

ATTACHMENT 7

REFERENCES AND BIBLIOGRAPHIES

REFERENCES AND BIBLIOGRAPHY - FLORA AND FAUNA

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ATTACHMENT 8

CV OF B J SALTER

NORTH COAST FORESTRY AND ECOLOGY SERVICES



BRIAN SALTER BSc (For), MIFA, MACFA
Principal

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CV Dated 30.6.01 - BRIAN SALTER

Education & Qualifications

Primary - East Kempsey Primary. Secondary - Kempsey High School/Farrer Agricultural High School.
Tertiary - Sydney University/Australian National University (B Sc For).

Other Training - Courses in wildlife identification & survey techniques, aerial photo interpretation, road location and construction, Management Plan preparation, safety, communications, herbicide use, meteorology, media skills, staff selection, fire control, managing for change, motivation and leadership, motivation in the workplace, staff selection and other in-service courses. Qualified Work Place Trainer Category 1. Statement of Competency in a wide field of activities (NSW Forest Industries Training Board).

Appointments

1992 to present - Principal, North Coast Forestry and Ecology Services.
1989/92 - Regional Forester, Forestry Commission of NSW, Port Macquarie. 1986 - Acting Mng Officer Head Office 3 mths. 1979/1989 Deputy Regional Forester Newcastle (Act Reg For for 12 mths). 1969/79 District Forester, Kempsey, Batemans Bay and Eden. 1968/69 Assistant Forester Narrabri & Kempsey. 1961/67 NSW Forestry Commission Trainee (University/Field Year).

Positions Held & Professional Memberships

Currently member of Institute of Foresters of Aust, Assn of Consulting Foresters of Aust, Aust Inst of Agric Science & Technology (leading professional Stage 3), Ecological Consultants Assn of NSW. Previously Pres Forestry Students Assn, Sec NSW Div Inst of Foresters, Apex Board member & President, delegate to Putty & Central Coast Bush Fire Prevention Assn, Member Lake Macquarie City Council Planning & Advisory Committee, Sec Newcastle Timber Industry Golf Committee, Snr Vice Pres & Exec member Forestry Field Officers Assn, member Hunter Institute of the Environment, member Newcastle Industrial Safety Assn, member District Bush Fire Committee & Chief Co-ordinators Primary Nominee for emergency fire fighting in 4 shires, alternate delegate to Northern Reg Fire Assns, member Manning Total Catchment Management Committee, rep on local Co-ordinators' State Administrators' Scheme.

Experience

a) As a consultant - projects include:-

- Forest Management Plans preparation for three large and several smaller timbered properties.
- Environmental assessment of forestry activity (Review of Environmental Factors).
- Development Applications preparation for forestry and submissions for Exemptions from Consent based on Existing Use.
- Timber volumation and valuation for several properties.
- Harvesting Plan preparation, oversight of Fauna Impact Statement preparation.
- Located and evaluated land for exchange purposes (dam and landfill purposes).
- Planned and supervised establishment of eucalypt plantation.
- For State Forests of NSW:-
 - prepared Annual Management Reports, Fire Reports, Fire & Fuel Management Plans
 - appointed Operations Manager for Emergency Fire Control Centre
 - reviewed EIS on proposed export of woodchips from silvicultural residues
 - undertook review of Contractor Management Systems for introduction in NSW
 - conducted training for Log Grading & Segregation, Soil & Water Protection (TAFE course)
 - reviewed suitability of private properties for possible purchase for euc. plantation establishment
 - project manager for resources review Manning Region
- Fauna and environmental - contribution to FIS, undertaken numerous (64) SEPP 44, EP&A Act (Sect 5A and 79C) Assessments, managed fauna survey program for EIS/FIS, fauna prescriptions for Management and Harvesting Plans. Prepared Koala Management Plans. Acting Ecologist Nth Reg SFNSW 3 months.
- For the NSW Forest Products Association:-
 - reviewed draft endangered fauna legislation
 - reviewed and critically analysed wilderness proposals
 - reviewed potential to allocate sawlogs to sawmiller from State Forest

- Legal matters:-
 - reviewed worker's compensation claim against State Forests for GIO of NSW
 - prepared affidavits on tree damage to property (caravan and house)
 - prepared report on cause of tree health decline
 - prepared affidavit in relation to civil action to recover unpaid royalty (two cases)
 - investigated and prepared affidavit in relation to cause and responsibility for bushfire damage
 - prepared bushfire protection measures for proposed Estate and defended in Land & Environment Court
 - engaged by GIO to investigate fire cause and damage and attended Court
 - investigated and prepared review of ecological impacts of gravel trucks using roads in national parks for Supreme Court damages claim
 - investigated, prepared report and attended Land Board hearing in relation to action over fencing
- Prepared submission for landholders opposing amendments to a Tree Preservation Order.
- Prepared application under SEPP 46 - Native Vegetation Conservation Act, to undertake clearing and forestry activities.
- Prepared Bushfire Management Plans for two subdivisions.
- Prepared two Review of Environmental Factors for road widening on behalf of Hastings Council.
- Extractive industries:-
 - prepared EISs and SEEs for various quarry operations including sand, ridge gravel and river gravel extraction and crushing under SEPP 37 provisions and Schedule 3 of EPA Act regulation.
 - prepared Quarry Management Plan for gravel quarry and Rehabilitation Plan for sand quarry.
 - reviewed adherence to rehabilitation requirements in relation to several quarries on behalf of Nambucca Council.

(b) With NSW Forestry Commission

- 26 Years practical experience including: Regional Forester for 3 yrs (Port Macquarie), Deputy Regional Forester for 10 years (Newcastle), District Forester for 10 years (Kempsey, Batemans Bay, Eden), Assistant Forester for 2 years (Narrabri and Kempsey).
- Extensive North Coast experience and contacts, including: all forests, geography and land tenures, local Govt., MPs, media, unions, environmental groups, Govt Depts, Industry (timber) and Trade Associations, markets and environmental issues.
- Wide experience in;
 - Forest Management: All aspects of north coast/hinterland native hardwood and rainforest forestry in particular; management practices, silviculture, protection, road location and construction, multiple use management, eucalypt plantation management, regrowth forestry, old growth harvesting, Management Plan preparation and inventory.
 - Environmental: Legal and other challenges on forestry activities, injunctions, preparation of affidavits and evidence, public meetings, forest protests and closures, media, police liaison, negotiations etc. Oversight of EIS preparation, compliance with EP&A Act and other legislation eg Clean Waters Act, Forestry Act, Timber Industry Protection Act, Endangered Fauna Interim Protection Act, Standard Erosion Mitigation Conditions and harvesting planning controls eg Codes of Logging Practice and Licence Conditions. Local Govt. LEPs and REPs in relation to forestry.
 - Marketing Harvesting: All aspects of sale to industry of a wide range of forest products (\$9 mil pa revenue in PM Region). Preparation of Operational Plans, Tenders and Wood Supply Agreements. Extensive knowledge of markets and influencing factors, establishing prices. Close involvement in the establishment of the hardwood/pulpwood industry on the North Coast - integrated logging, product segregation, thinning of regrowth and plantations for pulp and small logs.
 - Operational: Oversight and approval of expenditure eg PM region \$6 mil pa. Responsible for works program compilation and budget control. Long experience in road location and construction, eucalypt plantation establishment and silviculture of native forests, fire control, safety, training and land matters (Crown Lands Act, land studies and assessments, mining, access arrangements).
 - Industrial: Negotiations with Unions, award and industrial/employee issues, disputes and appeals.
 - Public Relations/Media/Corporate Administration: Dealing with all forms of media, interviews, tours and inspections. Prepared Ministerial briefing and responses, liaison with industry, government, environmental groups etc. Familiar with all strategic documents relating to forestry, eg RAC, PAC, ESD, NFI etc. As Regional Forester represented the Forestry Commission in the field.

Referees

- Dennis Jenner, Proprietor & Manager, Albert Johnson & Co, (Sawmiller), Karuah. Phone (02) 4997 5220.
- Mark Farrell, Managing Director, P J Farrell Pty Ltd (property owner), Stroud. Phone (02) 4929 2926.
- Mick Cooper, Regional Manager, Hunter Region, State Forests of NSW, Newcastle. Phone (02) 4927 0977.

A detailed CV is available on request, including additional information on consulting projects undertaken.

ADDENDUM TO CV B J SALTER - 1.6.01
(AS RELATES SPECIFICALLY TO FAUNA SURVEYS AND WILDLIFE MANAGEMENT,
FLORA SURVEYS AND FLORA PROTECTION)

Professional Qualifications

- B Sc (Forestry) 1967 - 5 Year course at Sydney/ANU universities which included units in biology, botany, ecology and zoology. This provided a basic background in botanical, biological and zoological disciplines. Forestry is a multi-discipline activity with flora and fauna identification and wildlife management being principal components. Whilst my title may be "Forester" this does not constrain activities to trees and associated flora matters. I consider myself to be an environmental scientist with qualifications and experience in a wide field of activities, particularly biological and ecological matters.
- Certificate of Wildlife Survey Techniques (1995 SFNSW)
- Certificate of Wildlife Identification Skills (1995 SFNSW)
- Certificate of Frog and Bat Identification and Survey Skills (1998 SFNSW)
- Inservice SFNSW courses over a period of 27 years
- Leading Professional Stage 3 (Australian Institute of Agricultural Science and Technology)

Professional Affiliations

- Institute of Foresters of Australia
- Association of Consulting Foresters of Australia
- Australian Institute of Agricultural Science & Technology
- Australian Register of Agricultural Consultants
- The Ecological Consultants Association of NSW

Other Relevant Qualifications

- Included on NP&WS List of Fauna Consultants. Note that a CV is required by the NP&WS in order to be listed.
- Hold Scientific Licence (No A 2259) under Sect. 120 and 130 of NP&W Act authorising the trapping of protected fauna.
- Licensed (Licence No CON 95010) by NP&WS to obtain information from the Atlas of NSW Wildlife.
- Hold an Animal Research Authority (issued by the Director-General of NSW Agriculture).
- Hold a Certificate of Approval (issued by Animal Care and Ethics Committee of the Director-General of NSW Agriculture).

- Possess extensive reference library on flora, fauna, wildlife management and have access to a complete library. Established herbarium of local flora.
- Well read and knowledgeable in flora and fauna surveys and wildlife management.
- Detailed knowledge of the requirements of the relevant Acts and Regulations including NP&W Act, EP&A Act, Native Vegetation Conservation Act, Threatened Species Conservation Act, Environment Protection and Biodiversity Conservation Act, SEPP 44 and other relevant SEPPs. Attended seminar conducted by NP&WS and DUAP on implementation of TSC Act.
- Have extensive range of fauna playback tapes and amplifying equipment, micro scales, spotlights, large cage traps, Type A and B Elliot traps, small and large hair tubes, Faunatech hair tubes and an Anabat bat detector.
- As per list of projects (available) have undertaken numerous (60) ecological studies - including SEPP 44 and Section 5A assessments within Hastings, Bellingen, Kempsey, Taree, Port Stephens and Great Lakes Council areas.
- Regular assistant also has Certificates in Wildlife Survey Techniques and Identification (SFNSW 1995) and 9 years experience.
- Have contact with and access to very experienced and competent wildlife researchers, ecologists and botanists for advice if necessary.

Experience/Projects

(a) With SFNSW

- 25 Years practical experience over a range of appointments with the majority being on the north coast.
- SFNSW is at the forefront of wildlife surveys, FISs and EISs and wildlife management in NSW. Survey techniques were developed by SFNSW/NP&WS for major projects. I have been associated with these developments for many years.
- Extensive fauna experience in relation to compilation and implementation of SEEs, EISs, FISs. These were major projects involving a comprehensive understanding of all matters relating to fauna survey and wildlife management. Subsequent Section 120 NP&WS Licences, EFIPA and EP&A Act Requirements - including injunctions and Court challenges particularly in relation to fauna matters - further enhanced this knowledge.
- Close association with research projects into wildlife matters and flora identification over many years.
- Prepared comprehensive harvesting plans including implementation and oversight -requiring detailed knowledge of flora habitat and wildlife management.
- Prepared forest management plans, implementation and oversight of all prescriptions - including flora and fauna prescriptions.

(b) As a Consultant

- Undertaken numerous (60) ecological assessments on a wide range of proposals (including all necessary flora and fauna surveys) in Kempsey, Bellingen, Port Stephens, Nambucca, Hastings, Taree and Great Lakes Council areas. Subsequently undertook assessments and prepared detailed reports on SEPP 44 Koala Habitat Protection and "8 point tests " (Section 5A - EP&A Act) for determination of significance of impact on threatened species. Prepared several koala management plans.
- Undertaken many Assessments of Impact on the Natural Environment as required by Section 79C (EP&A Act).
- Undertaken several impact assessments as required by the provisions of the Commonwealth's Environment Protection and Biodiversity Conservation Act.
- Project Manager for SFNSW for a proposed FIS for the Mid Coast Regrowth Forests EIS (125 000 ha of forest between Raymond Terrace and Kendall). Involved determining stratification, survey techniques and consultants' brief for fauna surveys. Prepared contracts and engaged consultants for amphibian surveys.
- Prepared three EISs, five REF's for extractive industries (SEPP 37/Schedule 3) including all studies and documentation relating to flora and fauna surveys and wildlife management. In all cases the flora and fauna component of these environmental impact assessments has been accepted by NP&WS and Councils.
- Prepared comprehensive management plans for four large forested properties (1 500 ha to 5 000 ha), which included all aspects relating to flora and fauna and wildlife management.
- Prepared several REF's for forest management proposals including all aspects of flora and fauna and wildlife management. Have had oversight in all aspects of harvesting, particularly in relation to meeting flora and wildlife prescriptions.
- Organised and had oversight over an FIS for a 2 000 ha timbered property. Included review of FIS, negotiations with NP&WS and Council regarding conditions and oversight of application of conditions since approval.
- Reviewed proposed Threatened Species Legislation on behalf of the Forest Products Association and prepared a draft report to the NSW Government on behalf of the Association.
- Addressed management options for several timbered properties in relation to meeting the requirements of the EFIPA/EP&A Act.
- Prepared draft report for SFNSW on monitoring undertaken in relation to Determination requirements of the Wingham MA EIS with emphasis on meeting relevant conditions set down by DUAP for wildlife management.
- Prepared harvesting plans for SFNSW that incorporated Conservation Protocols and specific species prescriptions for a range of species.
- Acted in the position of Ecologist for a period of 2 months for Mid North Coast Region SFNSW. Entailed planning and oversight of extensive flora and fauna surveys on State Forest.
- Reviewed and submitted comment on draft Vegetation Management Plan, Koala Management Plan and vegetation mapping within several Council areas.

