



ACT
Government

Annual Compliance Report

University of Canberra Hospital, Bruce (The Pinnacle Extension)

(EPBC 2013/6987)

01 July 2023 – 30 June 2024

August 2024

Prepared by the Environment, Planning and Sustainable Development Directorate, on behalf of the ACT Government

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Acknowledgment to Country

Yuma

Dhawura Nguna Dhawura Ngunnawal

Yanggu ngalawiri dhunimanyin Ngunnawalwari dhawurawari

Nginggada Dindi yindumaralidjinyin

Dhawura Ngunnawal yindumaralidjinyin

Hello,

This is Ngunnawal Country

Today we are meeting on Ngunnawal country

We always respect Elders, male and female

We always respect Ngunnawal Country

We acknowledge the Ngunnawal people as traditional custodians of the ACT and recognise any other people or families with connection to the lands of the ACT and region. We acknowledge and respect their continuing culture and the contribution they make to the life of this city and this region.

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This report demonstrates how Infrastructure and Health Support Services (IHSS; formally Health Infrastructure Procurement) and the ACT Parks and Conservation Service (PCS) have complied with the conditions in the approval decision for the University of Canberra Hospital development (EPBC 2013/6987). This covers the 2023-2024 reporting period from 01 July 2023 to 30 June 2024.

Specifically:

- IHSS (the proponent) are responsible for complying with conditions 1, 2, 5, and 11 in the approval decision.
- PCS are responsible for complying with conditions 3, 4, and 10 in the approval decision.
- IHSS and PCS are jointly responsible for complying with conditions 6, 7, 8, 9 and 12.

In addition, this report also demonstrates how PCS has implemented the management plan for The Pinnacle extension environmental offset area on behalf of IHSS.

Declaration of Accuracy

In making this declaration, I am aware that sections 490 and 491 of the *Environment Protection and Biodiversity Conservation Act 1999* (Cth) (EPBC Act) make it an offence in certain circumstances to knowingly provide false or misleading information or documents. The offence is punishable on conviction by imprisonment or a fine, or both. I declare that all the information and documentation supporting this compliance report is true and correct in every particular. I am authorised to bind the approval holder to this declaration and that I have no knowledge of that authorisation being revoked at the time of making this declaration.

Signed:

Full Name: Chris Tarbuck

Position: Executive Branch Manager, Facilities Management, Infrastructure and Health Support Services

Organisation: Canberra Health Services

Date: 19/8/24

Signed: 

Full Name: Michaela Watts

Position: Executive Branch Manager, ACT Parks and Conservation Service

Organisation: Environment, Planning and Sustainable Development Directorate

Date: 20/08/2024





Signed: 

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1. Location of The Pinnacle Extension offset area



<p>EPBC 2013/6987</p> <ul style="list-style-type: none">  Offset Site  Associated Development  Nature Reserve 	<p>0.07 0.03 0 0.07 Km</p> <p>1:5,400 When printed at A4</p> <p>Coordinate System: GDA 1994 MGA Zone 55</p> <p>Prepared by: Environmental Offsets Team ACT Parks and Conservation Service Environmental Offsets PO Box 158 Canberra ACT 2601</p> <p>Printed: 14/07/2021</p>	 <p>© COPYRIGHT ACT Government 2021 All Rights Reserved</p> <p>Disclaimer: While all care is taken to ensure accuracy, the ACT Government does not warrant that the map is free from errors.</p> <p>Aerial Photography 2020</p>
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2. Compliance with conditions in EPBC Approval Decision 2013/6987

Condition Number	Condition	Responsibility	Compliant / Non-compliant / Not applicable	Description
1	The approval holder must not clear more than 7.6 hectares (ha) of box gum woodland.	IHSS	Compliant	The UCPH (University of Canberra Public Hospital) development sits within the 7.6-hectare area.
2	The approval holder must undertake all measures to avoid and minimise indirect impacts to box gum woodland on land adjoining the project area that may result from the action during and after construction. Measures must address: <ul style="list-style-type: none"> a. Soil erosion and sedimentation b. Site water run-off c. Incidental trampling by workforce personnel, equipment, vehicles, machinery and stock piling of materials d. Weed control (specifically, measures to ensure adjoining box gum woodland areas do not degrade beyond their current quality). 	IHSS	Compliant	<ul style="list-style-type: none"> a. The Head Contractor has followed all EPA requirements. Landscaping surrounding the building has been designed and installed to minimise soil erosion and sedimentation. BGIS (the facilities management company) is maintaining appropriate measures to minimise soil erosion and sedimentation. b. The Head Contractor has met all EPA requirements. Stormwater infrastructure has been designed and constructed to manage site water run-off. BGIS is maintaining appropriate measures to manage site water run-off. c. Pedestrian networks and precinct signage has been designed and constructed to limit incidental trampling by visitors and workforce personnel. d. A Planned Maintenance Schedule has been developed and implemented at University of Canberra Hospital (UCH). The schedule incorporates weeding and weed control that varies throughout the year based on the season. BGIS is maintaining appropriate measures to manage weed control.
3	To compensate for residual impacts to box gum woodland, the approval holder must formally incorporate the offset site into the Pinnacle Nature Reserve for conservation purposes (as further described at condition four (4)). Evidence of the formal transition must be provided to the	PCS	Compliant	The Offset area known as the Pinnacle Nature Reserve Extension for the University of Canberra Hospital development at Bruce ACT was formally incorporated in the ACT reserve system, via a Territory Plan Variation on 19th August 2016. The Territory Plan Variation , which is

Condition Number	Condition	Responsibility	Compliant / Non-compliant / Not applicable	Description
	Department within two (2) years of the date of this approval.			<p>proof of this formal transition, is publicly available on the web (ACT Government Notifiable Instrument NI2016-367).</p> <p>An email was sent to the Department of Environment and Energy notifying that the process was complete. This email was sent on the 19th of August 2016.</p>
4	<p>For the enduring conservation, management and monitoring of the offset site, the approval holder must engage a suitably qualified person to develop an Offset Management Plan (OMP). The OMP must be submitted to the Minister for approval within twelve (12) months of the date of this approval. The OMP must include details on the following and must include details on timing and duration. Priority areas for rehabilitation (both short and long term) must also be clearly illustrated using maps.</p> <ol style="list-style-type: none"> a. Location of the offset site including clear maps and accompanying shapefiles. b. Baseline surveys to confirm the extent and quality of box gum woodland onsite c. Management of: <ol style="list-style-type: none"> i. Soil erosion ii. Pests, feral animals and grazing stock iii. Weeds and pathogens (in particular, measures to avoid the seed setting and dispersal of key weed species) iv. Fire (to maintain the ecological integrity of ecosystems) 	PCS	Compliant	<p>Draft OMP submitted to the Department of Environment and Energy on 9th October 2015.</p> <p>Final OMP addressing comments from the Commonwealth was approved 15th November 2016.</p> <p>This plan was published on the ACT Government Offsets Register on 30th November 2016.</p> <p>Shapefiles are held by PCS. A copy of all shapefiles identified in the OMP were also supplied to the Department of the Environment and Energy (on USB) on 7th July 2016. An email was received by the DOEE (now DAWE) confirming receipt (dated 8th July 2016).</p>

Condition Number	Condition	Responsibility	Compliant / Non-compliant / Not applicable	Description
	<ul style="list-style-type: none"> v. Unwanted access (including the use of fencing and signage) vi. Assisted regeneration and revegetation d. Objectives and performance indicators associated with all items listed at (c) making reference to claimed offset scores and corresponding contingency or remedial measures. These must be framed in the context of restoring structure and ecological function to box gum woodland consistent with Departmental policy statements. e. Monitoring and reporting measures associated with all items listed at (c). Monitoring must be able to quantify a change in the quality of box gum woodland onsite, in response to management actions. f. Scheduling and costing estimates associated with all management actions. g. Provisions for the transition of the offset site to the Pinnacle Nature Reserve, including a statement of commitment by the relevant government agency to ongoing maintenance, enduring management, and associated annual resourcing. <p>The OMP must demonstrate how management of the offset site is complimentary (and additional) to restoration activities previously carried out on site. The approved OMP must be implemented. Until such time as the Minister has</p>			

Condition Number	Condition	Responsibility	Compliant / Non-compliant / Not applicable	Description
	approved the OMP, the interim offset management plan must be implemented.			
5	Within 30 days after the commencement of the action, the approval holder must advise the Department in writing of the actual date of commencement.	IHSS	Compliant	The Department of the Environment and Energy was formally notified of the date of the commencement of the action on the 19 th of April 2016. The date of the commencement of the action was the 21 st of March 2016.
6	The approval holder must maintain accurate records substantiating all activities associated with or relevant to the conditions of approval, including measures taken to implement the OMP required by this approval, and make them available upon request to the Department. Such records may be subject to audit by the Department or an independent auditor in accordance with section 458 of the EPBC Act or used to verify compliance with the conditions of approval. Summaries of audits will be posted on the Department's website. The results of audits may also be publicised through the general media.	IHSS and PCS	Compliant	Held by CHS (Canberra Hospital Services; UCH Facility Manager), and PCS.
7	By 30 th August of each year after the commencement of the action, the approval holder must publish a report on their website addressing compliance with each of the conditions of this approval, including details on the implementation of required management actions, and the implementation of the OMP as specified in the conditions. Documentary evidence providing proof of the date of publication and non-compliance	IHSS and PCS	2021 onwards: Compliant 2019-20: Non-Compliant (rectified)	This report for the 2022-23 reporting period fulfils the requirement under condition 7 for the approval decision. The report will be published on the ACT Government Offsets Register . <u>Report publication dates:</u> <ul style="list-style-type: none"> • 2022-23 report: 23 August 2023 (compliant) • 2021-22 report: 23rd August 2022 (compliant)

Condition Number	Condition	Responsibility	Compliant / Non-compliant / Not applicable	Description
	with any of the conditions within this approval must be provided to the Department at the same time as the compliance report is published.			<ul style="list-style-type: none"> • 2020-21 report: 24th August 2021 (compliant) • 2019-20 report: 11th Sep 2020 (non-compliant; rectified) • 2018-19 report: 29th Aug 2019 (compliant) • 2017-18 report: 19th Jun 2018 (compliant) • 2016-17 report: 21st June 2017 (compliant)
8	Upon the direction of the Minister, the approval holder must ensure that an independent audit of compliance with the conditions of approval is conducted and a report submitted to the Minister. The independent auditor must be approved by the Minister prior to the commencement of the audit. Audit criteria must be agreed to by the Minister and the audit report must address the criteria to the satisfaction of the Minister.	IHSS and PCS	Not applicable – Compliant	No audit requested during this reporting period.
9	If the approval holder wishes to carry out any activity otherwise than in accordance with OMP as specified in the condition four (4), the approval holder must submit to the Department for the Minister's written approval a revised version of that strategy. The varied activity shall not commence until the Minister has approved the varied OMP in writing. The Minister will not approve a varied OMP unless the revised OMP would result in an equivalent or improved environmental outcome over time. If the Minister approves the revised OMP, that OMP	IHSS and PCS	Not applicable - Compliant	All activities have been carried out in accordance with the plan.

Condition Number	Condition	Responsibility	Compliant / Non-compliant / Not applicable	Description
	must be implemented in place of the OMP, originally approved.			
10	If the Minister believes that it is necessary or convenient for the better protection of listed threatened species and communities to do so, the Minister may request that the approval holder make specified revisions to OMP specified in the condition four (4) and submit the revised OMP for the Minister's written approval. The approval holder must comply with any such request. The revised approved OMP must be implemented. Unless the Minister has approved the revised OMP, then the approval holder must continue to implement the OMP originally approved, as specified in the condition four (4).	PCS	Not applicable - Compliant	No request has been made.
11	If, at any time after five (5) years from the date of this approval, the approval holder has not substantially commenced the action, then the approval holder must not substantially commence the action without the written agreement of the Minister.	IHSS	Not applicable - Compliant	The action has substantially commenced.
12	Unless otherwise agreed to in writing by the Minister, the approval holder must publish the interim offset management plan and the OMP referred to in these conditions of approval on their website. The interim offset management plan must be published on the website within one (1) month of the date of this approval (17th October 2014).	IHSS and PCS	Non-compliant (rectified)	The interim OMP was developed by consultants engaged by ACT Health. This plan was published on the University of Canberra Public Hospital Development website on the 15th of January 2015. The final OMP was approved by the Department of Environment and Energy on the 15 th of November 2016.

Condition Number	Condition	Responsibility	Compliant / Non-compliant / Not applicable	Description
	The OMP must be published on the website within one (1) month of being approved.			This plan was published ACT Government Offsets Register on 30 th November 2016.

3. Implementation of the Offset Management Plan

The following table describes how the ACT Parks and Conservation Service (Environment, Planning and Sustainable Development Directorate) has undertaken the management actions described within the Offset Management Plan for the 2023 – 2024 reporting season on behalf of Infrastructure and Health Support Services (IHSS) in the ACT Health Directorate (the proponent). The Pinnacle extension offset receives on-going funding from the ACT Government 2015-16 Budget initiative “Enhancing the Protection of Endangered Species and Habitat”.

Activity	Description (from OMP)	Estimated Timeframe for Completion (as described in OMP)	Actions / Comments (from 01 July 2023 – 31 December 2024)
Consult with ACT Heritage Unit	Inform the ACT Heritage Unit of operational or habitat restoration works which could impact potential cultural heritage sites within the Offset Areas.	As required	Not required for this reporting period as no works requiring heritage approval occurred this year. As a matter of course, heritage approval identified for works appear in the works plan for all reserves across Canberra Nature Park.
Cultural Heritage Assessment Reporting and Management requirements	Follow the guidelines outlined in the Cultural Heritage Reporting Policy. This document details the cultural assessment and reporting requirements for projects that may impact on places or objects with indigenous or historic heritage value. Any discovery of an Aboriginal place or object will be reported to the Heritage Council within five working days.	As required	Not required for this reporting period. Guidelines are being followed. Will continue to be followed in future management of the site under Canberra Nature Park.
Utility Notifications	Adhere to the Code of Practice between PCS and ActewAGL.	As required	Code of Practice is followed where applicable.
Offset Management Plan Review	The OMP will be reviewed and updated within six (6) months of the finalisation of the 2018 Box Gum Woodland monitoring program report.	2019	The 2018 Box Gum Woodland monitoring report was completed. Monitoring data from the report is being fed directly into annual there has been no need to review the OMP, and the OMP has now finalised. Additionally, the Canberra Nature Park Reserve

Activity	Description (from OMP)	Estimated Timeframe for Completion (as described in OMP)	Actions / Comments (from 01 July 2023 – 31 December 2024)
			Management Plan (CNP RMP) 2021, which outlines the management of the greater Pinnacle Nature Reserve to which this site is an extension, was deemed to have sufficient additional updated information for this area. A landscape improvement plan has been drafted for this reserve. This plan identifies management priorities for the site including restoration actions and PTWL maintenance and improvement items.
Fencing	<p data-bbox="427 616 981 679">Install fence along north-western boundary of Offset Area.</p> <p data-bbox="427 711 981 807">Replace or repair other boundary and internal fences as is required, using wildlife friendly specifications.</p> <p data-bbox="427 847 981 1094">Any fencing within the Pink-tailed Worm-lizard habitat will be guided by a scope of works developed by PCS to ensure minimal disturbance to the Pink-tailed Worm-lizard habitat. This includes undertaking all fencing related works manually without the use of vehicles or machinery.</p>	2016-2017	<p data-bbox="1294 616 2033 679">Maintenance of fencing is ongoing. No new infrastructure was built.</p> <p data-bbox="1294 711 1957 743">Previous actions are outlined in previous year's reports.</p>
Tracks and Trails	Undertake works to maintain existing track network as is required.	2016-2017	Annual track slashing is undertaken as a routine maintenance program along all main tracks in greater Pinnacle Nature Reserve system which includes the offset area.
General information signage	General park sign and prohibited activity signage (as is required under the <i>Nature Conservation Act 2014</i>) will be installed on the offset boundary.	2016-2017	Reserve signs which include details of the Activities Declaration for the reserve were installed before end of 2019 – this included 2 reserve entry signs and 8 x track markers for walking trail.

Activity	Description (from OMP)	Estimated Timeframe for Completion (as described in OMP)	Actions / Comments (from 01 July 2023 – 31 December 2024)
Protection of Natural Regeneration	<p>Natural regeneration of indigenous trees and shrubs will be promoted within the Box Gum Woodland.</p> <p>Regeneration will be monitored within the Pink-tail Worm-lizard habitat to ensure it does not become too dense.</p> <p>Tree guards or temporary fencing may be required to protect regenerating trees and shrubs.</p>	On-going, as required	<p>In 2022-23, a review of Activity Declarations (ADs) across the PCS estate was undertaken and included The Pinnacle Nature Reserve extension. This review has been submitted for approval to the Conservator. Post approval of the revised Pinnacle AD (including the extension area), new activities signage will be installed accordingly.</p> <p>Further regeneration work has not been necessary for this matter this year. General maintenance weed management occurred and will continue in line with the CNP RMP 2021.</p> <p>An ecological burn was conducted at the site in 2020-21.</p>
Revegetation	<p>Undertake revegetation works described in section 4.1.3 and 4.1.4 of the OMP.</p> <p>Trees and shrubs will not be planted in identified Pink-tail Worm-lizard habitat.</p> <p>All revegetation will be subject to a monitoring and maintenance program.</p>	Planting in autumn-winter 2017 with a 2-year monitoring and maintenance program	<p>Five hundred shrub and tree seedlings were planted with suitable tree guards in April 2018 to enhance the bird corridor between Kama and Pinnacle Nature Reserves. Plantings were according to section 4.1.3 of the OMP. These plants were maintained during the 2021-22 and in 2022-23 including brush cutting of high biomass within shrub plots in the reporting period. Good seasonal conditions have assisted with the survival and consolidation of these plantings. Additional fencing was installed to protect plantings from Kangaroo browsing. Kangaroo management was undertaken in winter 2023 in this Kangaroo Management Unit and will manage overall grazing pressure in</p>

Activity	Description (from OMP)	Estimated Timeframe for Completion (as described in OMP)	Actions / Comments (from 01 July 2023 – 31 December 2024)
			this landscape. Kangaroo management was not undertaken on ACT Government managed conservation land in 2023-24.
Gully Erosion	<p>Very small scale revegetation (<50 plants) and minor rock placement will be undertaken to address erosion.</p> <p>Monitoring the progress of gully nick points will be carried out using markers and photo-points to help determine if further works are required.</p>	2016-2017	This site was monitored and maintained during the reporting period. Friends of the Pinnacle provide support on site condition monitoring. All erosion works were undertaken in earlier years, and these have stabilised the bank and been maintained.
Woody debris relocation	<p>Woody debris has been relocated from the University of Canberra development site to the Offset Area.</p> <p>Additional woody debris will be sought to place around the dam to restrict stock access and improve frog habitat.</p>	Complete 2016-2017	Woody debris was relocated into the reserve in previous years. Details contained in previous annual reports.
Weed control	<p>Target key weeds that are of high priority for control.</p> <p>Weeds will also be controlled on adjacent land (particularly the roadside reserve and adjacent unleased territory land) to minimise weed seed blowing into the Offset Area.</p>	Annually	Weed control efforts were undertaken seasonally as required. Focus for this reporting period has been on extensive St John's Wort treatment as well as significant African Love Grass and Blackberry. The Friends of the Pinnacle ParkCare group has also targeted Sweet Briar.
Invasive animals (Rabbits)	Rabbits will be monitored and controlled annually in autumn and spring in conjunction with the program operating within the Pinnacle Nature Reserve.	Annually in Autumn and Spring	Monitoring was undertaken in the neighbour nature reserve during the 2023-24 reporting period. Spotlighting occurs quarterly along transects.

Activity	Description (from OMP)	Estimated Timeframe for Completion (as described in OMP)	Actions / Comments (from 01 July 2023 – 31 December 2024)
Manage overabundant native animals	Kangaroos will be managed in accordance with the Kangaroo Management Plan (ACT Government 2010). This includes annual kangaroo monitoring to inform the management program.	Annual program	This area is included in The Pinnacle Kangaroo Management Unit. Herbage Mass monitoring was undertaken in Spring 2023 and kangaroo population monitoring was undertaken in Summer 2023/24. Kangaroo management was not undertaken on ACT Government managed conservation land in this KMU for this reporting period.
Invasive pathogens	<p>Develop an information hand-out for key staff, contractors and volunteers on the risks from <i>Phytophthora cinnamomi</i> and associated management protocols for working within the Offset Area.</p> <p>Guidelines to be included in scope of works for all contractors working within the Offset Area.</p> <p>These management procedures will be revised immediately if a <i>P. cinnamomi</i> infestation is identified in the vicinity of, or within the Offset Area.</p>	Guidelines developed by 2016-17 and distribution ongoing as required	<p>A document named Management of <i>Phytophthora</i> dieback in the ACT Parks Estate was produced in November 2016. It is accompanied with guidelines for hygiene, preparing to work in <i>Phytophthora</i> affected areas and how to take samples for testing.</p> <p>There is no evidence that <i>Phytophthora</i> exists at the Pinnacle Extension Offset or in the greater area.</p>
Bush fire fuel reduction	Bushfire fuel will be assessed in the Northern paddock to ensure that it meets the standards applicable for the Strategic Bushfire Advantage Zone and appropriate action to reduce fuel load undertaken as required.	Annually prior to bushfire season	The Pinnacle ecological burn was undertaken in Autumn 2021. The burn area was seeded with native grass and forb species into the ash bed. Another ecological burn polygon was identified on the BOP however the season was too wet for implementation. All other fire fuel requirements were implemented according to the BOP for 2022-23 where fire fuel thresholds triggered actions. Herbage mass monitoring across the Pinnacle extension was conducted in late 2022, with one plot falling within a completed burn area, reflecting fuel reduction results. Weed control has been conducted across the site including burn areas.

Activity	Description (from OMP)	Estimated Timeframe for Completion (as described in OMP)	Actions / Comments (from 01 July 2023 – 31 December 2024)
Box-Gum Grassy Woodlands monitoring	Engage a suitably qualified expert to deliver the monitoring program described in section 6 on the OMP.	2015 (complete), 2016 (complete), 2018 (complete), 2019 (complete), 2020 (complete), 2023 (to be completed outside the reporting period)	<p>Vegetation monitoring has shown that this site has maintained and improved BGW quality, with native cover and understory diversity (important and non-grass species richness) levels above benchmarks across the site. In 2021, vegetation quality results for the vegetation condition zone 16.2 demonstrate that the site is eligible for inclusion in the higher quality zone 16.1 because of maintaining above benchmark native cover and number of important species, and an increase to above benchmark in non-grass species richness. Notably, while there was a trend across other BGW offset sites of a decline in floristic diversity measures and native cover (in some cases more than 30%) in 2021 compared with 2020. During this time, the Pinnacle maintained stable native vegetation cover and floristic value scores increased; this positive trend has continued into 2022 and the site remained in above benchmark condition in EPBC areas in 2023.</p> <p><i>Further information:</i></p> <p>2017 monitoring was delayed for a year so detailed mapping of woodland condition could be completed and monitoring plots appropriately located across all woodland condition classes.</p> <p>Plot based monitoring recommenced in spring 2018 using a consistent protocol outlined in federal and ACT Government guidelines. This plot-based monitoring continued in 2019 and 2020 for BGW condition.</p> <p>Floristic monitoring was undertaken between 2018-2021, then 2023 and understory structure monitoring was undertaken in 2018 to 2023 by offsets in-house ecologists.</p>

Activity	Description (from OMP)	Estimated Timeframe for Completion (as described in OMP)	Actions / Comments (from 01 July 2023 – 31 December 2024)
			<p>Understorey structure and weed monitoring will continue annually at the site to inform grazing, fire, and other management programs. 2017 mapping indicated that the site contains 16.22 ha of EPBC-quality BGW (in three condition classes including a derived woodland class), 1.85 ha of low quality BGW that does not meet EPBC listing criteria (in two condition classes) and 1.45 ha of high-quality <i>Eucalyptus macrorhyncha</i> woodland. 2017 mapping is broadly consistent with 2014 mapping, except more areas of structural woodland were identified in 2017.</p> <p>Reports are published on the Environmental Offsets website and Offsets Register.</p> <p>Monitoring data is reported on in the 2018/19 Monitoring Report, and 2019/20 Monitoring Report, published on the Offsets Register and Offsets Website.</p>
Mapping and monitoring Pink-tailed Worm-lizard habitat	Follow-up monitoring will occur in line with the program described in section 6 of the OMP.	2024	No mapping or monitoring of the Pink-tailed-Worm Lizard (PTWL) habitat was undertaken in this period. However incidental records of PTWL were recorded within the offset area in 2022 and 2023 by PCS ecologists.
Other monitoring requirements	Table 9 of OMP.	On-going	Woodland birds are being monitored by suitably qualified in-house ecologists as part the woodland bird monitoring program. This monitoring is consistently undertaken seasonally (every three months, four times a year), and was conducted in 2018, 2019, and 2020, and 2021. Three-year baseline surveys were completed in winter 2021. Future survey intervals are to be decided, with 3 or 5 yearly survey intervals likely.

Activity	Description (from OMP)	Estimated Timeframe for Completion (as described in OMP)	Actions / Comments (from 01 July 2023 – 31 December 2024)
Photo monitoring	<p>Photo monitoring points will be established in the Offset Area, co-located with the vegetation monitoring plots.</p> <p>These points will assist to assess change over time and will help to determine the effectiveness of active management interventions such as gully erosion control, weed control, regeneration and revegetation (if appropriate).</p>	On-going	Ad-hoc photo monitoring began in 2015 and has been formalised in 2018 and continued in the 2023-24 reporting period. Photo-points were undertaken from 2018-2023 and will continue annually as part of the understorey vegetation monitoring. Currently on site, there are 23 photo monitoring points associated with vegetation monitoring plots.
Staffing	To deliver the actions outlined in this, plan resources to support a part-time a Senior Ranger (Ranger Grade 3) position and vehicle are required.	On-going	<p>A permanent Senior Ranger Grade 3 (R3) officer was recruited to deliver the actions of this plan on 1 October 2015. The Pinnacle offset area was one of multiple offsets areas managed by the ranger and therefore, the expenditure on salary was weighted accordingly.</p> <p>The site has now transitioned into the Canberra Nature Park (CNP) to be managed holistically with the rest of The Pinnacle Nature Reserve and will be managed by CNP rangers. A ranger with CNP manages this site as one of several sites.</p>
Training	All personnel, including contractors, involved in managing the Offset Area must be trained in the requirements and appropriate management of Box-Gum Grassy Woodland and Pink-tailed Worm-lizard habitat.	As required	All contractors are inducted to site, and this involves understanding responsibilities around MNES.