



**ACT**  
Government

# Annual Compliance Report

**University of Canberra Hospital, Bruce (The Pinnacle Extension)**

**(EPBC 2013/6987)**

**01 July 2024 – 30 June 2025**

**November 2025**

**Prepared by the City and Environment 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 2024-2025 reporting period from 1 July 2024 to 30 June 2025.

Specifically:

- IHSS (the proponent) is responsible for complying with Conditions 1, 2, 5, and 11 in the approval decision.
- PCS is 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.

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.

Full Name: Chris Tarbuck

Position: Executive Group Manager, Infrastructure and Health Support Services

Organisation: Canberra Health Services

Date: 25 November 2025



Signed:

Full Name: Michaela Watts

Position: Executive Branch Manager, ACT Parks and Conservation Service

Organisation: City and Environment Directorate

Date: 14 November 2025







Signed:

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**1. Location of The Pinnacle Extension offset area**



|  |   |  |
|--|---|--|
| <p><b>EPBC 2013/6987</b></p> <ul style="list-style-type: none"> <li> Offset Site</li> <li> Associated Development</li> <li> Nature Reserve</li> </ul> | <p>0.07 0.03 0 0.07 Km</p> <p>1:5,400 When printed at A4</p> <p>Coordinate System:<br/>GDA 1994 MGA Zone 55</p> <p>Prepared by: Environmental Offsets Team<br/>ACT Parks and Conservation Service<br/>Environmental Offsets<br/>PO Box 158 Canberra ACT 2601</p> <p>Printed: 14/07/2021</p> |  <p>© COPYRIGHT ACT Government 2021<br/>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 during the 2024-2025 reporting period

| 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                                  | Complete. The University of Canberra Public Hospital (UCHP) 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"> <li>a. Soil erosion and sedimentation</li> <li>b. Site water run-off</li> <li>c. Incidental trampling by workforce personnel, equipment, vehicles, machinery and stock piling of materials</li> <li>d. Weed control (specifically, measures to ensure adjoining box gum woodland areas do not degrade beyond their current quality).</li> </ul> | IHSS           | Compliant                                  | <ul style="list-style-type: none"> <li>a. The Head Contractor has followed all Environmental Protection Authority (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.</li> <li>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.</li> <li>c. Pedestrian networks and precinct signage have been designed and constructed to limit incidental trampling by visitors and workforce personnel.</li> <li>d. A Planned Maintenance Schedule has been developed and implemented at the UCHP. The schedule incorporates weed control that varies throughout the year based on the season. BGIS is maintaining appropriate measures to manage weed control.</li> </ul> |
| 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 Department within two (2) years of the date of this approval.   | PCS            | Compliant                                  | <p>Complete. 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 19 August 2016. The <a href="#">Territory Plan Variation</a>, which is 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 19 August 2016.</p>  |

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| 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"> <li>a. Location of the offset site including clear maps and accompanying shapefiles.</li> <li>b. Baseline surveys to confirm the extent and quality of box gum woodland onsite</li> <li>c. Management of: <ol style="list-style-type: none"> <li>i. Soil erosion</li> <li>ii. Pests, feral animals and grazing stock</li> <li>iii. Weeds and pathogens (in particular, measures to avoid the seed setting and dispersal of key weed species)</li> <li>iv. Fire (to maintain the ecological integrity of ecosystems)</li> <li>v. Unwanted access (including the use of fencing and signage)</li> <li>vi. Assisted regeneration and revegetation</li> </ol> </li> <li>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.</li> <li>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.</li> <li>f. Scheduling and costing estimates associated with all management actions.</li> <li>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.</li> </ol> <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 approved the OMP, the interim offset management plan must be implemented.</p> | PCS | Compliant | <p>A draft Offset Management Plan (OMP) was submitted to the Department of Environment and Energy on 9 October 2015. The final OMP addressing comments from the Commonwealth was approved 15 November 2016 and was published on the <a href="#">ACT Government Offsets Register</a> on 30 November 2016.</p> <p>Shapefiles are held by PCS. A copy of all shapefiles identified in the OMP were supplied to the Department of the Environment and Energy (now Department of Climate Change, Energy, the Environment and Water (DCCEEW)) on 7 July 2016. An email was received from the Department of the Environment and Energy confirming receipt dated 8 July 2016.</p> <p>The OMP is being implemented and details on implementation are provided below in section 3.</p> |
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| 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   | Complete. The Department of the Environment and Energy was formally notified of the date of the commencement of the action on 19 April 2016. The date the action commenced was 21 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   | Records are held by CHS (Canberra Health Services; UCH Facility Manager) and PCS.   |
| 7 | By 30 <sup>th</sup> 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 with any of the conditions within this approval must be provided to the Department at the same time as the compliance report is published.                               | IHSS and PCS | 2021 onwards: Compliant<br>2019-20: Non-Compliant (rectified) | <p>This report for the 2024-25 reporting period fulfils the requirement under Condition 7 for the approval decision.</p> <p>On 22 August 2025, the Department granted an extension to 30 October 2025 to publish the 2024-25 report. On 2 October 2025, PCS requested another extension. On 3 October 2025, the Department granted an extension to 30 November 2025 to publish the 2024-25 report.</p> <p>Compliance reports are published on the <a href="#">ACT Government Offsets Register</a>:</p> <ul style="list-style-type: none"> <li>• <a href="#">2023-24 report</a>: 26 August 2024 (compliant)</li> <li>• <a href="#">2022-23 report</a>: 23 August 2023 (compliant)</li> <li>• <a href="#">2021-22 report</a>: 23 August 2022 (compliant)</li> <li>• <a href="#">2020-21 report</a>: 24 August 2021 (compliant)</li> <li>• <a href="#">2019-20 report</a>: 11 September 2020 (non-compliant; rectified)</li> <li>• <a href="#">2018-19 report</a>: 29 August 2019 (compliant)</li> <li>• <a href="#">2017-18 report</a>: 19 June 2018 (compliant)</li> <li>• <a href="#">2016-17 report</a>: 21 June 2017 (compliant)</li> </ul> |
| 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  | IHSS and PCS | Not applicable - Compliant                                    | All activities have been carried out in accordance with the plan.   |

Minister approves the revised OMP, that OMP must be implemented in place of the OMP, originally approved.

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| 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 to revise the OMP 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         | Compliant                  | Complete. The action substantially commenced within five years of approval (on 21 March 2016).   |
| 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). The OMP must be published on the website within one (1) month of being approved.   | IHSS and PCS | Non-compliant (rectified)  | Complete. 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 15 January 2015.<br><br>The final OMP was approved by the Department of Environment and Energy on the 15 November 2016. This plan was published on the <a href="#">ACT Government Offsets Register</a> on 30 November 2016. |

### 3. Implementation of the Offset Management Plan

The following table describes how the ACT Parks and Conservation Service (City and Environment Directorate) has undertaken the management actions described within the Offset Management Plan for the 2024-2025 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 2024 – 31 December 2025)  |
|--|---|--|--|
| 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 for specific works is 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.<br><br>Any discovery of an Aboriginal place or object will be reported to the Heritage Council within five working days.   | As required  | Not required this reporting period. Guidelines are being followed and 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  | The 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   | Complete. The 2018 Box Gum Woodland (BGW) monitoring report was completed. Monitoring data is fed directly into annual operational planning. As such, there has been no need to review the OMP and the OMP has been finalised. Additionally, the Canberra Nature Park Reserve 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 Pink Tailed Worm Lizard (PTWL) maintenance and improvement items. |
| Fencing  | Install fence along north-western boundary of Offset Area.<br><br>Replace or repair other boundary and internal fences as is required, using wildlife friendly specifications.<br><br>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. | 2016-2017  | Maintenance of fencing is ongoing. No new infrastructure was built this reporting period.<br><br>A wildlife friendly stock fence was erected on the north-west boundary of the offset site in June 2016. Care was taken not to disturb the Pink-tailed worm lizard habitat. The top barbed wire of the south-eastern boundary and middle fences was removed to prevent wildlife being caught on it during June 2015.   |
| 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 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 (AD) for the reserve were installed before end of 2019. This included two reserve entry signs and eight track markers for walking trails.<br><br>In 2022-23, a review of ADs across the PCS estate was undertaken and included The Pinnacle Nature Reserve extension. This review has been submitted for approval to the Conservator of Flora and Fauna. Post approval of the revised Pinnacle AD (including the extension area) new activities signage will be installed.   |

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| 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> | Ongoing, as required  | <p>Further regeneration work has not been necessary this reporting period. The management of overabundant native species aids in the protection of natural regeneration. General maintenance weed management occurred and will continue in line with the OMP.</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 | Maintenance and monitoring of past restoration works were undertaken as part of business as usual. 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. Good seasonal conditions have assisted with the survival and consolidation of these plantings. Additional fencing was installed in 2020-21 to protect plantings from kangaroo browsing.  |
| Gully Erosion                      | <p>Very small scale revegetation (&lt;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   | The gully erosion site was monitored and maintained this reporting period. The Friends of the Pinnacle ParkCare group provide support to monitor site condition. Previous erosion works stabilised the drainage line and have 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>  | 2016-2017   | Complete. Woody debris was relocated into the reserve in previous years.   |
| 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 are undertaken seasonally as required. The focus of weed control for this reporting period has been on extensive St. John's Wort, Saffron Thistle, African Lovegrass, Blackberry and Firethorn treatment. Treatment of African Lovegrass, Blackberry, Briar and Serrated Tussock was conducted along the roadside outside the offset to prevent seed blowing into the offset. Weed treatment also occurred in the unleased land surrounding the offset. The Friends of the Pinnacle ParkCare group has also targeted Sweet Briar, Blackberry, Cobbler's Pegs, Firethorn and Greater Beggar's Ticks. |
| 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   | Rabbit monitoring has continued during the 2024-25 reporting period as part of the Canberra Nature Park Rabbit Monitoring and Control program, a quarterly transect spotlighting program. Rabbit counts in this area have been below the control trigger threshold, as a result no control was required this reporting period.   |
| 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  | <p>As this area is part of the Pinnacle Nature Reserve, it is included in The Pinnacle Kangaroo Management Unit (KMU) and continues to be monitored for Eastern Grey Kangaroo density and carrying capacity (herbage mass) by the Office of Nature Conservation. Kangaroo management was not undertaken in this KMU for this reporting period.</p> <p>Kangaroo management was last conducted in winter 2023 to manage overall grazing pressure. Herbage mass monitoring and kangaroo population monitoring were conducted in the 2024-25 monitoring season.</p>  |

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| 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>Management of <i>Phytophthora cinnamomi</i> dieback in the ACT Parks Estate document was produced in November 2016. It is accompanied with guidelines for hygiene, preparing to work in <i>P. cinnamomi</i> affected areas and how to take samples for testing.</p> <p>There is no evidence that <i>P. cinnamomi</i> exists at the Pinnacle Extension Offset or in the greater area.</p>   |
| Bushfire 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  | <p>All fire fuel requirements were implemented according to the Bushfire Operations Plan (BOP) for 2023-24 and 2024-25 where fire fuel thresholds triggered actions. The management trail through the site was slashed as part of the Canberra Nature Park North BOP slashing program.</p> <p>Weed control has been conducted across the site including burn areas.</p>   |
| Box-Gum Grassy Woodlands monitoring                    | Engage a suitably qualified expert to deliver the monitoring program described in section 6 on the OMP.  | <p>2015 (complete)</p> <p>2016 (complete)</p> <p>2018 (complete)</p> <p>2019 (complete)</p> <p>2020 (complete)</p> <p>2023 (complete)</p> <p>2024 (complete)</p> | <p>Vegetation monitoring indicates that BGW quality has been maintained and improved, with native cover and understory diversity (important and non-grass species richness) levels above benchmarks across the site. In 2021, monitoring results indicated that the vegetation condition zone 16.2 had been maintained above benchmarks for native cover and number of important species, and increased non-grass species richness above benchmarks, making it eligible for inclusion in the higher quality zone 16.1.</p> <p>Floristics monitoring was conducted in 2018-2021, 2023, and again in the 2024-25 monitoring season by PCS ecologists. Understorey structure and weed monitoring continues to be conducted annually since 2018 to inform ongoing grazing, fire and other management programs.</p> <p>Monitoring data is reported on in the 2018-19 Monitoring Report and 2019-20 Monitoring Report, published on the <a href="#">Environmental Offsets website</a> and <a href="#">Offsets Register</a>. Please see previous compliance reports for further details on monitoring conducted in previous years.</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   | PTWL habitat condition monitoring is achieved through floristics monitoring for BGW habitat condition. Floristics surveys were conducted in 2018-2021, 2023, and again in the 2024-25 monitoring season by PCS ecologists. Incidental records of PTWL were recorded within the offset area in 2022 and 2023 by PCS ecologists.  |
| Other monitoring requirements                          | Table 9 of OMP.  | Ongoing  | <p>Woodland birds were monitored four times per year by suitably qualified in-house ecologists as part of the woodland bird monitoring program in 2018-2021. No bird surveys were undertaken in this reporting period.</p> <p>Soil erosion - Photo monitoring points were not established at the location of the gully erosion, however erosion control was conducted in 2023.</p> <p>Pest animals are monitored by the operational team annually. Weed control activities are recorded with a spatial data collection application and mapped.</p> <p>Kangaroos are monitored annually by the Office of Nature Conservation as part of the Kangaroo Management Program.</p> <p>Step-point, herbage mass surveys, and weed monitoring surveys are conducted annually by PCS in-house ecologists which inform management of biomass structure, woodland vegetation structure, bushfire fuel loads and site weed densities.</p>  |
| 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</p>  | Ongoing  | Ad-hoc photo monitoring began in 2015 and was formalised in 2018. Photo monitoring continues to be conducted annually since 2018 as part of understorey vegetation monitoring. Currently on site, there are 23 photo monitoring points associated with vegetation monitoring plots.   |

determine the effectiveness of active management interventions such as gully erosion control, weed control, regeneration and revegetation (if appropriate).

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| 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.  | Ongoing     | 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. |
| 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, including understanding responsibilities around MNES.   |