

Hunting Risk Assessment Report

Report detailing the 2017 risk assessment of hunting activities conducted in NSW State Forests.



23rd January 2018

Background and Introduction

Shortly prior to the resumption of hunting in NSW state Forests, a risk assessment was undertaken in December 2013 to ensure that potential safety risks associated with hunting were identified and controlled. As part of the continuous improvement cycle, the risk assessment had been reviewed annually. A review of the hunting risk assessment was undertaken at the SMC Conference Centre, Sydney on Wednesday 29 November 2017. The review team comprised of management and workforce representatives from the Forestry Corporation of NSW (FCNSW), the NSW Department of Primary Industries (DPI) Game Licensing Unit (GLU), the Public Service Association (PSA) and the Australian Workers Union (AWU). The workshop was supported by external safety risk assessment specialists from Ernst & Young who facilitated the risk assessment review as part of the workshop.

In the 2017 review, changes were made to the hunting assessment, namely:

- Amendment of two risk descriptors.
- Update of controls and risk treatments.

Hunting in 2017

There were no serious incidents in NSW State Forests reported in the period since the previous risk assessment. There were eight near miss incidents or compliance breaches related to unlicensed, illegal and non-compliant hunters.

Since the reintroduction of hunting in NSW state forests in 2014, there had been a period of continuous improvement in terms of ensuring regulatory and licensing requirements and compliance activities promote safe and legal hunting activities.

Across this period, NSW Department of Primary Industries (DPI) Game Licensing Unit (GLU) conducted a range of compliance and implementation programs including:

- Ongoing targeted compliance activities, enhanced through collaboration with FCNSW and other stakeholders, and also through effective monitoring and reporting programs.
- Development of the NSW Hunting Guide, released in May 2017, which is now widely distributed and a mechanism of education and consultation with the community.
- Ongoing advertising campaigns and with good uptake on GunSmart (the NSW Firearms Initiative), the “Shut the Gate on Illegal Hunting”, “Stay on Target” (ethical bowhunters) and “Responsible Pig Doggers” initiatives and an increase in proactive engagement with the hunting community.

The GLU is seeing an increased number of license holders, with a 92% compliance rate for 2017. Non-compliances were generally related to minor issues such as hunters not having an item of blaze orange clothing on the upper part of their body or paperwork not being signed.

The key issues being reported by the GLU is in relation to mapping accuracy and currency.

- **Mapping consistency:** there was a concern raised that there is an inconsistent approach to undertaking risk assessments to determine what areas are to be opened or excluded from hunting.
- **Mapping currency:** Forestry activity scheduling and assessment of hunting areas are currently conducted on a quarterly basis. There have been some issues with map currency, such as when events are scheduled. While there have been no serious incidents to date, the GLU see it as a key opportunity for improvement. FCNSW are open to reviewing the process, but note that the quarterly review process is currently very detailed and a more regular but less comprehensive review may lead to oversight.

During 2016, the Australian Workers Union (AWU) reported nil complaints from its members regarding safe hunting practices. The AWU raised two discussion points, specifically:

- Risks associated with night workers working in the same area as pig doggers: it was confirmed that all areas with night works scheduled results in the area being restricted from hunting. The GLU notes that there were no current issues or concerns with dog pigging at night, and that it was not a high priority for compliance activates. While discussion resulted in nil concerns being raised, FCNSW agreed to review the 'working at night' procedure to ensure all risks associated with hunting are reviewed.
- Hunters operating under the influence of alcohol and other drugs: delegates sought understanding of the monitoring and enforcement of hunters who may be operating under the influence of alcohol and other drugs. It was noted by the AWU that this discussion was not triggered by any reports or incidents, and that there was no evidence to suggest that this risk was occurring in state forests. It was agreed that there was no practicable way to implement a drug and alcohol testing program as it was confirmed that FCNSW and the GLU have no authority to breath test, only police. However, the Firearms legislation prohibits hunting under the influence, and generally legal hunters seek to maintain compliance. GLU regularly cooperates with police in joint patrols and compliance operations.

The AWU commended the GLU for the professionalism with which they regulate the industry.

Objectives of the hunting risk assessment review

The objective of the hunting risk assessment review was to:

- Provide a forum for stakeholders to provide an update on incidents, concerns and improvement activities.
- Review existing risks to confirm, amend or update the risk description, assessment and associated controls.
- Agreement upon a risk improvement plan for 2018.

The outputs of the risk assessment review are documented in this report for the purpose of communicating with stakeholders.

Methodology

The risk assessment process used was guided by the FCNSW Risk Management Guideline (D00160648), which is consistent with the framework detailed in AS/NZS ISO31000:2009 Risk Management – Principles and Guidelines. The risk assessment review process involved a cross disciplinary team that included the following personnel:

- Chair - Ross Dickson [RD], Company Secretary Forestry Corporation NSW.
- Rahmat Khaiami [RK], Executive Officer, Forestry Corporation NSW.
- Craig Busby [CB], HSE Manager, Forestry Corporation NSW.
- Andrew Moriarity [AM], Director, Game Licensing Unit (GLU).
- Troy Hogarth [TH], Team Leader Compliance, Game Licensing Unit (GLU).
- David Giles [DG], General Counsel, Forestry Corporation NSW.
- Kylie Middleton [KM], Team Leader Strategic Services, Game Licensing Unit (GLU).
- Paul Noack [PN], Australian Workers Union (AWU).
- Nigel Fuller [NF], Forestry Corporation NSW PSA/CPSU Representative
- Charlie Taylor [CT], Hunting Liaison Manager, Softwood plantations Snowy Region, Forestry Corporation NSW.
- Dan Kirby [DK], Hunting Liaison Manager, Softwood plantations Northern Region, Forestry Corporation NSW.
- Kathy Lyons [KL], Senior Manager Stewardship, Hardwood Forests Division, Forestry Corporation NSW.
- Rachel O'Shea [ROS], Public Service Association

The facilitators were Sophie Pieters-Hawke and Olivia Pitt from EY. The facilitation method selected was round-table discussion and a structured whiteboard risk assessment method.

Findings

Table 1 below outlines the risks identified and the associated risk ratings. Appendix A details the risk assessment in full, along with associated controls and risk management plans. Appendix B details the risk matrices used in the assessment.

Table 1: Summary of risk register

ID	Risk	Inherent Risk Rating	Are the Risk Controls working well?	Residual Risk Rating
Risk 1: The risk of a person being struck by a Projectile				
1.1	Forest worker struck by a projectile	Severe	Yes	Severe
1.2	Other worker struck by a projectile	Severe	Yes	Severe
1.3	Visitor struck by a projectile	Severe	Yes	Severe
1.4	Forest neighbour struck by a projectile	Severe	Yes	Severe
1.5	Hunter on hunter interaction - results in hunter being struck by a projectile	Severe	Yes	Severe
Risk 2: Hunting dog attack –				
2.1	Person attacked by hunting dogs	Low	Yes	Low
Risk 3: Psychological harm – Amended				
3.1	Psychological harm to forest worker caused by fear of harm as a result of interaction with people undertaking hunting activities.	Moderate	Partial	Moderate

For Risks 1 & 2, controls were assessed as working well. Discussion indicated that some risk treatments identified in the previous year were implemented, and that some controls (such as access to GPS maps) were more available/effective. However, while the likelihood of each risk was moderated by the controls in place, as the consequence remained extreme (possibility of fatality or serious injury), the residual risk rating remained severe.

Risk 3.1 was amended following additional discussion. Previously, the risk was fear of being shot, however discussion with the HLM's and forest workers indicate that the fear is more broadly related to perceived danger in the workplace, not just the fear of being shot. As such, the inherent risk was upgraded from low to moderate. As it is an emerging risk, the controls in place were not yet fully effective and required additional measures.

The following pages detail the risks identified, the controls in place to explain the residual risk rating, and the actions that individuals should take to mitigate exposure to the risk. They have been prepared in a format that can be used for communication with relevant stakeholders.

Risk 1: Person struck by a Projectile

RISK

The risk is a person (a Forest Worker, a Worker who is in a State Forest but performing other work, a Visitor, a Neighbour or another Hunter) being struck by a Projectile.

Rated as:

SEVERE

EXTREME (fatality) CONSEQUENCE but *that's Unlikely*.

Why?

The Game Licensing Unit (GLU) Requires hunters to:

- Have a NSW Restricted Game Hunting Licence (R Licence) to hunt on declared public land in NSW.
- Successfully pass an open book test based on hunter safety, ethics, animal welfare and hunting. Hunters must be a member of an Approved Hunting Organisation (AHO) which has its own constitution, incorporating a disciplinary procedure.
- Meet the theory & practical firearm licence assessment of the NSW Police Force.
- Follow the general and specific licence conditions and written permission conditions when hunting on public land and require that Hunters obey the signage and directions of DPI Compliance Inspectors, NSW Police.

The Forestry Corporation of NSW Requires:

- That Hunters comply with the GLU Booking and Notification Systems and that they must carry a working GPS enabled device containing the correct quarter maps supplied by the DPI at all times. Minors licence holders are exempt as they are under the direct supervision by a fully licenced adult who requires a working GPS.

The Joint Consultative Committee with Unions Requires:

- That this hunting risk assessment is reviewed annually.



As a forest user or worker, what do I need to do to prevent this risk from affecting me?

1. When you receive it, you need to read and share the GLU Prime Fact Information Sheet on 'Licensed Hunting on State Forests in NSW Information Sheet' and encourage all Hunters work to it at all times.
2. You need to actively participate by promoting the importance of the requirements (above) and by reporting any Hunting Activity that does not comply with the requirements immediately.
3. If you are a Hunter you must be familiar with the NSW Game Hunting Guide and role-model best practice hunting behaviours at all times.

Risk 2: Person attacked by a hunting dog

RISK

The risk is a person being attacked by a hunting dog.

Rated as:

LOW

MODERATE (medical treatment injury) CONSEQUENCE but *its Rare*.

Why?

The Game Licensing Unit (GLU) Requires:

- Hunters who have hunting dogs to have a NSW Restricted Game Hunting Licence (R Licence) to hunt on declared public land in NSW.
- Hunters who have hunting dogs are to follow the general and specific licence conditions and written permission conditions when hunting on public land and require that hunters obey the signage and directions of GLU Inspectors and NSW Police.
- Hunters who have hunting dogs are to ensure their hunting dogs comply with Companion Dog Regulations to hunt on declared public land in NSW.
- Hunters who have hunting dogs comply with all of the GLU "Responsible Pig Dogger's Initiatives" and work favourably with Inspectors.
- Hunters must comply with the GLU Booking and Compliance process for their hunting dogs at all times.

The Joint Consultative Committee with Unions Requires:

- That this hunting risk assessment is reviewed annually.



As a forest user or worker, what do I need to do to prevent this risk from affecting me?

1. You need to actively participate by promoting the importance of the requirements (above) and by reporting the activities of hunters and hunting dogs that do not comply with the requirements immediately.
2. If you are a hunter and you don't have a hunting dog you need to do nothing. If you are a hunter with a hunting dog you must be familiar with the NSW Game Hunting Guide and role-model best practice hunting behaviours and ensure that at all times your hunting dog is under control.

Risk 3: Psychological harm to forest worker caused by fear of harm as a result of interaction with people undertaking hunting activities

RISK

Psychological harm occurs to a forest worker as a result of fear of encountering hunters in the field.

Rated as:

Low

MODERATE (medical treatment injury) CONSEQUENCE but *it's Possible.*

Why?

The Forestry Corporation of NSW, in collaboration with the Game Licencing Unit and the Joint Consultative Committee recognises that fear and anxiety can occur if forest workers encounter hunters in the field.

Collectively, all parties are expected to:

- Educate themselves about Hunting activities in State Forests, familiarise themselves with the requirements for undertaking safe and legal hunting, and to report any illegal activity.
- Openly and honestly “come forward” and report any real or potential psychological fears and concerns that they may have to their Operational Supervisor or to FCNSW Health & Safety Manager immediately.
- Consider their Employee Assistance Program and the work of Beyond Blue and Lifeline (in the event of escalation of any psychological symptoms).
- Participate and support Mentally Healthy Workplace activities and raise the level of education by participating in Joint Patrols when and where possible.

The Forestry Corporation of NSW will:

- Continue to develop their mental health and wellbeing strategy, to improve the resilience and mental health of FCNSW workers.

What do I need to do to prevent this risk from affecting me?



- You need to read and share the GLU Prime Fact Information Sheet on ‘Licensed Hunting on State Forests in NSW Information Sheet’ and the NSW Game Hunting Guide.
 - You need to actively participate by promoting the importance of the requirements and report any Hunting Activity that does not comply with the requirements immediately.
 - You must report any fears, anxieties and other psychological harms immediately to your Operational Supervisor or FCNSW Health & Safety Manager immediately.
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Risk treatments implemented in 2017

As part of the 2016 review, recommendations were put forward and agreed. Updates on the agreed actions are outlined in Table 2.

Table 2: Summary of action taken following risk treatment plans agreed in 2016 review

#	Agreed action / risk treatment plan	Status
1.1.1	An agreement to the development and release of an NSW Department of Primary Industries (DPI) GLU Primefact 'Licensed Hunting on State Forests in NSW Information Sheet' to all employees, contractors, Hunters, the Joint Consultative Committee and to the DPI GLU and FCNSW websites.	Pending - Primefact developed - final amendments to be incorporated and distributed.
1.1.2	An agreement to the development and release of one page" risk assessment guide summarising the Hunting Risk Assessment to all operational personnel and to the DPI GLU and FCNSW websites.	Closed
1.2.1	An agreement for representatives of FCNSW and GLU to discuss and agree on a definition of 'other worker' likely to access state forests at a time / day that may cause them to be exposed to hunting activities.	Closed - Discussions held. FCNSW determined that they are unable to identify all 'other workers' as not all workers are required to notify FCNSW of work being conducted. FCNSW also determined that the employer of the 'other workers' has primary duty of providing information about risks to their workers. However, FCNSW is to review the current advisory notice provided in Work Permits to confirm link is made to advisory section of FCNSW website.
1.2.2	An agreement to incorporate the NSW Department of Primary Industries (DPI) GLU Primefact 'Licensed hunting on State forests in NSW Information sheet' attached to forest permits.	Closed – Discussions held. The Primefact has been created for FCNSW staff and contractors. Licensed hunters receive information both from the NSW Game Hunting Guide and the inclusion of a statement in forest permit conditions documentation to advise permit holders that hunters may be present in their permit areas.
1.2.3	NSW Department of Primary Industries (DPI) GLU Primefact 'Licensed hunting on State forests in NSW Information sheet' to be integrated into the process for applying for a new Hunting Permit (or reviewing existing).	Closed – Discussions held. The Primefact has been created for FCNSW staff and contractors. Licensed hunters receive information both from the NSW Game Hunting Guide and the inclusion of a statement in forest permit conditions documentation to advise permit holders

		that hunters may be present in their permit areas.
1.3.1	An agreement for the GLU to develop a Discussion Paper on Organized Events and Exclusion Timeframes for review by FCNSW.	Discussions commence, further work to be completed in 2018
1.4.1	An agreement for the Memorandum of Understanding (MOU) between the FCNSW CEO and DG of DPI to be reviewed and updated	Pending - MOU has been reviewed and is due to be signed and completed prior to year-end.
2.1.1	An agreement to continue the education of Hunters by way of Approved Hunting Organisations and the targeting of Inspectorate activities in those areas where Illegal Hunting (and hunting dogs) are known.	Ongoing
3.1.1	FCNSW, GLU to establish an annualized and field based program of Joint Patrols (FCNSW workers and GLU Inspectorate).	Closed - An annualized program does not align with GLU compliance activities. However, in 2018 GLU will extend invitation for Joint Patrols and compliance activities via HLM's.
3.1.2	Appointing Amanda Tarbotton as the primary point of contact for escalation of psychological / psychosocial injuries and disease of FCNSW workers.	Closed - Reporting of incidents required as per FCNSW's safety management system.
3.1.3	Further develop and continue with implementation of the FCNSW Wellbeing Strategy.	Ongoing

Opportunities for Improvement in 2018

Recommendations were put forward for improvement of existing risk controls by the team. These recommendations are to be implemented in 2018 and reviewed at the subsequent meeting. The plans are summarized in Table 2, and outlined in the risk register (Appendix A).

Table 2: Summary of risk treatment plans

#	Risks	Agreed action / risk treatment plan	By who?
1	1.1 1.2 3.1	Finalize and distribute 'Licensed Hunting on State Forests in NSW Information Sheet' to all employees, contractors, Hunters, the Joint Consultative Committee and to the DPI GLU and FCNSW websites.	TH & DK
2	1.4	An agreement for the Memorandum of Understanding (MOU) between the FCNSW CEO and DG of DPI to be reviewed and updated	AM & RK
3	1.1	FCNSW to undertake a review of the incident reporting procedure to ensure that there is: <ul style="list-style-type: none"> • Consistency of reporting all incidents to GLU. • Implementation of a feedback loop linking GLU close out of incidents to FCNSW reporting system. • Mechanism for communicating GLU action undertaken to the worker reporting the original incident. • Education of FCNSW workers on reporting and distinguishing between legal and illegal activity. • GLU to undertake reporting of relevant incidents to FCNSW. 	FCNSW HSE Manager
4	2.1	FCNSW to undertake a review of the 'working at night' procedure to consider risk controls related to hunting, e.g. signage and high visibility controls.	CB
5	ALL	GLU and FCNSW to facilitate engagement with Western NSW stakeholders to review risk assessment process and mapping concerns.	RK & AM
6	All	FCNSW to undertake a preliminary scoping exercise to understand if real time mapping is feasible or applicable for discussion at the next risk review meeting in 2018.	RK
7	ALL	Scope and cost the implementation of using QR code technology to enable access to FCNSW risk assessment or other applicable information such as permanent hunting activities in the area.	TH
8	3.1	Further develop and continue with implementation of the FCNSW Wellbeing Strategy.	FCNSW HSE Manager
9	ALL	Ongoing education of FCNSW on legal hunting in state forests, to enable improved reporting and understanding of controls in place to ensure the safety of workers and others. This is to include: <ul style="list-style-type: none"> - GLU to attend the staff safety days and regional safety days to provide education and information about compliance activities. - GLU to provide information for inclusion in FCNSW newsletters about compliance activities and outcomes. 	TH, CT, DK, CL
10	3.1	GLU to develop a preliminary outline of behaviours and expectations of hunters and how to interact with inspectors and forest workers.	AM

		Draft guidelines to be presented at the next risk assessment workshop in 2018.	
11	1.3	An agreement for the GLU to develop a Discussion Paper on Organized Events and Exclusion Timeframes for review by FCNSW.	TH, KM

Appendix A: Risk register

Risk Description				Inherent Risk			Residual Risk					Risk Treatment Plan
Risk ID	Risk Category	Division	Risk	Consequence	Likelihood	Inherent Risk Rating	Risk Controls	Are the Risk Controls working well?	Consequence	Likelihood	Residual Risk Rating	Control Description
<i>Risk identifier</i>	<i>What type of risk is it?</i>	<i>Which Division is responsible?</i>	<i>What is the risk? Describe the risk, its sources and what the potential impacts are.</i>	<i>What is the worst case result / effect of the event?</i>	<i>How likely is the event to occur, assuming no controls?</i>	<i>Product of consequence x likelihood</i>	<i>What controls are currently place to manage the risk? How effective are the existing controls in eliminating or reducing the risk?</i>	<i>Are the risk controls suitable, adequate and generally working well?</i>	<i>What is the consequence of the risk, with the controls in place?</i>	<i>How likely is the event to occur, assuming controls are in place?</i>	<i>Product of consequence x likelihood</i>	<i>What additional controls should be put in place to reduce the residual risk? How effective are the proposed controls going to be?</i>
1.1	Safety	CEO	Forest work struck by a projectile	Extreme	Unlikely	Severe	<p>GLU Hunters require a NSW Restricted Regulations such as the Firearms Act ensuring acquisition of firearms are monitored and persons are rigorously tested for behavioural and knowledge requirements. Game Hunting Licence (R Licence) to hunt on declared public land in NSW. Hunters must successfully pass an open book test based on hunter safety, ethics, animal welfare and hunting. Hunters must be a member of an Approved Hunting Organisation (AHO). Hunters are required to meet the theory & practical firearm licence assessment of the NSW Police Force. Hunters must abide by general and specific licence conditions when hunting on public land and must obey the signage and directions of DPI Compliance Inspectors, NSW Police and Public Land Managers. Hunters must comply with the GLU Booking and Compliance process. The density of hunters in a forest / square meter range is monitored to ensure safe numbers of persons at the site for roaming New: Improved GPS technology for mapping hunting zones has resulted in an increased adoption of technology. GPS provides much more accurate and reliable information compared to printed maps. New: NSW Game Hunting Guide developed and released to public in May 2017 which details the rules and regulations that apply to game hunting in NSW</p> <p>FCNSW Hunters must carry a working GPS enabled device containing maps and comply with signage and direction of FCNSW Field Worker, Booking and Notifications Systems. Joint Consultative Committee (JCC) Hunting Risk Assessment is reviewed annually at JCC and Risk Advisor Working Group / Hunting Liaison Management Groups</p>	Yes	Extreme	Rare	Severe	<p>Action 1: Finalize and distribute 'Licensed Hunting on State Forests in NSW Information Sheet' to all employees, contractors, Hunters, the Joint Consultative Committee and to the DPI GLU and FCNSW websites.</p> <p>Action 2: FCNSW to undertake a review of the incident reporting procedure to ensure that there is:</p> <ul style="list-style-type: none"> • Consistency of reporting all incidents to GLU. • Implementation of a feedback loop linking GLU close out of incidents to FCNSW reporting system. • Mechanism for communicating GLU action undertaken to the worker reporting the original incident. • Education of FCNSW workers on reporting and distinguishing between legal and illegal activity. • GLU to undertake reporting of relevant incidents to FCNSW. <p>Action 5: GLU and FCNSW to facilitate engagement with Western NSW stakeholders to review risk assessment process and mapping concerns.</p> <p>Action 6: FCNSW to undertake a preliminary scoping exercise to understand if real time mapping is feasible or applicable for discussion at the next risk review meeting in 2018.</p> <p>Action 7: Scope and cost the implementation of using QR code technology to enable access to FCNSW risk assessment or other applicable information such as permanent hunting activities in the area.</p> <p>Action 9: Ongoing education of FCNSW on legal hunting in state forests, to enable improved reporting and understanding of controls in place to ensure the safety of workers and others. This is to include:</p> <ul style="list-style-type: none"> - GLU to attend the staff safety days and regional safety days to provide education and information about compliance activities. - GLU to provide information for inclusion in FCNSW newsletters about compliance activities and outcomes.

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1.2	Safety	CEO	Other worker struck by a projectile	Extreme	Rare	Severe	<p>GLU Hunters require a NSW Restricted Game Hunting Licence (R Licence) to hunt on declared public land in NSW. Hunters must successfully pass an open book test based on hunter safety, ethics, animal welfare and hunting. Hunters must be a member of an Approved Hunting Organisation (AHO). Hunters are required to meet the theory & practical firearm licence assessment of the NSW Police Force. Hunters must abide by general and specific licence conditions when hunting on public land and must obey the signage and directions of DPI Compliance Inspectors, NSW Police and Public Land Managers. Hunters must comply with the GLU Booking and Compliance process.</p> <p>New: NSW Game Hunting Guide developed and released to public which details the rules and regulations that apply to game hunting in NSW</p> <p>FCNSW Hunters must carry a working GPS enabled device containing maps and comply with signage and direction of FCNSW Field Worker, Booking and Notifications Systems. Joint Consultative Committee (JCC) Hunting Risk Assessment is reviewed annually at JCC and Risk Advisor Working Group / Hunting Liaison Management Groups.</p>	Yes	Extreme	Rare	Severe	<p>Action 1: Finalize and distribute 'Licensed Hunting on State Forests in NSW Information Sheet' to all employees, contractors, Hunters, the Joint Consultative Committee and to the DPI GLU and FCNSW websites. Action 5: GLU and FCNSW to facilitate engagement with Western NSW stakeholders to review risk assessment process and mapping concerns.</p> <p>Action 6: FCNSW to undertake a preliminary scoping exercise to understand if real time mapping is feasible or applicable for discussion at the next risk review meeting in 2018.</p> <p>Action 7: Scope and cost the implementation of using QR code technology to enable access to FCNSW risk assessment or other applicable information such as permanent hunting activities in the area.</p> <p>Action 9: Ongoing education of FCNSW on legal hunting in state forests, to enable improved reporting and understanding of controls in place to ensure the safety of workers and others. This is to include: - GLU to attend the staff safety days and regional safety days to provide education and information about compliance activities. - GLU to provide information for inclusion in FCNSW newsletters about compliance activities and outcomes.</p>
1.3	Safety	CEO	Visitor struck by a projectile	Extreme	Unlikely	Severe	<p>GLU Hunters require a NSW Restricted Game Hunting Licence (R Licence) to hunt on declared public land in NSW. Hunters must successfully pass an open book test based on hunter safety, ethics, animal welfare and hunting. Hunters must be a member of an Approved Hunting Organisation (AHO). Hunters are required to meet the theory & practical firearm licence assessment of the NSW Police Force. Hunters must abide by general and specific licence conditions when hunting on public land and must obey the signage and directions of DPI Compliance Inspectors, NSW Police and Public Land Managers. Hunters must comply with the GLU Booking and Compliance process.</p> <p>FCNSW Hunters must carry a working GPS enabled device containing maps and comply with signage and direction of FCNSW Field Worker, Booking and Notification Systems.</p> <p>New: NSW Game Hunting Guide developed and released to public which details the rules and regulations that apply to game hunting in NSW</p>	Yes	Extreme	Rare	Severe	<p>Action 5: GLU and FCNSW to facilitate engagement with Western NSW stakeholders to review risk assessment process and mapping concerns.</p> <p>Action 6: FCNSW to undertake a preliminary scoping exercise to understand if real time mapping is feasible or applicable for discussion at the next risk review meeting in 2018.</p> <p>Action 7: Scope and cost the implementation of using QR code technology to enable access to FCNSW risk assessment or other applicable information such as permanent hunting activities in the area.</p> <p>Action 9: Ongoing education of FCNSW on legal hunting in state forests, to enable improved reporting and understanding of controls in place to ensure the safety of workers and others. This is to include: - GLU to attend the staff safety days and regional safety days to provide education and information about compliance activities. - GLU to provide information for inclusion in FCNSW newsletters about compliance activities and outcomes.</p> <p>Action 11: An agreement for the GLU to develop a Discussion Paper on Organized Events and Exclusion Timeframes for review by FCNSW.</p>

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<i>Risk identifier</i>	<i>What type of risk is it?</i>	<i>Which Division is responsible?</i>	<i>What is the risk? Describe the risk, its sources and what the potential impacts are.</i>	<i>What is the worst case result / effect of the event?</i>	<i>How likely is the event to occur, assuming no controls?</i>	<i>Product of consequence x likelihood</i>	<i>What controls are currently place to manage the risk? How effective are the existing controls in eliminating or reducing the risk?</i>	<i>Are the risk controls suitable, adequate and generally working well?</i>	<i>What is the consequence of the risk, with the controls in place?</i>	<i>How likely is the event to occur, assuming controls are in place?</i>	<i>Product of consequence x likelihood</i>	<i>What additional controls should be put in place to reduce the residual risk? How effective are the proposed controls going to be?</i>
1.4	Safety	CEO	Forest neighbour struck by a projectile	Extreme	Unlikely	Severe	<p>GLU Hunters require a NSW Restricted Game Hunting Licence (R Licence) to hunt on declared public land in NSW. Hunters must successfully pass an open book test based on hunter safety, ethics, animal welfare and hunting. Hunters must be a member of an Approved Hunting Organisation (AHO). Hunters are required to meet the theory & practical firearm licence assessment of the NSW Police Force. Hunters must abide by general and specific licence conditions when hunting on public land and must obey the signage and directions of DPI Compliance Inspectors, NSW Police and Public Land Managers. Hunters must comply with the GLU Booking and Compliance process. Neighbours require compliance to Shut the Gate signage and work with GLU Inspectorate and Field Worker resources.</p> <p>New: New educational material available for neighbours detailing ways to protect themselves</p> <p>New: NSW Game Hunting Guide developed and released to public which details the rules and regulations that apply to game hunting in NSW</p>	Yes	Extreme	Rare	Severe	<p>Action 2: An agreement for the Memorandum of Understanding (MOU) between the FCNSW CEO and DG of DPI to be reviewed and updated</p> <p>Action 7: Scope and cost the implementation of using QR code technology to enable access to FCNSW risk assessment or other applicable information such as permanent hunting activities in the area.</p> <p>Action 9: Ongoing education of FCNSW on legal hunting in state forests, to enable improved reporting and understanding of controls in place to ensure the safety of workers and others. This is to include: - GLU to attend the staff safety days and regional safety days to provide education and information about compliance activities. - GLU to provide information for inclusion in FCNSW newsletters about compliance activities and outcomes.</p>
1.5	Safety	CEO	Hunter on hunter interaction - results in hunter being struck by a projectile	Extreme	Unlikely	Severe	<p>GLU Hunters require a NSW Restricted Game Hunting Licence (R Licence) to hunt on declared public land in NSW. Hunters must successfully pass an open book test based on hunter safety, ethics, animal welfare and hunting. Hunters must be a member of an Approved Hunting Organisation (AHO). Hunters are required to meet the theory & practical firearm licence assessment of the NSW Police Force. Hunters must abide by general and specific licence conditions when hunting on public land and must obey the signage and directions of DPI Compliance Inspectors, NSW Police and Public Land Managers. Hunters must comply with the GLU Booking and Compliance process.</p> <p>FCNSW Hunters must carry a working GPS enabled device containing maps and comply with signage and direction of FCNSW Field Worker, Booking and Notifications Systems.</p> <p>New: NSW Game Hunting Guide developed and released to public which details the rules and regulations that apply to game hunting in NSW</p>	Yes	Extreme	Rare	Severe	<p>Action 7: Scope and cost the implementation of using QR code technology to enable access to FCNSW risk assessment or other applicable information such as permanent hunting activities in the area.</p>

Risk Description				Inherent Risk			Residual Risk					Risk Treatment Plan
Risk ID	Risk Category	Division	Risk	Consequence	Likelihood	Inherent Risk Rating	Risk Controls	Are the Risk Controls working well?	Consequence	Likelihood	Residual Risk Rating	Control Description
<i>Risk identifier</i>	<i>What type of risk is it?</i>	<i>Which Division is responsible?</i>	<i>What is the risk? Describe the risk, its sources and what the potential impacts are.</i>	<i>What is the worst case result / effect of the event?</i>	<i>How likely is the event to occur, assuming no controls?</i>	<i>Product of consequence x likelihood</i>	<i>What controls are currently place to manage the risk? How effective are the existing controls in eliminating or reducing the risk?</i>	<i>Are the risk controls suitable, adequate and generally working well?</i>	<i>What is the consequence of the risk, with the controls in place?</i>	<i>How likely is the event to occur, assuming controls are in place?</i>	<i>Product of consequence x likelihood</i>	<i>What additional controls should be put in place to reduce the residual risk? How effective are the proposed controls going to be?</i>
2.1	Safety	CEO	Person attacked by hunting dogs	Moderate	Rare	Low	GLU Hunters are required to comply with Companion Dog Regulations to hunt on declared public land in NSW. Hunters must comply with all "Responsible Pig Doggers Initiatives" and the supportive/educative work of GLU Inspectorate and Field Workers. Hunters must comply with the GLU Booking and Compliance process. Dogs to wear collars that are high visibility and to be harnessed with a breastplate. Continued education of hunters by way of AHO's and the targeting of Inspectorate activities in those areas where Illegal Hunting (and hunting dogs) are known.	Yes	Moderate	Rare	Low	Action 4: FCNSW to undertake a review of the 'working at night' procedure to consider risk controls related to hunting, eg signage and high visibility controls. Action 7: Scope and cost the implementation of using QR code technology to enable access to FCNSW risk assessment or other applicable information such as permanent hunting activities in the area. Action 9: Ongoing education of FCNSW on legal hunting in state forests, to enable improved reporting and understanding of controls in place to ensure the safety of workers and others. This is to include: - GLU to attend the staff safety days and regional safety days to provide education and information about compliance activities. - GLU to provide information for inclusion in FCNSW newsletters about compliance activities and outcomes.
3.1	Safety	CEO	Fear of harm as a result of interaction with people undertaking hunting activities	Moderate	Possible	Moderate	FCNSW Employee Assistance Program (EAP), Primefact Education Sheets and Coaching for individuals who 'come forward' and declare an actual or potential report of psychological harm. FCNSW Wellbeing Strategy has been initially developed only. Joint Inspectorate Patrols have dropped off in 2015 - 2016. New: Improvements in GPS mapping has helped improve the sense of security of persons entering the NSW State Forests	No	Moderate	Possible	Moderate	Action 1: Finalize and distribute 'Licensed Hunting on State Forests in NSW Information Sheet' to all employees, contractors, Hunters, the Joint Consultative Committee and to the DPI GLU and FCNSW websites. Action 5: GLU and FCNSW to facilitate engagement with Western NSW stakeholders to review risk assessment process and mapping concerns. Action 6: FCNSW to undertake a preliminary scoping exercise to understand if real time mapping is feasible or applicable for discussion at the next risk review meeting in 2018. Action 7: Scope and cost the implementation of using QR code technology to enable access to FCNSW risk assessment or other applicable information such as permanent hunting activities in the area. Action 8: Further develop and continue with implementation of the FCNSW Wellbeing Strategy. Action 9: Ongoing education of FCNSW on legal hunting in state forests, to enable improved reporting and understanding of controls in place to ensure the safety of workers and others. This is to include: - GLU to attend the staff safety days and regional safety days to provide education and information about compliance activities. - GLU to provide information for inclusion in FCNSW newsletters about compliance activities and outcomes. Action 10: GLU to develop a preliminary outline of behaviours and expectations of hunters and how to interact with inspectors and forest workers. Draft guidelines to be presented at the next risk assessment workshop in 2018.

Appendix B: Risk Matrices

Likelihood categories

Event Occurrence	Rating
Event will probably occur in most circumstances (e.g. daily)	Almost Certain
Event will probably occur in most circumstances (e.g. monthly)	Likely
Event might occur occasionally (e.g. annually)	Possible
Event could occur at some time (e.g. once in 10 years)	Unlikely
Event may occur in exceptional circumstances (e.g. once in 100 years)	Rare

Consequence Matrix:

		Consequence Categories				
		Insignificant	Minor	Moderate	Major	Extreme
Risk Types	Business	Financial impact of less than \$50k	Financial impact of less than 0.5% of last year's total revenue and greater than \$50k	Financial impact of less than 1% or greater than 0.5% of last year's total revenue	Financial impact of less than 5% and greater than 1% of last year's total revenue	Financial impact of greater than 5% of last year's total revenue
	Health and Safety	No injury or illness	Minor first aid	Medical treatment for injury/illness (less than two months)	Medical treatment for injury/illness (greater than two months)	Fatality or serious injury/disability
	Community/ reputation/ media/ employee relations	Off-hand comment, phone call or front-line complaint	Minor formal complaint, one article in local media, minor local group interest	Minor protest, several regional /local media articles, multiple formal complaints	Major protest, national media attention, multiple regional/local media articles. Local/regional government representations - response required	Prolonged and extensive community outrage, international media attention. State/national questions in parliament. Calls for resignation of CEO/Board
	Legal non-compliance	Potential or technical breach of legislation that will not result in warning letter or Penalty Infringement Notice (PIN)	Breach of legislation leading to a warning letter	Breach of legislation leading to (PIN)	Prosecution of the Corporation in court	Prosecution of Directors and/or Managers in court
	Environmental	Minimal damage. Low loss or degradation of values. Minimal overall impact	Short term damage. Noticeable loss or degradation of values. Self-correcting in time (no rehabilitation)	Medium term damage. Significant loss or degradation of values. Rehabilitation required (<\$50k)	Severe long term damage. Major loss or degradation of values. Major rehabilitation required (>\$50k)	Extreme, long term damage. Complete and permanent loss of values. Not repairable

Risk Matrix

		Consequence				
		Insignificant	Minor	Moderate	Major	Extreme
Likelihood		5	4	3	2	1
Almost Certain	A	5A Moderate Risk	4A Moderate Risk	3A Severe Risk	2A Extreme Risk	1A Extreme Risk
Likely	B	5B Low Risk	4B Moderate Risk	3B Severe Risk	2B Severe Risk	1B Extreme Risk
Possible	C	5C Low Risk	4C Low Risk	3C Moderate Risk	2C Severe Risk	1C Severe Risk
Unlikely	D	5D No Risk	4D Low Risk	3D Low Risk	2D Moderate Risk	1D Severe Risk
Rare	E	5E No Risk	4E No Risk	3E Low Risk	2E Moderate Risk	1E Severe Risk