



National Parks and Wildlife Service Corporate Plan Review at 31/12/76

This review of the National Parks and Wildlife Service's Corporate Plan was undertaken at a time when the Service had been severely restricted in meeting objectives as stated previously in the Corporate Plan. These restrictions were related essentially to the staffing limitations imposed by the Public Service Board.

The failure to obtain the planned significant increase in staff numbers placed the Service in a much more disadvantaged position than it was previously. The increasing interest of the community in those resources for which the Service is responsible - reflected in pressure for conservation of resources and demands for recreational facilities - will continue to create a deterioration in management capacity which will be unchecked until adequate staff is provided.

The objectives and functions of the Service have not changed during the review period and a searching analysis of the functions has validated and strengthened the statements made in the previous Plans. The main amendment to the Plan is the inclusion of detailed staffing requirements which have been critically appraised and are considered to be the minimum necessary for effective Service operation.

D.A. Johnstone,

DIRECTOR.

29 APR 1977

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#### INTRODUCTION

The objectives of the National Parks and Wildlife Service in New South Wales are the conservation of nature, including animals, plants and places of natural and scenic beauty; and the preservation of historic sites and areas of significance to Aboriginal culture.

The purposes for which land and sites are conserved are educational, recreational, scientific and cultural.

The Service operates under the National Parks and Wildlife Act, 1974, and the Regulations and By-laws made under the Act.

Reservation of land in its natural state, whether as National Park or Nature Reserve, serves to maintain communities of plants and animals with minimal interference from the activities of man. The law relating to fauna and flora protection is designed to promote the conservation of wildlife under the many forms of land use and tenure - both public and private.

#### BRIEF HISTORY

In the past, three separate functions were administered by different Government authorities. Management of national parks, state parks, and historic sites was in the hands of a series of individual Trusts with overall responsibility vested in the Department of Lands (Parks Service Bureau); fauna protection through the Fauna Protection Panel of the Chief Secretary's Department; and wild flowers and native plants protection in the Department of Local Government. In the years immediately prior to 1967, these responsibilities changed hands several times.

On 1st October, 1967, the National Parks and Wildlife Act came into effect and the National Parks and Wildlife Service was officially created. Though the Service was arranged as a sub-Department within the Ministry of Lands, it is an autonomous body responsible directly to the Minister. It has its own departmental head, staffing establishment and Fund (the National Parks and Wildlife Fund). enabling it to control its own finances.

The New Service therefore operated under three Acts of Parliament:-

The National Parks and Wildlife Act, 1967; The Faura Protection Act, 1948; and The Wild Flowers and Native Plants Protection Act, 1927.

Through an amendment to the National Parks and Wildlife Act in 1969, the Service was made responsible for the additional function of conserving Aboriginal relics. In 1974, the previous Acts were consolidated into the present single Act, the National Parks and Wildlife Act, 1974.

Since its creation, the Service has been growing steadily. The Trusts have been progressively relieved of direct responsibility and control, with only two remaining. The staff employed by the Trusts have been transferred into the Service as the Trusts were reconstituted as Advisory Committees to the Service.

Details of the present organisation of the Service are shown in Appendix I.

#### PRESENT AND FUTURE ADMINISTRATION

The Service is developing a policy of decentralisation of its functions wherever this is efficient. District management of the Service estate and functions, under Regional control, will be promoted on the basis of the seven Regions as defined in Table B.

The Head Office will be responsible for:-

- (i) Policy development, and planning, co-ordination and control of the total activities of the Service.
- (ii) Liaison with the Government through the Minister, and with other Government departments and authorities.
- (iii) Provision of necessarily centralised functions, such as staffing, finance; acquisition of land; training.
- (iv) Provision of other functions which cannot be made available on a Regional/District basis because of lack of full-scale need in any one area. This may include architecture, engineering, surveying and concession control. It is recognised that some Regions may never reach the necessary scale for full-time operation of particular functions.

At the present time there are 31 districts. The Officers-in-Charge are responsible for management of Service areas, some wildlife licensing and associated activities, on-site interpretation, and some resource and Aboriginal relic investigation, and inventory preparation. District boundaries may be altered, within the Regional framework, as new or different work pressures are experienced.

The first Regional Superintendent was installed in the Northern Region during July, 1975 and it is proposed to establish the Southern Region in 1977.

It is anticipated that Regional control will be extended in stages, as suitable staff becomes available, and as finance and work loads permit, with the aim of establishing Regional control throughout the State by the end of the period covered by the Corporate Plan.

Priorities for establishment of Regions have been determined as follows:-

- 1. 1977/1979 Southern Region
  Far Western Region
  Central Coast Region
- 2. 1980/1982 Central West Region
  North West Region
- 3. 1983/1987 Riverina Region

By extension of delegation and proper training and instruction, it is intended that Regional Superintendents will become as autonomous as possible within the constraints of the overall policy determined by the Service.

#### DEFINITION OF TERMS

Some of the terms used in this Plan have meanings to the Service, which may not be recognised outside the organisation. In order to obviate the need to clarify terms throughout the Plan, the following definitions are offered:-

- (i) <u>Service Estate</u> Those areas vested in the Director which include the following:-
  - (a) National Parks spacious areas containing unique or outstanding scenery or natural phenomena, which provide relief from man's cultural landscape.
  - (b) Nature Reserves areas containing wildlife or natural environments or natural phenomena. These areas are biased towards holding samples of environments for their intrinsic value to scientific investigation and knowledge.
  - (c) <u>Historic Sites</u> these include the sites of buildings, objects, monuments or events of national significance.
  - (d) Aboriginal Areas these are areas in which relics or Aboriginal places of significance are situated. They are intended largely for scientific reference.

(Appendix II shows the Service estate as at 31st December 1976

- (ii) Aboriginal Places Areas of significance to Aboriginal culture, which after Gazettal, have full protection of the National Parks and Wildlife Act, 1974, but are not usually vested in the Director.
- (iii) Protected Archaeological Areas Lands not vested in the Director, but declared, with the consent of the owner and/or occupier, with the aim of protecting significant relics contained therein. These relics are intended to be made available for public inspection under certain conditions.
  - (iv) Wildlife Refuges Lands not vested in the Director, but declared, with the consent of the owner and/or occupier, for the purposes of preserving, conserving, propagating and studying wildlife; conserving and studying natural environments; and simulating natural environments.
  - (v) <u>Game Reserves</u> Lands not vested in the Director, which provide for game conservation in its broadest sense, including the hunting of game for recreation.
  - (vi) Wildlife incorporates all indigenous flora and fauna. The National Parks and Wildlife Act, 1974, excludes all exotic fauna save those declared as protected under its provision.
- (vii) <u>Management</u> includes investigation of the resource, planning for optimum use and protection, development of services and facilities, and the implementation of related programmes of activity.
- (viii) <u>Resources</u> include wildlife, natural environments, and areas held for their cultural significance, as well as scenery and natural phenomena.

#### FUNCTIONS OF THE SERVICE

The National Parks and Wildlife Service is responsible for over 1.8m ha. of land in New South Wales, comprising 171 individual areas as shown in Appendix II. These areas contribute greatly to the increased quality of life of the people of New South Wales, by conserving representative samples of the State's natural landscapes and valuable wildlife habitat, providing outdoor recreation and education opportunities, and by preserving significant examples of past life styles. This system of Service areas is being steadily supplemented by the acquisition and reservation of additional units for the system.

In terms of the National Parks and Wildlife Act, 1974, the Service's task in managing these areas is a very difficult and responsible one, since such management must ensure that whilst the needs of today's population for recreation in natural surroundings must be met to a large extend on Service areas, such use should not destroy the value of these areas for future generations. Thus the preservation of the Service estate requires:-

- (i) detailed and comprehensive knowledge of the resources within each area and;
- (ii) a long term estimate of use pressures on these areas.

The Service does not at present have this knowledge and it is essential if the park and reserve system is to remain viable for the next century at least, that any effort at long term planning must be based on a detailed understanding of these two factors.

Therefore, it is proposed that the Service undertake a detailed study into the resources of the park and reserve system, both existing and proposed, and the probable use pressures on these, as a basis for long term planning. This should extend for no less than ten years, which is the term covered by the Corporate Plan.

The functions of the Service are as follows:

Function No.	Statement of Function
1.	The acquisition of areas in their natural condition to conserve samples of a complete range of the State's natural environments.
2.	The acquisition of areas that are the sites of buildings, objects, monuments or events of national significance.
3.	The management of resources contained within the Service's park, reserve and site system, constituting the Service estate.
4.	The development of facilities throughout the Service estate to permit appropriate use and enjoyment by the public.
5.	Wildlife management throughout the State.
6.	Protection and preservation, throughout the State, of Aboriginal sites and objects.

7. The promotion of public awareness, understanding, and appreciation, of wildlife, national parks, and culture conservation, and the importance of these to the overall quality of man's environment.

It is now proposed to examine the functions of the Service in greater detail and to outline the objectives and plans under their sub-functional headings.

#### Functions 1 and 2

- Function No. 1 THE ACQUISITION OF AREAS IN THEIR NATURAL
  CONDITION TO SECURE SAMPLES OF A COMPLETE RANGE
  OF THE STATE'S NATURAL ENVIRONMENTS.
- Function No. 2 THE ACQUISITION OF AREAS THAT ARE THE SITES OF BUILDINGS, OBJECTS, MONUMENTS OR EVENTS OF NATIONAL SIGNIFICANCE.

The acquisition of new areas is based upon the two programmes hereunder:

- (a) The overall evaluation of the natural and cultural patterns of the State, as a basis for the establishment of adequate systems of National Parks, Nature Reserves, Historic Sites, and Aboriginal Areas, which sample the significant feature of the geography, ecology, prehistory and history of New South Wales.
- (b) The detailed natural and cultural resource surveys of areas proposed as additions to existing National Parks, Nature Reserves, Historic Sites and Aboriginal Areas, and of areas proposed as parks, reserves, sites or areas within the framework of the system as outlined by the survey of (a) above.

To successfully implement these programmes, and to ensure the opportunity for the State to consider all possible areas with potential for dedication, the resource investigation programme will have the objectives of:-

- (i) determining a "final" State Nature Conservation System;
- (ii) largely completing the land acquisition programme for Service areas within ten years;
- (iii) considering alternatives to land acquisition in the short term, such as utilising the provisions of the proposed Environmental Planning legislation to maintain long term options on the use of land in its natural state.

Land suitable for environmental conservation is being alienated by changes in tenure and by changes in land use, at an increasing rate. The Service estimates that the great majority of lands required for environmental conservation and natural area recreation will need to be secured within ten years. This will require:

- (a) A re-appraisal of the environmental conservation needs of the State to increase the scientific rigorousness of the land acquisition programme.
- (b) Regional surveys of recreation and other relevant open space use-patterns to be undertaken during this ten year period, as an adjunct to the resource survey and planning survey investigations. This information is fundamental to the correct management of parks, reserves and historic sites as a resource. To date, the Service's involvement in surveys of this nature on a rational basis has been minimal, but this activity must be given greater recognition.

The implementation of the natural areas investigation and Historic Site programmes referred to above will require the provision of an adequate number of Investigation Officers and support staff to be employed within the Natural Areas Investigation Section and the Aboriginal and Historic Resources Section. Details of these requirements are shown in Table C.

Function No. 3 - THE MANAGEMENT OF RESOURCES CONTAINED WITHIN THE SERVICE'S PARK, RESERVE, SITE SYSTEM, CONSTITUTING THE SERVICE ESTATE.

The term 'management' is enlarged in this section to embody each of the processes that lead to a systematic and full investigation of the resource within Service areas, and to the development of procedures which are designed to maintain resource integrity, while providing for optimum use in terms of the purposes for which the park, reserve or site was proclaimed.

Broadly, the purposes of proclamation include nature conservation, recreation, education, research, the provision of scientific reference areas and the protection of sites of historical and cultural significance.

The Objectives of Management Planning

The objectives of management planning include in broad terms the following:-

- (a) The investigation and evaluation of basic natural and cultural resources within Service areas. This is essential to allow the Director, in terms of the Act, to preserve in each Service area the natural condition or special features of each area.
- (b) The investigation and evaluation of visitor use patterns of Service areas to allow for balanced development.
- (c) The protection of resources and visitors, which includes:
  - (i) the control of fire and erosion in Service areas;
  - (ii) protection of Service areas from the encroachment of, and infestation by, exotic plants and animals;
  - (iii) protection of historic and prehistoric structures and sites from vandalism;
  - (iv) law enforcement relating to the protection of plant and animal communities and other natural phenomena;
    - (v) protection of Service areas from pollution; and,
  - (vi) providing for visitor safety (including search and rescue operations).
- (d) The implementation of the following to provide for public use and enjoyment of Service areas:-
  - (i) Access plans.
  - (ii) The development and maintenance of visitor services and facilities.
  - (iii) Interpretation plans to encourage the appropriate use, understanding and enjoyment of each Service area.
  - (iv) Restoration of natural areas, and historic and prehistoric structures and sites, previously damaged by vandalism or past land-use practices.

The Management Planning Process

To achieve these management objectives the Service is developing a well defined planning process:-

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- (a) Overall policy and priorities for the Service will be determined by the Corporate Plan.
- (b) In accordance with the policies and priorities of the Corporate Plan, the Service has developed a system of District Plans known as "blueprint studies". These blueprint studies review the existing staff situation, management methods, development proposals, and administration requirements, for each individual area; analyse them in the light of the objectives of the Service; and make recommendations for future action to achieve essential aims.
- (c) The National Parks and Wildlife Act, 1974, requires the Director to prepare a statutory Plan of Management for each Service area and for each Wildlife Refuge and Game Reserve. Each Plan of Management shall contain a written scheme of operations which it is proposed to undertake in, or in relation to, such areas to meet the purposes and objects of the Act.

#### Future Emphasis

A vigorous acquisition programme following the establishment of the National Parks and Wildlife Service in 1967, has led to a large increase of land area reserved in the Service estate. This has had the following effects:-

- (a) The provision of basic facilities and service has not kept pace with the land area increase;
- (b) The Service has necessarily concentrated on meeting the immediate problems posed by large numbers of visitors in intensively used park situations;
- (c) Many deficiencies of park management practice on the areas acquired have emerged.
- (d) New protection and restoration programmes are required to rectify this situation.

The Service, during the period of this Corporate Plan, proposes to give greater emphasis to improving the standard of management of Service areas. This will be achieved largely by means of the following:-

- (a) Both the Corporate Plan and the District "blueprints" will be reviewed annually and amended in the light of the experience of the past year.
- (b) The programme for the preparation of Plans of Management will be accelerated. Staff and other resources will be provided to give increased effect to this most important Service responsibility. This will be largely achieved by:
  - (i) The initiation of Management Planning studies for new areas, concurrently with resources studies, prior to establishment of these areas as part of the Service estate.
  - (ii) Greater involvement of field staff in the management planning process.

In accordance with the current Service policy on the delegation of management functions to the District organisation, the responsibility for initiating action to implement the Plan of Management (or Management Document) rests with the Districts. This planning system reinforces the principle that, in administering the Districts' functions, the Districts are the line organisation of the Service. Head Office Sections, insofar as District programmes are concerned, are essentially responsible for servicing District management needs, not initiating such programmes.

The Planning Coordination Section will coordinate and provide specialist advice to the additional field staff planned. As a measure of providing experience and planning knowledge to field staff, individuals will spend some time working with the Head Office team.

- (c) Having regard to the shortage of relevant training and development courses offered by tertiary institutions, which would be suitable for Service officers, the Service has a particular responsibility to provide specialist training and development for its staff.

  Minimum standards of training and performance will be established to develop a sound progressional system for field staff. It is proposed to extend the present training programme to provide greatly improved basic training for field staff in land management techniques. This will be facilitated by the construction of a proposed new Training Centre at Blackheath to replace the present inadequate facilities at Ku-ring-gai Chase National Park. The centre will also provide for the conduct of seminars for the guidance and assistance of Honorary Rangers, Advisory Committees, Wildlife Refuge Owners, School teachers and other groups involved with the Service.
- (d) The Service has undertaken by means of its "Blueprint Studies" detailed analysis of the field staff required to effectively manage the Service Estate and to meet the responsibilities referred to in this Corporate Plan. TABLE B sets out staff requirements on a Regional basis by Districts. It will be noted that where some Districts do not at present have any staff this situation will be rectified during the period of the Plan.

#### Head Office Staff

In committing itself to Regionalisation the Service recognises that it is moving to a position where the responsibilities of Head Office will be eventually related primarily to policy determination. However, during the period of the Corporate Plan (1977 to 1986) as the Regions are being established but not fully staffed, it is intended that Head Office provide most of the services and specialist staff. As the Regions develop Head Office establishment positions will be re-allocated appropriately.

Function No. 4 - THE DEVELOPMENT OF FACILITIES THROUGHOUT THE SERVICE ESTATE TO PERMIT APPROPRIATE USE AND ENJOYMENT BY THE PUBLIC.

The responsibilities of the Service in terms of the National Parks and Wildlife Act include the encouragement and regulation of the appropriate use, understanding and enjoyment by the public of the lands under its care, control and management.

This necessarily involves the development of facilities aimed at allowing for such public use and enjoyment. The Service is however, also charged with the responsibility for preservation of the Service estate which includes plant and animal communities, historic and prehistoric sites, and the scenic values of these assets. Positive planning towards achievement of a balance between use and preservation, is an essential prerequisite.

To this end, it is proposed to adopt a strategy of accelerated effort in completion of plans of management which as well as providing for adequate protection, will identify appropriate types of, and zones suitable for, public recreational usage within National Parks.

This will facilitate the Service embarking on an expanded programme of development of public facilities particularly in National Parks, over the next ten years, with the view to providing basic facilities in all national parks within the period covered by the Corporate Plan.

Types of facilities to be installed will include:

- \* Camping areas
- \* Picnic areas
- \* Toilet and ablution areas
- \* Walking tracks
- \* Lookouts
- \* Vehicle Access and Parking areas

Construction of management facilities will be involved in some areas, including visitor centres/offices which would also cater for the public in providing displays and interpretive services. Other management structures and services would also need to be installed, particularly where the scale of new public facilities established required significant manning, servicing and maintenance.

Construction of accommodation buildings will generally be encouraged in nearby towns or on the perimeter of parks, thus supporting the business section of the community and avoiding unnecessary duplication of such services.

The design of major facilities will be undertaken by the Technical Services Section, thus requiring the additional staff shown in TABLE C.

The construction of major works will be undertaken largely by contract with supervision by Head Office and Regional staff.

Field staff will be increasingly delegated the responsibility for design and construction of minor works. This is reflected in the increased management and works staff required for the field as shown in TABLE B.

#### Function No. 5 - WILDLIFE MANAGEMENT THROUGHOUT THE STATE

Wildlife management is the science and art of changing the characteristics and interactions of habitats, wild animal populations and men in order to achieve specific human goals by means of the wildlife resource.

The general programme involves the Service in:

- (a) An overall evaluation of the wildlife resource throughout the State, its distribution, population status and its relationship with man. These studies form the basis of measures designed to protect species and habitat, and for the structuring and management of commercial and recreational systems utilising wildlife.
- (b) Detailed study of "problem" indigenous animals in natural and domesticated ecosystems so as to arrive at management programmes.

In specific terms the objectives of the wildlife management programme for the next ten years will include:

- The extension of the Service's research into wildlife characteristics and needs, and into the impact of the management programmes.
- 2. The maintenance and development of systems to control human impact upon wildlife and its habitat. These will include licensing systems and extension programmes to modify land use practices so as to reduce impact upon species.
- 3. The continued acquisition of wildlife habitats and the encouragement of wildlife conservation interests on privately-owned land to offset the development of "island" characteristics in the Service estate.
- 4. The education of the public towards an awareness of the ecosystem concept the critical relationship between wildlife species and habitat and man. This will include wildlife in many roles within the domestic systems; pest, recreational object, aesthetic object, scientific object. This purpose implies also a culling and clearing house role using the results of research programmes from within and outside the Service.
- 5. The provision of a controlled game hunting programme for human recreation. This will involve research, programming, monitoring, education and enforcement activities.

Methods to achieve these objectives will involve the Service in the following phases of work:

- The strengthening of the Scientific Services section to undertake problem-oriented research and liaison activity with the scientific community. (See staff projections for Scientific Services Section in TABLE C)
- 2. The increased development of Education and Extension Services in a research development and extension role, and to spearhead community education with regard to the human ecosystem. (See Environmental Education and Extension Services staff requirements in TABLE C)
- 3. Liaison with all land holders involved in the management of natural areas (see Environmental Education and Extension Services staff requirements in TABLE C).
- 4. The expansion of law enforcement and licensing units to control man's impact on wildlife and nature (see Wildlife Licensing and Law Enforcement TABLE C).

While the specialist Head Office staff will develop programmes to meet these objectives, the implementation of the programmes will rest largely with field staff. The field staff requirements in TABLE B reflect this responsibility.

Scientific and education programme activity will include, in the three to six years period, preliminary planning of a field headquarters to be built near the metropolitan area. This complex of buildings will contain offices, laboratories, specialist working areas, and storage space. Holding pens and paddocks are to be provided adjacent to the complex. It will provide a base for the above functions and could also cater for many of the field-oriented Head Office staff. Support staff would be required on a gradual basis to provide day-to-day running of this establishment. TABLE C indicates the staff required for the Research Field Headquarters.

#### Law Enforcement

This is the application of those sections of the Act Regulations and By-laws designed to prevent the illegal utilisation or destruction of flora and fauna. This activity is necessarily based in Sydney as the major port and centre of population, but it is anticipated that further units will be based in Newcastle (3 years) and Wollongong (6 years) in the future. Law enforcement is an important adjunct to wildlife management and the numbers of units involved will increase as a function of the rising value of scarce resources and greater populations.

Function No. 6 - PROTECTION AND PRESERVATION, THROUGHOUT THE STATE, OF ABORIGINAL SITES AND OBJECTS.

The Service is the instrumentality in New South Wales legally responsible for the care, control and management of Aboriginal sites and relics throughout New South Wales. This responsibility involves the Service in meeting the following objectives:-

1. The systematic survey and recording of Aboriginal Sites

The systematic location and recording of sites is necessary to establish priorities for acquisition, to set up a programme of legal and physical protection to provide basic information for further research by professional archaeologists.

- (a) The Service aims, within ten years, to have completed at least a preliminary survey of all major concentrations of sites, and to have surveyed and recorded in detail 90% of sites in areas particularly threatened by development.
- (b) A survey of sites specifically significant to living Aborigines will be completed.

This information will be collated in a viable and useful site register, fully established and operating on a regional basis.

2. Aboriginal site acquisition programme

This programme will be aimed at bringing within the Service estate a representative sample of the relics of New South Wales.

Particularly significant relics are protected by the dedication or declaration of land containing them, as Historic Sites, Aboriginal Areas or National Parks. The aim of such action is to permanently protect sites of archaeological significance, of significance to Aborigines, or of aesthetic or educational value.

It is planned that over the next ten years, the Service will acquire a representative sample of such relics, some as scientific reference areas, and others for the enjoyment and education of the general public.

3. Emergency Survey and Salvage Sites

The Service is the instrumentality responsible for ensuring that all major developments will be carried out with minimum disturbance to relics, or a maximumisation of information from sites which must be destroyed for such development. This involves monitoring Environmental Impact Studies with respect to relics, arranging for emergency surveys of areas to be developed, and carrying out detailed recording or excavation of sites which the Service considers cannot be preserved.

The Service aims, within ten years to develop a streamlined procedure for dealing with development situations, such that all instrumentalities, companies and individuals are aware of their responsibilities in this regard. The Service will continue to develop expertise in this field by suitable recruitment and in-service training.

 Preservation of sites and relics not incorporated in the Service Estate.

The majority of the Aboriginal sites in New South Wales are not within the Service Estate. It is the Service's responsibility however, to protect and preserve these relics, using a variety of management and conservation techniques. The Service aims, within the next ten years, to continue and intensify practices now in train.

#### These include:-

- Establishment of a system of preservation priorities for the approximately twenty-thousand sites in New South Wales.
- Complete regionalisation of routine management of sites by skilled field personnel trained for that purpose.
- Regular co-operation with relevant Government Instrumentalities (especially local government)
- Creation of a practical and experimental conservation programme to prevent or slow down the physical deterioration of sites.
- Involvement of the general public in relics management
- Involvement of Aborigines in the management of Aboriginal sites, especially sites in which they have a particular, cultural interest.

#### Legal Administration

The National Parks and Wildlife Act, 1974, specifies a number of activities in relation to relics which require the Director's consent.

The Service aims to build up a specialised body of expertise in this field, which will allow the establishment of well designed systems for the issue of permits and consents, and complete and efficient policing of the provisions of the Act relating to relics.

Methods to achieve aims 1 to 5 above will include:-

- Recruitment of various professional and skilled personnel, including archaeologists, anthropologists, conservators and technical assistants, and field staff (see TABLE C - Aboriginal and Historic Resources Section).
- Provision of adequate laboratory space and facilities for processing of relics and for the development of conservation techniques.
- Provision of funding for acquisition, protection and conservation of relics.
- The development of law enforcement and licencing units.
- The development of regional expertise in matters relating to Aboriginal Sites.
- Promotion of public awareness concerning the significance of Aboriginal relics and sites.

Function No. 7 - THE PROMOTION OF PUBLIC AWARENESS, UNDERSTANDING AND
APPRECIATION OF WILDLIFE, NATIONAL PARKS AND CULTURE
CONSERVATION, AND THE IMPORTANCE OF THESE TO THE OVERALL
QUALITY OF MAN'S ENVIRONMENT.

The National Parks and Wildlife Service came into being in the midst of man's increasing awareness that his own chances of survival on this planet are closely linked with his attitude to the survival of wild species, and on maintaining samples of natural ecosystems.

These ideals may only persist in practice however if they have the support of the people, and if the people understand and appreciate the benefits they and their children may derive from National Parks, wildlife and culture conservation.

In all the preceding functions it is implicit that the Service must communicate its objectives and the reasons for them, to the public. If this is not done effectively land acquisition, management of land and wildlife, and the enjoyment of these resources by the public will be seriously impaired.

Therefore, in relation to this function the following objectives have been defined:-

- To increase public awareness of the existence and functions of the National Parks and Wildlife Service of N.S.W.
- 2. To provide facilities through which visitors to Service areas may be inspired to understand and appreciate the significance of these areas, the benefits to be derived from them, and the problems of maintaining the integrity of such areas.
- To promote public knowledge and appreciation of the wildlife of N.S.W., the effect of man's activities and the problems of managing the wildlife resource.
- 4. To develop a motivating concern for man's relationship with nature.
- To foster knowledge of Aboriginal sites and objects, their need for protection and preservation, and their relationship to Aboriginal culture.

Since it came into being the Service has established the basis for fulfilling this function. However, during the coming years, the Service intends to allocate greater financial and manpower resources to this work.

To satisfy the objectives listed above, the Service will:

- become increasingly involved in the use of film and television media
- significantly expand interpretive facilities such as seasonal ranger programmes, self-guided walking tracks and tours, interpretive signs and exhibits, publications and such other devices that might be planned to promote enjoyment and understanding of these resources by visitors.
- conduct more frequent education courses for teachers and other organised groups in various service areas throughout the State.
- produce a more comprehensive range of publications including leaflets, brochures, magazines and handbooks dealing with all aspects of the Service's administration and the principles and practice of environmental conservation.
- prepare special publications and project sheets for school children.
- examine the need for increasing the work presently being done by the Service's Travelling Exhibition in interpreting the Service's aims and methods to country people.

 develop regional facilities for interpretive planning, providing information to the public, and for environmental studies.

The results of greater efforts by the Service in this field will be an increasing flow of benefits from the National Parks and Wildlife system to the people of New South Wales.

The additional staff planned for the three Sections:-

Environmental Education and Extension Services;

Interpretive Services Section; and

Graphic Design and Exhibits Section;

will all allow the Service to meet the responsibilities referred to above.

## ENVIRONMENTAL PLANNING AND ENVIRONMENTAL PROTECTION INVOLVEMENT BY THE SERVICE

The Service is a major land-use authority and a major land owning authority. Historically the Service has been recognised as a primary agent in environmental conservation (including historic and prehistoric relics), and its involvement in the new Environmental Planning and Environmental Protection Systems will be continuous and deep. In fact the proposed planning/protection systems will require by law that all authorities, government or otherwise, involved in development and land-use planning be subject to the controls of the new environmental legislation and systems. This mandatory involvement will require either a substantial increase in staff or a re-allocation of staff resources by all organisations including the Service.

The Service's involvement in environmental planning/protection is complex. It encompasses in fact:

- (i) The responsibility of the Service to prepare environmental impact assessments for any of its own developments and proposals which will have recognisable environmental impact.
- (ii) The involvement of the Service in preparing comments on the development proposals of other authorities, companies, individuals, etc., where these affect Service areas or proposed areas.
- (iii) The involvement of the Service in preparing comments on the development proposals of other authorities etc., where this affects other Service responsibilities, particularly the protection of Aboriginal relics and the protection of wildlife.
- (iv) The Service's growing responsibility in assisting the preparation of statutory planning schemes and interim development orders as they affect Service areas, proposals and other interests.

Points (i) and (ii) above are reasonably straightforward but comment on (iii) and (iv) is warranted. The Service has very well defined responsibilities relating to Aboriginal relics, and the destruction of a relic is usually a clear cut action. The Service likewise has a well defined responsibility towards the protection of wildlife, but the National Parks and Wildlife Act gives little guidance on the major cause of wildlife decline - that of habitat destruction in areas outside of direct Service interest and control. The new environmental planning/protection systems will give the wildlife protection function of the Service strong support when Service wildlife ecologists identify the need to protect habitat (land), but not necessarily acquire it.

Point (iv) above relates to a growing involvement in land-use and environmental planning by the Service. The ability of the Service to recognise conservation requirements on a regional basis, and to secure the options of longer terms acquisition and protection programmes in the immediate future by land-use planning schemes, cannot be emphasised too much. Additionally the Service is, and must be, involved in land-use control and environmental protection of lands immediately adjacent to existing Service areas. Both the above comments relate to the use of statutory planning schemes and interim development orders to protect lands which are considered not to require acquisition, or to protect lands pending long term acquisition.

The Service as a major land acquisition and land management authority will be very deeply committed to the new environmental planning/protection systems irrespective of any statutory compulsion to be so involved. It must have the capability in terms of staff to undertake this function. On this basis the Service will be involved in both land-use planning (liaison with the Planning and Environment Commission), and environmental protection (liaison with the State Pollution Control Commission).

#### SUMMATION

The preceding has been a general statement of the objectives of the National Parks and Wildlife Service on a functional basis. No attempt has been made here to encompass the possibility of future functions, now the responsibility of other government bodies, being allocated to the Service in a rearrangement of departmental responsibilities. Should this occur it would require a reappraisal, not of individual objectives, but of the relationships of any new functions to the existing ones, and the share of the total available funds which each should be allocated.

It will be noted throughout this statement that the Service expects to expand its activities. This is a reflection of the relative youth of the Service as a unified department. After nine years of operation, a great deal of policy and procedure is still evolving. In fact, the functions themselves are becoming more complex as additional responsibilities are vested in the Service in response to changing public awareness of the natural and cultural environment. As administrative management and field operations systems are further developed, the Service will expect the allocation of funds and staff increases to grow at a rate higher than for a normal department. Bearing in mind the vulnerable nature of the resources involved, a higher rate of growth will be imperative if the Service is to meet its obligations as set out by statute and government The ability of the Service to meet these obligations is limited by policy. two important factors - shortages of man-power and shortage of funds. While various sources of extra funds might become available in the coming decade the lack of staff, particularly in the field, would be a serious handicap.

In terms of aims and objectives therefore, it can be seen that the Service is at an early stage in its overall task. The corporate plan of the Service is for an on-going programme in all fields and to arbitrarily define those features which would be aimed at in the 3, 6 and 10 year periods would give a misleading picture. Task-oriented programmes have been established in areas including acquisition, minor works, 5-year development, brochure production, etc., and these provide deadlines for administrative control.

Tables "A" and "B" and "C" and D" forecast the staff/funds required on 3, 6 and 10 year periods, basis if the terms of the Corporate Plan are to be carried out.

### TABLE A

## SUMMARY OF STAFF INCREASES PLANNED FOR THE 10 YEARS TO 31ST DECEMBER 1986

	STAFF AS AT 31.12.1976		ADD FIRST 3 YEARS	ADD 2ND 3 YEARS	ADD LAST 4 YEARS	TOTAL ADDITIONAL	TOTAL AFTER 10 YEARS
FIELD 273 HEAD 190 OFFICE			218	172 58	107 58,	497 169	770 (See Table B) 359 (See Table C)
TOTALS 463		463	271	230	165	666	1,129

# FIELD STAFF INCREASES PLANNED FOR THE 10 YEAR PERIOD TO 31ST DECEMBER 1986

	T				1			T			1			1				F	-	-	
		PRI	ESEN	T	15	AD		2	ND 3		LA	ADD ADD	4YR	TOTAL ADD.					TOTAL AFTER 10 YEARS		
ø	R	PW	0	TOTAL	R	PW	0	R	PW	0	R	PW	0	R	PW	0	TOTAL	R	PW	0	TOFAL
*NORTHERN REGION	1	0	2	3	1	3	1	1	_	1	1	_	1	3	3	3	9	4	3	5	12
Armidale	4	0	1	5	2	3	1	1	4	-	1	3	_	4	10	1	15	8	10	2	20
Glen Innes	2	2	1	5	1	2	_	1	2	-	-	-	-	2	4	0	6	4	6	1	11
Grafton	2	0	0	2	1	4	1	-	4	-	-	4	1	1	12	2	15	3	12	2	17
Lismore	2	0	0	2	1	3	1	2	4	-	1	3	1	4	10	2	16	6	10	2	18
Regional Total	11	2	4	17	6	15	4	5	14	1	3	10	3	14	39	8	61	25	41	12	78
*SOUTHERN REGION	0	0	0	0	2	3	3	1	-	2	1	_	2	4	3	7	14	4	3	7	14
Cooma	0	0	0	0	2	3	1	1	2	-	1	2	-	4	7	1	12	4	7	1	12
Eden	3	0	0	3	1	4	1	-	4	1	-	2	-	1	10	2	13	4	10	2	16
Goulburn/ Braidwood	0	0	0	0	2	3	1	-	3	1	-	2	-	2	8	2	12	2	8	2	12
Kosciusko	28	24	15	67	4	10	4	5	10	6	3	5	5	12	25	15	52	40	49	30	119
Morton/Nowra	9	4	2	15	3	7	2	1	5	-	1	4	-	5	16	2	23	14	20	4	38
Narooma	0	0	0	0	2	3	1	1	3	_	-	2	-	3	8	1	12	3	8	1	12
Regional Total	40	28	17	85	16	33	13	9	27	10	6	17	7	31	77	30	138	71	105	47	223
CENTRAL COAST REGION	0	0	0	0	2	-	3	2	-	2	-	-	-	4	0	5	9	4	0	5	9
Hawkesbury	8	2	1	11	0	4	1	0	4	-	0	2	-	0	10	1	11	8	12	2	22
Hunter	3	0	1	4	1	4	1		2	-	-	2	-	1	8	1	10	4	8	2	14
North Metrop.	11	24	4	39	2	2	-	-	2	1	-	2	-	2	6	1	9	13	30	5	48
South Metrop.	9	24	4	37	2	3	1	1	3	-	1	-	-	4	6	1	11	13	30	5	48
Sydney	13	14	2	29	_	8	2	-	8	1	-	6	-	0	22	3	25	13	36	5	54
Taree	3	0	1	4	1	3	1	-	2	-	***	2	-	1	7	1	9	4	7	2	13
Upper Hunter/ Tamworth	1	0	0	1	1	4	2	2	4	1	-	2	-	3	10	3	16	4	10	3	17
Regional Total	48	64	13	125	9	28	11	5	25	5	1	16	-	15	69	16	100	63	133	29	225
RIVERINA REGION	0	0	0	0							4	3	4	4	3	4	11	4	3	4	11
Griffith	5	1	1	7	-	3	1	-	2	-	-	_	-		5	1	6	5	6	2	13
Murray	0	0	0	0	1	2	1		-	-		-	-	1	2	1	4	1	2	1	4
Wagga	0	0	0	0	-	-	-	1	2	1	-	-	-	1	2	1	4	1	2	1	4
Regional Total	5	1	1	7	1	5	2	1	4	1	4	3	4	6	12	7	25	11	13	8	32
CENTRAL WEST REGION	0	0	0	0	-	-	-	3	3	2	2	-	2	5	3	4	12	5	3	4	12
Bathurst	3	1	0	4	2	6	2	1	6	-	-	3	-	3	15	2	20	6	16	2	24
Blue Mountains	8	2	1	11	1	6	2	1	8	-	-	4	-	2	18	2	22	10	20	3	33

		PRES	SENI		151	3 3 ADD	/R	2N	ID 3 ADD	YR	LAS	ST 4	1 YR	T	OTAI	L AI	DD.	TOTAL AFTER 10 YEARS			ER
ø	R	PW	0	HOHALI HANDH	R	PW	0	R	PW	0	R	PW	0	R	PW	0	FOFAL	R	PW	0	TOTAL
Forbes	0	0	0	0	1	3	1	1	3	D <sup>+</sup>	_	-	-	2	6	1	9	2	6	1	9
Regional Total	11	3	1	15	4	15	5	6	20	2	2	7	2	12	42	9	63	23	45	10	78
NORTH WEST REGION	0	0	0	0	-	-	-	2	3	2	2	-	2	4	3	4	11	4	3	4	11
Bourke	0	0	0	0	1	3	1	1	2		1	1	-	3	6	1	10	3	6	1	10
Cobar	0	0	0	0	2	3	1		-	-	1	2	-	3	5	1	9	3	5	1	9
Coonabarabran	3	0	0	3	-	3	1	-	2		-	-	-	0	5	1	6	3	5	1	9
Moree	1	0	0	1	1	2	1	1	2	-	-	2	-	2	6	1	9	3	6	1	10
Regional Total	4	0	0	4	4	11	4	4	9	2	4	5	2	12	25	8	45	16	25	8	49
FAR WEST REGION	0	0	0	0}	2	6	3	2	3	1	-	-	1	4	9	5	18	8	9	6	23
Broken Hill	4	0	1	5)	-			-		-	-		-								
Kinchega	3	1	1	5	1	4	-	-	4	-	-	3	-	1	11	0	12	4	12	1	17
Lower Darling	0	0	0	0	2	3	1	1	3	-	-	-		3	6	1	10	3	6	1	10
Mootwingee	2	2	1	5	1	3	-	1	2	-		3	-	2	8	0	10	4	10	1	15
Tibooburra	2	1	2	5	1	5	-	-	5	-	1	3	-	2	13	0	15	4	14	2	20
Regional Total	11	4	5	20	7	21	4	4	17	1	1	9	1	12	47	6	65	23	51	11	85
GRAND TOTAL	130	102	41	273	47	128	43	34	116	22	21	67	19	102	311	84	497	232	413	125	770

## NOTES

- The Public Service Board approved on 17/4/75 that the Service's Regional boundaries need not conform those delineated by the Department of Decentralisation and Development.
- \* 2. For administrative purposes the Northern Region and the Southern Region each comprise two of the Regions delineated by the Department of Decentralisation and Development.
- ø 3. Coding:- "R" Rangers

"PW" - Park Workers

"O" - Other staff (including clerical and typing support and specialist staff in Regional Offices - Engineers; Protection Officers)

# HEAD OFFICE STAFF INCREASES PLANNED FOR THE 10 YEARS TO 31ST DECEMBER 1986

	PRESENT		ADD 2ND 3 YEARS			TOTAL AFTER 10 YEARS
DIRECTORATE	11				0	11
SECTION TOTAL	11				0	11
ABORIGINAL AND HISTORIC RESOURCES	5					28
Ranger/Nat. (Arch/Historian		1	1	2	4	
Investig. Off. (History & Prehistory)		1	1	2	4	
Aborig. Sites Off. (Ab. liaison)		1	1	2	4	
Curator (Hist. & Prehist. artifacts)		1			1	
Conservator (Field research)			1		1	
Asst. Conservator				1	1	
Technical Assistants		2	2	1	5	
Clerical support		1	1	1	3	
SECTION TOTAL	5	7	7	9	23	28
ADMINISTRATIVE AND LEGAL SERVICES	8					16
Legal Officer			1	1	2	
Typist		1		1	2	
Search Clerk			1		1	
Registration Clerk			le l'	1	1	
Asst. Librarian		1			1	
Clerk Gde 2 (Special Projects)				1	1	
SECTION TOTAL	8	2	2	4	8	16
CONCESSIONS AND LEASING	7					10
Clerk Gde 3 (Regions)		1	1	1	3	
SECTION TOTAL	7	1	1	1	3	10
ENVIRONMENTAL EDUCATION AND EXTENSION SERVICES	9					21
Education Officers		1	1		2	
Research Officer				1	1	

	PRESENT	ADD 1ST 3 YEARS	ADD 2ND 3 YEARS	TACT	TOTAL ADD	TOTAL AFTER 10 YEARS
Extension Offr - pest control			1		1	
- farmers/refs		2			2	
- Hon. Rangers		2			2	
Clerical supports and typists		1	2	1	4	
SECTION TOTAL	9	6	4	2	12	21
ESTATES AND MAPPING	14					20
Survey Draftsman		1		1	2	
Cartographer			1		1	
C/A		1			1	
Tracer			1		1	
Clerk Gde 1		1			1	
SECTION TOTAL	14	3	2	1	6	20
FINANCE AND SERVICES	39					47
Clerk Gde 4		1			1	
Mail Offr. & Banking (Gde 1)			1		1	
Recoups and Vouchers (Gde 1)			1		1	
Class B Clerk			1		1	
C/A's		1	1	2	4	
SECTION TOTAL	39	2	4	2	8	47
GRAPHIC DESIGN & EXHIBITS	8					19
Photographer		1			1	
Photographic Asst.		1		1	1	
Editor			1		1	
Designer		1	1		2	
Illustrator		1	1	2	4	
Silk Screen Operator			_	1	1	
Cabinet Maker				1	1	
SECTION TOTAL	8	3	3	5	11	19
INTERPRETIVE SERVICES	6					14
Audio Visual Aids Offr.		1			1	
Interps. Offr. (Hist. Sites)			1	1	2	
Interps. Offr. (Nat. Areas)			1	1	2	
Media Relations/Information Off.		1			1	
C/A and Typists			1	1	2	
SECTION TOTAL	6	2	3	3	8	14

	PRESENT	ADD 1ST	ADD 2ND	ADD LAST	TOTAL	TOTAL AFTER
	FRESENT	3 YEARS	3 YEARS	4 YEARS	ADD	10 YEARS
NATURAL AREAS INVESTIGATIONS	8					23
Investigations Offr.		.2	2	3	7	
Technical Assistants		2	1	2	5	
Typists		1	1	1	3	
SECTION TOTAL	8	5	4	6	15	23
OPERATIONS MANAGEMENT	4					11
Operations Develop. Offrs.			1	1	2	
Works Prog. Field Offr.		1			1	
Clerical Support			2	1	3	
Typists			1		1	
SECTION TOTAL	4	1	4	2	7	11
PLANNING CO-ORDINATION	2				0	2
SECTION TOTAL	2	0	0	0	0	2
PROCEDURES AND SYSTEMS	1				1	2
Procedures Clerk Gde 3		1				
SECTION TOTAL	1	1			1	2
PROTECTION SERVICES	13					17
Protection Offr. (Technical)		1		1	2	
Radio Technician		1			1	
Air Photo Interp.		1			1	
SECTION TOTAL	13	3	0	1	4	17
PERSONNEL AND TRAINING	15					32
Safety Offr.		1			1	
Asst. P.O.			1		1	
Staff and Corresp. Clerk			1		1	
Relieving Staff	3	1	1	3	5	
TRAINING & SEMINAR CENTRE						
Staff Development			1		1	
Snr. Ranger (Training)	3		1		1	TE -
Training Offr.			1		1	
C/A Recpt.			1	The state of	1	
Caretaker/Cleaner	-		1		1	
Caretaker/Cleaner Maintenance Offr.			1		1	

PRESENT   ADD   IST   ADD   AND   ADD   APTE   ATD   APTE   ATD   APTE   ATD   APTE   ATD   ATD   APTE   ATD   APTE   ATD   ATD   APTE   ATD   ATD							
Research Specialists:-   Biometrician		PRESENT			LAST		TOTAL AFTER 10 YEARS
- Biometrician - plant Taxonomist Wildlife Survey: Zoologist - Botanist Ecologists: Fire - Birds - Estuarine - Macropods - Reptiles/Amphib Small Mammals - Arboreal/Large Ground Mammals Technical Assistants Typists - Cleaners/Gen. Main'tce Cleaners/Gen. Main'tce Clerical support Typists SECTION TOTAL  11 8 10 12 30 41  Technical Offr. (Architect.) Landscape Architect Clerical Support Typist Asst. Surveyor Plant Inspector Clerical Support Typist  1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1	SCIENTIFIC SERVICES	11	-				41
- Biometrician - Plant Taxonomist Wildlife Survey: - Zoologist - Botanist  Ecologists: Fire - Birds - Estuarine - Macropods - Reptiles/Amphib Small Mammals - Arboreal/Large Ground Mammals - Arboreal/Large Ground Mammals - Arboreal/Large Ground Mammals - Arboreal/Large Ground Mammals - Technical Assistants - Typists - Cleaners/Gen. Main'tce Cleaners/Gen. Main'tce Clerical support - Typists - SECTION TOTAL - Il 8	Research Specialists:-						
### Wildlife Survey:-  - Zoologist - Botanist  Ecclogists:-  - Fire - Birds - Estuarine - Macropods - Reptiles/Amphib Small Mammals - Arboreal/Large Ground Mammals  Technical Assistants  Tochnical Assistants  Tochnical Assistants  Typists  1	- Biometrician			1		1	
- Zoologist	- Plant Taxonomist				1	1	
- Botanist  Ecologists: Fire - Birds - Estuarine - Macropods - Reptiles/Amphib Small Mammals - Arboreal/Large Ground Mammals - Arboreal/Large - Arboreal/	Wildlife Survey:-						
Ecclogists:-   Fire	- Zoologist		1			1	
- Fire - Birds - Estuarine - Macropods - Reptiles/Amphib Small Mammals - Arboreal/Large Ground Mammals - Arboreal/Large Ground Mammals - Arboreal/Large Ground Mammals - Arboreal/Large Ground Mammals - I  Technical Assistants - I  Technical Support - I  Typists - I  Typists - I  Typists - I  TECHNICAL SERVICES - I  Architect Gde IV - I  Landscape Architect - I  Landscape Archite	- Botanist			1		1	
- Birds - Birds - Estuarine - Macropods - Reptiles/Amphib Small Mammals - Arboreal/Large Ground Mammals - I	Ecologists:-						
- Estuarine - Macropods - Reptiles/Amphib Small Mammals - Arboreal/Large Ground Mammals - Arboreal/Large Ground Mammals - Arboreal/Large Ground Mammals  Technical Assistants  Technical Assistants  Technical Services  In the state of the	- Fire		1			1	
- Macropods - Reptiles/Amphib Small Mammals - Arboreal/Large Ground Mammals - Arboreal/Large Ground Mammals  Technical Assistants 3 3 3 9  Typists 1 2 1 4  Research Field H.Q. Animal Attendants Cleaners/Gen. Main'tce Clerical support Typists  SECTION TOTAL 11 8 10 12 30 41  TECHNICAL SERVICES 15 27  Architect Gde IV Technical Offr. (Architect.) 1 1 1  Landscape Architect. 1 1 1  Landscape	- Birds		1			1	
- Reptiles/Amphib Small Mammals - Arboreal/Large Ground Mammals - Arboreal/Large Ground Mammals - Arboreal/Large Ground Mammals - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	- Estuarine			1		1	
- Small Mammals - Arboreal/Large Ground Mammals 1	- Macropods				1	1	
- Arboreal/Large Ground Mammals	- Reptiles/Amphib.			1		1	
Technical Assistants   3   3   3   9	- Small Mammals		1			1	
Typists  Research Field H.Q. Animal Attendants Cleaners/Gen. Main'tce Clerical support Typists  SECTION TOTAL  11 8 10 12 30 41  TECHNICAL SERVICES 15 27  Architect Gde IV Technical Offr. (Architect.) Landscape Architect. Clerk of Works Asst. Surveyor Draftsman Technical Offr. (Landscape) Plant Inspector Clerical Support Typist  11 1 2 1 4  4 2 2 1 4  4 3 5 12 27  WILDLIFE LICENSING & LAW ENFORCEMENT  1 1 2 18				1		1	
Research Field H.Q. Animal Attendants Cleaners/Gen. Main'tce Clerical support Typists  SECTION TOTAL  11 8 10 12 30 41  TECHNICAL SERVICES 15 27  Architect Gde IV Technical Offr. (Architect.) Landscape Architect. Clerk of Works Asst. Surveyor Draftsman Technical Offr. (Landscape) Plant Inspector Clerical Support 1 1 1 Technical Support 1 1 1 Technical Offr. (Landscape) Plant Inspector Clerical Support 1 1 2 Typist 1 1 2  SECTION TOTAL 15 4 3 5 12 27  WILDLIFE LICENSING & LAW ENFORCEMENT 11 18	Technical Assistants		3	3	3	9	
Animal Attendants Cleaners/Gen. Main'tce Clerical support Typists  SECTION TOTAL  11 8 10 12 30 41  TECHNICAL SERVICES Architect Gde IV Technical Offr. (Architect.) Landscape Architect. Clerk of Works Asst. Surveyor Draftsman Technical Offr. (Landscape) Plant Inspector Clerical Support Typist  1 1 2  SECTION TOTAL  15 4 3 5 12 27  WILDLIFE LICENSING & LAW ENFORCEMENT  1 1 1 18	Typists		1	2	1	4	
Cleaners/Gen. Main'tce	Research Field H.Q.						
Clerical support	Animal Attendants				2	2	
Typists 1 1 1 1	Cleaners/Gen. Main'tce				2	2	
SECTION TOTAL	Clerical support				1	1	
TECHNICAL SERVICES   15	Typists				1	1	
Architect Gde IV Technical Offr. (Architect.)  Landscape Architect.  Clerk of Works Asst. Surveyor  Draftsman Technical Offr. (Landscape)  Plant Inspector  Clerical Support  Typist  1 1 2  SECTION TOTAL  1 1 1 1 1 2  18	SECTION TOTAL	11	8	10	12	30	41
Technical Offr. (Architect.)  Landscape Architect.  Clerk of Works  Asst. Surveyor  Draftsman  Technical Offr. (Landscape)  Plant Inspector  Clerical Support  Typist  1 1 2  SECTION TOTAL  1 1 1 2  18	TECHNICAL SERVICES	15					27
Landscape Architect.  Clerk of Works  Asst. Surveyor  Draftsman  Technical Offr. (Landscape)  Plant Inspector  Clerical Support  Typist  1 1 2  SECTION TOTAL  1 1 2  WILDLIFE LICENSING & LAW ENFORCEMENT  1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Architect Gde IV			1		1	
Clerk of Works	Technical Offr. (Architect.)		1			1	
Asst. Surveyor 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Landscape Architect.		1			1	
Draftsman	Clerk of Works				1	1	
Technical Offr. (Landscape)	Asst. Surveyor		1			1	
Plant Inspector	Draftsman				1	1	
Clerical Support	Technical Offr. (Landscape)				1	1	
Typist         1         1         2           SECTION TOTAL         15         4         3         5         12         27           WILDLIFE LICENSING & LAW ENFORCEMENT         11         18         18	Plant Inspector			1		1	
SECTION TOTAL 15 4 3 5 12 27  WILDLIFE LICENSING & 11 18	Clerical Support			1	1	2	
WILDLIFE LICENSING & 11 18	Typist		1		1	2	
LAW ENFORCEMENT 11	SECTION TOTAL	15	4	3	5	12	27
Ingrestor (Avigulturalist)		11					18
Inspector (Aviourentarise)	Inspector (Aviculturalist)			1		1	
Inspector (Newcastle)			1			1	

	PRESENT		ADD 2ND 3 YEARS	TACIN	TOTAL ADD	TOTAL AFTER 10 YEARS
<pre>Inspector (Wollongong) O.I.C. (Wildl. Lic. &amp; L.E.</pre>		1	*		1	
Clerk Gde 3 C/A's			1	1	1 2	
SECTION TOTAL	11	3	2	2	7	18
GRAND TOTAL - HEAD OFFICE	190	53	58	58	169	359

#### EXPENDITURE

	1976/77 AVERAGE ANNUAL EXPENDITURE									
CATEGORY	1976/77 ALLO-	AVERAGE	ANNUAL E \$ 000's	XPENDITURE						
CATEGORY	CATION	15T 3	2ND 3	LAST 4						
		YEARS	YEARS	YEARS						
Salaries, Wages & Related Expenditure	5,745	7,970	10,997	13,909						
Administration & Working Expenses	2,018	2,796	3,859	4,880						
Acquisition - General	1,411	1,958	2,701	3,416						
- Special	1,250	1,000	1,000	-						
Development Works - General	1,135	1,538	2,122	2,684						
- Special	81	380	200	500						
Plant and Equipment	480	671	926	1,171						
Maintenance of Road & Facilities	700	979	1,350	1,708						
Special Accounts (Sydney Hbr N.P.)	100									
Sub Total	12,920	17,292	23,155	28,268						
Anticipated Commonwealth Funds										
- National Estate Grants		330								
- State Grants, Nature Conserv. Act	600	300								
- Aboriginal Studies Grants	71	71	71	71						
- Dept. of Aboriginal Affairs	48	70	70	70						
Total	13,639	18,063	23,296	28,409						

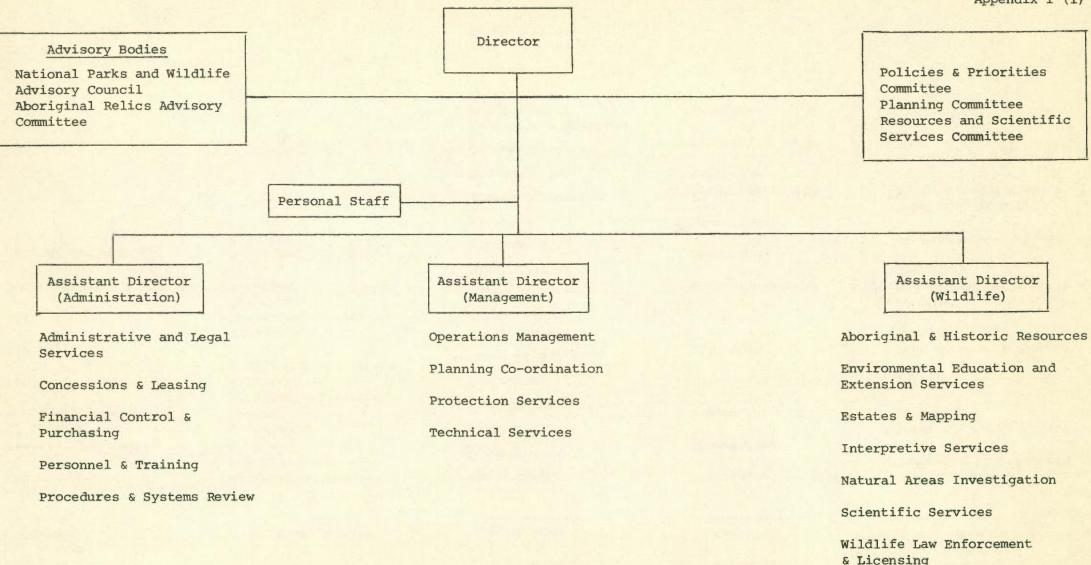
## NOTES

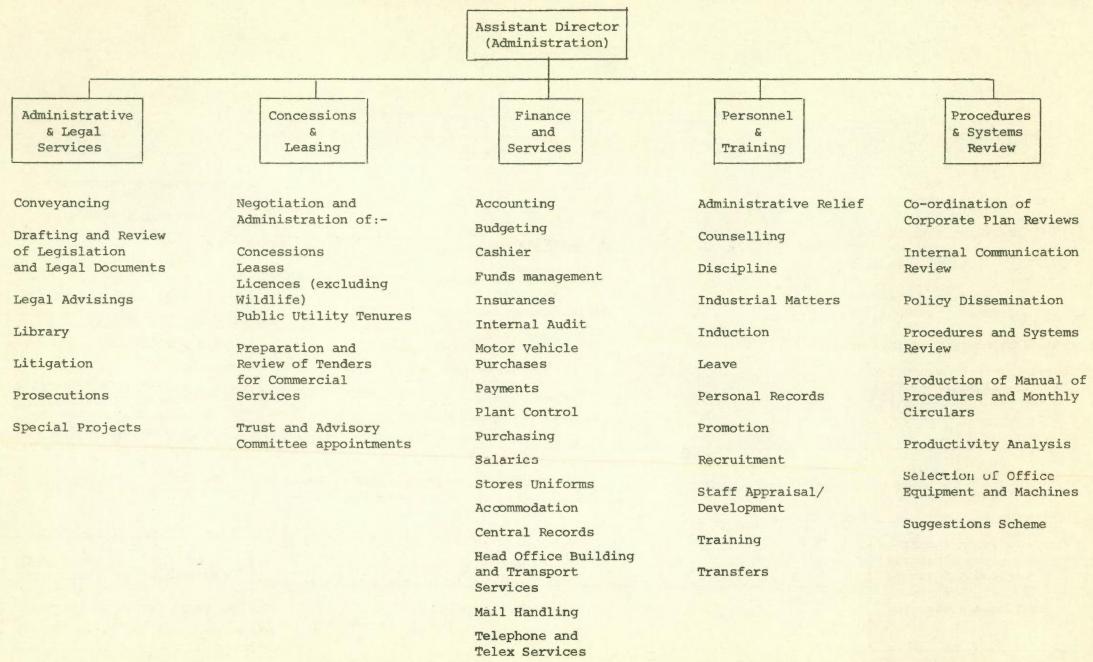
Special Acquisition - Myall Lakes and Violet Hill

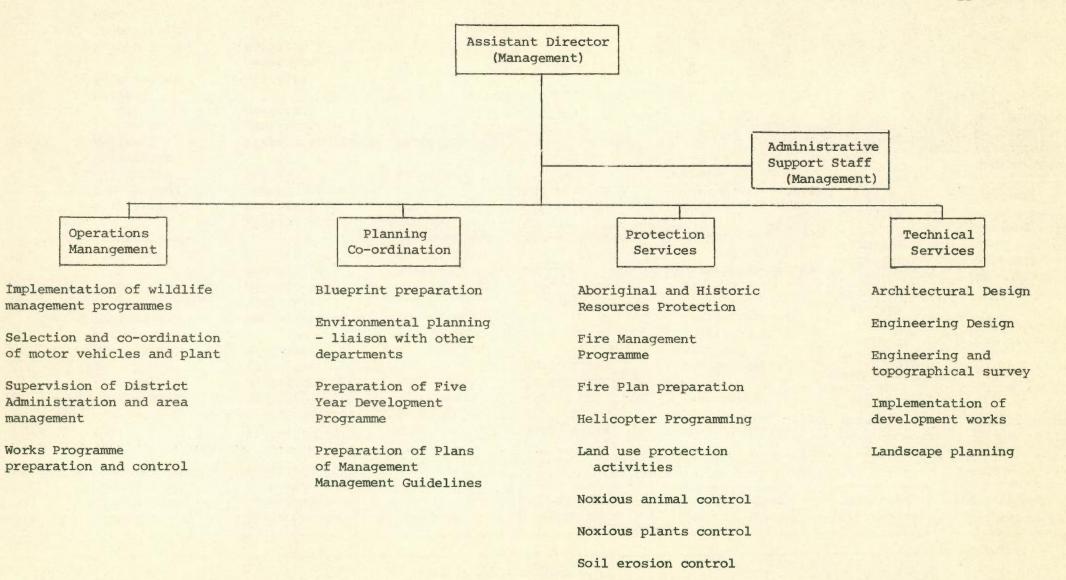
Special Development - Research Field HQ \$500,000 in last 4 year period

- Training Centre \$580,000

- Clark and Shark Islands (1976/77) \$81,000







Visitor Safety

				t Director		Apper	ICIX I (IV)
Graphic Design and Exhibits	Aboriginal & Historic Resources	Environmental Education & Extension Services	Estates & Mapping	Interpretive Services	Natural Areas Investigation	Scientific Services	Wildlife Law Enforcement & Licensing
Exhibitions and Displays  Photography  Publications  Curation of interpretive material  Interpretive design	Curation  Investigation and Administration of Aboriginal Places and Protected Archaeological Areas  Liaison/Information  Permits for Excavation Collection, Destruction of Relics  Salvage Archaeology  Survey & recording of	Administration & Education of Honorary Rangers. Education Seminars  Investigation & Administration of Game Reserves and Wildlife Refuges  Liaison with Conservation and Education Bodies  Preparation of Educational Material  Wildlife Extension Services	Land acquisition  Mapping  Reservation and dedication of new areas  Review of Crown Land disposal and tenure conversion  Surveying  Valuation	Audio-visual productions  Film and T.V. productions  Information  Interpretive Planning and Design  Media Relations  Public Relations and Publicity	Environmental Impact Statements  Investigation of proposed additions to Service estate  Liaison with Government bodies on land use matters  Regional investi- gation of natural areas	Liaison with Research Organisations  Preparation of Scientific Documents  Research Programmes  Scientific Permits  Wildlife Management Programmes	Fauna Import/ Export Permits  Fauna and Flora Licensing  Law Enforcement and Investigation  Liaison with Interstate Authorities  Liaison with Police and Customs  Registration of Aviculturalists, Herpetologists and Exhibitors

## THE SERVICE ESTATE

NATIONAL PARKS	AS AT	ADDITIONS TO	ADDITIONS TO
WATTOWALL FARMS	31.12.74	31.12.75	31.12.76
Angourie	-	3,900	3,902
Apsley Gorge	-	-	5,400
Bald Rock	2,104		
Barrington Tops Ben Boyd	16,325 8,953		0.070
Blue Mountains	100,804	100,865	8,972
Bouddi	1,053	1,057	1,067
Brisbane Water	7,868	7,869	7,871
Broadwater	3,042		
Cocoparra	8,356		
Crowdy Bay	5,522	5,611	5,639
Dharug Dorrigo	14,041 3,609	14,072	14,091
Gibraltar Range	15,483		
Guy Fawkes River	25,495		
Hat Head	3,723	3,988	
Heathcote	2,251		
Kanangra-Boyd	57,220		57,457
Kinchega	44,005		
Kosciusko Ku-ring-gai Chase	622,608 14,656	625,525	625,671
Macquarie Pass	1,064		14,659
Mimosa Rocks	628		
Morton	107,026	107,027	107,066
Mount Imlay	3,764		V OVIGE AND SEE
Mount Kaputar	27,003	28,234	
Mount Warning	2,138		
Murramarang Myall Lakes	994 15,683	17 029	17 204
Nalbaugh	3,764	17,038	17,294
New England	23,351		
Nungatta	6,100		
Red Rock	-	1,850	
Royal	14,912		14,944
Seven Mile Beach	664		
Sturt Sydney Harbour	187,889	245,189	295,189
Thirlmere Lakes	627	73	
Wallaga Lake	1,052	1,141	
Warrumbungle	18,174	18,175	
Weddin Mountains	8,296		
Werrikimbe	400	11,588	12,658
Willandra	13,071	19,274	
Total area as at	1,393,318 ha	1,480,277 ha	1,537,540 ha
31st December	1,000,010 114	1,400,277 Ha	1,337,340 Ha
HISTORIC SITES			
Bare Island	1.2		
Cadmans Cottage	0.1		
Captain Cook's Landin			
Place Hartley	323.7 3.5	6.7	7.0
Hill End	72.5	74.8	7.2 80.6
La Perouse Monuments	7.7	74.0	00.0
Mootwingee	485.6		
Vaucluse House	29.9		
Throsby Park		73.1	
Total area as at 31st December	924.2	1,002.8	1,009.2

## APPENDIX II (ii)

	AS AT	ADDITIONS	MO ADDITIONS TO
NATURE RESERVES	31.12.74	31.12.75	
	31.12.74	31.12.73	31.12.70
Bandicoot Island	-	-	30.0
Ballina	-	550.0	
Banyabba	12,559.6		
Barren Grounds	1,962.2		
Barton	457.4		
Bell Bird Creek	53.4		
Belowla Island	4.0		
Berkeley Bermaguee	8.1		
Binnaway	607.0		
Bird Island	7.3		3,699.0
Black Ash	89.0		
Boomi	-		355.0
Boondelbah	9.3		155.8
Boorganna	383.2		
Bournda	5,665.6		
Bowraville	60.9		
Broken Head	40.0		
Broulee Island	42.5		
Brush Island	46.5		
Buddigower	137.6		
Burning Mountain	-	14.6	
Careunga	469.4		
Cecil Hoskins	_	29.8	
Cocoparra	4,647.0		
Cook Island	4.7		
Coolbaggie	1,743.2		
Copperhannia	2,529.3		
Cudmirrah	125.5		125.6
Curumbenya	8,608.9		
Dalrymple Hay	10.8		
Devils Glen	40.5		
Egans Peak	2,145.0		
Eugowra	120.3		
Evans Crown		419.0	
Five Islands	26.7		
Flagstaff Memorial	17.9		
Freemantle	361.0		
Georges Creek Goonawarra	1,189.8		
Goorooyarroo	437.1		
Goura	216.3 505.9	E10 F	
Gubbata	161.9	519.5	
Gurumbi	151.8		
Guy Fawkes River	1,533.8		
Illawong	50.6		
Iluka	-		135.9
Ingalba	3,439.0		3,455.2
John Gould	26.3		3,433.2
Julian Rocks	0.4		
Kororo	10.9		
Limeburners Creek	7,122.5		
Limpinwood	2,442.7		
Lion Island	8.0		
Little Broughton Island	36.4		
Long Island	72.8		
Macquarie	12.2		
Macquarie Marshes	18,210.8		
Manobalai	3,733.0		
Midkin	-	-	358.9
Moon Island	1.0		
Moonee Beach	-	-	240.0

	AS AT	ADDITIONS TO	ADDITIONS TO
	31.12.74	31.12.75	31.12.76
Mother of Ducks Lagoon			
Mount Seaview	194.2		
Mundoonen	1,169.5		
Munghorn Gap	5,824.3		
Muogamarra	The same of the same of		
(formerly Hallstrom)		2,236.4	
Muttonbird Island	8.1		
Nadgee	14,774.0		
Narrandera	71.0		
Nearie Lake	4,347.0		
North Rock	4.0		
North Solitary Island	20.2		
North-West Solitary			
Island	4.0		
Pilliga	65,514.5		
Pitt Town	-	-	46.4
Pulbah Island	68.8		
Pulletop	145.1		
Quanda	853.9		
Red Rocks	647.5		
Regatta Island		-	102.0
Rodway	83.4		
Round Hill	13,629.8		
Rowleys Creek Gulf	1,659.2		
Seaham Swamp		6.3	8.3
Seal Rocks	0.3		
Severn River	1,946.5		
Sherwood	2,444.3		
South-West Solitary	2,11110		
Island	3.2		
Spectacle Island	36.4		
Split Solitary Island	3.6		
Stormpetrel	-		8.0
Stotts Island	141.6		0.0
Tabletop	103.6		
The Basin	2,272.7		
	86.4		
The Charcoal Tank	736.5		
The Hole Gulf			
The Rock	345.0		
Tollgate Islands	12.1		
Tucki Tucki	4.0		200 0
Uralba		37 5	288.0
Victoria Park	3 320 2	17.5	
Wallabadah	1,132.3		
Warrabah	835.7		
Weelah	37.5		
Weetalibah	612.8		
Willi Willi Caves	8.1		
Wingen Maid	700.0		
Winburndale	8,509.2		
Woggoon	4,361.0		
Wongarbon	99.1		
Yanga	1,772.5		
Yarravel	28.3		
Yathong	87,698.5		
Total area as at	307,630.0 ha	308,680.9 ha	313.764 ha

### APPENDIX II (iv)

ABORIGINAL AREAS	AS AT 31.12.74	ADDITIONS TO 31.12.75	ADDITIONS TO 31.12.76	
Appletree Lennox Head Murramarang Finchley Howe	4.05 0.26		60.0 4.05 6.96	
Total area as at 31st December	4.31 ha	4.31 ha	75.3 ha	

## SUMMARY OF THE SERVICE ESTATE

	AS AT 31.12.74		AS AT 31.12.75		AS AT 31.12.76	
	NO.	AREA	NO.	AREA	NO.	AREA
NATIONAL PARKS	38	1,393,318	42	1,480,277	43	1,537,540
HISTORIC SITES	8	924	9	1,003	9	1,009
NATURE RESERVES	98	307,630	104	308,681	114	313,764
ABORIGINAL AREAS	2	4	2	4	5	75
	146	1,701,876 ha	157	1,789,965 ha	171	1,852,388 ha