

Western Local Land Services Professional Wild Dog Controller Program



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1. What is the Local Land Services and the Western Region

Local Land Services is a state-wide organisation providing integrated services through 11 regionally-based agencies. These regional agencies deliver technical advice and support for a range of core functions including biosecurity, emergency management, sustainable agriculture and natural resource management in order to develop:

- resilient, self-reliant and prepared local communities
- biosecure, profitable, productive and sustainable primary industries
- healthy, diverse and connected natural environments.



Figure 1: Local Land Services regions and Local Government Areas Map

Western Local Land Services is the largest of the 11 regions and encompasses approximately 40% of the state of NSW. Covering over 300,000 km², it is larger than Tasmania and Victoria combined. Despite its size, it is the least densely populated Local Land Services region with less than 50,000 people in residence. Aboriginal cultural heritage is a strong attribute among the network of communities with a number of language groups identified and several sites of significance such as the Brewarrina Fish Traps, Gundabooka, Mungo and Mutawintji.

The region is broadly characterised by rangeland systems across a semi-arid landscape where seasonal conditions are highly variable. Extensive dry conditions are cyclic with intermittent flood events that recharge numerous major natural water networks and ephemeral water bodies. Economically, the primary land-use is pastoral grazing (sheep, cattle, goats), with areas of dryland cropping and small zones of irrigation. Mining, tourism and nature conservation are also important industries in the region. A key opportunity of regional grazing systems is the ability to integrate productive agriculture with the maintenance of healthy ecosystem function through best practice rangeland grazing practices and integrated control of vertebrate pests.

2. Vertebrate Pest Management in Western Local Land Services

The management of vertebrate pests is a high priority in Western Local Land Services due to their immediate financial impacts to agricultural production and ability to act as carriers of numerous zoonotic diseases posing risk to livestock, wildlife and public health. On top of this, they cause extensive damage to environmental and cultural assets.

The Western Region Strategic Pest Animal Management Plan 2018-23 (WRSPAMP) was developed in order to establish a strategic direction for vertebrate pest control and to support land managers to discharge their duties under the *NSW Biosecurity Act 2015*. A risk-based approach was used to prioritise and assign pest species under the following management categories for the Western Local Land Services region:

- Asset Based Protection - wild dogs, foxes, feral pigs, rabbits, feral horses
- Limited Action - feral cats
- Containment - unpermitted camels, feral donkeys, deer (multiple species)
- Alert (Prevention and Eradication) - American Corn Snake, Cane Toad, Red-eared slider turtle.

Asset Based Protection Species

The overarching goal under this category is to continually suppress population abundance and reduce the impact of these established, widespread pest species. This recognises that these species are endemic and cannot feasibly be eradicated. The management of these species is a shared responsibility of landholders, agencies and public land managers. The core principle is to integrate best practice techniques in a coordinated manner.

Wild dogs are an ongoing issue across the northern and western parts of the region with increasing observations (incursions) in the Southern third of the region. Wild dogs are the primary focus and purpose of this Expression of Interest, with control measures for other species incorporated into the overall project design and service delivery that will be further detailed.

Wild Dog Management in Western Local Land Services

There are a range of tools used to control wild dogs and best-practice recommends baiting as the first and fundamental activity that should be undertaken and is expected as a minimum on an individual basis. Over the past 10 years, Landcare and Pest Management Groups have been established with support from a number of government agencies and industry bodies to maximise local control efforts. The group model underpins all landscape scale coordinated activities and therefore subsidies and incentives are provided to strengthen and support the group approach. Baiting is the most cost-effective tool deliverable on a broad-scale and in order to strategically

align these activities, Western Local Land Services biosecurity staff manage coordinated ground and aerial baiting across this network of Landcare and Pest Management Groups.

These programs are undertaken twice yearly (Spring and Autumn), with reactive baiting in between when necessary. Canid Pest Ejectors (CPEs), trapping and opportunistic shooting are secondary methods for control. Although considerable resources have been directed to groups for landholder education and training, wild dog activity remains an issue for a combination of reasons such as seasonal variability, species-specific behaviours, absenteeism, time and resource-poor land managers.

Specialist personnel with technical skills are needed to:

- Combine a variety of tools to target problem animals
- Deliver advice and training to continue to up-skill landholders
- Support Western Local Land Services biosecurity staff and the community group model
- Implement surveillance and contribute to longer-term monitoring regimes for a number of pest species.

3. History of the PWDC Program

In 2019 Western Local Land Services along with several western region Shire Councils collaborated and were successful in applying for Federal government funds to establish a range of wild dog control programs. One of these programs was the PWDC program which saw wild dog trapping begin in January 2020 following a publicly advertised Expression of Interest period, shortlisting and practical assessment of candidates, and further training of selected candidates.

The program has been running since 2020 with between 4 and 6 contract PWDCs operating on either a full or part time basis. During 2022, a review of the program identified that several factors needed addressing, namely remuneration and data collected by the PWDCs. Also, a consideration was to reduce the ratio of dollars spent to wild dogs caught, across the program.

4. Activities for the PWDC's

Reactive activities to be carried out as part of the project

- Liaise with PWDC Admin and respond to and investigate wild dog reports from landholders.
- Determine suitable control tools needed at the property scale and possible monitoring strategies at the group level (refer to PWDC Manual for more details).
- Implement and follow-up with control tools ensuring a high level of welfare in humane destruction of animals.
- Continuous surveillance for a period to target problem animals if required.
- Complete and maintain necessary information from the field for monitoring and reporting purposes (refer to PWDC Manual).
- Work with Western Local Land Services biosecurity staff to provide training to landholders individually or with groups, including the Trapper for a day program.
- Liaison with Western Local Land Services biosecurity officer (as required).
- Recording system
 - Electronic data captured on FeralScan (refer to PWDC Manual for more information).
 - Ear samples taken for DNA analysis and genetic mapping as part of ongoing project.

Strategic activities available to candidates

- Advise and support Western Local Land Services biosecurity staff to investigate reports of Alert or Containment species.
 - Assist implementation and execution of on-going monitoring activities.
 - Assist with operational delivery of individual and/or group level control activities for other Asset-Based Protection species.
 - Assist Western Local Land Services biosecurity staff with possible compliance activities.
-

5. Activities provided by PWDC Admin

- Receive phone calls from landholders requesting trapper assistance.
- Coordinate responses and communication between landholders, groups, PWDCs and Local Land Services biosecurity officers.
- Assist landholders and PWDC in all program administration.
- Manage data activity reports.
- Coordinate invoicing for individual landholders.
- Coordinate payment for PWDCs.
- Manage data and activity reports received from each PWDC on monthly basis
- Monthly report for Local Land Services
- Monthly report generated for community groups.

PWDC activity and project tracking will be reviewed by PWDC Reference Group (PWDC Ref Group) on a six-monthly basis, or as required. This will be the mechanism for referral of grievance and complaints. The procedure for PWDCs and PWDC Admin is detailed in the Manual.

6. Locations and Distribution

For practical purposes, 4 core 'zones' for PWDCs to work in have been outlined for the Western region (refer to figure 2.)

Although the positions are preferred to be based from a community in each zone, these act as a guide rather than 'hard' boundaries, as it is expected that PWDCs will overlap each other in accordance with number and distance of active jobs at the time. Although it is anticipated that the majority of reactive activities will fall in zones 1 -3, PWDCs need to be aware that they may need to respond to properties in zone 4 to investigate new incursions and eliminate the threat of a population developing. A key element to the success of this project is that PWDCs positively engage and support each other and the PWDC Admin. Figure 2 (below) indicates the zones and community groups within the project area.

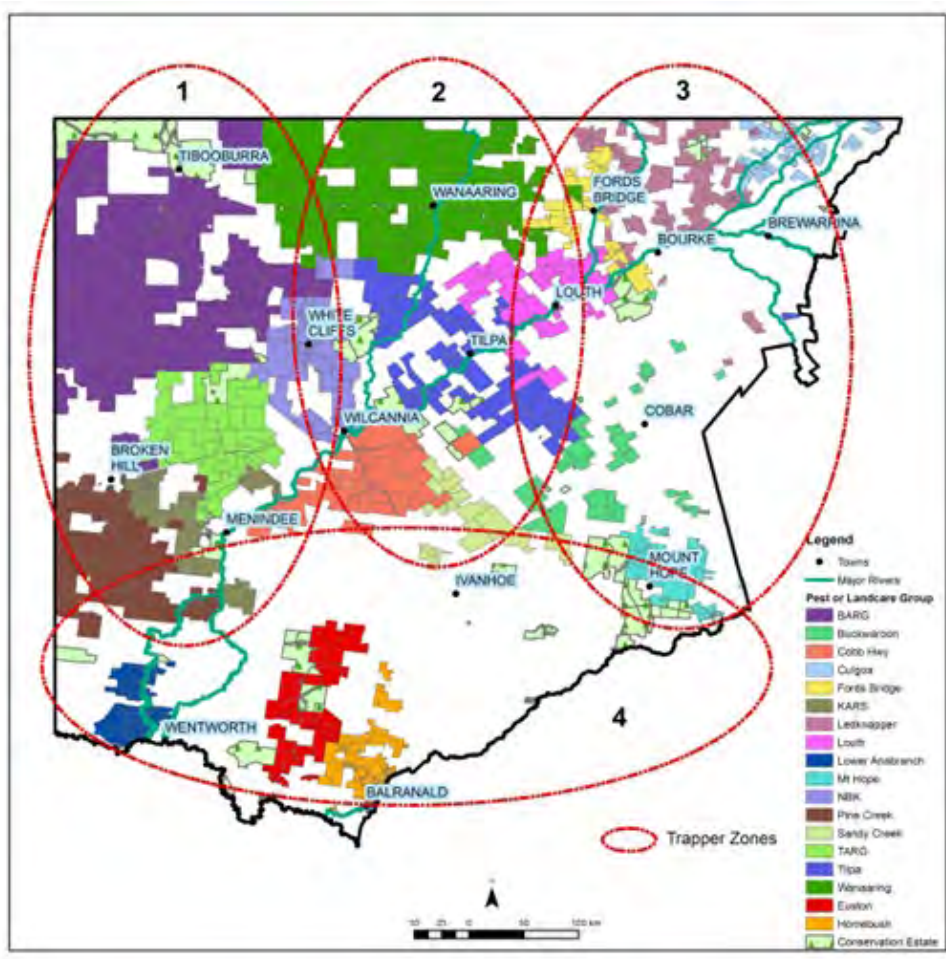


Figure 2. Western Local Land Services Professional Wild Dog Controller zones.

The core ‘zones’ are also strategically proposed assuming a reasonable area for PWDCs to service community groups. The table below indicates which groups are aligned to each zone. Note: these zones are indicative for the purpose of coordination, this program will provide a consistent approach across the Western Local Land Services region.

Core Zone	Towns/Villages	Community Groups
1 - West	Broken Hill, Menindee, and Tibooburra.	Barrier Area Rangeland Group (BARG), Topar Area Rangeland Group (TARG), Koonenberry Rangecare Group, Pine Creek PMG, Kars PMG and Talyawalka PMG
2 - Central	Wilcannia, White Cliffs, Wanaaring	Wanaaring PMG, Tilpa PMG, NBK PMG, Cobb Hwy PMG, Lower Sandy Creek PMG, Paroo Warrego Landcare, Louth PMG, Teryawynia Landcare and Talyawalka PMG
3 - East	Bourke, Brewarrina, Cobar, Engonnia, Louth	Culgoa Vertebrate PMG*, Ledknapper WDAG, Warrego Landcare, Louth PMG, OPEL, Bogan Baiters, Buckwaroon Landcare and Mt Hope PMG
4 - South	Wentworth, Pooncarie, Balranald and Hillston	Lower Anabranche Farming Innovation Group, Euston Landcare Group, Homebush Landcare Group.

Table 1. PWDC zones aligning with Western Local Land Services Landcare & pest management groups.

*PMG = Pest Management Group

It is important to note all landholders within the Western Region will have access to the services of the PWDCs. Landholders that are financial members of a community groups will be higher priority and can use a rate that is subsidised through Local Land Services funding. The administration and coordination of this will be a function of the PWDC Admin.

7. Employment Structure

PWDCs will be engaged as contractors to Western Local Land Services and are required to be registered for GST with ABN and insurance (outlined in EOI form below). It is the responsibility of the PWDC to provide an invoice for the works completed to the PWDC Administration Officer.

Remuneration for the PWDCs will be reviewed from time to time and is made up of 3 elements:

1. A travel rate per kilometre travelled on official PWDC duties within the western region. This figure will mirror the ATO travel rate at the time (\$0.78/km at time of printing)
2. An hourly rate for all travel hours travelled in point 1 above. (\$50/hr at time of printing), and
3. An hourly rate for all on property work undertaken (\$60/hr at time of printing).

It should be noted that there are no additional bonuses per wild dog destroyed.

8. Qualifications and Equipment

This program is funded through collaboration from varying tiers of government (including but not always Federal, State, Local), therefore a high level of adherence to Work Health and Safety, and an inherent commitment to professionalism, confidentiality and animal welfare is required. Participants will need to, or be prepared to, meet all equipment and qualification requirements.

The Expression of Interest form (included below) identifies the minimum expectations for equipment and qualifications.

Candidates deemed suitable for the roles will undergo independent assessment at the beginning of February 2023 prior to being engaged by Western Local Land Services. The successful candidates are expected to provide all of their own supplies, including but not limited to vehicle, traps, etc.

PWDC Admin: Employed by Western Local Land Services as in-kind contribution to program.
Employed under NSW GSE Act and NSW recruitment policy.

9. EOI Timeline

Date	Activity
28 November 2022	Expression of Interest Open
16 January 2023	Expression of Interest Closed
23 January 2023	Applicants notified of invitation to Assessment
30 Jan – 3 February 2023	Independent Assessment
17 February 2023	Successful contractors notified
1 March 2023	Successful contractors begin

10. Applying for this role

Expressions of Interest should be addressed to:

Professional Wild Dog Coordinator Program

c/- Lauren Argent

82 Market Street

PO Box 9

Balranald NSW 2715

Mobile: 0409 677 891

Or email lauren.argent@lls.nsw.gov.au

Expressions of Interest must be received prior to **4:00 pm on 16 January 2023.**

For more information please contact:

Lauren Argent, Customer Service Officer

lauren.argent@lls.nsw.gov.au or 0409 677 891

Brooke Anderson, Regional Pest Animal Coordinator

brooke.anderson@lls.nsw.gov.au or 0436 475 814

Professional Wild Dog Controller Expression of Interest – 2022-2023

Application form

Please fill out this form as accurately and with as much detail as possible.

Participants will need to, or be prepared to, meet all equipment and qualification requirements.

Applicant information	
First name	
Last name	
Phone	
Mobile	
Email	
Postal address	
Road address	

Qualifications	
Training undertaken regarding pest management	<input type="checkbox"/> Yes <input type="checkbox"/> No
Course	
Training Provider	
Date Obtained	
Course	
Training Provider	
Date Obtained	
Chemical Training	
AQF3 chemical training or Local Land Services Vertebrate Pesticide Induction training	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Willing to attain
License No	

Expiry Date	
Training Organisation	
Local Land Services Canid Pest Ejector (CPE) Training	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Willing to attain
License No	
Expiry Date	

Licenses	
Drivers License	<input type="checkbox"/> Yes <input type="checkbox"/> No
License No	
Expiry Date	
Firearms License	<input type="checkbox"/> Yes <input type="checkbox"/> No
Firearms License Genuine reason: Vertebrate pest contract shoot or interstate equivalent	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Willing to Attain
License No	
Expiry Date	

Have you previously had experience with control activities for:	
Trapping Wild Dogs	<input type="checkbox"/> Yes <input type="checkbox"/> No
Baiting Wild Dogs	<input type="checkbox"/> Yes <input type="checkbox"/> No
Howling up Wild Dogs	<input type="checkbox"/> Yes <input type="checkbox"/> No

Night Surveillance	<input type="checkbox"/> Yes <input type="checkbox"/> No
Shooting Wild Dogs	<input type="checkbox"/> Yes <input type="checkbox"/> No
Trapping Feral Pigs	<input type="checkbox"/> Yes <input type="checkbox"/> No
Baiting Feral Pigs	<input type="checkbox"/> Yes <input type="checkbox"/> No
Foxes	<input type="checkbox"/> Yes <input type="checkbox"/> No
Rabbits	<input type="checkbox"/> Yes <input type="checkbox"/> No

Please give a brief outline of your experience

Do you own and use scent/markings dogs? (and are aware that these dogs need to be muzzled as baits are extensively used)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Do you agree with the use of 1080 poison to control wild dog populations?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Experience in investigating livestock attack incidents, reading situations and using the best practice method(s) to suit the situation	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Brief outline of a situation where this occurred

Are you aware of and do you follow NSW regulations regarding trap design and checking requirements?	<input type="checkbox"/> Yes <input type="checkbox"/> No
How many traps do you have in your possession?	

Outline your experience with different types of traps and different trapping methods

Contractor Requirements	
Registered 4WD Vehicle	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Willing to Attain
Full comprehensive insurance	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Willing to Attain
ABN Number	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Willing to Attain
Registered for GST	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Willing to Attain
Public liability of no less than \$20 million	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Willing to Attain
Completion of Local Land Services Annual Firearms Training and Assessment Program	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Willing to Attain
Provide an annual servicing slip from a licensed firearms dealer. This is to be provided upon commencement of duties.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Willing to Attain
Satellite phone or remote communication device	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Willing to Attain
Capacity to undertake property inductions if required by land owners and managers	<input type="checkbox"/> Yes <input type="checkbox"/> No
Ability to report results in a timely and professional manner using the required technologies	<input type="checkbox"/> Yes <input type="checkbox"/> No

Resources

Please give a brief outline of the resources (vehicles, tools and equipment etc) you have available:

Local knowledge		
Have you worked in this region previously? If so, for how many years?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Years:
Do you live or are you prepared to live locally (Zones 1 - 4)?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Do you understand meat and wool sheep pastoral operation activities and their timelines that occur in the Western region?	<input type="checkbox"/> Yes <input type="checkbox"/> No	

Communication skills	
Do you have experience in giving presentations to landholders on control strategies?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you prepared to support Western Local Land Services in presentations to landholders on control strategies?	<input type="checkbox"/> Yes <input type="checkbox"/> No

Technology and reporting

I have used a data logger/GPS

Yes

No

I have a smart phone

Yes

No

I can use an iPad, apps and email

Yes

No

I am confident in using digital trail cameras

Yes

No

Referees

	Referee 1	Referee 2
Name		
Relationship		
Phone Number		
Email Address		