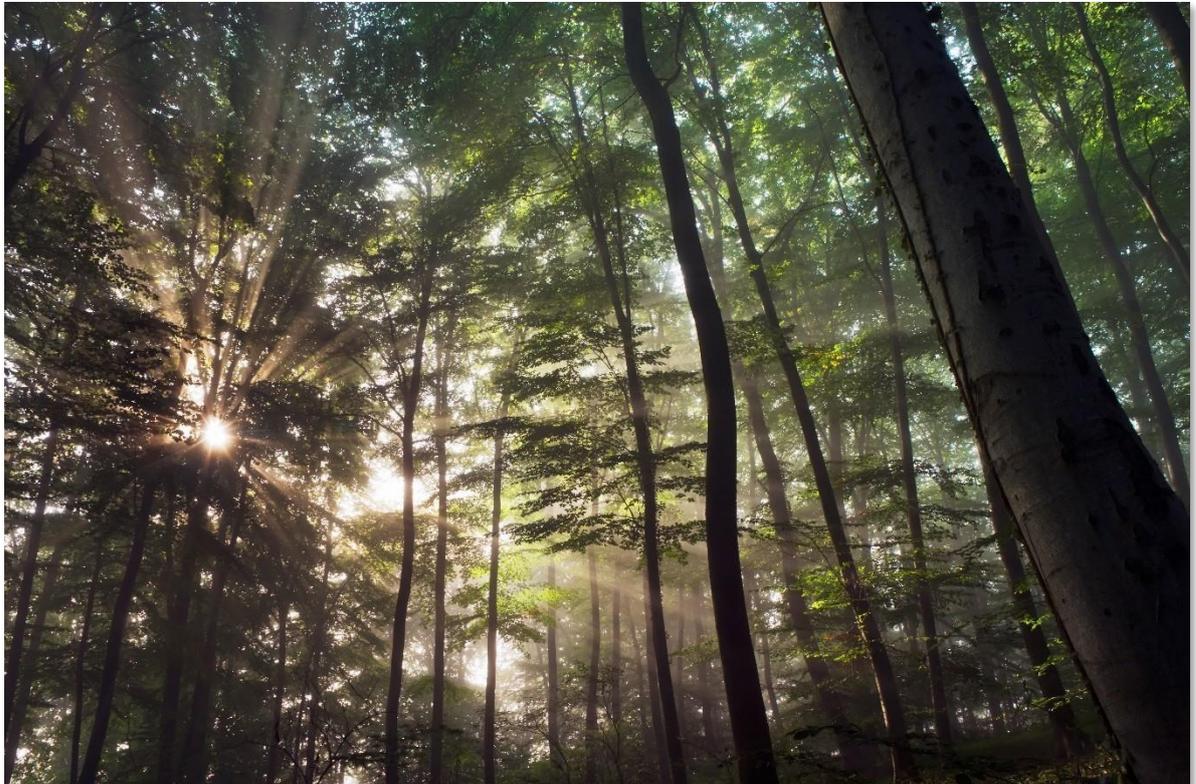


Hunting Risk Assessment Report

Report detailing the 2016 risk assessment of hunting activities conducted in NSW State Forests



December 2016

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 2015 hunting risk assessment was undertaken at the SMC Conference Centre, Sydney, on Thursday 8 December 2016. 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) and the Australian Workers Union (AWU) and was facilitated by external safety risk assessment specialists from Ernst & Young (EY).

In the 2016 review, changes were made to the hunting assessment, namely:

- The inclusion of two new risk descriptors (“Person attacked by hunting dog” and “Psychological harm to forest worker as a result of encountering hunters in the field and fear of being struck by projectile”) and the splitting out of the existing risk descriptor (“Individual struck by projectile”) into five parts.
- Application of the FCNSW Risk Management Guideline (D00160648) rather than the previously used bow tie risk assessment method.
- Amendment of risk controls and the reporting of risks communicated to operations by way of a one-page risk assessment guide.

Hunting in 2016

There were no serious incidents in NSW State forests reported in the period from October 2015 to November 2016. There were 13 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. Since the previous risk report in December 2015, FCNSW had actioned the following activities:

- A removal of the requirement for minors (12-17 year olds) to carry a GPS while accompanied by a licensed adult.
- A removal of the mandatory requirement for hunters to carry hard-copy maps.
- Application of the one day clear provision to apply to the first booking only in each forest.

Across this period, NSW DPI GLU conducted a range of compliance and implementation programs including:

- Targeted compliance activities, enhanced through collaboration with FCNSW and other stakeholders, and also through effective monitoring and reporting programs.

- Advertising campaigns and the NSW Hunting Guide was released in 2016 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.
- An inclusion of the Written Permissions (WP) general conditions into the NSW Hunting Guide (in planning, not yet implemented).

During 2016, the AWU reported nil concerns or complaints from its members regarding safe hunting practices. 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 in 2016 was to bring a fresh perspective to the hunting risk assessment, enabling:

- Identification and assessment of all existing and emerging risks.
- Review of the completeness and effectiveness of the control environment.
- Agreement upon a risk improvement plan for 2017.

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:

- Nick Roberts [NR], CEO, FCNSW.
- Rahmat Khaiami [RK], Executive Officer, FCNSW.
- Amanda Tarbotton [AT], HSE Manager, FCNSW.
- David Giles [DG], General Counsel, FCNSW.
- Andrew Moriarity [AM], Director, GLU.
- Troy Hogarth [TH], Team Leader Compliance, GLU.
- Kylie Middleton [KM], Team Leader Strategic Services, GLU.
- David Smith, [DS], Senior Compliance Officer Northern, GLU.
- Paul Noack [PN], AWU.
- Greg Murphy [GM], FCNSW AWU representative.
- Charlie Taylor (Softwood Plantations Division) and Karel Zejbrlik, (Hardwood Forests Division) - Hunting Liaison Managers, FCNSW.

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

Findings

Previously, the hunting risk assessment utilised a bow tie risk assessment methodology. There was one top event identified as ‘loss of adequate separation between hunting activity and other forest user’, with six consequences assessed and ranging from a risk rating of Acceptable to Moderate. Table 1 below outlines the new risks identified and the associated risk ratings. Appendix A details the risk assessment in full, along with associated controls and risk management plans.

Table 1: Summary of risk register

ID	Risk	Inherent risk rating	Are the risk controls working well?	Residual risk rating
Risk 1: The risk is 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 – NEW				
2.1	Person attacked by hunting dogs	Low	Yes	Low
Risk 3: Psychological harm – NEW				
3.1	Psychological harm to forest worker as a result of encountering hunters in the field and fear of being struck by projectile	Low	No	Low

While opportunities for improvement were identified, there was general agreement that the controls in place were working well. However, as risk 3.1 was an emerging risk, the controls in place were not yet effective and required additional measures.

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.

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 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 and 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.

FCNSW 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 ensure that 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 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 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, 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 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 as a result of encountering hunters in the field and fear of being struck by projectile

RISK

Psychological harm occurs to a forest worker as a result of fear of encountering hunters in the field and being struck by a projectile.

Rated as:

LOW

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

Why?

FCNSW, in collaboration with GLU and the Joint Consultative Committee recognises that fear and anxiety can occur if forest workers encounter hunters in the field and believe they can be struck by a projectile.

Collectively, all parties require:

- That all people 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.
- That all people consider their Employee Assistance Program and the work of Beyond Blue and Lifeline (in the event of escalation of any psychological symptoms).
- To participate and support Mentally Healthy Workplace activities and raise the level of education by participating in joint patrols when and where possible.



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

- You must report any fears, anxieties and other psychological harms immediately to your operational supervisor or FCNSW Health & Safety Manager immediately.



Opportunities for improvement

Recommendations were put forward for improvement of existing risk controls by the team. The plans are summarised in Table 2, and outlined in the risk register (Appendix A).

Table 2: Summary of risk treatment plans

#	Agreed action / risk treatment plan	By who?	When
1.1.1	An agreement to the development and release of an NSW 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.	AM, NR, PN	
1.1.2	An agreement to the development and release of a one-page risk assessment guide summarising the Hunting Risk Assessment to all operational personnel and to the DPI GLU and FCNSW websites.	AT, RK	
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.	AM, RK	
1.2.2	An agreement to incorporate the NSW DPI GLU Primefact 'Licensed Hunting on State Forests in NSW Information Sheet' attached to forest permits.	all hunting liaison managers	
1.2.3	NSW 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).	AM, TH	
1.3.1	An agreement for the GLU to develop a discussion paper on organised events and exclusion timeframes for review by FCNSW.	TH, KM	
1.4.1	An agreement for the Memorandum of Understanding (MOU) between the FCNSW CEO and DG of DPI to be reviewed and updated.	RK, AM	
2.1.1	An agreement to continue the education of hunters by way of AHO and the targeting of inspectorate activities in those areas where Illegal hunting (and hunting dogs) are known.	AM	
3.1.1	FCNSW, GLU to establish an annualised and field-based program of joint patrols (FCNSW workers and GLU inspectorate).	TH and FCNSW hunting liaison managers	
3.1.2	Appointing Amanda Tarbotton as the primary point of contact for escalation of psychological / psychosocial injuries and disease of FCNSW workers.	AT	
3.1.3	Further develop and continue with implementation of the FCNSW Wellbeing Strategy.	AT	

Additional observations

The FCNSW CEO observed and reported on a positive and effective collaboration across all parties.

The GLU's observation was as follows:

- There had been a high level of voluntary commitment to compliance and an increased conversion of illegal to legal hunters occurring as a result.
- Simplifying compliance requirements had been a key enabler for voluntary compliance. As technology has improved, hunters have been embracing digital maps and hunting in the right areas.
- There was concern about the level of consistency with stakeholders, namely
 - Contractors allowing hunters to travel through exclusion zones.
 - Contractors having varying levels of understanding and awareness of protocols.
 - FCNSW field staff having varying interpretations of protocols, allowing for subjective decision making, including to applied hunting controls and conditions that are used to manage hunting in conjunction with other recreational users.
- Administrative processes in place between GLU and FCNSW ensure that a consistent approach to the risk assessment is applied before any administrative amendments are made to specific declared hunting area conditions.

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	Both GLU and FCNSW	Forest worker 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 staff, 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>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.</p> <p>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</p>
1.2	Safety	Both GLU and FCNSW	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>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>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 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. 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).</p>

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1.3	Safety	Both GLU and FCNSW	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>	Yes	Extreme	Rare	Severe	1.3.1 An agreement for the GLU to develop a Discussion Paper on Organized Events and Exclusion Timeframes for review by FCNSW.
1.4	Safety	Both GLU and FCNSW	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>	Yes	Extreme	Rare	Severe	1.4.1 An agreement for the Memorandum of Understanding (MOU) between the FCNSW CEO and DG of DPI to be reviewed and updated.
1.5	Safety	Both GLU and FCNSW	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>	Yes	Extreme	Rare	Severe	Nil

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2.1	Safety	Both GLU and FCNSW	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.	Yes	Moderate	Rare	Low	2.1.1 An agreement to continue the education of Hunters by way of AHO and the targeting of Inspectorate activities in those areas where Illegal Hunting (and hunting dogs) are known.
3.1	Safety	Both GLU and FCNSW	Psychological harm to forest worker as a result of potentially being struck by projectile	Moderate	Unlikely	Low	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.	No	Moderate	Rare	Low	3.1.1 FCNSW, GLU to establish an annualized and field based program of Joint Patrols (FCNSW workers and GLU Inspectorate). 3.1.2 Appointing Amanda Tarbotton as the primary point of contact for escalation of psychological / psychosocial injuries and disease of FCNSW workers. 3.1.3 Further develop and continue with implementation of the FCNSW Wellbeing Strategy.