHERN AND YORKE NATURAL RESOURCES MANAGEMENT BOARD.....	11
MEETINGS: GENERAL AND SPECIAL.....	12
MEMBERSHIP.....	12
STRATEGIC DIRECTIONS 2005-08.....	16
SOUTH AUSTRALIA'S STRATEGIC PLAN.....	16
Key Objectives from South Australia's Strategic Plan.....	16
Attaining sustainability.....	16
Growing prosperity.....	16
Improving well-being.....	16
Fostering creativity.....	16
Building communities.....	16
Expanding opportunity.....	17
NORTHERN AND YORKE NATURAL RESOURCES MANAGEMENT BOARD STRATEGIC GOALS.....	17
Goal 1: Managing Water for Improved Quality and Quantity.....	17
Goal 2: Managing Soils for Sustainability.....	17
Goal 3: Managing Natural Biodiversity.....	17
Goal 4: Sustainable Industry Development.....	17
Goal 5: Foster an Informed and Committed Community.....	18
Goal 6: Establish Monitoring and Evaluation Systems.....	18
Goal 7: Deliver the NY NRM Board's Progress in an Integrated Manner. ..	18
ACKNOWLEDGEMENTS.....	18
APPENDIX 1 - FINANCIAL STATEMENTS AND ACCOMPANYING NOTES.....	19
Financial performance of the agency.....	19
Financial performance of the board.....	19
Finance.....	19
Account Payment Performance.....	19
Contractual Arrangements.....	19
Detection of Fraud.....	20
Use of consultants.....	20
APPENDIX 2 - OTHER STATUTORY INFORMATION.....	21
HUMAN RESOURCES.....	21
Employment and Recruitment Statistics.....	21
Executive Employment.....	22
Leave Management.....	22

Workforce Diversity	22
Voluntary flexible working arrangements	23
Employee Training and Development	24
Equal Employment Opportunity.....	24
Occupational Health, Safety and Injury Management	24
OTHER MATTERS	26
Overseas Travel	26
Disability Action Plan.....	26
Reconciliation Statement.....	26
Asbestos Management	26
Performance Against Annual Energy Use Targets	27
STATEMENT OF FACT FOR SIGNIFICANT MINISTERIAL DIRECTIVES OR FUNCTIONS ASSIGNED BY THE MINISTER	27
REQUIREMENTS FOR ANNUAL REPORT	27
SPECIFIC REPORTS.....	28
BOARDS AND COMMITTEES LISTING	28
APPENDIX 3 - PUBLICATIONS RELEASED OR UPDATED DURING 2005-06.....	32
APPENDIX 4 - FREEDOM OF INFORMATION STATEMENT	33

LETTER OF TRANSMITTAL

Mr Dennis Mutton
Chair
Natural Resources Management Council
GPO Box 2834
ADELAIDE
South Australia 5000

Dear Mr Mutton

In accordance with the requirements of the *Public Sector Management Act 1995* and section 38 of the *Natural Resources Management Act 2004*, I have pleasure in presenting the annual report of the Northern and Yorke Natural Resources Management Board for the year ended 30 June 2006.

I certify that this Annual Report complies with the requirements of the Natural Resources Management (NRM) Act 2004, the NRM Regulations and Premier and Cabinet Circular 13.

Over the past twelve months the Board has endeavoured to build a sound foundation for Natural Resources Management in the Northern and Yorke Region. As a new organisation the development and implementation of a range of policies and procedures has enabled the Board to establish an appropriate framework for proper governance.

A key achievement of the Board this year has been the recruitment of a General Manager and members of a management team on which to build a foundation for the organisation. This year has also seen the transition of staff from previous structures in to the new organisation. The Board's staff remain one of its key assets in the delivery of natural resources management programs. In addition to the staffing the Board has undertaken recruitment and selection process for the appointment of members of the three Sub-regional Groups. These members will take up their roles early in the 2006-07 year and will provide a valuable link to communities at the local level. These Groups will strengthen the community's representation and contribution to natural resources management in the Northern and Yorke region and will be a valuable resource for the Board.

The Board has maintained a strong focus on strategic planning with the development of its Initial Plan and Concept Statement for the Regional NRM Plan. The Board looks forward to working with the community and key agencies in the development of Northern and Yorke's comprehensive Regional NRM Plan.

Mervyn Lewis
PRESIDING MEMBER
NORTHERN AND YORKE NATURAL RESOURCES MANAGEMENT BOARD

FOREWORD

In 2004, the South Australian Government introduced legislation that established a new structure for ecologically sustainable management of the State's natural resources.

The *Natural Resources Management Act 2004* came into full operation on 1st July 2005 and replaced the *Animal and Plant Control (Agricultural Protection and Other Purposes) Act 1986*, the *Soil Conservation and Land Care Act 1989* and the *Water Resources Act 1997*.

The Natural Resource Management (NRM) Act provides a framework for the integrated use and management of the State's natural resources and allows for the development of State and Regional Plans to deliver a vision for NRM across the state.

On 1 July 2005 the new Northern and Yorke Natural Resources Management Board (NY NRM Board) became responsible for managing, protecting and restoring Northern and Yorke's unique natural resources. The NY NRM Board replaces the previous Soil Conservation Boards and Animal Plant Control Boards to provide integrated, holistic and coordinated natural resources management for the regions soil, water, coastal and natural biodiversity assets.

Natural resource management (NRM) is the business of managing our natural resources in an integrated and sustainable way to ensure that they continue to provide sustenance to us and other natural living organisms into the future. Sustainability of the natural basis for our existence is a fundamental need for society that provides environmental, economic and social benefits.

NRM is about local people working in their local communities to maintain and improve the natural assets in the region to ensure sustainable agricultural production and conserve our native species and ecological communities.

The Northern and Yorke NRM Region covers the area from north of Hawker south to Lower Light, all of Yorke Peninsula across to Kapunda and includes Pt Augusta and the western side of the northern Spencer Gulf south to Cultana.

Situated in the central cropping region of South Australia, the Northern and Yorke Region encompasses areas of land and sea totalling 4 980 526 hectares.

It includes the Yorke Peninsula, the Lower, Mid and Upper North, southern Flinders Ranges and parts of the Adelaide Plains.

Thirty one percent (31%) of the region's area is off shore and includes sections of the Spencer Gulf and the Gulf St Vincent.

The NY NRM Board consists of nine community members selected for their knowledge, skills and experience in managing the natural resources of the region. Four Government Agency and one Local Government representative have also been

selected to assist the NY NRM Board in its deliberations through the provision of specialist advice.

VISION

A prosperous, populated sustainable region rich in diverse natural resources that are valued by an energised and passionate community.

The Northern and Yorke Board sustainably managing our natural resources in such a way that values and nurtures them for now and into the future.

Our region provides a rich and diverse tapestry of life, sustaining and nurturing its natural resources and people.

ABBREVIATIONS

Act	The Natural Resources Management Act 2004 (SA)
DEH	Department for Environment and Heritage (SA)
DWLBC	Department of Water Land & Biodiversity Conservation
ESD	Ecological Sustainable Development
NAP	National Action Plan for Salinity and Water Quality
NHT	Natural Heritage Trust
NLP	National Landcare Program
NRM	Natural Resource Management
NYNRM	Northern and Yorke Natural Resources Management
PIRSA	Department Primary Industries and Resources
RSSA	Rural Solutions South Australia
SRG	Sub-Regional Group

HIGHLIGHTS, ACHIEVEMENTS AND MAJOR INITIATIVES

- Preparation of the Northern and Yorke NRM Board Initial Plan
- Establishment of a Regional Planning Steering Committee to oversee the development of the Regional NRM Plan
- Contribution to Development and Review of State Policies and Strategies
 - State NRM Plan
 - No Species Loss, Biodiversity Strategy
 - South Australian Strategic Plan
 - Naturelinks
 - State Marine Planning Framework
 - Spencer Gulf Marine Plan
- Development of 2006-2009 Investment Strategy
- Preparation of Concept Statement
- Contributed to the NRM Act Review
- Participation in a range of workshops
 - Strategic Planning
 - Target Setting
 - Local Government Partnership
- Board member and staff representation on State and Regional Committees
 - NRM Enterprise Bargaining Steering Committee
 - NRM Single Bargaining Centre Committee
- Creation of Sub-Regional Groups and recruitment and selection of members
- Facilitating dissolution of the previous Soil Boards, APC Boards and NYAD Integrated Natural Resources Management Committee
- Consideration of Native Vegetation Council applications
- Undertook regional bus tour to review existing NRM programs and issues
- Development and Implementation of Administrative, Financial, Procurement, Human Resource & OH&S policies and procedures and delegations.
- Transition of staff from old Board structures and delivery of induction program
- Appointment of General Manager
- Recruitment of key staff; Business Manager; Planning Officer; Communications Officer; Monitoring and Evaluation Officer; and Administration Support staff
- Preparation of operating budget
- Participation in Pest Plant and Animal Control State Projects
 - Broomrape Program
 - Bridal Veil Program
 - Grasshopper Program
- Participated in Enterprise Bargaining
- Staff development activities
 - Conference attendance
 - GIS training
 - Outlook training
 - Enforcement & Compliance
 - Safe operation of ATVs.

INTRODUCTION

This report is for the financial year 2005-06, and is presented to fulfil the requirements of Section 38 of the *Natural Resources Management Act 2004*.

OBJECT OF THE *NATURAL RESOURCES MANAGEMENT ACT*

The objects of this Act include assisting the achievement of ecologically sustainable development in the State by establishing an integrated scheme to promote the use and management of natural resources in a manner that—

- (a) recognises and protects the intrinsic values of natural resources; and
- (b) seeks to protect biological diversity and, insofar as is reasonably practicable, to support and encourage the restoration or rehabilitation of ecological systems and processes that have been lost or degraded; and
- (c) provides for the protection and management of catchments and the sustainable use of land and water resources and, insofar as is reasonably practicable, seeks to enhance and restore or rehabilitate land and water resources that have been degraded; and
- (d) seeks to support sustainable primary and other economic production systems with particular reference to the value of agriculture and mining activities to the economy of the State; and
- (e) provides for the prevention or control of impacts caused by pest species of animals and plants that may have an adverse effect on the environment, primary production or the community; and
- (f) promotes educational initiatives and provides support mechanisms to increase the capacity of people to be involved in the management of natural resources.

ADMINISTRATION OF THE ACT

The Act is under the control of the Minister administering the *Natural Resources Management Act 2004*.

NORTHERN AND YORKE NATURAL RESOURCES MANAGEMENT BOARD AND ITS ACTIVITIES

FUNCTIONS OF THE NORTHERN AND YORKE NATURAL RESOURCES MANAGEMENT BOARD

Section 29 of the Natural Resources Management Act describes the functions of the Northern and Yorke Natural Resources Management Board.

- (1) The functions of a regional NRM board are—
 - (a) to undertake an active role with respect to the management of natural resources within its region; and
 - (b) —
 - (i) to prepare a regional NRM plan in accordance with this Act; and
 - (ii) to implement that plan; and
 - (iii) to keep the plan under review to ensure that the objects of this Act are being achieved; and
 - (c) to promote public awareness and understanding of the importance of integrated and sustainable natural resources management within its region, to undertake or support educational initiatives with respect to natural resources management, and to provide mechanisms to increase the capacity of people to implement programs or to take other steps to improve the management of natural resources; and
 - (d) to provide advice with respect to the assessment of various activities or proposals referred to the board under this or any other Act; and
 - (e) to resolve any issues that may arise between any NRM groups that are relevant to the management of natural resources within its region; and
 - (f) at the request of the Minister or the NRM Council, or on its own initiative, to provide advice on any matter relevant to the condition of natural resources within its region, or on the management of those resources, to conduct any inquiry or audit, or to provide any other advice or report that may be appropriate in the circumstances; and
 - (g) such other functions assigned to the board by the Minister or by or under this or any other Act.
- (2) To avoid doubt, a regional NRM board may act with respect to a particular matter despite the fact that the matter may not fall within the scope of its regional NRM plan.
- (3) However, if a regional NRM board acts with respect to a particular matter in the circumstances described in subsection (2), the board must furnish a report on the matter to the Natural Resources Committee of the Parliament (unless the matter is not, in the opinion of the board, significant).

- (4) In performing its functions, a regional NRM board should (as far as is reasonably practicable) seek to work collaboratively with—
- (a) the other regional NRM boards whose regions adjoin the region of the board; and
 - (b) other State agencies, agencies of the Commonwealth, and agencies of the other States and Territories, that have functions that are relevant to those of the board; and
 - (c) NRM groups with areas that fall (wholly or partially) within the region of the board; and
 - (d) the constituent councils for the region, and other councils as may be relevant; and
 - (e) relevant industry, environment and community groups and organisations; and
 - (f) persons who own or occupy land within the region of the board (insofar as may be relevant).
- (5) A regional NRM board will, with respect to the performance of its functions, report to the Minister.
- (6) If the Minister assigns a function to a regional NRM board under subsection (1)—
- (a) the Minister must furnish a report on the matter to the Natural Resources Committee of the Parliament; and
 - (b) the regional NRM board must cause a statement of the fact of the assignment to be published in its next annual report.

MEETINGS: GENERAL AND SPECIAL

The Northern and Yorke NRM Board held its first official meeting on 27 June 2005. Since then the Board has held meetings on the fourth Monday of every month (except December which is the third Monday) which are open to the public.

Board Meetings were held on 25 July 2005, 29 August 2005, 26 September 2005, 24 October 2005, 28 November 2005, 19 December 2005, 23 January 2006, 27 February 2006, 27 March 2006, 24 April 2006, 22 May 2006 and 26 June 2006.

MEMBERSHIP

Section 25 of the Natural Resources Management Act provides for the appointment of the Northern and Yorke Natural Resources Management Board.

The Board comprises 9 members, appointed by the Governor on the recommendation of the Minister. Each of the appointed members of the Board is a person who, in the opinion of the Minister, meets the standards stipulated by section 25 (4) of the Natural Resources Management Act for the appointment of members:

- (4) For the purposes of subsection (1), the Minister must (as far as is reasonably practicable in the circumstances)—
- (a) give consideration to nominating persons so as to provide a range of knowledge, skills and experience across the following areas:
 - (i) community affairs at the regional level;
 - (ii) primary production or pastoral land management;
 - (iii) soil conservation and land management;
 - (iv) conservation and biodiversity management;
 - (v) water resources management;
 - (vi) business administration;
 - (vii) local government or local government administration;
 - (viii) urban or regional planning;
 - (ix) Aboriginal interest in the land and water, and Aboriginal heritage;
 - (x) pest animal and plant control;
 - (xi) natural and social science;
 - (xii) if relevant—coast, estuarine and marine management, fisheries or aquaculture; and
 - (b) nominate persons who are able to demonstrate an interest in ensuring the sustainable use and conservation of natural resources and an awareness of natural resource issues across the relevant region; and
 - (c) ensure—
 - (i) that a majority of the members of the board reside within the relevant region; and
 - (ii) that a majority of the members of the board are engaged in an activity related to the management of land.
- (5) In addition, the Minister must, before finalising his or her nominations for the purposes of this section, consult with the designated Ministers.
- (6) At least 1 member of a regional NRM board must be a woman and at least 1 member must be a man.
- (7) At least 1 member of a regional NRM board must be a member or officer of a council at the time of his or her appointment, unless—
- (a) the board's region does not include any part of the area of a council; or
 - (b) the Minister cannot, after taking reasonable steps, find a member or officer of a council who—
 - (i) in the opinion of the Minister, is suitable to be appointed as a member of the board; and
 - (ii) is willing and available to be a member of the board.

- (8) The Governor must appoint a suitable member of a regional NRM board to be the presiding member of the board.
- (9) The Governor may appoint a suitable person to be the deputy of a member of a regional NRM board.
- (10) A deputy may act as a member of a regional NRM board during any period of absence of the member in relation to whom the deputy has been appointed.
- (11) The Minister may, by instrument in writing, authorise a person or persons to attend any meeting of a regional NRM board in order to represent the interests of the Commonwealth, the State or local government.

The Presiding Member of the Board was appointed for a three year term on 14 December 2004. The other membership of the Board was appointed on 14 April 2005, each for a two or three year term, as shown below.

Member	Skills and experience	Period of appointment
Mervyn Lewis, Presiding Member	Primary production and natural resources management, community services management and delivery, Government program planning, administration and delivery	Three years to 14 December 2007
Malcolm Byerlee	Community affairs at the regional level, primary production/pastoral land management and pest animal and plant control	Two years to 13 April 2007
Catherine Love	Natural and social sciences and coast, estuarine and marine environment	Three years to 13 April 2008
Phyllis Robinson	Local government/local government administration and water resources management	Three years to 13 April 2008
Marcus Strudwicke	Local government/local government administration and urban/regional planning	Two years to 13 April 2007
Helen Thomas	Primary production/pastoral land management and soil conservation and land management	Three years to 13 April 2008
Kerry Ward	Soil conservation and land management and water resource management	Three years to 13 April 2008
Richard Wilkinson	Local government/local government administration and coast, estuarine and marine environment	Two years to 13 April 2007
Neville Wilson	Community affairs at the regional level, primary production/pastoral land management and pest animal and plant control	Two years to 13 April 2007

In addition the following persons were appointed as authorised State and Australian Government representatives.

Member	Authorised Representative of:
Neville Byrne (replaced by Tim Collins)	Department of Environment and Heritage
John Cornish	Primary Industries and Resources South Australia
Anita Crisp	Local Government
Bob McLennan	Department of Water, Land and Biodiversity Conservation
Anthony Whitford	Australian Government

STRATEGIC DIRECTIONS 2005-08

SOUTH AUSTRALIA'S STRATEGIC PLAN

The Northern and Yorke Natural Resources Management Board's Strategic Plan has been developed to better align the organisation with the strategic directions set out in South Australia's Strategic Plan – *Creating Opportunity*.

Key Objectives from South Australia's Strategic Plan

The key strategic objectives from *Creating Opportunity* are:

Attaining sustainability

Our priority is to make South Australia world-renowned for being clean, green and sustainable. This will boost community wellbeing, safeguard future generations and contribute to our State's prosperity. The focus will be on protecting our biodiversity, securing sustainable water and energy supplies, and minimising waste.

Growing prosperity

Our priority is sustained economic growth resulting in rising living standards, with all South Australians sharing in the benefits through more and better job opportunities and accessible, high quality services.

Improving well-being

Our priority is sustained economic growth resulting in rising living standards, with all South Australians sharing in the benefits through more and better job opportunities and accessible, high quality services.

Fostering creativity

Our priority is to reinforce South Australia as a place that thrives on creativity and innovation. This capacity to do things differently will be one of the keys to achieving all of our objectives. The focus will be on fostering a culture of creativity, on developing creative, innovative and enterprising people, on investing in science and research, and in innovation infrastructure, and on converting ideas into practice.

Building communities

Our priority is to develop South Australia as a place in which people care for each other and contribute to their communities. This will enhance our peace, pride and prosperity and build "social capital". It will also attract new migrants, visitors and investors who bring skills, resources and ideas. The focus will be on improving trust, increasing involvement in voluntary activities, building strong community networks, and increasing participation in democratic processes.

Expanding opportunity

Our priority is to ensure all South Australians are able to create and use opportunities that build on their talents. Restoring the State's leadership in education is fundamental, with a focus on establishing the foundations in early childhood and building the basic skills in primary school. Another priority is retaining our senior students at school so they can confidently make the transition to further education, work and community life.

NORTHERN AND YORKE NATURAL RESOURCES MANAGEMENT BOARD STRATEGIC GOALS

The Board has identified seven strategic areas in which it delivers outcomes to the community under the Initial Natural Resources Management Plan approved by the Minister in May 2006.

These strategic contribute to the achievement of State objectives.

Goal 1: Managing Water for Improved Quality and Quantity

The Board's goal is to achieve water use in balance in requirements of natural ecosystems while also supporting human use and primary production. This is achieved by defining environmental values and targets, establishing regional benchmarks, advancing programs for improved efficiency in water use, and ensuring that there are adequate controls across the region to regulate water use and capture and water affecting activities, protecting and restoring riparian zones, implement programs to address salinity and other water quality issues.

Goal 2: Managing Soils for Sustainability

The Board's goal is to manage soil to sustain diverse and profitable industry and natural ecosystems. This is achieved through the implementation of programs that maintain and improve soil health and through promotion of best practise systems for landholders and the establishment of trails and demonstration sites.

Goal 3: Managing Natural Biodiversity

The goal of ensuring natural biodiversity is protected and managed to sustain ecosystems, ecological processes, and support primary industries is multi-faceted. Programs to reverse fragmentation and ongoing loss of habitat, managing fire for biodiversity gain, protecting and managing threatened species, controlling pests and diseases and managing coastal, marine, wetland and watercourse systems all contribute to the achievement of this goal.

Goal 4: Sustainable Industry Development

The Board's goal is to enhance the economic base of the region through the sustainable management of primary industries and tourism. This will be achieved by providing

support to industry in applying best practice management and increasing awareness of the natural resource values of the Northern and Yorke Region.

Goal 5: Foster an Informed and Committed Community

A key goal of the Board is to foster an informed, committed and involved community that takes responsibility for, and actively supports its role in natural resource management. This is achieved by implementing the Board's communication and community education/awareness strategy, supporting groups and schools in community programs, supporting land management programs and facilitating appropriate enforcement and compliance support for the program.

Goal 6: Establish Monitoring and Evaluation Systems

To ensure the effectiveness of its programs, the Board is developing appropriate monitoring and evaluation systems and linking with other relevant existing and proposed data collection activities in the region to provide a performance indicator/evaluation database for the Board's programs.

Goal 7: Deliver the NY NRM Board's Progress in an Integrated Manner.

The Board aims to deliver its program in an integrated manner in partnership with all stakeholders taking into account environmental, economic and social considerations. In doing so the Board will support an integrated resources management approach across the region, facilitate collaboration with the fifteen local Councils in the region to better integrate Council and Board plans and provide professional services to allow the Board to implement its Initial Plan and meet its statutory requirements.

ACKNOWLEDGEMENTS

The Northern and Yorke Natural Resources Management Board would like to thank the Minister for Environment and Conservation, Hon John Hill MP and Hon Gail Gago MLC, and staff of the Department of Water, Land and Biodiversity Conservation for their support and encourage that has been provided over the year. The Board would like to acknowledge the Federal and State funding programs that have provided the resources necessary to enable action on priority activities within the region. The Northern and Yorke community continues to commit its time and resources to the sustainable management of the region's natural resources. Without the efforts of the landholders and volunteers the Board would not be able to achieve the Plans and program outcomes as effectively.

APPENDIX 1 - FINANCIAL STATEMENTS AND ACCOMPANYING NOTES

Financial performance of the agency

Financial performance of the board

Finance

Account Payment Performance

Particulars	Number of accounts paid	Percentage of accounts paid (by number)	Value of \$A of accounts paid	Percentage of accounts paid (by value)
Paid by the due date*				
Paid late but paid within 30 days of the due date				
Paid more than 30 days from the due date				

**Note: The due date is defined as per section 11.7 of Treasurer’s Instruction 11 Payment of Accounts. Unless there is a commercial discount offered or a written contract between the public authority and the creditor, payment should be within thirty days of the date of the invoice or claim.*

Some agencies receive invoices significantly later than the invoice date, due to supplier invoicing processes. Consistent with paragraph 11.7.3 of Treasurer’s Instruction 11, agencies may choose to report against the date the invoice is first received rather than date of invoice.

Contractual Arrangements

During the 2005-06 financial year no contracts of over \$4 million that extend beyond a single year were entered into.

Detection of Fraud

During the 2005-06 financial year no known instances of fraud were detected within the agency. The Department has instituted risk management procedures and an internal audit process in order to minimise the opportunities for fraud to occur.

Use of consultants

The Board did not engage any external consultant in the reporting period.

APPENDIX 2 - OTHER STATUTORY INFORMATION

HUMAN RESOURCES

Members of the Board received the following remuneration:

- Presiding Member: \$190.00 per four-hour session or \$47.50 per hour out of session
- Presiding Member receives a retainer of \$5 000 per annum.
- Member: \$160.00 per four-hour session or \$40.00 per hour out of session.

Employment and Recruitment Statistics

Total Number of Employees	
Persons	19.0
FTE's	18.2

(FTE's shown to 1 decimal place)

Gender	% Persons	% FTEs
Male	11	
Female	8	

Number of Persons during the 2005-06 Financial Year	
Separated from the agency	1
Recruited to the agency	4 new staff and 15 transferred

Number of Persons at 30 June 2006	
On Leave without Pay	Nil

NUMBER OF EMPLOYEES AND SUPERANNUATION BY SALARY BRACKET				
Salary Bracket	Superannuation	Male	Female	Total
\$0 - \$40 399				
\$44 000 - \$54 999		11.8	3.4	
\$55 000 - \$67 999			1.0	
\$68 000 - \$88 999			1.0	
\$89 000+		1.0		
TOTAL		12.8	5.4	

STATUS OF EMPLOYEES IN CURRENT POSITION					
	FTE's				
	Ongoing	Short-Term Contract	Long-Term Contract	Other (Casual)	Total
Male	11.8				11.8
Female	5.4				5.4
TOTAL					17.2

Executive Employment

NUMBER OF EXECUTIVES BY STATUS IN CURRENT POSITION, GENDER AND CLASSIFICATION								
Classification	Ongoing		Contract Tenured		Contract Untenured		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
EXA					1		1	
TOTAL					1		1	

Leave Management

AVERAGE DAYS LEAVE TAKEN PER FULL TIME EQUIVALENT EMPLOYEE				
Leave Type	2002-03	2003-04	2004-05	2005-06
Sick Leave	Not available	Not available	Not available	Incomplete year, not available
Family Carer's Leave	Not available	Not available	Not available	Incomplete year, not available
Special Leave with Pay	Not available	Not available	Not available	Incomplete year, not available

Workforce Diversity

NUMBER OF ABORIGINAL AND/OR TORRES STRAIT ISLANDER EMPLOYEES					
	Male	Female	Total	% of Agency	Target*
Aboriginal/Torres Strait Islander People			0	0	2%

* Target from South Australia's Strategic Plan

NUMBER OF EMPLOYEES BY AGE BRACKET BY GENDER					
Age Bracket	Male	Female	Total	% of Total	South Australian Workforce Benchmark*
15-19	0	0	0	0	7.9
20-24	1	0	1	5.3	10.7
25-29	0	1	1	5.3	9.8
30-34	0	2	2	10.5	10.5
35-39	1	1	2	10.5	11.4
40-44	1	2	3	15.8	12.4
45-49	1	1	2	10.5	12.4
50-54	2	1	3	15.8	10.9
55-59	5	0	5	26.3	8.3
60-64	0	0	0	0	4.4
65+	0	0	0	0	1.3
TOTAL	11	8	19	100.0	100.0

*Benchmark as at January 2006 from ABS Supertable LM8

CULTURAL AND LINGUISTIC DIVERSITY					
	Male	Female	Total	% of Agency	SA Community*
Number of employees born overseas			0	0	20.3%
Number of employees who speak language(s) other than English at home			0	0	15.5%
TOTAL			0	0	

* Benchmarks from ABS Publication Basic Community Profile (SA) Cat No. 2001.0

NUMBER OF EMPLOYEES WITH ONGOING DISABILITIES REQUIRING WORKPLACE ADAPTION				
	Male	Female	Total	% of Agency
TOTAL			0	0

Voluntary flexible working arrangements

NUMBER OF EMPLOYEES USING VOLUNTARY FLEXIBLE WORKING ARRANGMENTS BY GENDER			
Arrangement	Male	Female	Total
Purchased Leave			
Flexitime	11	8	19
Compressed Weeks			
Part-time Job Share			
Working from Home			

Employee Training and Development

DOCUMENTED REVIEW OF INDIVIDUAL PERFORMANCE DEVELOPMENT PLAN	
Employees with...	% Total Workforce
a plan reviewed within the past 12 months	Nil
a plan older than 12 months	Nil
no plan	100%

Equal Employment Opportunity

The gender balance of the Board is always taken into consideration when members are appointed. Within the reporting period, the Board consisted of six (6) male and three (3) female members.

The members of the Board are aware of and abide by their obligations under the State *Equal Opportunity Act 1984*.

Occupational Health, Safety and Injury Management

Requirement	2003-04	2004-05	2005-06
1 OHS legislative requirements Number of notifiable occurrences pursuant to OHS&W Regulations Division 6.6 Number of notifiable injuries pursuant to OHS&W Regulations Division 6.6 Number of notices served pursuant to OHS&W Act s35, s39 and s40 (default, improvement and prohibition notices)	Not available	Nil	Nil
2 Injury Management legislative requirements Total number of employees who participated in the rehabilitation program Total number of employees rehabilitated and reassigned to alternative duties Total number of employees rehabilitated back to their original work Number of open claims as at 30 June 2006 Percentage of workers compensation expenditure over gross annual remuneration	Not available	Nil	Nil
3 Number of claims Number of new workers compensation claims in the financial year Number of fatalities, lost time injuries, medical (F) treatment only (LTI) Total number of whole working days lost (MTO)	Not available	Nil	Nil
4 Cost of workers compensation Cost of new claims for financial year Cost of all claims excluding lump sum payments Amount paid for lump sum payments on the settlement of a claim (under the WRC Act) Total amount recovered form external sources	Not available	Nil	Nil

	(WRC Act s54) including from a negligent third party Budget allocation for workers compensation		Nil	Nil
5	Trends Injury frequency rate for new lost-time injury/disease for each million hours worked Most frequent cause (mechanism) of injury Most expensive cause (mechanism) of injury	Not available	Nil N/A N/A	Nil N/A N/A
6	Meeting the organisation's strategic targets	Not available		

OTHER MATTERS

Overseas Travel

No member of the Board travelled overseas on the business of the Board during the reporting period.

Disability Action Plan

Reconciliation Statement

The Northern and Yorke Natural Resources Management Board would like to acknowledge the land on which it meets is the traditional lands for the Kaurna, Narrungga, Nukuna, Ngadjuri, Meru, Adjumuntha and Danggali people and that it respects their spiritual relationship with their country. The Northern and Yorke Natural Resources Management Board also acknowledges these indigenous people as the custodians of the Northern and Yorke region and that their cultural and heritage beliefs are still as important to the living indigenous people today.

In fulfilling its functions, the Northern and Yorke Natural Resources Management Board is cognisant of the cultural and natural heritage of traditional owners and strives to achieve positive outcomes wherever these matters are concerned.

Asbestos Management

The Board operates from premises in a Government-owned SA Water building in Crystal Brook and Council Offices throughout the region, whose policies adhere to asbestos management.

Section 2: Annual Report - Risk Reduction

Site category Scale	Site Performance Score	1	2	3	4	5	Not assessed
	Site Risk Level	Severe	Major	Moderate	Minor (Threshold category)	No risk (Target category)	
% Of Sites in Category at Year's Commencement							
Adjusted % after Annual Reduction Activity							

Performance Against Annual Energy Use Targets

	Energy Use (GJ)	Expenditure (\$)	GHG Emissions
Base Year 2000/2001: Agency One Agency Two, etc. Portfolio Total Year Being Reported: Agency One Agency Two, etc. Portfolio Total Portfolio Target (for year being reported) Interim Portfolio Target (for 2010) Final Portfolio Target (for 2014)			

STATEMENT OF FACT FOR SIGNIFICANT MINISTERIAL DIRECTIVES OR FUNCTIONS ASSIGNED BY THE MINISTER

There were no significant Ministerial directives or significant functions assigned by the Minister in 2005-06.

The Natural Resources Management Act 2004 did not become fully operational until July 2005, with staff resources transitioning from previous Boards in January 2006, as a consequence, the Board did not assume all of the functions defined in the Act, but rather operated in an establishment phase until staff came on board.

REQUIREMENTS FOR ANNUAL REPORT

Section 38 of the Natural Resources Management Act requires that the Minister must cause a report to be prepared annually setting out the following information:

- (1) A regional NRM board must, on or before 31 October in every year, provide to the NRM Council a report on its activities for the financial year ending on the preceding 30 June (and need not provide a report under section 6A of the *Public Sector Management Act 1995*).
- (2) The report must—
 - (a) include an assessment of the extent to which the regional NRM board has succeeded in implementing its regional NRM plan; and
 - (b) include the audited accounts and financial statements of the regional NRM board; and

- (c) be accompanied by the annual reports of the NRM groups within its region; and
- (d) include other information required by or under this Act or the regulations.

SPECIFIC REPORTS

Section 39 of the Natural Resources Management Act states that:

- (1) The Minister or the NRM Council may, by written notice to a regional NRM board, require the board to provide to the Minister or the NRM Council, within a period stated in the notice or at stated intervals, any report or reports relating to the performance, exercise or discharge of its functions, powers or responsibilities, as the Minister or the NRM Council (as the case may be) thinks fit.
- (2) If a requirement is imposed under subsection (1), the regional NRM board must cause a statement of the fact of the imposition of the requirement to be published in its next annual report.

No reports were requested by the Minister for Environment and Conservation or by the Natural Resources Management Council in 2005-06.

BOARDS AND COMMITTEES LISTING

The Board has established sub-committees for Finance and Audit, Human Resources, and Promotions and Communications. These sub-committees meet on a monthly basis generally in the week preceding the Board meeting.

The Finance and Audit Sub-committee adopted a Charter on 27 June 2005 which is to support the effective governance of the Northern & Yorke NRM Board through the review of the Board's policies and procedures and to ensure that the Board meets its statutory obligations, particularly in respect of audit and finance matters.

The sub-committee consists of:

- Chair – Board Member
- Presiding Member
- Board Member
- General Manager (input, but no voting rights).

Member	Position
Neville Wilson	Chairperson
Mervyn Lewis	Presiding Member
Phyllis Robinson	Board Member
Desmond Bilske	General Manager

The Human Resource Sub-committee adopted a Terms of Reference on 25 July 2005 which is to support the effective governance and operation of the Northern & Yorke NRM Board through development and review of the Board's policies and procedures and provision of sound and informed advice to the Board on matters relating to staffing and personnel management. The sub-committee consists of:

- Presiding Member
- Up to 3 x Board Members
- General Manager (ex-officio capacity)

Member	Position
Helen Thomas	Chairperson
Mervyn Lewis	Presiding Member
Kerry Ward	Board Member
Catherine Love	Board Member
Desmond Bilske	General Manager

In June 2005, the Board moved a motion to set up a sub-committee to promote the board and its activities across the region and communicating the board's message. A Promotions and Communications sub-committee was formed with membership consisting of:

Member	Position
Catherine Love	Chairperson
Helen Thomas	Board Member
Kerry Ward	Board Member

In June 2005, the Board moved a motion regarding NYAD INRM committees to continue as a legal entity from 1 July 2005 for a 12 month period to maintain an employment base for current staff, and to manage/wind up existing business. It also recommended that individual members of the N&Y NRM Board become the members of the NYAD INRM for a 12 month period commencing 1 July 2005. In anticipation of the new NRM Reform arrangements, the NYAD INRM's constitution allows for such a change of membership under exceptional circumstances as part of a wind up clause.

From 1st July all new NHT/NAP etc funding will, under bi-lateral arrangements between the State and Australian Governments, come to, and be the responsibility of the new NRM Board, with the board needing to then determine how they will manage and implement the programs in accordance with the requirements set out in the bi-lateral and regional partnership agreements. The Implementation Groups and their memberships are as follows:

Soils & Primary Production (SPIG)

Member	Position
Mervyn Lewis	Presiding Member
Malcolm Byerlee	Board Member
Trudy Stanley	Project Manager
Saideh Kent	
Trevor Dooley	
Michael Head	
Martin Lovegrove	
Mary-Anne Young	
Melanie Rees	
Heidi Nicholson	
Lachlan Morphett	

Biodiversity (BIG)

Member	Position
Trudy Stanley	Project Manager
Saideh Kent	
Andy Sharp	
Jean Turner	
Anne Brown	
Jodie Reseigh	
Tim Milne	
David Sloper	
Melanie Rees	
Heidi Nicholson	
Millie Nicholls	
Caroline Miles	

Water (WIG)

Member	Position
Kerry Ward	Board Member
Phyllis Robinson	Board Member
Trudy Stanley	Project Manager
Saideh Kent	
Dave Clarke	
Melanie Rees	
David Deane	
Kelly Freebairn	
Barry Mudge	
Paul Francis	
Karla Billington	

Coastal and Marine (CMIG)

Member	Position
Catherine Love	Board Member
Richard Wilkinson	Local Government
Trudy Stanley	Project Manager
Saideh Kent	
Deb Allen	
Melanie Rees	
Ron Sandercock	
David Sloper	
Bryan McDonald	
Stephen Goldsworthy	
Robyn Morcom	

In June 2005 the Board moved a motion to set up a sub-committee to deal with boundary and operational issues in transferring responsibilities from existing sectors to the new NRM Board. This sub-committee consisted of Helen Thomas, Neville Wilson and Malcolm Byerlee to progress the case for adjustment of the board's eastern boundary, and inviting participation from relevant stakeholders, including Local Government. This sub-committee lapsed after an agreement was reached with the affected local government bodies as to a desired position in regard to boundary changes.

APPENDIX 3 - PUBLICATIONS RELEASED OR UPDATED DURING 2005-06

1. Initial Natural Resources Management Plan for the Northern and Yorke Natural Resources Management Region 2006-07; April 2006
2. Integrated Natural Resource Management Investment Strategy 2005/06 – 2007/08 for the Northern and Yorke Region; June 2005

APPENDIX 4 - FREEDOM OF INFORMATION STATEMENT

No request for information was received during the reporting period under the *Freedom of Information Act 1991*.