

# ***Best practice for on-ground property weed detection***

## ***Appendix 1 – Weeds Inspection Responsibilities in States and Territories***

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# 1 Introduction

Approximately 28,000 exotic plant species have been introduced into Australia since European settlement. More than 2,770 of these have become naturalised. Of these established exotics, around 65% are now considered a problem for natural ecosystems, and about 35% are considered a problem for agricultural systems (Sinden *et al.*, 2004).

The cost of agricultural weeds in Australia, including direct yield losses and the cost of weed control, is over \$4 billion per annum (Sinden *et al.*, 2004). Australian farmers consider weed control to be one of their highest priority, long-term land degradation issues. Weeds also harm natural environments, compete with native species, alter nutrient flows and fire regimes, and reduce overall biodiversity. With the addition of a single weed species it has been estimated that control costs are increased by at least \$65,000 per year for each additional threatened plant species (Sinden and Griffith, 2007).

The majority of environmental and agricultural weeds are invasive (Anonymous, 2007). Consequently, new weeds are continually being discovered at various spatial scales. A strategic approach to weed management includes the detection and eradication of potential weed species before they become major problems, particularly since they usually have fast growth rates, allowing them to out-compete native and domesticated plants (Leishman *et al.*, 2007).

Weeds that have become widespread, harmful and/or destructive to living beings or have the potential to do so, are often termed noxious weeds. In Australia, this term is often reserved for weeds declared under legislation, although other terms such as 'declared plants' are also used. Such weeds are often the subject of property inspections.

All the states and territories of Australia have arrangements to manage biodiversity, through state and territory government departments responsible for agriculture and environmental protection, and through local government. In order to manage biodiversity, these organisations employ officers at a local level. These officers carry out varying functions according to their region. This brief review will examine some of the roles and responsibilities of such officers within their jurisdictions as they pertain to the detection of weeds.

## 2 New South Wales

In New South Wales, noxious weeds are plants that have been declared so under the Noxious Weeds Act, 1993, by the state's Minister for Primary Industries. Plants with the potential to cause harm to agriculture, the environment, or to animal or human health, can be declared noxious under the Act. Weeds declared as noxious have a limited distribution but with the potential to spread within and between areas. The control of such weeds provides a benefit to the community over and above the cost of implementing control programs. These weeds cost the state several hundred million dollars each year. To minimise the cost, the Noxious Weeds Advisory Committee provides advice to the minister, which in turn may lead to amendments in the Act when needed. To curtail the prevailing weeds menace more effectively, the government of New South Wales revised the 1993 Noxious Weeds Act in 2006. The Department of Primary Industry (DPI) administers the Act, and enforces with the cooperation of local government authorities.

Local authorities employ noxious weeds inspectors to enforce the Act at the farm level. These inspectors seek to cooperate with landholders, and carry out regular inspections of all private properties. They implement weed control programs and sustainable vegetation control strategies. Their responsibilities include the following.

### *Weed Control*

- Planning.
- Implementation.
- Identification (threats/plants).
- Monitoring the spread of weed species.
- Investigation and assessment of incursions.
- Weed control.
- Compliance and enforcement.
- Notification.
- Enforcing prohibition of declared plant growth, and removing such plants from cultivation.

### *Extension*

- Extension and promotion activities, and advice.
- Managing significant native vegetation.
- Liaising and co-ordinating with various departments.
- Delivering extension material to, and developing working relations with, appropriate departments and organisations.
- Working with a range of stakeholders.
- Working with landowners.

### *Administration*

- Grant application, development of short and long-term projects.
- Staff instruction.
- Adopting and applying OH&S policies and procedures.
- Liaising and maintaining networks with relevant people and organisations.
- Estimating work.
- Supervision and coordination.
- Report writing.
- Legal issues.
- Ensuring adequate resourcing to manage weed species.
- Record keeping.
- Inspection and mapping.
- Where appropriate, maintaining stocks.
- Reviewing.
- Maintaining plant equipment and vehicles.

### *Duties Performed in other States and Territories but not in NSW*

- Auditing.
- Managing council reserves.
- Administering changes in policy and process.
- Focusing beyond weeds (to all threatening processes).

There are more than 212 noxious weeds inspectors in New South Wales.

## 3 Victoria

Unwanted, harmful, hazardous, or economically disadvantageous plants are a major concern for private land owners, land and water managers, and for the Victorian public in general (Anonymous, 2008a). The Local Government Act, 1989, and the Catchment and Land Protection Act, 1994, form the legislative framework for weed control in Victoria. The Department of Sustainability and Environment administers these Acts through employees of the Department of Primary Industry, and local government. The Department of Primary Industry employs three different categories of pest management officers, each performing specific functions to enforce the Act:

1. Pest Management Officers – Compliance, who lead the compliance process on high priority impact weeds, such as noxious or declared weeds.
2. Pest Management Officers – Weed Alert or Weed Alert Contact Officers (WACOs), who focus on new and emerging weed threats.
3. General Pest Management Officers, who provide a range of services around extension, ranging from capacity building, to compliance on established high impact species.

### *Weed Control*

- Planning.
- Implementation.
- Identification (threats and plants).
- Monitoring the spread of species.
- Investigating and assessing incursions.
- Compliance and enforcement.
- Handling threats.

### *Extension*

- Improving the community's ability to manage weeds.
- Extension and promotion activities.
- Advice.
- Community, stakeholder and industry engagement.
- Public education activities.
- Developing and delivering extension material.
- Providing direction, support, training and communication for staff, such as the Weed Spotter Network.
- Communication and development activities.
- Liaising with various departments for co-ordination.
- Developing working relations with departments and organisations.
- Working with a range of stakeholders.
- Working with landowners.

### *Administration*

- Grant application, development of short and long-term projects.
- Legal issues.
- Auditing.
- Adopting and applying OH&S policies and procedures.
- Liaising and maintaining networks with relevant people and organisations.
- Estimating work.
- Record keeping.
- Report writing.
- Administering changes in policy and process.
- Inspection and mapping.
- Supervision and coordination.
- Review.
- Focusing beyond weeds (to all threatening processes).
- Staff instruction.

### *Duties Performed elsewhere, but not Listed in Victoria*

- Enforcing prohibition of declared plant growth, and removing such plants from cultivation.
- Containing the spread of, and eradicating, prohibited plants being cultivated.
- Notification.
- Weed control.
- Ensuring adequate resourcing to manage weed species.
- Maintaining stocks where appropriate.
- Maintaining plant equipment and vehicles.
- Managing council reserves.

## **3.1 Pest Management Officer – Compliance**

As a part of a compliance team, these officers are responsible for the delivery of compliance programs within a catchment, and perform a key role in facilitating the control of pest plants and animals in Victoria. They are responsible for enforcement activities, including accountability for effective strategic advice, and the preparation of evidence reports and briefs. They work with staff, various stakeholders, and with landowners to ensure that their pest control obligations are met, while using the provisions of relevant legislation to achieve compliance where required. They receive specialist compliance training, enabling them to deal with issues including preparation of legal briefs and court appearances. Responsibilities of these officers include the following.

- Providing their services as regional compliance specialists, with a detailed knowledge of the Catchment and Land Protection Act.
- Planning, implementing, monitoring and reporting on the delivery of pest management projects.

- Handling pest plant and animal threats to agricultural industries and the natural environment.
- Implementing the provisions of relevant legislation.
- Working with landowners to develop plans for pest plants and animals on their land.
- Delivering comprehensive extension material to assist landowners in meeting their legal obligations, while pro-actively encouraging voluntary participation in control projects.
- Undertaking compliance activities where extension efforts fail to result in the landowner meeting their legal responsibilities under the Catchment and Land Protection Act, and conducting investigations into breaches of this legislation.
- Implementing regional action plans.
- Carrying out defined projects relating to pest plants or animals.
- Maintaining and updating the comprehensive records of all relevant compliance actions, decisions, and communications.
- Preparing operational reports that require in-depth factual analysis, including the adaptation of theoretical knowledge based on practical plant and animal pest experience, and/or understanding the current issues.
- Assessing and responding to changes in policy and process relating to plant and animal pests, and recommending strategies to internal staff and external agencies.

### ***3.2 Pest Management Officer – Weed Alert***

Pest management officers – weed alert, perform a key role within the Landscape Protection portfolio. They are responsible for the delivery of specific weed alert priorities, and for implementing plant and animal pest extension and compliance activities, in accordance with the Victorian Weed Alert plan. It is their responsibility to implement pest management programs and regional catchment management strategies to achieve the targets and meet the objectives of the Department of Primary Industries (DPI). They are responsible for delivering weed alert priorities within the catchment, assisting with the delivery of projects on private and public land, developing and managing contracts, and for providing reports on weed management trends and performance. The officer plays an integral role in validating the distribution of Victorian Weed Alert incursions in the state, and in eradicating prohibited weeds. They also develop collaborative working relations with the community and with industry groups, in particular the nursery industry. Their role is more specialised in extension activities.

While delivering weed alert priorities within the specific catchment, and providing support and leadership to the state-wide weed alert team, they are responsible for various activities, including the following.

- Implementing incursion plans for state prohibited weeds, including development and management of contracts, and reporting on weed management trends and performance.
- Developing collaborative working relationships with industry groups, including the nursery industry, and training a wide range of partner organisations and community members in weed identification and management.
- Assisting with the coordination and delivery of the DPI component of strategies and plans, including the Catchment Management Authority (CMA) Regional Pest Plant and Pest Animal Action Plans on private and public land, to maximise the impact of pest management activities across all land tenures.

- Providing direction to the development of short- and long-term catchment projects, and state-wide pest management projects on private and public land, in order to maximise the impact of pest management activities across all land tenures.
- Performing extension and compliance activities, and developing working relations with other departmental staff and various stakeholders, including Landcare, public land managers, industry, community groups, and local government.
- Delivering coordinated extension and enforcement activities, efficient management of project data, and preparation of high quality reports detailing project achievements.
- Ensuring delivery of comprehensive extension material and programs, to assist landholders in meeting their obligations under the Catchment and Land Protection Act, 1994.
- Initiating enforcement actions against landholders where extension efforts fail to result in the control of pest plants and animals, as part of local, regional, or state-wide projects.
- Working with a range of stakeholders to develop practical solutions to a variety of difficult, and often sensitive, pest management issues. Identifying and applying new approaches to ensure continuous improvement in the pest plant and animal field.
- Developing strong working relationships and partnerships with key stakeholders, and community groups, to encourage voluntary participation in priority pest control projects.
- Ensuring the effective treatment of state prohibited weeds, in accordance with state-wide incursion plans, which include the development and management of contracts. Working closely with affected land managers to ensure that a cooperative approach in treating these species is achieved.
- Providing support, training, and communications to a weed spotter network within the Glenelg catchment, and strategically expanding the network in accordance with the weed alert priorities identified by the weed spotter coordinator.
- Using well-developed plant identification skills to filter plant specimens submitted by weed spotters, as part of validating the distribution of the Victorian Weed Alert.
- Initiating targeted audit and compliance actions in response to industry groups that sell state prohibited weeds.
- Planning, implementing, reporting on, and evaluating weed alert activities within the Glenelg catchment, and preparing complex operational reports that require in-depth factual analysis.
- Adopting and applying OH&S policies and procedures to ensure a safe work environment.

### **3.3 General Pest Management Officers**

General pest management officers provide a range of extension services, ranging from capacity building to compliance on established high impact species. They undertake a combined role of inspection, extension and information, and compliance.

A major drive in Victoria seeks to promote vigilance at a community level, to manage noxious weed incursions and the threats posed by such incursions thereafter. To prevent new weed incursions, the Department of Primary Industries has initiated a process whereby weed spotters are recruited on a voluntary basis. The recruitment of weed spotters aims at using the available expertise in regional and urban areas in Victoria, to fight new weed incursions, and to manage any threat posed by weeds (Morton, 2006; Weed CRC, 2008). Weed spotters can be anyone who is interested, or engaged in activities related to plants

that are either native, non-native, commercial or environmental. They report to the weed alert contact officer, appointed specifically for weed detection and management, when they observe a new plant considered to be a potential weed. They then follow the guidelines provided so as to identify and assess the risk that the plant might pose as a potential weed.

There are more than 110 officers responsible for managing noxious weeds in Victoria (Catriona King, DPI, Victoria, personal communication).

## 4 Queensland

Weed management in Queensland is estimated to cost the state several hundred million dollars per year, and has a significant impact on primary industry, the environment, and on human and animal health.

The Department of Natural Resources and Water (NRW) administers the Land Protection (Pest and Stock Route Management) Act, 2002, which incorporates modern pest and stock route management, prioritises weed management activities, and sets responsibilities and obligations. Other relevant Acts include the Land Act (LA), 1994, and the Local Government (LG) Act, 1993. These Acts provide a framework for the future, covering: control of declared pests; and leasehold lands and owned lands, including state agencies, which may be required to control declared pest plants. This is consistent with the guidelines of local government area pest management plans, and the Queensland Weeds Strategy 2002-06.

To keep the noxious weeds quarantined against new incursions, controlled in infested areas, and eradicated from specific areas, various agencies in Queensland employ officers under various categories (Anonymous, 2008b).

### *Pest Management Officers*

1. Local government pest/weed management officers.
2. Pest control officers.
3. Land protection officers.

The general duties of these officers, pertaining to noxious weeds, include the following.

### *Weed Control*

- Planning.
- Implementation.
- Identification (threats/plants).
- Monitoring the spread of the species.
- Investigating and assessing incursions.
- Weed control.
- Compliance and enforcement.
- Containing the spread of prohibited plants being cultivated.
- Notification.

### *Extension*

- Extension and promotion activities.
- Advice.
- Public education activities.
- Providing direction, support, training, and communication to staff, i.e. Weed Spotter Network.
- Communication and development activities.
- Managing significant native vegetation.
- Liaising and coordinating with various departments.

- Developing working relationships with departments and organisations.
- Working with a range of stakeholders.
- Working with landowners.

#### ***Administration***

- Granting application, and developing short- and long-term projects.
- Staff instruction.
- Adoption and application of OH&S policies and procedures.
- Ensuring adequate resources for the management of weed species.
- Liaising and maintaining networks with the relevant people and organisations.
- Estimating work and record keeping.
- Inspection and mapping.
- Supervision and coordination.
- Where appropriate, maintaining stocks.
- Report writing.
- Review.
- Maintaining plant equipment and vehicles.
- Managing council reserve.
- Focusing beyond weeds (to all threatening processes).

#### ***Duties Performed Elsewhere, but not Listed in Queensland***

- Handling threats.
- Enforcing prohibition of declared plant growth, and removing such plants from cultivation.
- Prevention of entry, movement, and sale in the region.
- Legal issues.
- Auditing.
- Administering changes in policy and process.

### ***4.1 Local Government Pest Management Officer***

The main function of Local Government Pest Management Officers is to provide operational support to the manager of Ranger Services, by implementing council Declared Plants Control Programs, while monitoring compliance with the Land Protection (Pest and Stock Route Management) Act, 2002, and with council regulations. The duties and responsibilities of the Pest Management Officer are as follows.

- Inspection and mapping of land holdings for the presence of noxious weeds.
- Advising landholders of the presence of noxious weeds, and of the most appropriate method of control.
- Undertaking noxious weed control upon council roadsides and reserves.
- Issuing notices under the Land Protection (Pest and Stock Route Management) Act, 2002.
- Developing and undertaking biological control methods for noxious weed control.

- Recording property inspection data into Pest Info.
- Undertaking public education activities regarding noxious weed control.
- Inspecting vehicles for weed seed spread.
- Managing council's reserves under trust.
- Producing reports and maps to determine the level of noxious weed infestation.
- Preparing reports and letters as directed.
- Undertaking administration duties associated with the position.
- Undertaking on-call duties as required.
- Relieving the pest control officer and animal control officer as required.
- Assisting with impounding of animals.
- Assisting with the application of 1080 baiting programs.
- Inspecting and issuing grazing permits.
- Assisting with the systematic inspection of properties to determine local law compliance.
- Other duties, as may be directed by the manager of Ranger Services.
- Ensuring that all work is carried out in accordance with the Workplace Health and Safety Act.

## ***4.2 Pest Control Officers***

Pest control officers provide operational support, by controlling noxious plants on council reserves and roadsides, and by monitoring compliance with the Land Protection (Pest and Stock Route Management) Act, 2002, and local government regulations (Anonymous, 2008b). The duties and responsibilities of the officer pertain to the control of pest species. Duties are as follows.

- Undertaking noxious weed control upon council roadsides and reserves.
- Developing and undertaking biological control methods for noxious weed control.
- Assisting with 1080 baiting programs.
- Undertaking public education activities on noxious weed control.
- Undertaking inspections of vehicles for weed seed spread.
- Maintaining council herbicide spray trailers and equipment.
- Conducting follow-up inspections as part of the council property inspection program.
- Preparing reports and letters as directed.
- Undertaking administration duties associated with the position.
- Undertaking on-call duties as required.
- Relieving for the pest management officer when required.
- Inspecting and mapping landholdings for the presence of noxious weeds.
- Advising landholders of the presence of noxious weeds, and of the most appropriate method of control.
- Issuing notices under the Land Protection (Pest and Stock Route Management) Act, 2002.

- Assisting with the systematic inspection of properties in order to determine local law compliance.
- Other duties as may be directed by the manager of Ranger Services.

### **4.3 Land Protection Officers**

The land protection officer has a team-based role to implement land protection legislation. The officer develops and implements operational activities and extension programs to manage the impact of declared and other noxious plants and animals. The officer also participates in integrated programs, so as to achieve a sustainable use of land and other natural resources. The duties, tasks, and responsibilities of these officers are as follows.

- Developing and reviewing pest plant and animal control projects, including:
  - developing project budgets, monitoring expenditure, and providing the principal land protection officer with authoritative, reliable and timely advice;
  - liaising with state-wide staff as necessary to coordinate labour and equipment requirements;
  - promoting control objectives and achievements;
  - monitoring and evaluating on-ground outcomes.
- Supervising large, on-ground pest plant and animal control workgroups, and contributing to the skills, knowledge, and personal development of a diverse range of field workers and their supervisors as necessary, for the efficient and safe application of herbicides and the 1080 control operations.
- Undertaking extensive surveys of the distribution and abundance of known and potential pest plant and animal species, and estimating the resources required for their control.
- Assisting land protection officers and control supervisors in the formulation and implementation of pest plant and animal management plans.
- Ensuring that allocated vehicles, spray equipment, and facilities are available and in good working condition to support control programs anywhere in the state.
- Liaising with local government officers, community groups, and landholders, for control, containment, or eradication of plant and animal pests through collaborative arrangements.
- Supervising the safe handling and accurate preparation of herbicide and pesticide solutions, according to manufacturer and industry specifications.
- Maintaining the Land Protection chemical store, and associated inventory database, including minor assets register.
- Assisting with the monitoring and control of Class 1 pests such as bitou bush, hygrophila, and honey locust, and assisting with the coordination of departmental resources for a range of emergency situations, such as exotic disease containment, ensuring that machinery, equipment, and facilities are available and in good working condition to support control programs.
- Ensuring that the workplace is free of discrimination and harassment, that every staff is treated fairly and equitably, that safe and healthy work environments and work practices are maintained, and that field workers are provided with adequate accommodation, meals, and other requirements for operating in remote areas.

#### ***4.4 Weed Management Officers***

Weed management officers participate in weed management projects in various sites in Queensland, and utilise a variety of treatment techniques. These include chemical, mechanical, and manual control techniques. They also deal with the common vegetation communities and plant species found in South East Queensland. They hold current ACDC (Agricultural Chemicals Distribution Control Act, 1966) licences, and operate 4WD vehicles and GPS equipment (Anonymous, 2008c).

There are about 36 officers involved in weed management in various shires and departments in Queensland. Queensland authorities have also recently initiated a weed-watchers program similar to that in Victoria. In this program, the members of the community, as well as professionals dealing with plants, will participate in monitoring and management of new noxious weed incursions and threats.

## 5 Western Australia

The primary contact for advice on legislation, policies, programmes, and coordination of weed control activities in Western Australia, is the Western Australia Department of Agriculture and Food. The Agricultural and Related Resources Protection Act (ARRPA), 1976, the Conservation and Land Management Act, 1984, and the Plant Disease Act (PDA), 1989, include provisions for controlling noxious weeds. The Agricultural Protection Board (incorporated in the Department of Agriculture), and the Regional Advisory Committees administer these Acts. The Agricultural Protection Board has the authority to declare plants as noxious weeds, in part or all of the state. Within the Department of Agriculture, the Western Australia Quarantine Inspection Service (WAQIS) is responsible for quarantine activities. A single list containing the permitted and prohibited plants operates under the Plant Disease Act. Any species not on the list is assessed. Local government is involved in this assessment process. The Department of Agriculture employs biosecurity officers to enforce these regulations at farm level.

Biosecurity officers primarily focus on communicating a range of biosecurity issues relating to the agricultural sector, and on integrating practices into the farming community that will minimise the risk of biological threats to agricultural production. They are required to carry out audit and compliance assessments for a range of state Acts, and to liaise with a number of government departments in order to achieve compliance targets. Their main duties include the inspection and control of weeds, facilitating advisory and extension programs, and performing operational, legal, management and safety functions as listed below.

### *Weed Control*

- Planning.
- Implementation.
- Identification (threats/plants).
- Monitoring the spread of species.
- Investigating and assessing incursions.
- Weed control.
- Administering compliance and enforcement.

### *Extension*

- Extension and promotion activities.
- Advice.
- Public education activities.
- Delivering extension material.
- Administering communication and development activities.
- Working with a range of stakeholders.
- Working with landowners.

### *Administration*

- Grant application, and developing short- and long-term projects
- Legal issues.
- Adoption and application of OH&S policies and procedures.
- Ensuring adequate resourcing to manage weed species.

- Liaising and maintaining networks with relevant people and organisations.
- Maintaining stocks where appropriate.
- Report writing.
- Maintaining plant equipment and vehicles.

In Western Australia, the Department of Agriculture employs more than 40 officers to manage noxious weeds.

## 6 South Australia

The main contact for advice on legislation, policies, programmes, and the co-ordination of weed control activities in South Australia, is the Animal and Plant Control Group of the Department of Water, Land and Biodiversity Conservation. The Natural Resource Management Act, 2004, replaced the Animal and Plant Control (Agricultural Protection and Other Purposes) Act. The Act is implemented by the Natural Resource Management Agency, through eight regional natural resource management boards or groups. They employ local authorised officers to inspect properties. The South Australian National Parks and Wildlife Act, 1972 is also relevant.

Authorised officers are employed in plant and animal pest programs, to implement recommended management actions for weeds based on weed risk and the feasibility of containment. They are responsible for eradicating noxious weeds from infested regions, destroying infestations, containing spread, protecting and managing sites, and monitoring and managing weeds. Their tasks include the following.

### *Weed Control*

- Identification (threats/plants).
- Monitoring the spread of species.
- Investigating and assessing incursions.
- Weed control.
- Administering compliance and enforcement.
- Enforcing prohibition of declared plant growth, and removing such plants from cultivation.
- Containing the spread of cultivated prohibited plants.
- Preventing weed entry, movement, and sale in a region.

### *Extension*

- Extension and promotion activities.
- Working with landowners.

### *Administration*

- Grant application, and developing of short- and long-term projects.
- Legal issues.
- Ensuring adequate resources to manage weed species.
- Review.
- Focusing beyond weeds (to all threatening processes).

In South Australia, about 18 shire-employed officers responsible for noxious weed inspections were contactable.

## 7 Tasmania

The Weed Management Strategy (developed in 1996) resulted in the Weed Management Act, 1999, which replaced the Noxious Weeds Act, 1964. The Act encourages community participation, and promotes a government and community partnership approach. The Act requires a risk assessment prior to proposed declaration of a noxious plant. In addition, statutory requirement requires production of a management plan which details roles and responsibilities, and which specifies the restrictions and measures required regarding the weed, so as to ensure that appropriate control action is undertaken. Empowered by the Act, the state government may prohibit the introduction of declared weeds into Tasmania, and may eradicate declared weed species. The state government may also take action regarding the spread of declared weeds within Tasmania where it is deemed necessary to alleviate or prevent a particular problem.

The Act includes provision for the secretary of the Department of Primary Industries, Water and Environment (DPIWE) to appoint inspectors to be employed in state and local government, or in other relevant organisations, for example community weed management groups. The secretary can vary inspection powers under the Act, according to specific needs such as geographical restrictions (Anonymous 2008d).

In Tasmania, weed control officers and/or environmental health officers are responsible for enforcing the Act. These officers are employed either by the DPIWE or by local government. The weed management responsibilities of the DPIWE are addressed primarily by the Weed Management Section, and partly by other areas of the department, principally the Biodiversity Conservation Branch and Marine Resources (for rice grass). Weeds officers include the following.

- Weeds of national significance national coordinator.
- Weed management planning officers.
- Weed officers – north west, north and south.

In order to perform their duties, they are required to perform the following tasks.

### *7.1 Weed Management Officers*

- Facilitate the formation of local weed management strategies.
- Provide advice on weed management.
- Enforce weed regulations under the Weed Management Act, 1999.

Comprehensive information regarding the job responsibilities of weed management officers was not available in the literature, or on relevant websites.

## 8 Northern Territory

In the Northern Territory, noxious weed management instruments still need to be fully implemented. However, the relevant legislation is the Weeds Management Act, 2001, which commenced on 1 July, 2001, and replaced the Noxious Weeds Ordinance, 1962. The Weeds Management Regulations, 2006, were enacted on 20 December, 2006. The Act is administered by the Northern Territory Department of Natural Resources, Environment and the Arts.

The main contact for advice on legislation, policies, programs and coordination of control activities in the Northern Territory, is the Northern Territory Department of Natural Resources, Environment and the Arts.

The goal of the Act is to prevent the spread of weeds within, into, and out of the Territory, and to ensure that management of weeds is an integral component of land management, in accordance with the Northern Territory Weeds Management Strategy, 1996-2005, and other strategies adopted to control weeds. The Act also ensures sufficient community consultation and responsibility in the creation and implementation of weed management plans.

The Northern Territory Noxious Weeds Act is aimed at preventing the introduction and spread of noxious weeds. A plant may be declared noxious over the whole or part of the Territory. Landholders can be issued with a notice to eradicate or control a Class A or B noxious weed. Persons in possession of hay or animal fodder that contains noxious weed seeds may be issued with a notice to not sell, and to destroy the hay or fodder by specified means. Failure to comply with a notice can result in a penalty or control cost recovery. Assistance in the form of materials, equipment, and labour, may be provided to persons issued with a notice. Three classifications are recognised under the Act.

- Class A: to be eradicated – these weeds pose a significant threat, but occupy a relatively small area, meaning there is a good chance of eradication.
- Class B: growth and spread to be controlled – these weeds are widely distributed, but prevention of further spread is desirable. Eradication may be possible if they occur in geographically isolated areas.
- Class C: not to be introduced into the Northern Territory – this class includes weeds that are currently not known to exist in the Territory, but could pose a significant threat if introduced. This class also includes all class A and B weeds, since further introduction of these weeds would aggravate existing problems.

Given the size and population of the region, there are limitations regarding full implementation of the Act. In the whole Territory, there are only four weed management officers who must fulfil the varied responsibilities.

## 9 Australian Capital Territory

The relevant legislation is the Pest Plants and Animal Act (PPAA), 2005, which became effective on 12 November, 2005. This Act replaced the plant and animal plant sections of the Land (Planning and Environment) Act, 1991. The ACT Department of Urban Services (Environment ACT) administers the Act.

The purpose of the Pest Plants and Animal Act, 2005, is to protect the ACT's land and aquatic resources from plant and animal pest threats, and to promote a strategic approach to pest management. Given the activities and population of the region and divided responsibilities of employees, there are limitations to management of the Territory's noxious weeds.

## 10 Summary of Responsibilities

*Table 1 Summary of weed control responsibilities of weed inspectors in Australia (excluding ACT)*

Summary of weed control responsibilities of weed inspectors in Australia (excluding ACT)							
	Qld	NSW	Vic	Tas	SA	WA	NT
1. Planning	•		•	N/A			N/A
2. Implementation	•	•	•	N/A		•	N/A
3. Identification (threats/plants)		•	•	N/A	•		N/A
4. Monitoring the spread of species	•	•	•	N/A	•	•	N/A
5. Investigating and assessing incursions	•		•	N/A	•	•	N/A
6. Weed control	•	•	•	N/A	•	•	N/A
7. Compliance and enforcement		•	•	N/A	•	•	N/A
8. Handling threats			•	N/A			N/A
9. Prohibition to grow declared plants, and the removal of such plants from cultivation				N/A	•		N/A
10. Containing the spread of prohibited plants being cultivated	•			N/A	•		N/A
11. Notification	•			N/A			N/A
12. Prevention of entry, movement, and sale in the region				N/A	•		N/A

*Table 2 Summary of extension responsibilities of weed inspectors in Australia (excluding ACT)*

Summary of extension responsibilities of weed inspectors in Australia (excluding ACT)							
	Qld	NSW	Vic	Tas	SA	WA	NT
1. Extension/promotion activities	•	•	•	N/A	•	•	N/A
2. Advice	•		•	N/A		•	N/A
3. Public education activities	•		•	N/A		•	N/A
4. Delivering extension material			•	N/A		•	N/A
5. Providing direction, support, training and communications to staff, i.e. Weed Spotter Network	•		•	N/A			N/A
6. Communication and development activities	•		•	N/A		•	N/A
7. Managing significant native vegetation		•		N/A			N/A
8. Liaising and coordinating with various departments	•	•	•	N/A			N/A
9. Developing working relations with departments and organisations	•		•	N/A			N/A
10. Working with a range of stakeholders	•		•	N/A		•	N/A
11. Working with landowners	•		•	N/A	•	•	N/A

**Table 3** Summary of administration responsibilities of weed inspectors in Australia (excluding ACT)

Summary of administration responsibilities of weed inspectors in Australia (excluding ACT)							
	Qld	NSW	Vic	Tas	SA	WA	NT
1. Granting applications, the development of short- and long-term projects	•	•	•	N/A	•	•	N/A
2. Legal issues			•	N/A	•	•	N/A
3. Auditing			•	N/A			N/A
4. Staff instruction	•	•		N/A			N/A
5. Adopting and applying OH&S policies and procedures	•	•	•	N/A		•	N/A
6. Ensuring adequate resourcing to manage the weed species	•			N/A	•	•	N/A
7. Liaising and maintaining networks with relevant people and organisations	•	•	•	N/A		•	N/A
8. Estimating work	•	•		N/A			N/A
9. Record keeping	•		•	N/A			N/A
10. Inspection and mapping	•			N/A			N/A
11. Supervising/coordinating	•	•		N/A			N/A
12. Where appropriate, maintaining stocks	•			N/A		•	N/A
13. Report writing	•	•	•	N/A		•	N/A
14. Reviewing				N/A	•		N/A
15. Maintaining plant equipment and vehicles	•			N/A		•	N/A
16. Managing council reserve	•			N/A			N/A
17. Changes in policy and process			•	N/A			N/A
18. Focusing beyond weeds (to all threatening processes)	•			N/A	•		N/A

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