

Enforceable Undertaking

UNDERTAKING PROVIDED BY:

[REDACTED]
[REDACTED]

ENFORCEABLE UNDERTAKING UNDER SECTION 13.27 OF THE *BIODIVERSITY CONSERVATION ACT 2016 (NSW)*

1. Person giving the Undertaking

- 1.1. This undertaking is given to the Department of Climate Change, Energy, the Environment and Water (DCCEEW), by [REDACTED] pursuant to section 13.27 of the *Biodiversity Conservation Act 2016 (NSW)* (BC Act), in connection with the matter in relation to which the Environment Agency Head has a function under the BC Act.

2. Background

- 2.1. [REDACTED] owns and manages land located at [REDACTED] commonly known as [REDACTED] (the Property).
- 2.2. The Property is approximately 480.8 hectares in area and is zoned Rural.
- 2.3. The Property is used for agricultural purposes, namely grazing of livestock.

3. Details of the alleged contravention and environmental harm that arose from the alleged contravention

- 3.1. An investigation by DCCEEW revealed that approximately 9 hectares of native vegetation was cleared in an area of the Property between October 2021 and November 2024 (the Clearing) without authorisation or exemption.
- 3.2. The Clearing was undertaken by heavy machinery such as an excavator.
- 3.3. The Clearing resulted in PCT 3741 - *Monaro Mountains Peppermint Shrub Forest* being cleared.
- 3.4. The Company accepts and acknowledges that it:
- a) cleared native vegetation on the Property during October 2021 and November 2024 to expand available pasture grazing; and
 - b) did not obtain authorisation for the Clearing under the *Land Management (Native Vegetation) Code 2018*, or exercise any other exemption or approval pathway under the BC Act or Part 5A of the *Local Land Services Act 2013 (LLS Act)*.
 - c) did not make any enquiries of any Government Agency into whether native vegetation was present on the Property prior to the clearing or whether authorisation was in fact required by or under relevant Acts and Code.

4. Acknowledgement that the Department has alleged a contravention of the LLS Act and the BC Act

- 4.1. It is alleged by the Department that between October 2021 and November 2024, the Company caused approximately 9 hectares of native vegetation to be cleared in contravention of section 60N of the LLS Act. Under that provision it is an offence to clear native vegetation on regulated rural land.
- 4.2. It is further alleged by the Department that the Company was in contravention of section 2.4(1) of the BC Act. Under that provision it is an offence to damage the habitat of a threatened species or threatened ecological community.
- 4.3. In response to the Department's investigation, the Company has:
 - a) acknowledged that the Clearing contravened section 60N of the LL Act and section 2.4(1) of the BC Act, and
 - b) voluntarily offered this Enforceable Undertaking to the Department to remedy the environmental impact and mitigate future risks.

5. Commencement and duration of this Undertaking

- 5.1. This Undertaking comes into effect when both of the following have occurred:
 - a) this Undertaking is executed by the Company, and
 - b) this Undertaking so executed is accepted by the Environment Agency Head of the Department (**Commencement Date**).
- 5.2. This Undertaking is to remain in effect for five (5) years from the Commencement Date.

6. Enforceable Undertaking

- 6.1. In this Undertaking, the **Remediation Area** means the area identified as "Enforceable Undertaking Area" on the map at **Annexure A**.

Planting and Management of Native Vegetation

- 6.2. The Company undertakes for the purposes of section 13.27 of the BC Act that it will:
 - a) permanently exclude livestock from the Remediation Area by installing wildlife friendly fencing or by farm management practices, or a combination of both; and
 - b) remove all weeds, and non-native plants from the Remediation Area; and
 - c) where natural regeneration is proving insufficient, plant and maintain native tree, shrub, forb and grass species indigenous to the area in the Remediation Area in accordance with the 11 step methodology outlined in the document titled "Native Tree, Shrub and Groundcover Planting Guide for the Snowy Monaro" (2021 Edition) at **Annexure B**;
 - d) in accordance with paragraph 6.3(a) monitor and maintain the native species planted in the Remediation Area (where natural regeneration is proving insufficient), including replanting any individual plants that die within the duration of the Undertaking;

e) ensure that the following activities are not undertaken in the Remediation Area:

- i. human disturbance (except as necessary to implement this undertaking) including but not limited to development, heavy machinery use etc.
 - ii. disturbance of soil (except as necessary to implement this undertaking).
 - iii. importation of soil.
 - iv. clearing of any native vegetation.
 - v. removal or disturbance of any fallen timber.
 - vi. aerial or boom spraying.
 - vii. weed management by any means other than low impact methodology.
 - viii. storage of any waste or rubbish.
 - ix. pasture improvement or livestock grazing.
- f) submit an initial works report to the Department in accordance with paragraph 6.2(c).
- g) inform any potential purchaser of the land of this Undertaking.
- h) inform the Senior Team Leader, Compliance and Regulation – South East if the Company intends to sell the land.

Time for Compliance

6.3. The following compliance periods apply to the activities in 6.2 above:

Undertaking	Compliance Period
6.2(a)	immediately from the Commencement Date and continuing for 4 ½ years from the Commencement Date
6.2(b)	within 12 weeks of the Commencement Date
6.2(c)	within 9 months of the Commencement Date
6.2(d)	immediately from the Commencement Date and continuing for 4 ½ years from the Commencement Date
6.2(e)	immediately on commencement of this undertaking and continuing for 4 ½ years from the Commencement Date
6.2(f)	within 12 weeks of the Commencement Date
6.2(g)	anytime prior to exchange of contracts for sale
6.2(h)	within 14 days of the Company deciding to sell the land

Monitoring, Maintenance and Reporting

6.4. The Company undertakes for the purposes of section 13.27 of the BC Act that it will:

- a) where natural regeneration is proving insufficient, undertake post planting watering and weed removal in the Remediation Area in accordance with the document titled "Native Tree, Shrub and Groundcover Planting Guide for the Snowy Monaro" (2021 Edition) at **Annexure B**.

- b) regularly inspect the Remediation Area and in any case at least four [4] times per calendar year (each quarter) for the purpose of determining:
 - the presence of weeds, exotic species, non-native plants, and commercial crops,
 - the health of seedlings planted in the Remediation Area,
 - the presence of pest herbivores within the Remediation Area,
 - compliance with the undertakings in 6.1(e) above.
- c) prepare a Remediation Area Inspection Report in the form of the template at **Annexure C** of these Undertakings 6.2(b) and submit the Report to the Senior Team Leader, Compliance and Regulation – South East before the 30 November of each year with the prior 4 inspections of the remediation area recorded in the report.
- d) where natural regeneration is proving insufficient, prepare an Initial Works Report in the form of the template at **Annexure D** of these Undertakings and submit the Report to the Senior Team Leader, Compliance and Regulation – South East within 4 weeks of completion of the planting and no later than 6 months from the Commencement Date of this Undertaking.
- e) prepare an updated Initial Works Report in the form of the template at **Annexure D** of these Undertakings and submit the Report to the Senior Team Leader, Compliance and Regulation – South East no later than 18 months from the Commencement Date of this Undertaking.

Donation to Local Landcare

- 6.5. The Company will make a \$5,000.00 donation to the Local Landcare Group to support local conservation efforts within 90 days of the Commencement Date.
- 6.6. The Company will provide the Department with a copy of the tax invoice of the donation to the Local Landcare Group within 7 days of the donation being made.

7. Address for Notices and Correspondence

- 7.1. All notices, reports and correspondence required by this Undertaking to be submitted to the Senior Team Leader, Compliance and Regulation – South East may be sent to the Department at any of the following addresses:

By Registered Post:

NSW Department of Climate Change, Energy, the Environment and Water (DCCEEW)

Attention: Senior Team Leader, Compliance and Regulation – South East

PO Box 514

Wollongong NSW 2520

By Email at:

southeast.southwest@environment.nsw.gov.au

8. Acknowledgements

- 8.1. The Company acknowledges that:

- a) this Undertaking does not constitute an admission of criminal or civil liability but is given voluntarily in response to the Department's investigation; and
- b) the Department retains the right to monitor compliance with this Undertaking and take enforcement action if non-compliance is identified, and
- c) the obligations within this Undertaking are legally binding.

9. Statement of capacity to comply with the terms of the Undertaking

9.1. The Company certifies that it has the financial capacity to comply with the terms of this Undertaking.

10. Commitment to ensure that the alleged contravention will not re-occur

10.1. The Company undertakes to ensure that it will seek the advice and requisite permissions of the appropriate authorities such as the Department, the local Council or Local Land Services, prior to engaging in similar actions.

11. Publication of the Undertaking

11.1. The Company agrees that subject to its name and address and the location of the Property being redacted, this Undertaking may be:

- a) published on the Department website and social media accounts;
- b) referenced in material or documents prepared by or on behalf of the Department; and
- c) where appropriate, published or referenced in newspapers, media statements or other publications.

Execution

Executed by [REDACTED]
[REDACTED] in accordance with the requirements of
section 127 of the Corporations Act 2001 (Cth)
by

Signature: [REDACTED]

Name of Director

5-1-26

Date:


Signature: [REDACTED]

Name of Director

5/1/2026

Date:

Accepted by the Environment Agency Head of the Department pursuant to section 13.27 of the Biodiversity Conservation Act 2016 (NSW) and signed on behalf of the Department:



Name of delegate _____

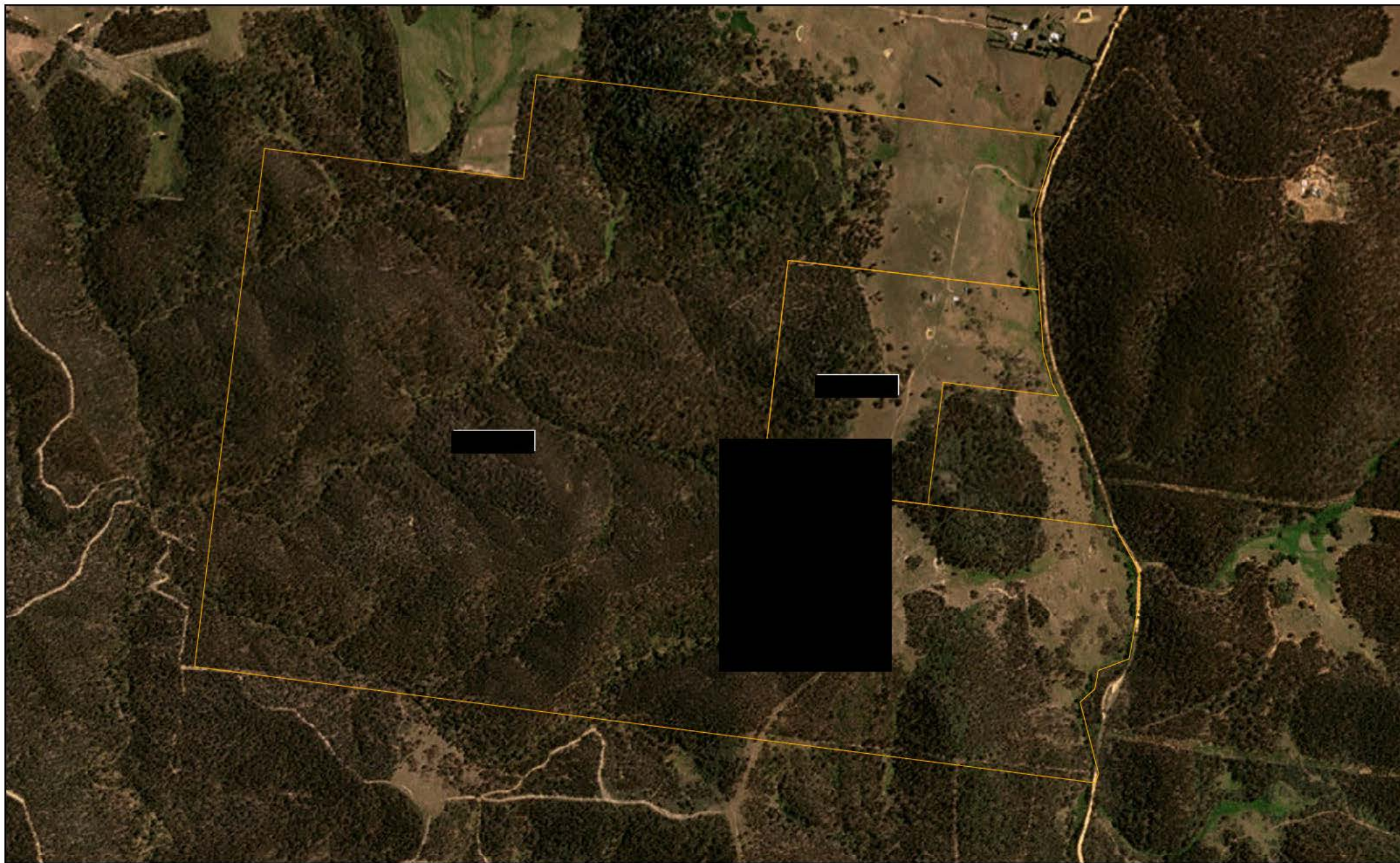
13 January 2026

Date: _____


Attachments


1. **Annexure A** Remediation Area Map
2. **Annexure B** "Native Tree, Shrub and Groundcover Planting Guide for the Snowy Monaro" (2021 Edition).
3. **Annexure C** Remediation Area Inspection Report template
4. **Annexure D** Initial Works Report template

Annexure A – Remediation Area Map



Legend

-  Boundary
-  EU area

CCMS Case 

Global Monthly 2025 1 Mosaic
Enforceable Undertaking area

0.45 0.225 0 0.45 km



**Annexure B – Native Tree, Shrub and Groundcover Planting Guide
for the Snowy Monaro (2021)**

Native Tree, Shrub And Groundcover Planting Guide for the Snowy Monaro

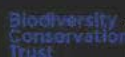


Guide to establish on-farm biodiversity plots to tackle tree dieback

www.uppersnowylandcare.org.au

www.facebook.com/uppersnowylandcare

contact@uppersnowylandcare.org.au



Local Land Services





This booklet was made possible by the NSW Landcare Coordinator Program, Local Land Services, Greening Australia and the NSW Environmental Trust.



**Compiled by Upper Snowy Landcare Network
Design layout completed by Tall Red Poppy Marketing
<https://www.tallredpoppymarketing.com.au>**

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Upper Snowy Landcare Network

Upper Snowy Landcare Network is delighted to update this timely and much-appreciated booklet. The original was published 5 years ago with funds provided by the NSW Environment Minister's Conservation fund. We have learned a lot since then.

In the last
5
Years

... we have worked with the full gamut of local agencies (as listed on the front cover) and other partners, in particular Greening Australia and the Monaro Native Tree Nursery, to try and revive the dieback affected areas using the methodology described in the first version of this booklet. Alongside these partners, we have worked out ways to improve.

... we have planted and collected information from 30 established biodiversity plots. We know more about what it takes to select, plant, protect and grow native trees and shrubs in one of the harshest climates in Australia. We have monitored the effects on survival and growth rates of species type, season of planting, size of planting tube, and much more. We have learned the need to also include grass and ground cover species.

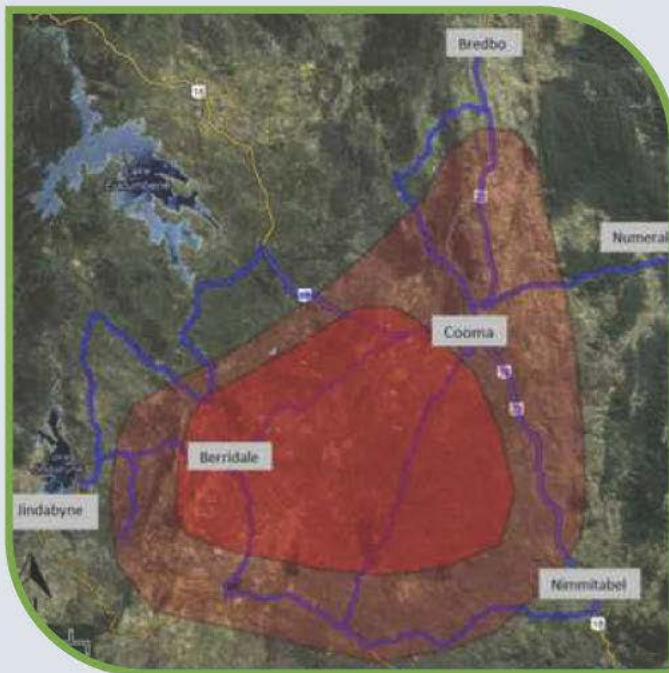
... we have come to terms with the fact that we are only scratching the surface with respect to full restoration of the woodlands of the Snowy Monaro. The area has not only been hit by massive tree dieback episodes (two in our lifetime) but has also suffered severe droughts and extensive tree clearing over nearly two centuries.



Tree Dieback In The Snowy Monaro

Everyone is by now familiar with the tree dieback on the Monaro. It has wiped out more than 2,000 sq km (the size of the Australian Capital Territory) of mainly ridgetop woodland vegetation. Almost all of the *Eucalyptus viminalis* (Ribbon/Manna Gum) in the triangle between Cooma, Berridale, and Dalgety has died.

There has been no conclusive scientific explanation of the reason for dieback but it is likely that these massive, moisture-loving trees succumbed as a result of extreme moisture deprivation during the millennial drought.



Source: Ross C. & Brack C. (2015) *Eucalyptus viminalis* dieback in the Monaro region, NSW. Australian Forestry 78(4): 243–253.

<http://www.tandfonline.com/doi/pdf/10.1080/00049158.2015.1076754>

Native Grasslands On The Monaro's 'Treeless Plain'

While the Monaro is sometimes referred to as 'a treeless plain', the map below shows the areas that were naturally covered in grasslands prior to European settlement. These were on the volcanic basalt country in the centre, and also along the river valleys in the granite country higher up.

Today, less than 1% of these 'Natural Temperate Grasslands' remain and they are listed as a critically endangered ecological community under the Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act), Australia's national environmental law.



Source: Department of Planning, Industry and Environment. Grasslands, Pre-Settlement, South-eastern Highlands. VIS_ID 4099. 2019. <https://data.nsw.gov.au/data/>

Woodland Decline In The Snowy Monaro

Wide-scale land-clearing since white settlement has occurred. Satellite and geological maps of the area have been used to identify where the original woodland areas used to be and still remain.

The light green colour in the map below shows where woodlands and forests have been removed and are on private land, i.e., outside National Parks and State Forests. So effectively, all the light green areas are ripe for restoration. The gaps in between were native grasslands prior to settlement and are therefore not considered suitable for tree planting.

Landholders can receive assistance to plant trees through government grants (see page 24). Planting up ridgelines and creek lines will improve water retention in the landscape, re-boot soil life, provide stock shelter, buffer from weed invasion and restore insect, bird, and native animal biodiversity.

If your property has native vegetation in good condition (both native grasslands or woodlands) it is worthwhile contacting the [NSW Biodiversity Conservation Trust](#), the agency that provides many great conservation opportunities.



Source: Griscom, B. W. et al. (2017) 'Natural climate solutions', Proceedings of the National Academy of Sciences - 114 (44), pp. 11645–11650. doi: 10.1073/pnas.1710465114.

Can I Just Get In And Plant A Stack Of Trees Into The Light Green Areas?

Well sorry, but no! There are some considerations, namely existing native vegetation, Aboriginal heritage sites and underground cables. You will also need to think about the species mix suitable for your geology type (granite, shale, basalt) and location in the landscape (ridge, creek, slope).

*Advice
from*



Local Land
Services

What Are The Limits On Clearing Native Vegetation On Private Land?

Clearing native vegetation on rural land in NSW is regulated under the Local Land Services (LLS) Act, Part 5a. These regulations only need to be considered as part of planting activities when the planting involves the removal or killing of native plants or vegetation. For the purposes of the regulations, all rural land in NSW will be categorised on the Native Vegetation Regulatory (NVR) Map as either: Unregulated (non-native vegetation), Regulated (native vegetation), Vulnerable regulated (erosion prone), Sensitive regulated (conservation significant) and Excluded (non-rural, crown estate, etc.). The NVR Map can be viewed using the online Native Vegetation Regulatory Map Viewer. The non-native and native vegetation categories are currently only in draft form and not yet publicly visible.

Local Land Services provides advice and assistance to landholders to identify areas of native vegetation and understand the regulations, and to facilitate the management of rural land and native vegetation.



Local Land Services can also provide help with other related legislation such as the Biodiversity Conservation Act 2016 (NSW), and the Environment Protection and Biodiversity Conservation Act 1999 (Commonwealth). These Acts protect threatened ecological communities and species of which there are many on the Monaro and that could be impacted by some planting activities. If you need advice on this, contact Local Land Services for help with identifying the vegetation in the project area and for guidance on what native plant species and planting activities would be suitable.

Native vegetation often has a strong capacity to self-recover under sympathetic management so planting is not always necessary or the most efficient course of action. Active planting, as opposed to natural regeneration, is most suitable in areas that have been actively cleared, sown to exotic species, have a high cover of weeds, or have depleted reserves of residual native seed in the soil.

Some small-scale clearing of native vegetation may be done without the need for formal approval in order to facilitate revegetation or rehabilitation under the Allowable Activity of "Environmental Protection Works".

Check with Local Land Services for details. A series of fact sheets that provide information on all aspects of the clearing regulations can be found at Local Land Services website - Resources - Native Vegetation on www.lls.nsw.gov.au For more information or help, contact the Local Lands Services Land Management team via the contacts below.

CONTACT:

David Eddy | Senior Land Services Officer, Local Land Services | Land Management

1-3 Sharp Street | PO Box 26 | Cooma NSW 2630

T: 02 6455 7221 | M: 0409 809 223

E: david.eddy@lls.nsw.gov.au | W: www.lls.nsw.gov.au



**Local Land
Services**

Precious Aboriginal Artefacts And Sites

Before you proceed with a planting or landscape activity, it is important to search the Aboriginal Heritage Information Management System (AHIMS) website to see if there are any Aboriginal sites or artefacts recorded in that area.

You must also perform due diligence by thoroughly walking over the site to check for artefacts and report any items you find (even if you are not sure). Read below for how to perform an AHIMS search and report a finding.

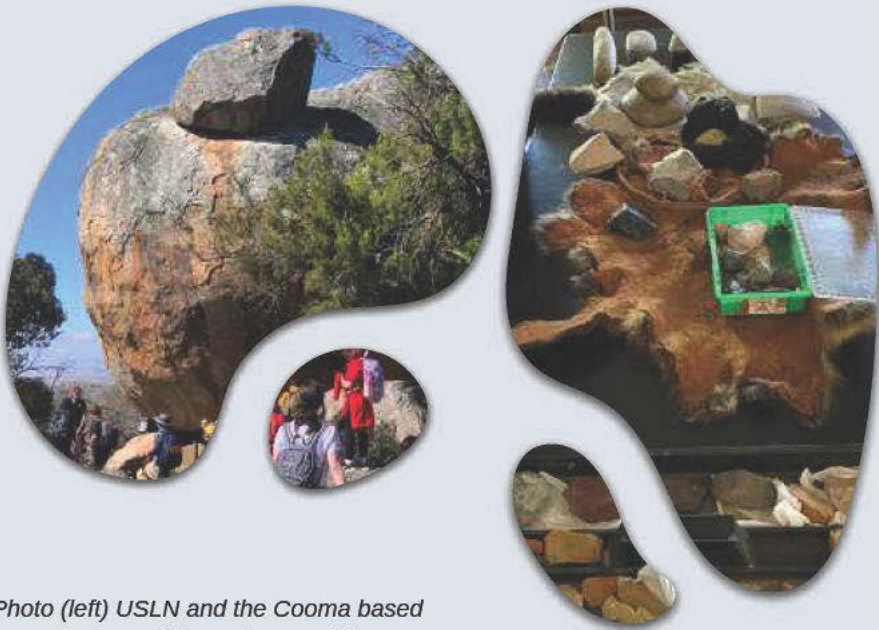


Photo (left) USLN and the Cooma based TRAKZ Group did a walkover of the Gagedzerick TSR and recorded artefacts.

Photo (right) artefacts from around the country displayed in a show-and-tell by Uncle Morris.

How To Search The AHIMS Site And Report A Finding

The NSW Government, Heritage NSW Aboriginal Heritage Information Management System (AHIMS) contains records of Aboriginal Places and objects, referred to as Aboriginal sites. To perform a basic search of your property or planting plot, go to this website and find AHIMS search to provide your Lot DP or grid reference. A search will be done immediately.

To report a finding, there are three ways Aboriginal artefacts can be recorded in the Aboriginal Heritage Information Management System ...

1. Mobile phone app
2. Via AHIMS website
3. Submit a completed PDF form to AHIMS via email

These recording formats meet professional standards for archaeological records of sites. They also respect the rights of Aboriginal people to control their information within AHIMS. Other recording forms and formats are not accepted.

The 'Guide to Completing the AHIMS Site Recording Form' explains the structure of the form and how to record items such as site location, recorder information, context, contents and restrictions. If you find an artefact, it is critical that you leave it in place and do not disturb the area.

An indigenous stone tool being looked at as part of the 'Talking About Stones' event in Henty, NSW. Image: ANU.





Dial Before You Dig

Dial Before You Dig is actually a legal requirement of the landholder to prevent damage to underground cables.

This is a critical step and failure to do so can be financially costly if you or your contractor rip up underground lines.

It is also a good idea at this early stage to create a digital satellite map of your site and, particularly if you do this in Google Earth, you will capture an image of what the site looks like before you get started. Later, once it has established, you will then be able to see what you have achieved.



Weeds Are A Worry !

Without doubt, weeds are a critical factor to a successful revegetation project. Snowy Monaro Regional Council's Biosecurity Extension Officer is available to help you develop a weeds management plan for your property.

Some weeds, like St John's Wort, Blackberry and Sweet Briar should be controlled before planting any native trees, shrubs or groundcovers because chemicals used to control woody weeds will also kill trees and shrubs.

Refer to the NSW WeedWise app and NSW WeedWise website for help with weed identification and control – also see pages 21 and 27 of this guide.

Serrated Tussock in seed.



Coming Up ... Your 11 Step Planting Recipe ...

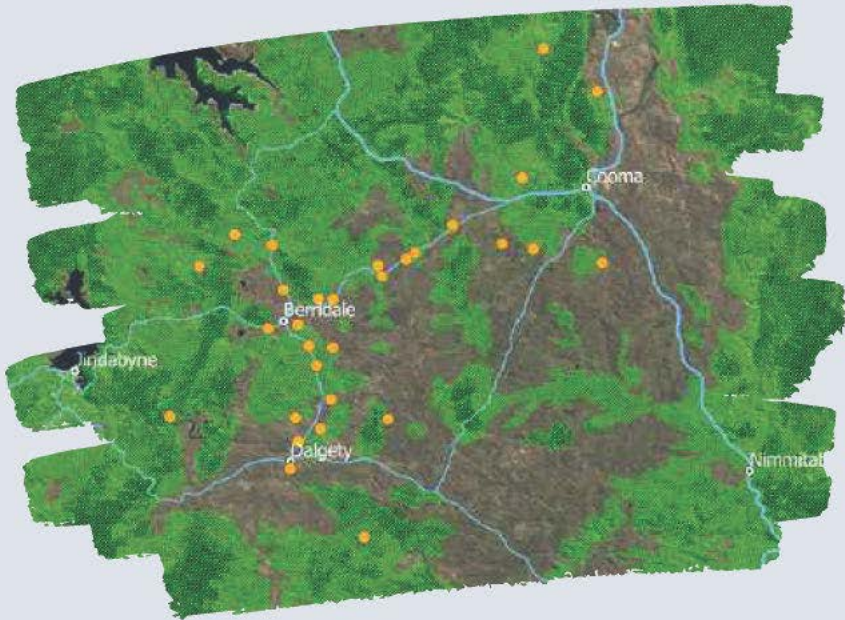


... You Might Like To Know Where We Went And How We Did It!



Upper Snowy Landcare Network with Greening Australia (via its NSW Environmental Trust-funded Monaro Comeback Project) and other groups have given tree and shrub planting a good go despite being in a climatically harsh part of the country.

Upper Snowy Landcare Network has planted more than 30 plots with approximately 1000 mixed local native plants in each. A larger plot of 4500 seedlings sponsored by CHEP (the pallet producing company) was established in 2021. The map below shows the location of our plots and some basic graphs to summarise what we found during these five years.

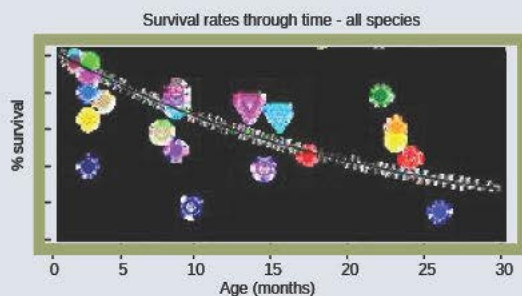
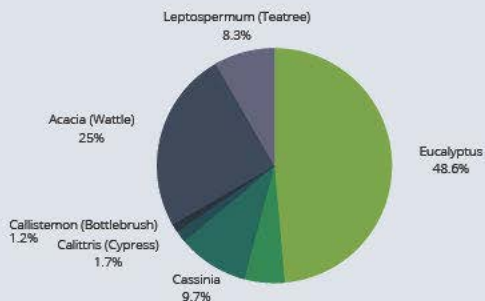


*Locations of Upper Snowy's tree plots (orange dots).
Green shading shows where trees used to be prior to European settlement and the grey area indicates the treeless basalt plains.*

The pie chart to the right shows the different species types we used. Roughly half Eucalyptus and half shrubs in every plot. We now recommend including 10% groundcover plants and 10% less eucalypts.

After 12 months, the average survival rate in 14 different plots planted in 2016-2019 (different coloured symbols) was 60%.

Some plots performed much better than others, largely due to seasonal conditions at the time of planting. We did not find a marked difference between seedlings grown in hiko and forestry pots.



Density Of Planting And Species Mix

How Dense?

There are many considerations when planting to achieve long-term ecological benefits.

- What planting density?
- What ratio trees/shrubs/grasses?
- How many different species?
- What are the habitat needs?

Issues can arise when an area is planted out with the wrong species (i.e., unsuitable for the local area), plants are packed too close or there are too many of one species. For example, planting at high densities may not provide enough open spaces for grass-feeding birds to forage for seed, or may shade out the ground layer, or create too much competition to enable good growth of all the plants.

On the other hand, given that 20% to 70% of plants may not survive, it is wise to plant more densely than that desired at maturity. Plots can be thinned later, for example for firewood harvesting.

Natural tree densities vary greatly in our surrounds. On the Snowy Monaro, ridgetops are often occupied by dense peppermint forests, while the less dense Ribbon Gum, Candlebark or Snow Gum woodlands found on the slopes typically have trees spaced 20 metres apart, interspersed with thickets of mid-storey shrubs over a grassy base.

So the general rule is 'take a look' around you for intact vegetation and try and replicate that. But remember: there may be missing species. A good idea is to look up the [Atlas of Living Australia website](#) to discover which species are recorded in or near your particular plot. See page 26 for further information on species, plant and weed identification.

Self-Repair

Often, the cheapest form of revegetation is to rest a paddock from grazing and effectively manage any weeds. This will allow and encourage natural regeneration.

If the area is already in good native condition, the [NSW Biodiversity Conservation Trust](#) might step into this space by offering an agreement to the landholder that includes good financial incentives for conservation use of the land.

Where the area is in need of restoration and there are some trees still producing seed, livestock removal and weed control are good first options for natural regeneration. Most grazing properties have areas of remnant trees where this would work.

Upper Snowy Landcare Network is trialling ways to promote natural regeneration via cool burning, top-soil disturbance, and seed casting. We are monitoring the outcomes as we go.

With Snowy Monaro's harsh climate and extensive dieback and extensive dieback, the more proactive approach of tubestock planting described in our 11-step guide below is necessary.



What About Carbon Farm Plantings For Income?

Growing trees for earning on the carbon market is possible now but the start-up costs, slow returns, and low Australian Government carbon price do not make this an economic proposition at present. However, the carbon price on the international market is currently five times higher than the local market and so farm income generation from tree carbon is just around the corner.

Keep an eye out for developments on this by [Carbon Farmers of Australia](#), [Regen Farmers Mutual](#) and the like.



Ultimately, we are trying to restore a functional biodiverse habitat and, regardless of carbon price, the trees will return dividends to the land. We can also make them part of our own habitat by using them to beautify our landscape and provide for us. For example, many people are starting to set up their own bush areas for future firewood needs.

A Word Of Encouragement

Before you start, remember there are always going to be losses. Plants, like many living things, have a habit of dying for no apparent reason. So, even if you follow this 11-step guide you are likely to experience some losses.

However, by following these steps there is also a good chance of more than a 60% success.



First up, you need to budget and plan.

- How much are you willing to spend?
- Can you get a [Government or Council grant](#)?
- How much time do you have to put into this project?

While we have found that, on average, it is better to plant in Autumn than Spring, it is all subject to weather at the time. Therefore it is best to plan according to current conditions and your availability.

Timing is everything!





11-STEP PLANTING GUIDE FOR BEST RESULTS

1 SELECT YOUR SITE

Take a good look around to isolate a suitable location on your property - perhaps a corner of a paddock to minimise additional fencing. Old sheep camps are good for tree plots and a weedy patch is perfect.

Your plot can be as big as you like but keep it realistic, especially considering the costs involved (see indicative prices on page 24). Also, it is best to not make your plot too small (less than 1/4 hectare) if you are wanting a biodiversity outcome. Preferably, find a site that connects two areas of existing vegetation. Small bush birds will thank you for extending their range.

Make sure your site is not going to impact intact native grassland or woodland vegetation (see page 7). Be guided by a Local Land Services officer. It may pay to contact the NSW Biodiversity Conservation Trust to see if they are interested in supporting you financially to maintain/enhance something already in good native condition.

2 PERFORM AN AHIMS SEARCH

To prevent the destruction of important indigenous sites on your chosen plot that may put you in breach of the law. This can be done free online. You can find the Aboriginal Heritage Information Management System (AHIMS) search by going to the website (see pages 10 and 11).



PLANTING RECIPE FOR THE BEST

RESULTS

3 DIAL BEFORE YOU DIG

Dial Before You Dig (see page 12) is a legal requirement of the landholder to prevent damage to underground cables. This is a critical step and failure to do so can be financially costly if you or your contractor rip up underground lines.

It is a good idea at this stage to create a digital satellite map of your site. You can do this in [Google Earth](#) where you can capture an image of what the site looks like before you get started. Then you can revisit it later to see what you have achieved.



4 ORDER YOUR SEEDLINGS

This is an important step that should be done 3 - 6 months prior to planting. Make sure you order species that already grow in your locale. Order a broad mix of local native species - 40% eucalyptus, 50% shrubs (including a big proportion of wattles as they will fix nitrogen for the other plants to use), and 10% grasses or groundcovers.

Take a look at the species ideas on the last page. Research the local species and look up the [Atlas of Living Australia](#) for help with species selection for your area.

Factor in the need for more plants than the density of remnant vegetation around you suggests as there will be significant losses through time. Consider obstacles such as rocks and trees in the plot which will reduce the available planting area.



5 ENGAGE A CONTRACTOR TO 'RIP' HOLES

While our original booklet suggested ripping lines across the contour, we now feel that digging individual holes creates overall less disturbance and hence less opportunity for weeds to establish.

Holes also create a more natural look to the plantation. They become wonderful water retention reservoirs for individual trees. Rip-lines, on the other hand, will assist with overall rehydration across the site.



The holes are constructed by a small excavator with a ripping tyne on the end (see photo above). Holes dug with an auger are good too but watch that the sidewall of the hole does not become glazed as this can prevent roots from extending out.

Ideally, preparing the holes 3 - 6 months prior to planting will leave time for soil and air pockets to settle and collect moisture. But beware that stock (cows, sheep, horses) can quickly compact the holes so keep stock off after you have dug holes.

Remember to leave a decent perimeter around the plot inside your fence that is wide enough to drive fully around it to attend to trees and repair fences, etc. We also recommend leaving a vehicle track through the middle of the plot, including a turn-around area.



6 SECURE THE SURROUNDS

Fence the plot from stock include a gate or two so that you can access the site by vehicle. Ideally, the plot should remain stock-proof for 10 years but after the trees and shrubs have grown to a couple of metres then the plot may benefit from intermittent grazing.

7 SEEDLING GUARDS

While you wait until your desired planting season - Autumn or Spring - check with your plant supplier on how your seedlings are growing and purchase your tree guards. There is a large range of tree guards on the market. Upper Snowy Landcare Network has tested many guards (including the high-end and low-cost versions). We have been disappointed that the corflute (green ridged plastic) guards cannot be recycled.

Thankfully biodegradable guards are now available (this means that you don't need to remove them: they will just break down on their own) and are cheaper too. Whichever guard you choose, remember to purchase the appropriate stakes to match, and enough of them to pin the guard down well. Our experience is that it is not worth planting seedlings without guarding them: the losses are too high.

8 WEED CONTROL

Effectively control all priority weeds in the planting area. You can consult with Snowy Monaro Regional Council's biosecurity (weeds) officers for advice on how best to accomplish this. Reducing weed competition will give seedlings the advantage of access to soil moisture and nutrients.

Volunteers Are Vital!



Prior to planting, obtain professional advice on a weed spray mix to give your seedlings the best chance of survival without having to compete with weeds.

Upper Snowy Landcare relies on experienced spray contractors where Glyphosate (Roundup) is used if there is green growth evident around the planting hole. Contractors have also added Simazine (pre-emergent) into this mix but no planting can take place for 3 - 4 weeks after this application.

Check with Snowy Monaro Regional Council biosecurity officers and or professional contractors before using any chemical spray. Simazine is a pre-emergent that will suppress germination of weeds for up to 12 months giving the new seedling maximum opportunity to benefit from nutrients and moisture in the soil during its most vulnerable stage. It is not to be used around watercourses/dams as algae and fish are sensitive to this chemical. Also, be aware that Simazine is difficult to use without an agitator in your tank as it glues up. It is advised that you engage a professional.

In the previous version of this guide, we recommended two spray treatments before planting. In our experience, the window of time on the Monaro is too short to do both and we found that the single treatment was satisfactory, especially when these two chemicals were used together.

Remember to use a colour marker in the spray mix so that you know where you have been.



9 PLANTING DAY ARRIVES

Pre-soak plants in a water/Seasol mix for an hour or more before planting but also try to plant your native seedlings after a decent rain event. Plant a tree, then a shrub, then a grass/or sedge, to mimic the natural woodland mix. Or, plant in species groups so that you replicate the species patchiness found in natural woodlands.

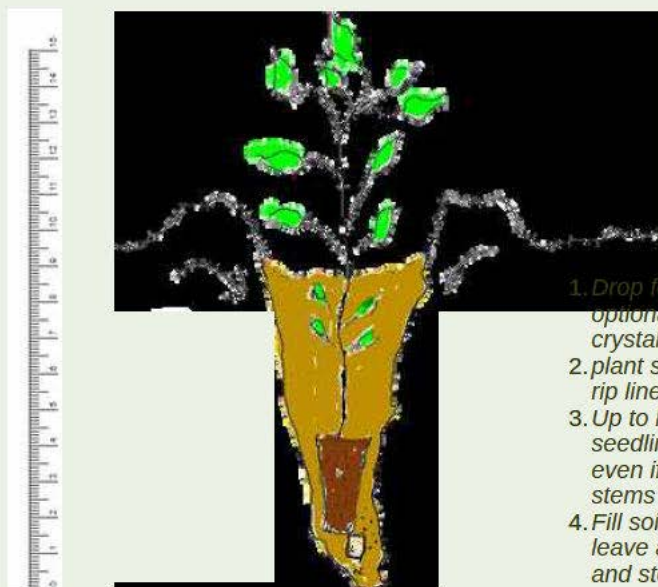


Create a planting space at the lowest point inside your ripped hole using a suitable digging tool. Some planters use a hand-held pencil auger or specialist tool but a shovel does well too. Pop in a fertilizer tablet.



We have been using mycorrhizal inoculated fertiliser tablets and while we have no evidence at this stage that they improve survival and growth we are happy to spend the money just in case they do. Studies are in train to test for other ways to inoculate seedlings with mycorrhizae that benefit *Eucalyptus* on the Monaro.

The planting hole should be deep enough to cover up to half the length of the seedling or more. It might seem strange to bury the plant so deep but it protects the root ball from drying out and the roots are closer to substrate moisture. Cover lower leaves and branchlets with soil as per the diagram. There is little risk of collar rot around the stem in our drier climate. Leave a depression (dam) around the seedling. You may wish to use compost in the hole and or mulch around the outside. We believe this to be a good idea but not absolutely necessary.



1. Drop fertiliser tablet (and optional expanded water crystals) deep into the hole.
2. plant seedling as deep in the rip line or hole as possible.
3. Up to half or even $\frac{2}{3}$ of the seedling should be buried, even if you cover the lower stems and leaves.
4. Fill soil in around stem and leave a well above to catch and store water.

The image above illustrates how deep to plant your seedling. Units on left are cm.

10 TREE GUARDS

Place a tree guard securely around the plant on the same day as planting. They are a must. Where we have trialled no guards we have lost most, if not all, seedlings. Tree guards are known to blow off especially in our windy country so use the maximum number of stakes.



11 WATERING THE SEEDLINGS

You will need to water in your seedlings unless you had more than 20 mls of soaking rain a day or two before planting. Water every seedling. The dam around each seedling should prevent water from gushing away.

IT'S NOT OVER YET...

Post-Planting Watering



Originally we advocated to not water after the initial watering during planting. We have changed our view on this and now feel it is critical to provide further water if there has been no considerable rain event in 2 weeks after planting. We have also watered again 4 weeks later and so on.



The old saying 'water every day for a week, every week for one month, every month for a year' may have a lot going for it but understandably this is unlikely to be possible in a big planting. Therefore we need to water as early and as often as possible. Tree planters live in the lap of the gods.



Weed Removal

Monitor your plot and take the time to remove by hand any weeds that grow up inside the guards. Depending on the weed burden, it may also be worthwhile to carefully spot spray around the guard some time after planting to reduce competition with your seedling.



Replace guards as they come off in the early months but enjoy watching the seedlings turn to saplings and biodegradable guards disintegrate. Keep a count of survival in a subset of, say, 100 trees and plot your survival rate through time.

So How Much Does It Cost?



There is definitely an expense to establishing your own native revegetation plot but we are convinced that you will not regret it. In saying this, there are often opportunities for local, state and federal funding to help cover the costs. Ask your Local Land Services officer or Landcare network or group or search online for grants to plant native vegetation. Register your email with these entities and receive their newsletters/updates.

Trust us that putting in your very own biodiversity plot could set you on a new path in bird watching, native species identification, bush exploration, and even seed collecting for extra income generation. The whole process can be very rewarding.

And just think, in time, your plot will contribute to the return of native habitat lost to tree dieback, past clearing and an increase in farm productivity through better water retention and microbial life in your soils, provision of livestock shelter, and much more. What a legacy to leave for the next generation.



Ballpark Costs For 1,000 Seedlings In A 1 ha Plot

(All prices listed here are as @ 2021)

Rip Holes (1,000): approx. \$1,800 - \$3,000

Spray Holes (1,000): approx. \$800 - \$1,200

Seek your own professional advice. We have used Glyphosate and/or Glyphosate/Simazine mix. Remember Simazine is not to be used near waterways.

Seedling Purchase (1,000): approx. \$1,200 - \$2,500

There are a number of suppliers of native seedlings on the Monaro. Take a look online, talk to your local Landcare group and ask around for local suppliers.

Fertiliser Tablets (1,000): approx. \$250

There are many online suppliers. Also, speak to local native plant nursery staff or an agronomist about the most suitable tablet for your soil and seedling type.

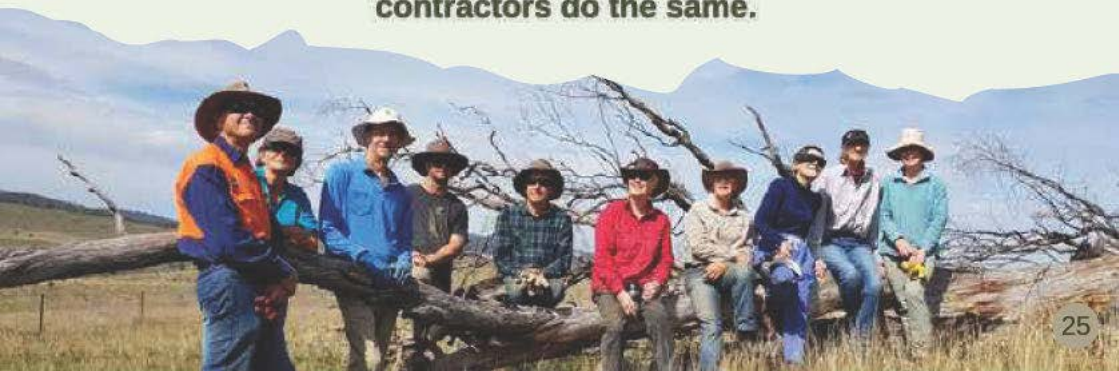
Tree Guards And Stakes: approx. \$1,000 - \$3,000

There are many online suppliers. Remember to make sure you order the correct stakes for your choice of tree guard. Some local native seedling suppliers can also advise and sell you the most suitable guard. From Upper Snowy Landcare Network's experience, it is worth buying a biodegradable guard that has two stakes to secure it down.

Planting Labour: approx. \$2,000 - \$3,000

This may be done for no cost by yourself, with family members and/or willing local volunteers. Or you can contract experienced planters for this job. Deep sow your plants (see diagram page 22).

Remember to follow the 11-step guide and ensure your contractors do the same.



Suitable Plant Species For The Snowy Monaro

The mix of species below, all suitable for the Monaro, will provide a good basis for building your plot.



SHRUBS and FORBS
(Flowers)

Acacia dealbata - Silver Wattle
A. falciformis - Broad-leaved Hickory Wattle
A. mearnsii - Black Wattle
A. rubida - Red Stem Wattle
A. melanoxylon - Blackwood Wattle
A. boormanii - Snowy River Wattle

Bursaria spinosa - Australian Blackthorn
Callistemon pallidus - Lemon Bottlebrush
Cassinia longifolia & aculeata -
 Shiny/Common Cassinia
Dodonaea viscosa & angustissima -
 Giant/Narrow-leaved Hopbush
Daviesia mimosoides - Leafy Bitter-pea
Hakea microcarpa - Small Fruit Hakea
Lomandra longifolia - Spiny Mat-rush
Chrysocephalum apiculatum -
 Common Everlasting
Dianella longifolia - Flax Lily



TREES

Eucalyptus viminalis - Ribbon/Manna Gum
E. rubida - Candlebark Gum
E. rossii - Scribbly Gum
E. pauciflora - Snow Gum
E. bridgesiana - Apple Box
E. dives - Peppermint Gum
E. aggregata - Black Gum
E. mannifera - Brittle Gum
E. stellulata - Black Sallee



GRASSES and SEDGES

Themeda Australis - Kangaroo Grass
Cymbopogon refractus - Barbed-wire Grass
Austrodanthonia caespitosa - Wallaby Grass
Sorghum leiocladum - Wild Sorghum
Austrostipa scabra - Spear Grass
Poa labillardieri - River Tussock
Poa sieberiana - Poa Tussock
Carex appressa - Tall Sedge
Carex bichenoviana - Curly Sedge

A good way to fine-tune your species list is to go to the [Atlas of Living Australia](https://ala.org.au) and search for species in your area. Put in your property address and a comprehensive mix of species will be provided. Use the images on this site to quickly improve your plant and animal identification skills.

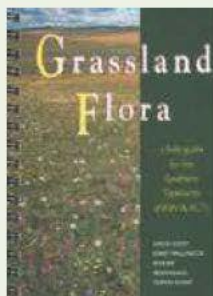
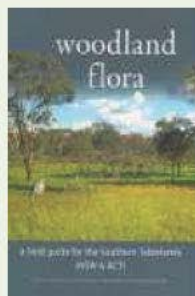


For information on weeds, pick up your free Snowy Monaro Regional Council [Weeds of the Monaro](#) booklet and download the [NSW Weeds App](#) <https://www.dpi.nsw.gov.au/biosecurity/weeds/nsw-weedwise-app>



Consider purchasing [Woodland Flora](#) and [Grassland Flora](#), two exceptional publications for native plants of the Snowy Monaro region, available via Friends of Grasslands ACT - info@fog.org.au

Another excellent planting guide is the [Biodiversity Conservation Trust \(BCT\) Restoring Native Vegetation Guidelines for assisted regeneration and revegetation August 2019](#). The BCT also has terrific videos and resources on its website - www.bct.nsw.gov.au





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Design layout completed by Tall Red Poppy Marketing.
<https://www.tallredpoppymarketing.com.au>

We wish to thank all the willing landholders and wonderful volunteers who have supported our planting efforts over the years. We welcome new members.
[Please click here and join us.](#)



Annexure C – Remediation Area Inspection Report Template

Drafting notes for monitoring report:

1. Condition and quality of records

All records required to be kept by this Undertaking must be:

- Accurate
- In a legible form
- Kept for the duration of this Order
- Must be provided to the Department annually

For photographs in Tables MP1-5: One to a maximum of two-colour photos per page is best.

2. Location of monitoring points

As per Table 3 of the Undertaking, the monitoring points are:

Monitoring Point	Latitude	Longitude	Easting	Northing
Monitoring Point 1				
Monitoring Point 2				
Monitoring Point 3				
Monitoring Point 4				
Monitoring Point 5				

Note- The remediator may install a star picket, small survey peg, or wooden stake to locate the same monitoring point between inspections.

3. Submitting this report:

Annually, for each year this Undertaking is in force the remediator must submit a completed Annual Monitoring Report. The Annual Monitoring Report must contain the points which are stated below. You must submit a completed report by **30th November** every year for the duration of the Order. All reports must be emailed to:

southeast.southwest@environment.nsw.gov.au

Or sent by Registered Post to:

NSW Department of Climate Change, Energy, the Environment & Water
Attention: Senior Team Leader, Compliance and Regulation – South East
Reference: CCMS 202406034
PO Box 514
Wollongong NSW 2520

4. Requesting assistance:

You may reach out to South East Compliance and Regulation at the following email:

southeast.southwest@environment.nsw.gov.au

or

southeast.compliance@environment.nsw.gov.au

For the state-wide Compliance Mailbox:

LMBC.compliance@environment.nsw.gov.au

Annual Monitoring Report – Remediation Order

Table 1:– Enforceable Undertaking issued pursuant to section 13.27 of the <i>NSW Biodiversity Conservation Act 2016</i>.	
Issue Date	XX Month 2025
Case Reference:	202406034
Property:	██████████
Address:	████████████████████
The Remediator:	████████████████████
Table 2: Monitoring Report observations	
Date of monitoring report inspections:	Example includes: - Date the inspection was completed
Person(s) completing monitoring report:	Example includes: - Name(s) of parties completing this report.
Observations during inspection:	Example includes: - Percentage of groundcover comprised of priority weeds; - Percentage or absence of pest animals within remediation area; - Risk of fire in remediation area; - Height of species regenerating; - Weeding that occurred within area; - Planting which occurred; - Development within area etc.
Remediation work required (including target conditions and timeframes for completion) <u>and</u> proposed dates of that work	Examples include: - Work required to be finalised to ensure Compliance with order; - Estimated due dates of certain remedial activities.
Photos of remediation area	Example includes - Providing labelled/attached photos of, taken N, S, E and W of the N, S, E and W of the remediation area..

MP1: Photographs North, South, East and West remediation area	
Suggested Coordinates	Degrees Decimal Minutes
Photograph North	
Photograph South	
Photograph East	
Photograph West	

MP2: Photographs North, South, East and West remediation area	
Suggested Coordinates	Degrees Decimal Minutes
Photograph North	
Photograph South	
Photograph East	
Photograph West	

MP 3: Photographs North, South, East and West remediation area	
Suggested Coordinates	Degrees Decimal Minutes
Photograph North	
Photograph South	
Photograph East	
Photograph West	

MP 4: Photographs North, South, East and West remediation area	
Suggested Coordinates	Degrees Decimal Minutes
Photograph North	
Photograph South	
Photograph East	
Photograph West	

MP 5: Photographs North, South, East and West of remediation area	
Suggested Coordinates	Degrees Decimal Minutes
Photograph North	
Photograph South	
Photograph East	
Photograph West	



Legend

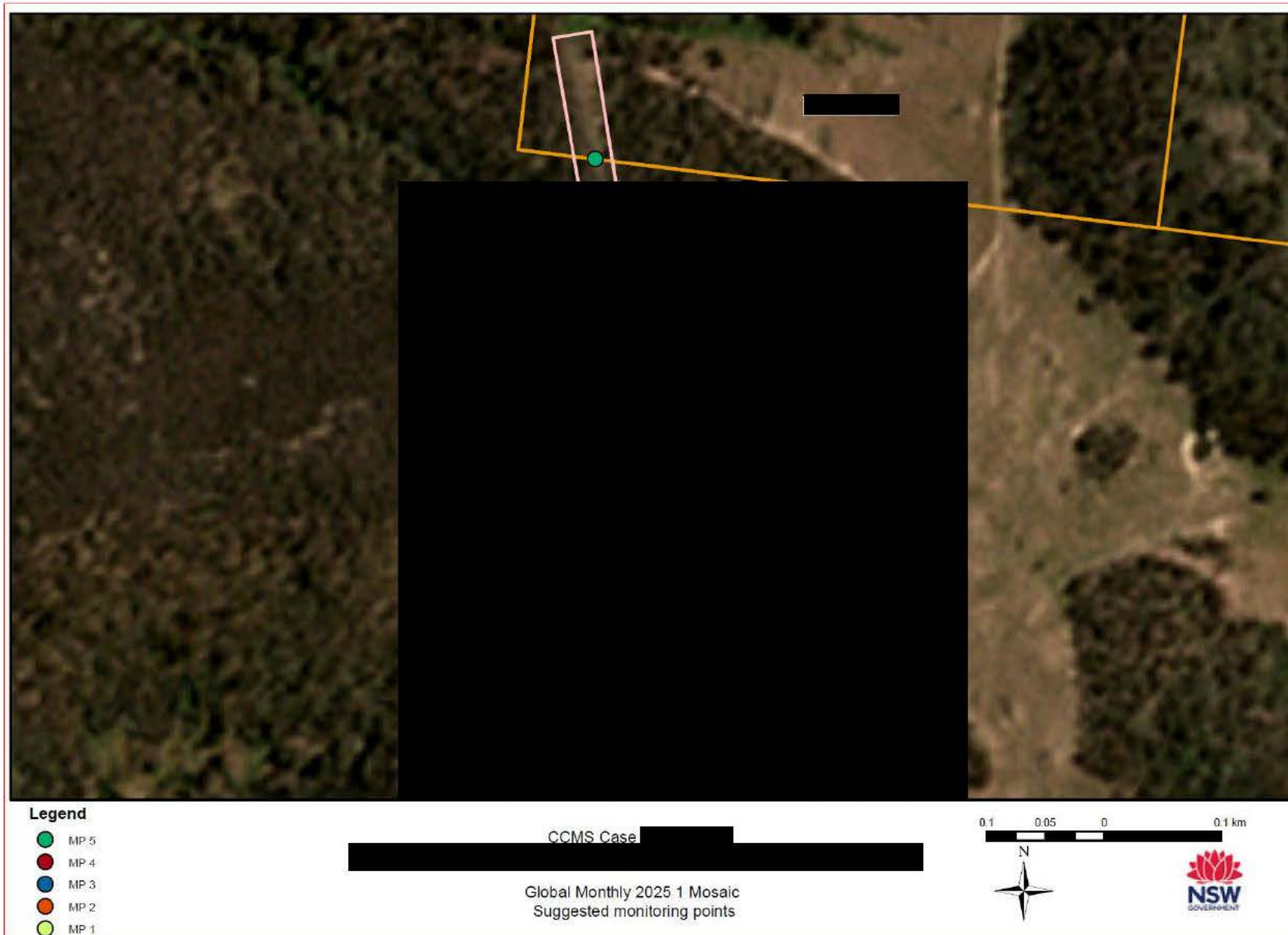
- Boundary
- EU area

CCMS Case [redacted]

Global Monthly 2025 1 Mosaic
Enforceable Undertaking area

0.45 0.225 0 0.45 km





Annexure D – Initial Works Report Template

Enforceable Undertaking

ANNEXURE-D INITIAL WORKS REPORT

REMEDIATOR	
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**AS PER REPORTING REQUIREMENTS SET OUT IN THIS ENFORCEABLE UNDERTAKING,
INITIAL WORKS REPORT**

THE INITIAL WORKS REPORT MUST BE RECEIVED WITHIN 4 WEEKS OF COMPLETION OF THE PLANTING AND NO LATER THAN 6 MONTHS FROM THE DATE OF COMMENCEMENT OF THIS UNDERTAKING.

UPDATED INITIAL WORKS REPORT

THE UPDATED INITIAL REPORT MUST BE RECEIVED NO LATER THAN 18 MONTHS FROM THE DATE OF COMMENCEMENT OF THIS UNDERTAKING.

Please submit your completed Initial Works Report:

- a) By Registered Post to:
NSW Department of Climate Change, Energy, the Environment and Water (DCCEEW)
Attention: Senior Team Leader, Compliance and Regulation – South East
Reference: CCMS 202406034
PO Box 514
Wollongong NSW 2520 or
- b) By courier or by hand to:
NSW Department of Climate Change, Energy, the Environment and Water
(DCCEEW)
Attention: Senior Team Leader, Compliance and Regulation – South East
Reference: CCMS 202406034
Level 3, 84 Crown Street
Wollongong NSW 2500 or
or
- c) By email to:

southeast.compliance@environment.nsw.gov.au

Enforceable Undertaking

Have all pest animals been removed from the Remediation Area? (tick ✓ Yes or No)	Yes <input type="checkbox"/>	No <input type="checkbox"/>
If they have not been removed from the Remediation Area as required, provide an explanation below and a date by which they will be removed.		
What pest animals were removed and what methods were used to remove them?		

Signature and Certification

This Initial Works Report may only be signed by a person(s) with legal authority to sign it as set out in the categories below. **Please tick (✓) the box** next to the category that describes how this Initial Works Report is being signed.

If you are uncertain about who is entitled to sign or which category to tick, please contact the Team Leader Compliance & Regulation, South East Branch.

If the Remediator is:	the Initial Works Report must be signed and certified:
an individual	<input type="checkbox"/> by the individual Landholder or Landholders if jointly owned.
a company	<input type="checkbox"/> by affixing the common seal in accordance with Corporations Act 2001, or <input type="checkbox"/> by two (2) Directors, or <input type="checkbox"/> by a Director and a company secretary, or <input type="checkbox"/> if a proprietary company that has a sole Director who is also the sole company Secretary – by that Director.

I/We declare and certify that the information in this Initial Works Report is true and correct.

Signature:		Signature:	
Name (Print):		Name (Print):	
Position:		Position:	
Date:		Date:	

Enforceable Undertaking

SEAL (if signing under seal)