

Pest Animal Management Plan



Document history

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Hardwood Forests Division and Softwood Plantations Division are both certified to the Responsible Wood Sustainable Forest Management Standard AS4708: 2021, providing the organisation with a range of environmental, economic, social, and cultural forest management criteria, and a need to manage these in a systematic manner.

This Plan, in conjunction with the Forest Management Policy, Risk Registers, [Legal and Other Compliance Obligations Register](#), and Forest Management plan, forms part of the forest management system.

Acknowledgement of Country

Forestry Corporation of NSW acknowledges the traditional custodians of the land on which we live and work, and pay our respects to Elders past, present and future.

We recognise the connection to their land, their waters and surrounding communities and acknowledge their history here on this land.

We also acknowledge our Aboriginal and Torres Strait Islander employees who are an integral part of our diverse workforce and recognise the knowledge embedded forever in Aboriginal and Torres Strait Islander custodianship of Country and culture.

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1 Introduction

As NSW's most significant supplier of renewable timber, and one of the state's largest public land managers, Forestry Corporation's objective is to manage forests that deliver economic, environmental and community value while producing a continual supply of wood products.

Forestry Corporation has responsibility for managing pest animals on its estate. This plan applies to the management of pest animals on Forestry Corporation managed lands, including

- Established pest animals
- Emerging threats
- Priority pest species identified in Regional Strategic Pest Management Plans

2 Scope

This Plan applies to land owned or managed by Forestry Corporation. It does not apply to plantation pest species, or rodent control in offices/ depots.

3 Objectives

Forestry Corporation adopts the four key objectives from the NSW Invasive Species Plan 2023-2028

- i. prevent the establishment of new invasive species
- ii. preparedness and early response: detect and rapidly respond to new incursions
- iii. effective management: reduce the impacts of established pest species using integrated pest management
- iv. collaborate with stakeholders

To do this Forestry Corporation will

- implement a coordinated and cooperative approach to pest animal management
- develop an annual pest animal management schedule to reflect local priority species and FCNSW priorities
- monitor and report sightings of any species not yet seen in the local area
- maintain pest animal management capability within the organisation

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4 Legislative and policy framework

Forestry Corporation's legal and other obligations are outlined in the [Legal and Other Compliance Obligations Register](#).

This plan complies with the following:

- **Biosecurity Act 2015** (NSW): Outlines the “general biosecurity duty” to manage risks posed by pest animals.
- **NSW Biosecurity and Food Safety Strategy 2022-2030**: Provides overarching principles for managing biosecurity risks.
- **NSW EPA Pesticide Control Orders**: Governs the safe use of pesticides for pest management.
- **NSW Codes of Practice and Standard Operating Procedures**: Outlines humane and effective pest animal management methods.
- **NSW Species Specific Management Strategies**: Provides specific guidance on managing identified pest populations.

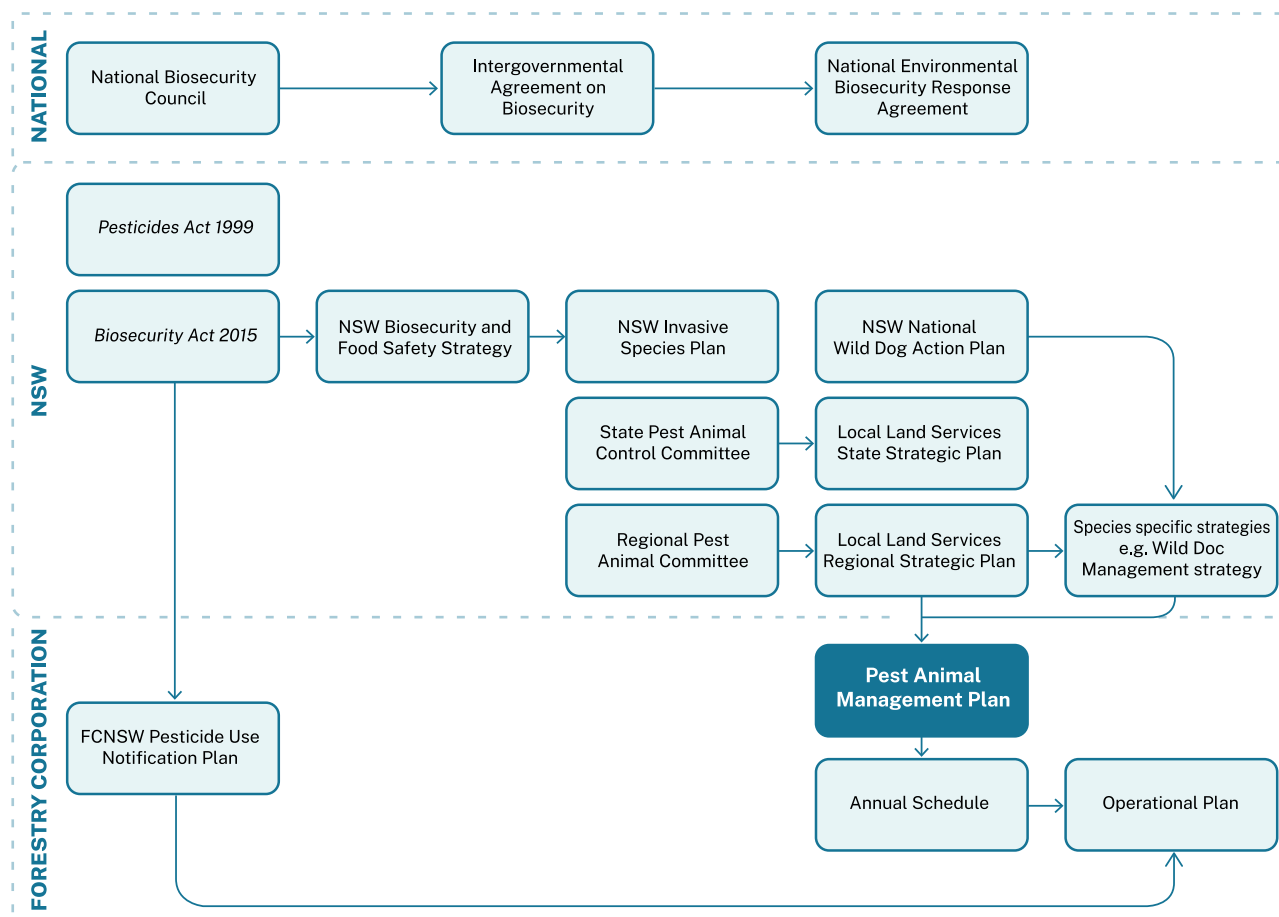


Figure 1: Governance and guiding documents for pest animal management in NSW (adopted from the NSW Invasive Species Plan 2023-2028)

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Relevant information and tools are available through:

- [NSW DPI Biosecurity](#)
- [NSW EPA: Pesticide Control Orders](#)
- [PestSmart Resources](#)

The following figure describes how this plan fits within Forestry Corporation's document hierarchy.

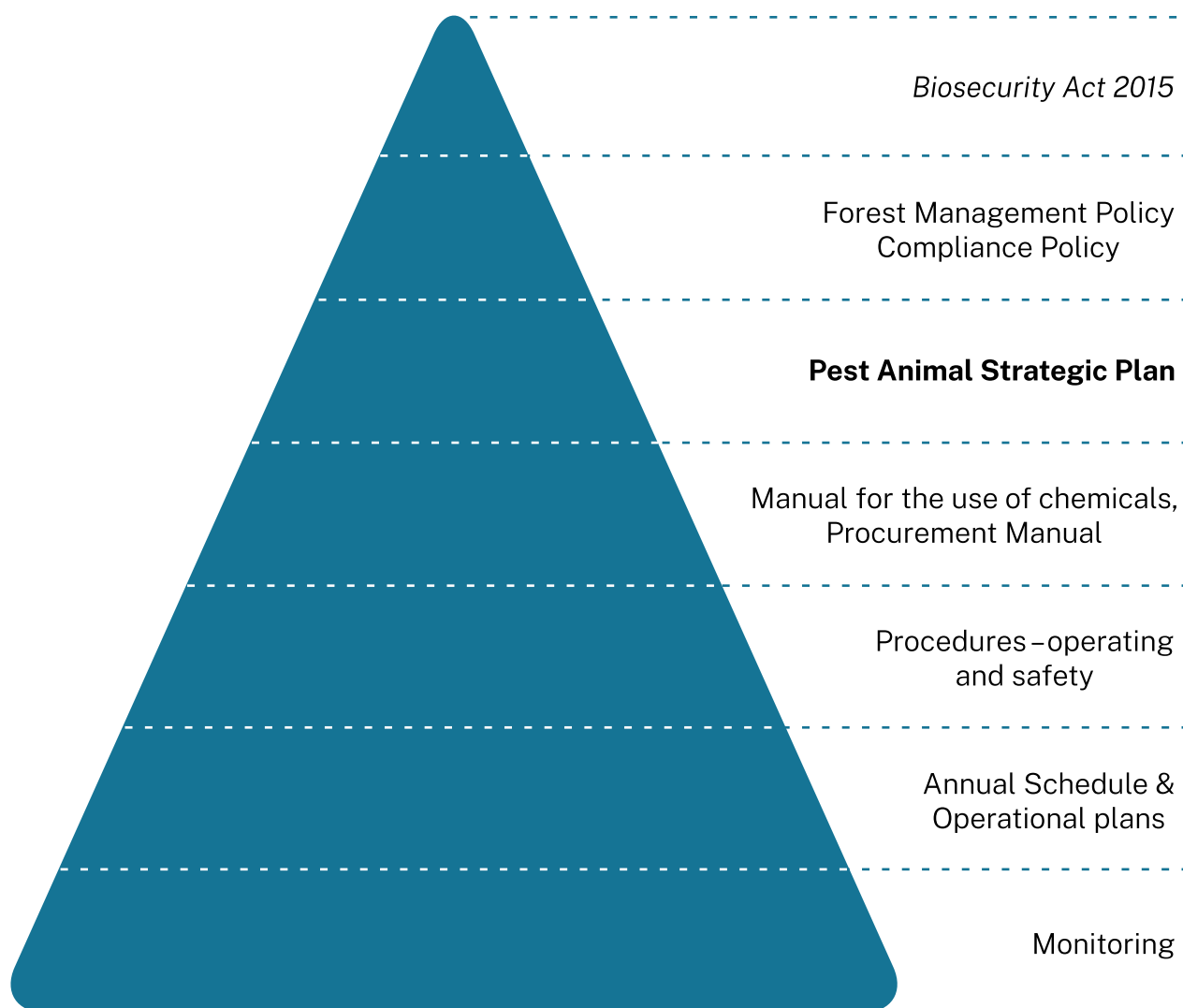


Figure 2: Document hierarchy for pest animal management in Forestry Corporation

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5 Pest animals on Forestry Corporation managed land

Pest animals like foxes, wild dogs, feral pigs, rabbits, feral goats and feral cats are widespread across the state. Other pests, such as feral horses, deer are more localised.

5.1 Risk assessment

The complete eradication of pest animals over wide areas, over differing land tenures, is rarely practicable. This makes it necessary to prioritise pest animal management efforts and allocate resources to those areas where it will be of most benefit.

Pest animals are ranked according to the risk they pose to the environment, community and economy¹. This classification is used to prioritise works at a regional, land tenure neutral level and is documented in Regional Strategic Pest Animal Management Plans developed by Local Land Services (LLS).

Forestry Corporation will implement its responsibilities as documented in the Regional Strategic Pest Animal Management Plans. These can include, but are not limited to

- participating in coordinated pest animal control programs
- respond to neighbour concerns promptly
- undertaking activities that prioritise primary pest animal control identified in other strategic plans such as Species Management Plans or Flora Reserve Working Plans.
- reporting feral animal sightings in MapApp/ FeralScan and to other agencies as required.

5.2 Risks to Forestry Corporation's estate

The presence of pest animals poses risks for Forestry Corporation -from the economic cost of control to the potential damage to cultural and visitor sites. There is a reputational risk to the business where the level of pest control does not meet the expectations of other land management agencies, neighbouring properties or the community.

Native fauna impacts

Pest animals primarily impact on native fauna by predation. They can also compete for food resources and sometimes will also become a food source for other pests (e.g. rabbits can support high densities of feral cats and foxes). A 'whole of system' approach is often required for managing the damage caused by pests on biodiversity, as other land management issues including, weed and water management, habitat quality, climate and rainfall, also influence desired land use outcomes.

¹ Biosecurity Act 2015

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Damage to the plantation estate

Some native animals such as wallabies and kangaroos can kill newly planted trees by browsing on foliage, snapping stems and pulling trees out of the ground. As a preventative, trees are sprayed with a deterrent prior to being delivered to the field. Deer cause damage by browsing and breaking branches during the rut. Goats may also cause damage by browsing. Wild horses and pigs may trample or browse newly planted trees.

Cattle are undesirable in the first few years after establishment and are therefore excluded due to the damage they may cause from browsing (similar to wallabies and kangaroos). When a plantation is assessed as being robust enough, cattle may be reintroduced through the forest permit system.

Predation

Predator pest animals which impact directly on native animal species and domestic livestock include feral cats, foxes, wild dogs and, to a lesser extent, feral pigs (also involved in habitat destruction and economic impacts in cereal crops).

Native carnivores such as the quoll and brush tailed phascogale are unlikely to build up to populations that significantly impact on populations of native species but may suffer from competition for prey and may themselves be preyed upon by introduced carnivores such as foxes and wild dogs.

These pest animals pose a significant concern for our neighbours, particularly those who run smaller animals such as sheep.

Competition

In addition to carnivores, herbivorous pest animals that compete directly for forage include rabbits, feral goats, feral pigs, feral deer and feral horses. Competitive impacts will generally be exacerbated in times of drought or following wildfire when forage is severely reduced. Although large native herbivores such as kangaroos and wallabies may have reproduction inhibitor mechanisms to deal with climatic influences on food abundance, boom populations are relatively slow to react, cause intense grazing pressures and can impact on ground cover and forage for other threatened species.

Habitat modification

Habitat modification can include destruction of ground cover and subsequent accelerated erosion (land degradation), changes in ground cover species composition (perennial grasses to annual weeds), physical modification of stream profiles and water quality and physical destruction of individual plants. Herbivores such as rabbits and goats impact on ground vegetation whereas horses and pigs also impact on riparian zones, stream bank stability and water quality.

Browsing of native grasses

Native grasses suffer most under continuous heavy browsing, particularly in times of stress, e.g. droughts, and summer when seeding is occurring. Generally, only of concern when grazing of domestic stock is inappropriate or grazing pressure by a combination of feral animals and native animals causes an overstocking situation.

Harbour for mobile species

Some animals shelter in forests and forage on more abundant or more palatable food resources on neighbouring lands. Feral pigs and deer, where they are present, often invade improved pastures and cereal crops and can be a threat to agricultural production. Wild dogs and foxes prey on livestock, particularly during droughts and lambing and calving periods when prey is scarce in the forest or more abundant and more vulnerable on the neighbouring

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lands. Apart from the economic impacts they can also cause emotional trauma for livestock owners, these pest animals pose a significant concern for our neighbours and other members of the community.

Disease

Vertebrate pest animals may act as reservoirs and spread mechanisms for diseases that affect native wildlife, livestock, agricultural crops and/or people. Examples include goats that can transmit foot-rot, and pigs that can carry Swine brucellosis.

Nurseries

A threat to freshly emergent seedlings is damage by birds as they fossick through media. The main damage agents are trampling and throwing of seedlings with media as birds fossick.

5.3 Species of high priority across the forest estate

5.3.1 Wild dogs²

Wild dogs are listed as a priority species in all areas.

Forestry Corporation's main objective in management of wild dogs is to minimise the impact of wild dogs on livestock on adjoining lands. Where this threat occurs, Forestry Corporation is involved in Wild Dog Working Groups, coordinated by Local Land Services, who prepare and implement a Wild Dog Management Plan for their area. Wild Dog Working Plans have specific actions listed and Forestry Corporation participate as required

A [NSW Wild Dog Management Strategy 2022-2027](#) assists in the management of wild dogs under the Biosecurity Act, providing specific actions to more effectively reduce the negative impacts of wild dogs. Local wild dog management plans provide more detailed guidance and relevant management actions in each area. Table 1 details the existing Wild Dog Committees that Forestry Corporation are members of at the time of writing.

Table 1: Wild dog management committees

Area	Wild dog management committee	Plan
Bathurst	Oberon Vertebrate Pest	Central Tablelands Local Land Services -Wild dog management plan 2021-2026
Tumut	Brindabella and Wee Jasper	Brindabella and Wee Jasper valleys cooperative wild dog/ fox plan
	Gilmore	Gilmore Cooperative Wild Dog Management Plan
	Goobragandra and Blowering	Goobragandra Wild Dog Management Plan
	Adjungbilly	Adjungbilly Wild Dog Management Plan
	Tumbarumba	Tumbarumba Cooperative Wild Dog Management Plan
	Upper Murray	Upper Murray Cooperative Wild Dog Management Plan

² In NSW, the term "wild dog" refers to all wild-living dogs: dingoes, feral domestic dogs and the hybrid descendants of these.

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Area	Wild dog management committee	Plan
Bombala	Bombala/ Far South Coast	Bombala/ Far South Coast Wild Dog Management Plan
Western	Goonoo and Dapper	
Southern	Braidwood, East Monaro and Cathcart	
Northern Hardwoods	New England	

Further reading: [National Wild Dog Action Plan, 2020–2030](#)

5.3.2 Foxes

The [NSW Fox Threat Abatement Plan 2010](#) establishes priorities for fox control to conserve biodiversity in NSW. Historically, intensive cross-tenure fox control was established at 59 priority sites over almost 1 million hectares of public and private lands. Monitoring programs were established to measure the responses of target threatened species, other native fauna and foxes at these sites. Forestry Corporation continues to implement control measures in accordance with RSPAMP guidelines.

5.3.3 Deer

Deer are a priority pest in NSW. They are also a recreational hunting resource under the *Game and Feral Animal Control Act 2002*, meaning that deer hunting is controlled and regulated under this act. Forestry Corporation staff are exempt from requiring a game hunting licence when controlling deer if the employee is acting in the execution of their duties as an FCNSW employee³.

NSW Restricted Licence (R-Licence) holders, who hunt deer on public land with written permission issued by NSW DPIRD, must comply with restrictions on the use of dogs when hunting deer. All other deer-specific rules such as deer seasons, have been removed from the Forestry Regulation 2022.

5.3.4 Wild horses

Wild horses threaten conservation areas by impacting on vegetation, wetlands, streams, native animals and landscapes, especially in sensitive areas. Wild horses can also be a threat to humans and road safety.

Forestry Corporation recognise that there are a wide variety of views in the management of wild horses. Forestry Corporation will work to implement local Regional Strategic Pest Animal Management Plans in conjunction with local agencies.

5.3.5 Pigs

Feral pigs cause serious environmental damage to native fauna and flora, habitats, ecosystems, biodiversity, and social assets. Other impacts caused by feral pigs include significant soil disturbance, altering drainage, increasing turbidity and sedimentation and acting as carriers of biosecurity matter such as noxious weeds.

They are known carriers of significant biosecurity and disease risks such as foot-and-mouth disease (FMD), African Swine Fever (ASF) and zoonotic diseases such as brucellosis (*Brucella suis*). Brucellosis has also been detected in hunting dogs connected to the hunting of feral pigs.

³ *Game and Feral Animal Control Act 2002*, S17(1)(f)

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5.3.6 Goats

Feral goats (*Capra hircus*) are a major agricultural and environmental pest, competing with livestock and some native animals for pasture; contribute to land degradation through grazing and browsing and impact on biodiversity by damaging vegetation. Feral Goats carry and spread parasites and exotic diseases including foot and mouth disease (FMD).

Damage by feral goats is most obvious in dry seasons, particularly when their presence has not been factored in to grazing pressure. At present the management of feral goats is primarily through commercial harvesting (mustering and selling). Given this is a market-driven practice, landholders need to consider traditional trapping and shooting as effective and efficient management options.

5.3.7 Other species

Other species may be managed in accordance with Regional Strategic Pest Animal Management Plans. Forestry Corporation will participate in these efforts as required.

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6 Key stakeholders

Most pests are highly mobile, and unless actions are well planned and coordinated across a broad area, individual control programs are unlikely to have a lasting effect. Effective pest animal management relies on cooperation between stakeholders.

Forestry Corporation acknowledges the impact of pest animals on our neighbours. This can include damage to crops, predation of livestock, pasture competition, land degradation, soil erosion, stream turbidity and the spread of weeds.

Table 2 provides a summary of key stakeholder groups and their needs and expectations in regards to pest animal management.

Table 2: Forestry Corporation's key stakeholders

Stakeholders	Stakeholder needs and expectations of FCNSW
Neighbours	- FCNSW acknowledge the impact pest animals can have, including damage to crops, predation of livestock, pasture competition, land degradation, soil erosion, stream turbidity and the spread of weeds. - participate in coordinated control programs - respond to concerns in a professional, timely manner
Native title holders	FCNSW acknowledge that Aboriginal and Torres Strait Islander people continue to hold rights and interests in land and water.
Local Land Services	- FCNSW to manage pest animals on Forestry Corporation managed land - implement obligations as stated in the Regional Strategic Pest Animal Management Plan
Department of Primary Industries & Regional Development, Hunting	- provide State forest areas for hunting, and ensure exclusion areas are clearly defined - notification of pest animal control programs that may result in an exclusion area being declared
Crown lessees and permittees on State forest	provide permits with conditions

6.1 Local Land Services

Local Land Services (LLS) is the interface between land managers and government across invasive species management. LLS is responsible for the operational aspects, including planning and coordination, of established terrestrial vertebrate pest management. LLS builds the capacity of land manager groups to undertake pest animal management, including by providing advice and education on land manager obligations under the *Biosecurity Act 2015* (NSW) and *Local Land Services Act 2013*. Local Land Services and NSW Agriculture and Biosecurity share responsibility for promoting and enforcing compliance with pest animal management obligations under the Biosecurity Act. LLS also provides operational assistance during invasive species incursions and surveillance operations.

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6.1.1 Regional Pest Animal Committees

Regional Pest Animal Committees include public and private land manager representatives and other interest groups. The major role of these committees is to implement the Regional Strategic Pest Animal Management Plans. Table 3 lists Regional Pest Animal Committee for each Forestry Corporation management area. Attendance at meetings is subject to staff resourcing availability and where there are particular biosecurity risks present.

Table 3: Area by Local Land Services Regions

Areas	Regional Pest Animal Committee
Northern Hardwoods Encompassing forests in the Grafton, Coffs Harbour, Casino Wauchope, Maitland, Taree, Dungog, Mandalong, Bulahdelah areas	■ North Coast ■ Northern Tablelands ■ North Coast ■ Northern Tablelands ■ Greater Sydney ■ Central Tablelands ■ Hunter
Northern Softwoods Encompassing softwood plantation in the Walcha and Grafton areas	■ North West ■ North Coast ■ Northern Tablelands
Sydney Cumberland State Forest	■ Greater Sydney
Southern Encompassing forests in the Eden, Batemans Bay, Tumbarumba, and Narooma areas	■ South East ■ Riverina ■ Murray
Western Encompassing forests in the Narrabri, Baradine, Dubbo, Inverell, Condobolin, Forbes, Narrandera, Mudgee, Deniliquin, and Barham areas	■ North West ■ Central West ■ Central Tablelands ■ Western ■ Riverina ■ Murray
Tumut Encompassing forests in the Tumbarumba, Tumut and Moss Vale areas	■ Murray ■ Riverina
Bathurst Encompassing forests in the Oberon, Bathurst and Orange areas	■ Central West ■ Central Tablelands
Bombala	■ South East

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6.2 Local control authority

Local control authorities have pest animal control functions under the Biosecurity Act⁴

- prevent, eliminate, minimise and manage the biosecurity risk posed or likely to be posed by pest animals on their lands
- develop, implement, coordinate and review pest animal control programs
- inspect land in connection with their functions under the Act
- keep records about the exercise of their functions under the Act
- report to the Secretary about the exercise of their functions under the Act.

These groups can issue a Biosecurity Control

6.3 Department Of Primary Industries and Regional Development (DPIRD) Hunting

DPIRD Hunting regulates and administers hunting on State forests. Schedule 3 of the *Game and Feral Animal Control Act 2002* recognises recreation hunting as contributing to the management of game and feral animals. The harvest of pest species is reported to Forestry Corporation from data collected by DPIRD Hunting.

6.4 Permittees on State forests

The holders of Crown Leases over which State Forest has been dedicated, and the holders of Permits in State forests have the same obligations and responsibilities under the *Biosecurity Act 2015* as any landowner.

Forestry Corporation liaise with lease and permit holders to ensure they are aware of their obligations.

Where it is necessary for Forestry Corporation to develop a Pest Animal Management Program over an area covered by a Crown Land Tenure Lease or Permit, Forestry Corporation will liaise with lessees and permittees to achieve the pest animal management objectives.

6.5 NSW National Parks and Wildlife Service (NPWS)

NSW National Parks and Wildlife Service is a key neighbour and also manage a number of State Forest Flora Reserves.

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7 Management strategies

7.1 Prevention

- Engage with regional pest control groups for early detection and response initiatives
- Use MapApp to note presence of feral animals

7.2 Early detection and rapid response

- Establishment of monitoring programs using
 - » Reports from stakeholders, including neighbours, other agencies including Local Land Services, NSW Environment & Heritage, DPIRD Hunting and pest animal working groups.
 - » Staff reports of incidental sightings recorded in MapApp
 - » Use of data in FeralScan. [FeralScan](#) is a community website and app that maps sightings of pest animals in your area/It can be used to document pest animal activity, communicate the problem to other people, and identify priority areas for pest control.
 - » Any monitoring data available from previous programs recorded in MapApp.
 - » Camera trapping, and to a limited extent, sand pads.
 - » Annual forest health and biosecurity surveys by the Department of Industry –Lands (under Service Level Agreement). Targeted pest surveys within the plantation estate can be undertaken as required.
- Contribute to a rapid response plan for new incursions, working with Local Land Services

7.3 Control of established pests

- Implementation of integrated pest management strategies
- Habitat modification in identified high priority areas

8 Identifying the presence of pest animals in the regions

See 7.2 Early detection and rapid response

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9 Integrated pest animal management

9.1 Integrated pest animal management

Forestry Corporation uses an integrated pest animal management approach

- Mechanical
- Biological
- Chemical controls

9.1.1 Mechanical

Fencing

Netting fences have been used for wild dogs and rabbits for over 100 years and more recently fencing has been implemented for cats and foxes. Pest animal management fences are more expensive than normal stock fences to erect and, to remain effective, must be inspected and maintained regularly which again is expensive. Fencing to exclude pest animals is generally only successful where the area to be protected is small and/ or the terrain is accessible.

Trapping

Traps comprise conventional cage traps, soft-jawed or soft-catch traps or yards built on regular pathways – steel jawed traps are illegal in NSW. Traps are generally set in a string with daily checks to ensure animals are treated as humanely as possible. Trapping is generally target specific but requires specialist skills, is suited to small rather than large areas and with some animals being trap shy, success is often limited while cost is high. Strict procedures are outlined in the Vertebrate Pesticide Manual 2024

Shooting

Shooting, aerial or ground, may be used to control pest animals. The method chosen will be informed by best practice and collaborative pest control programs with partner agencies such as LLS.

Habitat modification

Removing harbour, e.g. ripping of rabbit warrens is a useful follow-up technique to reduce harbour and to slow recolonisation. Management of harbour is an important consideration in generally cleared sites being established to plantation.

9.1.2 Chemical

Pesticides

Forestry Corporation use pesticides approved under APVMA and the NSW EPA Pesticide Control Orders and in accordance with the Vertebrate Pesticide Manual 2024

Humane practices are implemented, as outlined in NSW Codes of Practice, Humane Codes and PestSmart guidelines

Aerial baiting may be undertaken for wild dogs as part of a restricted program undertaken in collaboration with Local Land Services as part of a tenure blind management program.

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9.1.3 Biological

As biological control techniques are perfected and become available, Forestry Corporation will investigate whether they are appropriate for use in forests.

Details regarding the abovementioned techniques can be found in the DPIRD Vertebrate Pesticide Manual and the National [PESTSMART](#) website.

10 Choosing the right control techniques

Effective pest animal control requires consideration of the pest animal's ecology, the economics of the control exercise, the agricultural or forestry pursuit to be protected or the distribution of the flora and fauna to be protected from the predator.

In selecting the appropriate technique for a given pest animal control program, Forestry Corporation considers:

- The efficacy of available techniques
- The impacts on the environment
- Agreed techniques in other control strategies

10.1 Buffers

The extent of pest animal management work will be influenced by the mobility, migration and replacement of the pest species, the geographic extent of the values identified and the frequency and efficiency of the control technique. Pest animals will need to be managed in adjacent lands (buffers) to the areas where values are being protected. It has been suggested that the buffers need to be twice the width of the home range of the targeted pest species.

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11 Annual pest animal management schedule

Each Area is required to develop and implement an annual pest animal management schedule. Priorities are determined using the prioritisation tool (Table 4) and reviews of previous programs to formulate a schedule for pest animal control for each Area.

Table 4: How to prioritise pest animal management programs

Priority	Action	Aim
1	Declared emergency	Respond to Commonwealth and State declared emergency situations involving pest animals.
2	Plantation protection	Ensure adequate tree survival in newly planted areas by controlling pest animals.
3	Meeting our General Biodiversity Duty (i.e. neighbours and specific neighbour/ public safety impacts)	Minimise agricultural losses, impacts on neighbours. Priorities will come directly from LLS / Regional Pest Animal Management Committees.
4	Research	Participate in research programs that meet Forestry Corporation's environmental objectives.
5	Natural environment protection	Maintain the integrity of threatened species populations. These programs will often be in response to: ■ Declared emergencies ■ Identified high predation of, competition with, or habitat destruction of, threatened species. ■ Some reactive programs may be undertaken where the opportunity to protect high conservation values is presented.

Each Schedule includes:

- Collaborative programs
- Priorities for each program
- Location
- Pest control method to be used
- Allocated annual budget
- Monitoring requirements
- Anything else considered relevant to the implementation of the plan

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The annual schedule may be amended due to:

- Emergencies
- Plantation protection requirements
- Operational efficiencies
- Proximity to other operations (safety considerations) and neighbours
- Additional funding (e.g. funding for research)
- Additional requirements for participation in threat abatement plans
- Natural environment protection

11.1 Timing

Seasonality for predator control work is scheduled based on the value to be protected and the most effective control period for the technique and the predator. The timing of pest animal control activities can be influenced by additional windows of opportunity such as floods, drought and fire, and other seasonal conditions. Professional judgment is used to ensure that conditions are appropriate.

Livestock protection work is best conducted in mid to late autumn and winter to minimise dog and dingo numbers preying on stock during the calving and lambing periods over winter and spring.

Fox control will generally be conducted in association with neighbouring landholders and preferably coordinated by local working groups.

11.2 Responsibility

Responsibility for the Development of the Annual Schedule is outlined in Table 5.

Table 5: Responsibility for Annual Schedule

Management Area	Responsibility
Tumut	Fire and Stewardship Manager
Bathurst	Fire and Stewardship Manager
Bombala	Fire and Silviculture Coordinator
Northern Softwoods	Fire and Silviculture Coordinators in Walcha and Grafton
Northern Hardwoods	Fire and Operations Managers
Southern	Southern Hardwoods Area Manager
Western	Land Access Manager

Approval is through normal budgeting processes.

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11.3 Pest animal control operations plan

Prior to any pest control activities being undertaken, a Pest Animal Control Operations Plan must be developed and approved. Each division has an Operational Plan template linked via the relevant intranet page. As a minimum the plan must cover:

- Location of works
- Target species
- Control techniques
- Environmental risks and controls
- Safety risks and controls
- Identification of hazards and critical risks (common & site/activity specific)
- Notification undertaken
- Additional resource information (e.g. SOP's / SWP's / SDS etc.)
- Notification summary

Operational plans will remain current for one year after commencement of operations.

The interaction of target species with other pest animals and potential impacts on their populations should also be considered. For example, if foxes are to be controlled it may be necessary to consider what will happen to rabbit populations. Is there potential flow-on effect of environmental degradation and, if so, is there a need for a joint rabbit control program.

The impact of drought and fire, while not control techniques, must be considered. During droughts, once food resources are depleted, animals tend to have low breeding rates and high infant mortality, which often leads to population crashes where only the fittest individuals survive. If populations can be reduced by 90% it should take five years for populations to reach pre-drought levels. This is an opportune time to carry out control work to achieve more sustainable pest levels. Fires during droughts are often extensive and high intensity, destroying vegetation, and in some cases consuming animals, over large areas. This accelerates the drought effect.

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12 Training

Operator training and accreditation is an essential component of implementing this Plan for staff and contractors. For mandatory pest animal control qualification and licence requirements refer to Table 6 and [Manual for the use of chemicals](#).

Table 6: Pest Animal Control Qualifications and Licences

Training / Qualification	Personnel	Accredited Trainer
AQF4 (Chemical Risk Management)	Those writing operational plans	ChemCert course
AQF3 (Chemical Accreditation Course)	All handling chemicals	ChemCert course
1080 & Pindone	Those using 1080 & Pindone	LLS (3hr course)
Canid Pest Ejector	Those using ejectors	LLS course
Vertebrate Pesticide Induction Training	Awareness –all staff involved in Pest Animal Management	LLS online course
Vertebrate Pest Management	All undertaking pest animal control	DPIRD (week long course)
Humane Destruction of Pest Animals	Staff as appropriate for task completion	Firearm Safety & Training Council Ltd.
First Aid	All undertaking pest animal control	Locally sourced
Firearms Licence as appropriate for task control *	Staff as appropriate for task completion	NSW Police

Training requirements and review/expiry dates are tracked and monitored through DayForce.

*Refer to [WHS Procedure 4.3 Handling Firearms & Ammunitions](#) & [SMS Toolbox Talk](#)

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13 Data capture, monitoring and reporting

Monitoring the efficiency and effectiveness of pest animal programs is essential.

Data capture, quality control (through each Division's compliance monitoring processes), are all done through the use of the Feral MapApp layer. The areas treated can be uploaded to FeralScan.

Monitoring requirements are summarised in Table 7.

Table 7: Elements of monitoring and reporting

Monitoring and reporting element	Purpose	Feedback to planning process
Pest animal abundance	Assist in developing annual programs	Contribute to stakeholder conversations Type of program required
Pest animal impacts Discussion with stakeholders, particularly neighbours and LLS	Assess the impacts of pest animals to Identify the need for control programs Determine priorities	Identify the type, location and extent of pest animal control programs. Feedback to annual planning
Annual expenditure	Assess ■ Expenditure adequacy ■ trends	Identify Forestry Corporation's ability to meet high priority control programs within available budget Pursue opportunities for external funding
Compliance Monitor &/ or audit pest animal control planning and operations	Ensures Planning is in accordance with this Strategy Operations are implemented in an effective and safe manner	Allows for continuous improvement in annual scheduling and operational planning identification and addressing of non-conformances Ensures operations meet legal and social objectives
Effectiveness of control	To determine the efficacy of the treatment	allows for a change in program if not effective or efficient

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Monitoring and reporting element	Purpose	Feedback to planning process
New developments Maintain awareness of pest animal species and best practice control techniques	Ensure that cumulative corporate knowledge regarding pest animal management is current	Modification of this plan Include new techniques in annual schedules
Review of this plan	Ensures Objectives and strategy remain appropriate Planning and treatment continually improve	Amend the strategic plan

14 Key legislation

- NSW Biosecurity Act 2015 and Regulation 2017
- *Local Land Services Act 2013*
- *Forestry Act, 2012 and Regulation 2022*
- *NSW Biodiversity Conservation Act 2016*
- *Environment Protection and Biodiversity Conservation Act, 1999 (Cth)*
- *Pesticide Act 1999 and Regulation 2017*
- *National Parks and Wildlife Act, 1974*
- *Game and Feral Animal Control Act, 2002*
- *Prevention of Cruelty to Animals Act, 1979*
- *Wild Dog Destruction Act, 1921*
- *Agricultural and Veterinary Chemicals Act 1994*
- *Border Fence Maintenance Act 1921 (formerly known as Wild Dog Destruction Act 1921).*
- *Crown Lands (Continued Tenures) Act 1989*
- *Crown Lands Act 1989*
- *Environmental Planning and Assessment Act 1979*
- *Firearms Act 1996*
- *Fisheries Management Act 1994*
- *Forestry and National Park Estate Act 1998*
- *Local Government Act 1993*

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15 References

Commonwealth

- [*Australian Pest Animal Strategy 2017-2027, Invasive Plants and Animals Committee, 2017*](#)
- [*National Feral Deer Action Plan 2023-2028*](#)
- [*National wild dog action plan, 2020-2030*](#)
- [*Approved threat abatement plans*](#)

New South Wales

- [*NSW Invasive Species Plan 2023-2028*](#)
- [*NSW Biosecurity and Food Safety Strategy 2022-2030*](#)
- [*NSW Wild Dog Management Strategy 2022-2027*](#)
- [*NSW DPIRD, where can I hunt*](#)
- <https://www.environment.nsw.gov.au/topics/animals-and-plants/pest-animals-and-weeds>
- [*NSW EPA, Pesticide Control Orders*](#)
- [*NSW Codes of Practice and Standard Operating Procedures*](#)
- <https://www.pestsmart.org.au/pest-animal-species/>, accessed on 8 July 2024
- [*Humane Codes, PestSmart*](#)
- [*Vertebrate Pesticide Manual 2024*](#)
- [*Flowchart Management of priority pest animals under the Biosecurity Act 2015*](#)

16 Amendments from previous versions

Version #	Changes
4.0	Consolidation of Divisional Plans into one Corporate Plan. Updates to references, where external plans have been updated.
3.0	Consolidation of Regional Plans into one HFD Plan. <i>NSW Biosecurity Act 2015</i> , RSPAM Committee update. Standardisation with SPD Plan.

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