

Caring for our Country

Targeted Area Grants MERI Plan Template

(For projects over \$80,000 (GST excl.)

The purpose of this plan is to clearly set out the project activities to be undertaken, and the intended outputs and outcomes of this project. The plan also ensures that the process for monitoring progress and achievements is defined – doing so will support accountability of achievements and an adaptive management approach. This MERI Plan will need to be reported on, reviewed and updated (where necessary) at each reporting period. Data and information reported as set out in this MERI Plan will also assist the Australian Government to report against the Caring for our Country 5 year Outcomes, and may also be used to report publicly on project and program achievements. To assist with this, your MERI Plan should be developed with reference to the Sustainable Environment Program MERI Plan.

The Sustainable Environment Program MERI Plan, and the following documents are available on the program website www.nrm.gov.au. This MERI template is based on the principles and processes set out in:

- *The Monitoring, Evaluation, Reporting and Improvement Strategy – Caring for our Country and Biodiversity Fund (the MERI Strategy); **Completion of this MERI template will require that you are familiar with the concepts discussed in the MERI Strategy***
- *Developing and Using Program Logic in Natural Resource Management – user guide*
- *NRM MERI Framework, Australian Government Natural Resource Management Monitoring Evaluation Reporting and Improvement Framework*

Important Definitions

Caring for our Country Strategic Objectives - broadly defined objectives identified for the Sustainable Environment and Sustainable Agriculture Streams that align to the overall portfolio responsibilities of the Government Departments administering Caring for our Country.

Caring for our Country 5 year Outcomes - the Sustainable Environment and Sustainable Agriculture Streams both have established 5 year Outcomes that projects will contribute towards.

Investment Theme - Investment themes are the broad program outcomes areas. Within each Investment Theme there may be a number of Program 5 year outcomes

Project Outcomes - also known as ‘intermediate outcomes’. These apply to the Sustainable Environment Stream Only. Project Outcomes are the desired (or actual) results, or impacts of having undertaken the sub-project(s), such as maintenance or improvement of the biophysical assets, enhanced community capacity, or changes to an organisation. Project Outcomes can be influenced by factors outside of the projects control; however they should still be expressed as a SMART Statement and monitored where possible. Project Outcomes should align with to the 5 Year Program Outcomes

Project Outputs - also known as ‘immediate activities and outcomes’. Project Outputs are the key actions to be delivered by the project and are largely within the direct influence of the project team. Project Outputs should be expressed as a SMART Statements and need to be monitored and reported as part of the project.

Project Activities - including ‘foundational activities’ these are the activities specific to the project that underpin successful planning and delivery of the Project Outputs. These might include establishing and incorporating relevant plans, establishing steering committees, undertaking planning days, surveying sites and mapping locations, establishing base lines and delivering on ground NRM actions.

SMART Statements – stands for Specific Measurable Attainable Realistic and Time-bound. To help ensure the desired outcomes and activities to be undertaken are clear, this document asks that all outcomes and activities are expressed as ‘SMART’ statements.

| Version | Comment | Date |
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Attachments

Attachment A: Program Logics

Attachment B: Project Risk Plan

Attachment C: Budget Summary

Project Information

PROJECT INFORMATION

| Project Details | |
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| Project ID: | TAGEOI14P2 - 00279 |
| Project title: | Tasmanian Fox Eradication Program (Stage 3) – Fox Incursion Response |
| Organisation name: | Department of Primary Industries, Parks, Water and Environment |
| Organisation Address: | 171 Westbury Road, Prospect, Tas. 7250 |
| Project Manager: | Manager, Invasive Species, Department of Primary Industries, Parks, Water and Environment |
| Project Period: | 7 February 2014 to 30 June 2017 |
| Caring for our Country Budget (GST excl, cash only) : | \$1 996 000 |
| Total MERI Budget (GST excl): | \$41000 |

Part 1 - Program Logic

1.1 PROGRAM LOGIC DIAGRAM

One purpose of this MERI template is to set out the structure and logic of the project, demonstrating how activities underpin delivery of outputs, which in turn underpin achievement of the outcomes. While Parts 2 and 3 of the template require that you provide the detail of your project in a logical and structured way, development of a diagrammatic presentation of the project logic can be a useful way to visualise and then test the design and approach of the project. All projects should attach a program logic diagram at [Attachment B](#). You may choose to develop the program logic diagram as a first step in completing this template.

PART 2 - Project Linkages

2.1 KEY PERFORMANCE INDICATORS

For each investment theme, a set of Key Performance Indicators (KPIs) have been developed for the Caring for our Country Sustainable Environment Stream. These will be available within the Sustainable Environment Program MERI Plan on the MERI page of the www.nrm.gov.au website. Where possible these KPIs should be considered when developing the Project Outputs and Outcomes.

2.2 PROJECT LINKAGE TO CARING FOR OUR COUNTRY OUTCOMES

| Project Linkage to Program Outcomes - Contribution to Caring for our Country Program Objectives | |
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| Relevant Caring for our Country Program Strategic Objective | <ul style="list-style-type: none"> • Maintenance of ecosystem services, including ecological and cultural values, now and into the future |
| Long Term Project Outcome(s) (refer to relevant Caring for our Country 5 year outcomes) | <p><i>Fox Eradication Program Outcome: To protect Tasmania's biodiversity and agricultural sector from the impact of foxes</i></p> <p><i>Project (Output) Outcome: To prevent impacts on biodiversity and ecosystem services by maintaining the Incursion Response component of the Fox Eradication Program until July 2017. This component includes implementing an Incident Management System:</i></p> <ul style="list-style-type: none"> - To respond rapidly to suspected and confirmed detections of foxes; - To destroy all detected foxes or confirm the absence of foxes; |

2.3 PROJECT LINKAGE TO RELEVANT PLANS

| Project linkage to relevant plans- List relevant plans (including those related to Matters of National Environmental Significance, such as Species Recovery Plans, Threat Abatement Plans, Conservation Advice, Wildlife Conservation Advice) that your project aligns with, and intends to deliver against | | | |
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| Name of Plan | Owner of Plan (organisation that issued the plan) | Relevant actions within plan being addressed, (include reference where possible) | Brief description of how target will be addressed. |
| Tasmanian Invasive | DPIPWE (2013) | <ul style="list-style-type: none"> • Management and investigation of public and other reports | - 24 hour hotline maintained |

Project MERI Plan

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| <p>Animal Incursion Response Strategy and Framework (v2.0)</p> | | <ul style="list-style-type: none"> • Management and delivery of incursion responses to confirmed incursions and detections | <ul style="list-style-type: none"> - Incoming reports (public and staff) assessed and allocated for investigation - Preliminary investigation of all reports - Incursion response initiated and managed for detection of physical evidence of fox presence |
| <p>Fox Eradication Program Stage 3 Program Plan</p> | <p>DPIPWE (2014)</p> | <ul style="list-style-type: none"> • Delivery of the 'Investigation and Incursion Response' Output • Support the delivery of the 'Public Information' and 'Prevention' Outputs | <ul style="list-style-type: none"> - Maintenance of the Invasive Animal Incursion Response Strategy and Framework including: <ul style="list-style-type: none"> - 24 hour hotline maintained - Incoming reports (public and staff) assessed and allocated for investigation - Preliminary investigation of all reports - Incursion response initiated and managed for detection of physical evidence of fox presence - Undertake public information activities |

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| | | | <p>in conjunction, and as needed, with incursion responses</p> <ul style="list-style-type: none"> - Review of arrangements (legal, pre-border opportunities for prevention, border detection, post-border detection, incursion response) to minimise the risk of future fox incursions |
| Threat Abatement Plan for Predation by Foxes | Australian Government, Department of Environment, Water, Heritage and the Arts (2008) | <p>Objective 1: Prevent foxes occupying new areas in Australia...</p> <ul style="list-style-type: none"> • Action 1.2: Develop management plans to prevent and monitor and, if incursions occur, contain and eradicate any fox incursion for 'islands' of high conservation values • Action 1.3: Implement management plans for high conservation value 'islands', including prevention and monitoring actions and containment or eradication actions if incursions occur • Action 1.4: Eradicate established populations from 'islands' with high conservation values (including Tasmania) where this is cost-effective, feasible and a conservation priority | <p>Actions 1.2, 1.3 and 1.4 – Delivered by the Fox Eradication Program Stage 3 Program Plan. The Invasive Animals Incursion Response Strategy and Framework (referenced above) provides the planning and response mechanism for Action 1.2.</p> |
| | | <p>Objective 3: Improve knowledge and understanding of fox impacts and interactions with other species and other ecological processes</p> <ul style="list-style-type: none"> • Action 3.1: Develop simple and cost-effective methods for monitoring populations of foxes ... including reliable methods for monitoring foxes and key native species at different densities including very low densities | <p>Outside scope of funded activities – delivered by DPIPWE in partnership with the Invasive Animals CRC through applied research projects to improve detection of foxes at low densities (IACRC Project 1.L.22) and to deploy enhanced DNA analysis of evidence (including identification of prey species to</p> |

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| | | | identify impacts) and increase the efficiency of analysis (IACRC Project 1.L.21) |
| | | <p>Objective 4: Improve the effectiveness, target specificity, integration and humaneness of control options for foxes</p> <ul style="list-style-type: none"> • Action 4.1: Conduct research and extension to improve the effectiveness, target specificity and humaneness of existing toxin-bait media and baiting methods • Action 4.2: Conduct further work on the development of new or improvements to existing control techniques • Action 4.7: Continue to promote the adoption and adaptation of the model Codes of Practice and SOPs for humane management of foxes | <p>Actions 4.1 and 4.2 - Outside scope of funded activities– delivered by DPIPWE in partnership with the Invasive Animals CRC through applied research projects to assess alternative baiting techniques (toxins and delivery mechanisms (IACRC Project 1.L.23)</p> <p>Action 4.7 – Provisions of the COP incorporated into local SOP’s for incursion response activities</p> |
| | | <p>Objective 5: Increase awareness of all stakeholders ... of the need to control and manage foxes</p> <ul style="list-style-type: none"> • Action 5.1 – Promote <ul style="list-style-type: none"> • Broad understanding of the threat to biodiversity posed by foxes for their control • Support for actions to be undertaken by this [Threat Abatement] Plan • Understanding of predation by foxes as a key threatening process | <p>Outside scope of funded activities – delivered by DPIPWE under the ‘Public Information’ Output of the Fox Eradication Program Stage 3 Program Plan</p> |
| Australian Pest Animal Strategy | Natural Resource Management Ministerial Council (2007) | <p>Goal 2 – Prevent the Establishment of new pest animals</p> <p>Objective 2.2 – To ensure early detection of, and rapid response to, new incursions of exotic animals</p> <ul style="list-style-type: none"> • Action 2.2.4 – Develop a pest animal incursion response plan • Action 2.2.5 – Guided by feasibility and cost:benefit assessments, conduct eradication programs for new incursions <p>Objective 2.3 – To reduce the spread of pest animals to new areas within</p> | <p>Action 2.2.4 and 2.2.5 – Delivered under the wider Fox Eradication Program with this project / Output maintaining an ‘incursion response plan’</p> <p>Action 2.3.2 - Outside scope of funded activities– delivered by</p> |

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| | | <p>Asustralia</p> <ul style="list-style-type: none"> Action 2.3.2 – Through education and enforcement control the natural spread or translocation of pest animals | <p>DPIPWE through the Biosecurity and Product Integrity Division (identified in the ‘Prevention’ Output of the Fox Eradication Program Stage 3 Program Plan</p> |
| <p>Fox Eradication Program Review Panel Report</p> <p>2013 Fox Eradication Program Review Recommendations (DPIPWE Response to the Review Recommendations)</p> | <p>Kitchell, Braysher, Cameron, Woolnough (2013) - Report commissioned by DPIPWE</p> <p>DPIPWE (2013)</p> | <p>No relevant recommendations were made by the Review Panel in relation to this output.</p> | <p>Actions being undertaken in response to the recommendations of the review are outside of the scope of funded activities. The Incursion Response Strategy and Framework was provided to the Review Panel and no recommendations were made in relation to the strategy and framework</p> |
| <p>Review of community engagement in the Fox Eradication Program</p> | <p>Sefton and Associates (2011) – Report commissioned by DPIPWE</p> | <p>No relevant recommendations were made by the Review Panel in relation to this output.</p> | <p>Actions being undertaken in response to the recommendations of the review are outside of the scope of funded activities. The ‘Public Information’ Output reflects the recommendations of the Review where the FEP is able to implement those recommendations. Some, such as government branding, positioning and reactions to adverse media are, at times, beyond the scope of the FEP’s influence.</p> |

PART 3 - Project detail

3.1 PROJECT DETAIL

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| Primary Investment Theme | <i>Conserving and protecting species and ecosystems (matters of NES)</i> | Project Location | Tasmania |
| Project Outcome(s) | <p style="text-align: center;">To support efforts to ensure the impacts of an established fox population are not realised in Tasmania by maintaining incursion response capabilities until 2017</p> <p>Tasmania has a history of occasional incursion of foxes since the mid-1800's but has not had an established fox population. An established fox population will be expected to have significant adverse impacts through predation and competition on at least 70 native species, some endemic to Tasmania and many already listed as 'threatened', and on the local agricultural sector through lost production and increased management costs</p> | | |
| Description | <p>This project contributes to a larger program of activities designed to complete the eradication of the European Red Fox from Tasmania. The project delivers the 'Investigation and Incursion Response' Output of Stage 3 of the Fox Eradication Program to ensure a rapid response to suspected and confirmed detections of foxes in Tasmania.</p> <p>The activities will be delivered through the two-step incursion response framework (an Incident Management System) outlined in the Tasmanian Invasive Animals Incursion Response Strategy and Framework (Appendix D) with operation of community-based and staff reporting tools, assessment of incoming reports, preliminary investigations of those reports to identify corroborating (physical) evidence of fox presence and, in the event of suspected physical evidence, initiation of an incursion response managed under an Incident Management System</p> <p>The project will also review the existing Import Risk Analysis and assess pre-border, border and post-border biosecurity arrangements to examine its effectiveness minimise the risk of future incursions of foxes into Tasmania and make recommendations to improve those arrangements</p> | | |
| Project outputs, assumptions and monitoring | | | |
| Investment Theme. (choose those that apply) | Total Project Output – total to be delivered by end of project. Statements should be SMART. NOTE: Each output should be linked to only one Investment Theme – choose the most | Delivery mechanisms, assumptions and rationale – How is the output to be delivered (i.e. briefly describe the method to be used)? What assumption(s) is/are being made about how the output will be achieved, and how it will lead to the achievement of the Project Outcome? What evidence is there to support the assumption? | Monitoring - How will the progress, achievement and impact of the Project Output be monitored? Data and information collected will assist in evaluating progress toward the Project Outcome(s) |

| | relevant. | | |
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| Building natural resource management community skills, knowledge and engagement | <p>Engagement with the Tasmanian community to raise awareness of the risk of fox establishment with delivery of the FEP Stage 3 Communications Plan activities including articles and information in:</p> <ul style="list-style-type: none"> • 2 'Invasive Species Community Partnership' forums per annum • 1 'regional' Show display per annum • 4 editions of the 'Eradicate' bulletin per annum • Contact with all properties with 'areas of operations' as per Monitoring Plans • Contact with stakeholders and local landholders through 'Incursion Alerts' during incursion responses • Undertake Community | <ul style="list-style-type: none"> • <i>Delivery Mechanism</i> <p>Passive information delivery, via website and departmental publications, outlining the Fox Eradication Program and progress towards eradication</p> <p>Passive information, via website, departmental publications and promotional material, of public reporting mechanisms for suspected detection of foxes</p> <p>Targeted engagement and briefings with key stakeholders, and use of their networks, on the Fox Eradication Program, progress towards eradication and public reporting mechanisms to support the wider program of activities. This includes the continuation of the use of 'third party endorsement' to promote the FEP and its objectives</p> <p>Release of 'Incursion Alerts', as needed, during incursion responses to publicise the incident and response, ensure increased levels of vigilance for fox presence, and promote awareness of reporting mechanism and actions</p> | <ul style="list-style-type: none"> • <i>Anecdotal feedback from key stakeholders, including the community-based Invasive Species Community Partnerships initiative, on public awareness or emerging issues</i> • <i>Delivery of a Community Attitudes Surveys by June 2015 to assess levels of community awareness of the FEP, the threat of fox establishment and methods to report suspected fox presence</i> |
| | | <ul style="list-style-type: none"> • <i>Assumption and rationale</i> <p>Use of passive information tools (website, 'Eradicate' newsletter, ISB Facebook site) will provide the requisite information and reach the community</p> <p>Stakeholders will relay information through their networks and raise awareness</p> <p>Community awareness is sustained in the face of inaccurate media reporting and despite the length of the eradication effort creating community 'fatigue'</p> | |

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| | Attitudes Survey, review and report on findings | | |
| Conserving and protecting species and ecosystems (matters of national environmental significance) | Maintenance and implementation of the Tasmanian Invasive Animals Incursion Response Strategy and Framework for fox incursions throughout the life of the project to support the wider Program to prevent the establishment of foxes in Tasmania | <ul style="list-style-type: none"> • <i>Delivery Mechanism</i> <p>Maintenance of a 24/7 reporting hotline</p> <p>All suspected detections of foxes (by public or FEP processes) are assessed and allocated for investigation</p> <p>Investigations are managed in accordance with internal procedures and escalated to an incursion response in the event of detection of suspected physical evidence</p> <p>Incursion responses are managed under the Incident Management System outlined in the Invasive Animals Incursion Response Strategy and Framework</p> <hr/> <ul style="list-style-type: none"> • <i>Assumption and rationale</i> <p>Public reporting of suspected detection occurs and this passive surveillance efforts complements and enhances strategic monitoring by the FEP</p> <p>Low detection fox populations, or detection of individual foxes, is possible</p> <p>Resourcing is sufficient to manage multiple investigations and incursions</p> <p>Appropriate control techniques are available for use and effective with consideration of the restrictions on use of toxins, trapping and firearms generally or within specific areas such as peri-urban and residential locations</p> | <ul style="list-style-type: none"> • Monthly review of incoming / open and closed reports • 'After Action Reviews' (AAR) of all incursion responses identify potential improvements and issues that affected the response and enables adaptive management, informed by the AAR, to be incorporated into staff training and development, procedural development and review and Strategy review as needed |

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| | Pre-border, border and post-border biosecurity arrangements are reviewed by June 2016 to identify further measures to reduce risk of future fox incursions | <ul style="list-style-type: none"> <i>Delivery Mechanism</i> <p>Develop Terms of Reference and establish project steering committee</p> <p>Identify and engage appropriate staff <u>or</u> external consultant to complete the review</p> <p>Complete the review and assess recommendations</p> <p>Implement review recommendations where feasible</p> | <ul style="list-style-type: none"> Project Plan to govern the Review developed by December 2014 and identifies milestones Review report delivered by January 2016 Recommendations of the Review assessed and Departmental response provided by June 2016 |
| | | <ul style="list-style-type: none"> <i>Assumption and rationale</i> <p><i>An appropriately skilled individual or group to complete the review can be engaged. This will ensure the risk assessment and recommendations are realistic and effective</i></p> <p><i>The review accurately identifies the entry vectors and appropriate mitigation mechanisms and ensures risks are appropriately recognised, assessed and managed</i></p> <p><i>The mitigation mechanisms can be implemented with consideration of costs, legality, and community expectations</i></p> | |

Activity Schedule

| Project stage | Project Output - for each period detail the Project Output to be delivered. Note: output figures here should add up to Total Project Outputs stated above. | Key activities to be undertaken for period (include key planning/preparation, delivery, communication, monitoring and evaluation, reporting activities to be delivered each period) | Annual Budget (GST excl, incl. cash only) |
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| Stage 1, Project commencement –30 June 2014. | Engagement with the Tasmanian community to raise awareness of the risk of fox establishment with delivery of | Activity 1: Continue maintenance and use of the departmental website, ISB Facebook site, and FEP factsheets Activity 2: 1 1 'Invasive Species Community Partnership' forum / workshop on invasive species and | Aust Gov: \$450 000 |

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| | the FEP Stage 3 | the FEP | Other: |
| | | Activity 3: Publish and distribute 2 editions of the Eradicate newsletter | |
| | | Activity 4: Maintain contact with all properties with 'areas of operations' as per Monitoring Plans | |
| | | Activity 5: Maintain contact with stakeholders and local landholders through 'Incursion Alerts' during incursion responses | |
| | | Activity 6: 1 x display at Agfest (state agricultural show) including FEP content | |
| | Maintenance and implementation of the Tasmanian Invasive Animals Incursion Response Strategy and Framework for fox incursions throughout the life of the project to support the wider Program to prevent the establishment of foxes in Tasmania | Activity 1: Maintenance of 24hr reporting hotline | |
| | | Activity 2: Assess, prioritise and allocate incoming reports for investigation | |
| | | Activity 3: Investigate incoming public reports for corroborative evidence | |
| | | Activity 4: Commence and manage Incursion Responses for suspected detection of fox presence | |
| | | Activity 5: Complete 'After Action Reviews' to review Incursion Responses | |
| Stage 2 , 1 July 2014–31 December 2014 | Engagement with the Tasmanian community to raise awareness of the risk of fox establishment with delivery of the FEP Stage 3 | Activity 1: Continue maintenance and use of the departmental website, ISB Facebook site, and FEP factsheets | Aust Gov: \$550000 Other: |
| | | Activity 2: 1 x 'Invasive Species Community Partnership' forum / workshop on invasive species and the FEP | |
| | | Activity 3: Publish and distribute 2 editions of the Eradicate newsletter | |
| | | Activity 4: Maintain contact with all properties with 'areas of operations' as per Monitoring Plans | |
| | | Activity 5: Maintain contact with stakeholders and local landholders through 'Incursion Alerts' during incursion responses | |
| | Maintenance and implementation of the Tasmanian Invasive Animals | Activity 1: Maintenance of 24hr reporting hotline | |
| | | Activity 2: Assess, prioritise and allocate incoming reports for investigation | |

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| | Incursion Response Strategy and Framework for fox incursions throughout the life of the project to support the wider Program to prevent the establishment of foxes in Tasmania | Activity 3: Investigate incoming public reports for corroborative evidence | |
| | | Activity 4: Commence and manage Incursion Responses for suspected detection of fox presence | |
| | | Activity 5: Complete 'After Action Reviews' to review Incursion Responses | |
| | Pre-border, border and post-border biosecurity arrangement are reviewed by June 2016 to identify further measures to reduce risk of future fox incursions | Activity 1: Project brief prepared and endorsed by FEP Steering Committee and Technical Advisory Panel | |
| | Activity 2: Internal resources or external contract identified to deliver the project | | |
| Stage 3 , 1 January 2015–30 June 2015 | Engagement with the Tasmanian community to raise awareness of the risk of fox establishment with delivery of the FEP Stage 3 | Activity 1: Continue maintenance and use of the departmental website, ISB Facebook site, and FEP factsheets | |
| | | Activity 2: 1 x 'Invasive Species Community Partnership' forum / workshop on invasive species and the FEP | |
| | | Activity 3: Publish and distribute 2 editions of the Eradicate newsletter | |
| | | Activity 4: Maintain contact with all properties with 'areas of operations' as per Monitoring Plans | |
| | | Activity 5: Maintain contact with stakeholders and local landholders through 'Incursion Alerts' during incursion responses | |
| | | Activity 6: 1 x display at Agfest (state agricultural show) including FEP content | |
| | | Activity 7: Project brief to undertake Community Attitudes Survey prepared and endorsed by the FEP Steering Committee and Technical Advisory Panel | |
| | | Activity 8: Survey company engaged to undertake the survey | |
| | Activity 9: Community Attitudes Survey findings reported to Steering Committee | | |
| | Maintenance and | Activity 1: Maintenance of 24hr reporting hotline | |

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| | implementation of the Tasmanian Invasive Animals Incursion Response Strategy and Framework for fox incursions throughout the life of the project to support the wider Program to prevent the establishment of foxes in Tasmania | Activity 2: Assess, prioritise and allocate incoming reports for investigation | |
| | | Activity 3: Investigate incoming public reports for corroborative evidence | |
| | | Activity 4: Commence and manage Incursion Responses for suspected detection of fox presence | |
| | | Activity 5: Complete 'After Action Reviews' to review Incursion Responses | |
| | Pre-border, border and post-border biosecurity arrangements are reviewed by June 2016 to identify further measures to reduce risk of future fox incursions | Activity 1: Project to review Import Risk Analysis and current biosecurity arrangements commenced | |
| Stage 4 , 1 July 2015–31 December 2015 | Engagement with the Tasmanian community to raise awareness of the risk of fox establishment with delivery of the FEP Stage 3 | Activity 1: Continue maintenance and use of the departmental website, ISB Facebook site, and FEP factsheets | Aust Gov: \$500 000 Other: |
| | | Activity 2: 1 x 'Invasive Species Community Partnership' forum / workshop on invasive species and the FEP | |
| | | Activity 3: Publish and distribute 2 editions of the Eradicate newsletter | |
| | | Activity 4: Maintain contact with all properties with 'areas of operations' as per Monitoring Plans | |
| | | Activity 5: Maintain contact with stakeholders and local landholders through 'Incursion Alerts' during incursion responses | |
| | | Activity 6: Community Attitudes Survey findings reviewed by FEP Program Manager and ISB Communications Coordinator and FEP Stage 3 Communications Plan revised as necessary | |
| | | Activity 7: FEP Stage 3 Communications Plan reviewed against Lessons Learnt Log and Community Attitudes Survey findings | |
| | Maintenance and implementation of the Tasmanian Invasive Animals | Activity 1: Maintenance of 24hr reporting hotline | |
| Activity 2: Assess, prioritise and allocate incoming reports for investigation | | | |

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| | Incursion Response Strategy and Framework for fox incursions throughout the life of the project to support the wider Program to prevent the establishment of foxes in Tasmania | Activity 3: Investigate incoming public reports for corroborative evidence |
| | | Activity 4: Commence and manage Incursion Responses for suspected detection of fox presence |
| | | Activity 5: Complete 'After Action Reviews' to review Incursion Responses |
| | Pre-border, border and post-border biosecurity arrangement are reviewed by June 2016 to identify further measures to reduce risk of future fox incursions | Activity 1: Project to review Import Risk Analysis and current biosecurity arrangements continued |
| Stage 5 , 1 January 2016–30 June 2016 | Engagement with the Tasmanian community to raise awareness of the risk of fox establishment with delivery of the FEP Stage 3 | Activity 1: Continue maintenance and use of the departmental website, ISB Facebook site, and FEP factsheets |
| | | Activity 2: 1 x 'Invasive Species Community Partnership' forum / workshop on invasive species and the FEP |
| | | Activity 3: Publish and distribute 2 editions of the Eradicate newsletter |
| | | Activity 4: Maintain contact with all properties with 'areas of operations' as per Monitoring Plans |
| | | Activity 5: Maintain contact with stakeholders and local landholders through 'Incursion Alerts' during incursion responses |
| | | Activity 6: 1 x display at Agfest (state agricultural show) including FEP content |
| | Maintenance and implementation of the Tasmanian Invasive Animals Incursion Response Strategy and Framework for fox incursions throughout the life of the project to support the wider Program to prevent the establishment of foxes in Tasmania | Activity 1: Maintenance of 24hr reporting hotline |
| | | Activity 2: Assess, prioritise and allocate incoming reports for investigation |
| | | Activity 3: Investigate incoming public reports for corroborative evidence |
| | | Activity 4: Commence and manage Incursion Responses for suspected detection of fox presence |
| | | Activity 5: Complete 'After Action Reviews' to review Incursion Responses |

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| | Pre-border, border and post-border biosecurity arrangement are reviewed by June 2016 to identify further measures to reduce risk of future fox incursions | Activity 1: Project to review Import Risk Analysis and current biosecurity arrangements completed | |
| Stage 6 , 1 July 2016–31 December 2016 | Engagement with the Tasmanian community to raise awareness of the risk of fox establishment with delivery of the FEP Stage 3 | Activity 1: Continue maintenance and use of the departmental website, ISB Facebook site, and FEP factsheets | Aust Gov: \$496 000 Other: |
| | | Activity 2: 1 x 'Invasive Species Community Partnership' forum / workshop on invasive species and the FEP | |
| | | Activity 3: Publish and distribute 2 editions of the Eradicate newsletter | |
| | | Activity 4: Maintain contact with all properties with 'areas of operations' as per Monitoring Plans | |
| | | Activity 5: Maintain contact with stakeholders and local landholders through 'Incursion Alerts' during incursion responses | |
| | Maintenance and implementation of the Tasmanian Invasive Animals Incursion Response Strategy and Framework for fox incursions throughout the life of the project to support the wider Program to prevent the establishment of foxes in Tasmania | Activity 1: Maintenance of 24hr reporting hotline | |
| | | Activity 2: Assess, prioritise and allocate incoming reports for investigation | |
| | | Activity 3: Investigate incoming public reports for corroborative evidence | |
| | | Activity 4: Commence and manage Incursion Responses for suspected detection of fox presence | |
| | | Activity 5: Complete 'After Action Reviews' to review Incursion Responses | |
| Pre-border, border and post-border biosecurity arrangement are reviewed by June 2016 to identify further measures to reduce risk of future fox incursions | Activity 1: Recommendations of the review of biosecurity arrangements assessed and schedule for implementation of accepted recommendations confirmed | | |
| Stage 7 , 1 January | Engagement with the Tasmanian community to raise | Activity 1: Continue maintenance and use of the departmental website, ISB Facebook site, and FEP | |

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| 2017–30 June 2017 | awareness of the risk of fox establishment with delivery of the FEP Stage 3 | factsheets | |
| | | Activity 2: 1 x ‘Invasive Species Community Partnership’ forum / workshop on invasive species and the FEP | |
| | | Activity 3: Publish and distribute 2 editions of the Eradicate newsletter | |
| | | Activity 4: Maintain contact with all properties with ‘areas of operations’ as per Monitoring Plans | |
| | | Activity 5: Maintain contact with stakeholders and local landholders through ‘Incursion Alerts’ during incursion responses | |
| | | Activity 6: 1 x display at Agfest (state agricultural show) including FEP content | |
| | Maintenance and implementation of the Tasmanian Invasive Animals Incursion Response Strategy and Framework for fox incursions throughout the life of the project to support the wider Program to prevent the establishment of foxes in Tasmania | Activity 1: Maintenance of 24hr reporting hotline | |
| | | Activity 2: Assess, prioritise and allocate incoming reports for investigation | |
| | | Activity 3: Investigate incoming public reports for corroborative evidence | |
| | | Activity 4: Commence and manage Incursion Responses for suspected detection of fox presence | |
| | | Activity 5: Complete ‘After Action Reviews’ to review Incursion Responses | |

PART 4 Evaluation and Improvement Plan

Evaluating Progress – As a funding recipient you have responsibility for reporting on how your project is progressing in terms of delivery of outputs and progress towards the desired outcomes. Through reporting on these aspects, you also play a role in contributing to an NRM community of continual improvement. Evaluation provides an opportunity to draw conclusions about what has been achieved, what is yet to be done, what worked well and what didn’t. At each interim and yearly reporting period you will have the opportunity to provide a summary of your project, including progress and lessons learned. Evaluation findings may also support you to review and make changes to this MERI plan. You will also be required to provide an evaluation of your project as part of the Final Report.

In the table below describe how your project will capture the information needed, as well as the processes that are in place to evaluate and make conclusions about the progress, achievements and lessons learned. For example this may involve undertaking internal evaluations or engaging professional evaluative services. Include a description of how information about the project, including from monitoring activities will be used to evaluate progress. Also provide detail around process and roles and responsibilities.

In developing appropriate evaluation questions, you should include useful evaluation questions that:

- Cover the key evaluation criteria of: the **effectiveness** of the project and whether it delivered what it intended; the **impact** of the project; the **efficiency** of the delivery mechanism/s; and the **appropriateness** of the methodology.
- Consider whether the assumptions and logic of the project will hold true.
- Consider whether the project's key risks will impact the project's outcomes or whether the controls to mitigate the threat/risk will be sufficient.
- Are drawn from the Caring for our Country Program Plan(s) and evaluation questions, where possible including in relation to Community and Indigenous engagement.
- Are answerable within the resources available to the project. Larger, long-term projects are expected to provide suitably high quality responses to in-depth evaluation questions.
- Can be answered by the monitoring data the project intends (and can afford) to collect.

| Key evaluation questions | Describe how this project will ensure that evaluation questions will be addressed in a timely and appropriate manner. |
|--|--|
| <p><i>Impact:</i> <i>Has the establishment of foxes been prevented in Tasmania and protected Tasmanian natural values and agricultural sector from the impacts of foxes?</i> <i>How has the project impacted on the community?</i></p> | <ul style="list-style-type: none"> • Investigations and Incursion Response Output (funded under this Project) Landscape Monitoring (separate FEP Output not funded by the Australian Government) increases the area validated as absent of foxes leading to completion of the eradication • Confirmation of detection (and destruction) or absence of foxes during the investigation of reports • Community Attitudes Survey undertaken at project mid-point, and findings incorporated into project implementation |
| <p><i>Effectiveness:</i> <i>Are detected foxes being destroyed?</i> <i>Is the Invasive Animals Incursion Strategy and Framework operating effectively?</i></p> | <ul style="list-style-type: none"> • Confirmation of destruction of detected foxes • After Action Reviews identify opportunities for improvement in incursion response management and delivery and recommended improvements are implemented |
| <p><i>Efficiency:</i> <i>Are 'lessons learnt' being captured and acted on?</i> <i>Is the project being delivered within budget?</i></p> | <ul style="list-style-type: none"> • A 'Lessons Learnt' log will be maintained and reviewed for incorporation into future activities • Financial acquittals of expenditure • An 'End of Stage' report will be compiled |

Appropriateness:

Has the project met stakeholder needs?

- The predicted impacts of an established fox population are avoided

ATTACHMENT A: BUDGET SUMMARY

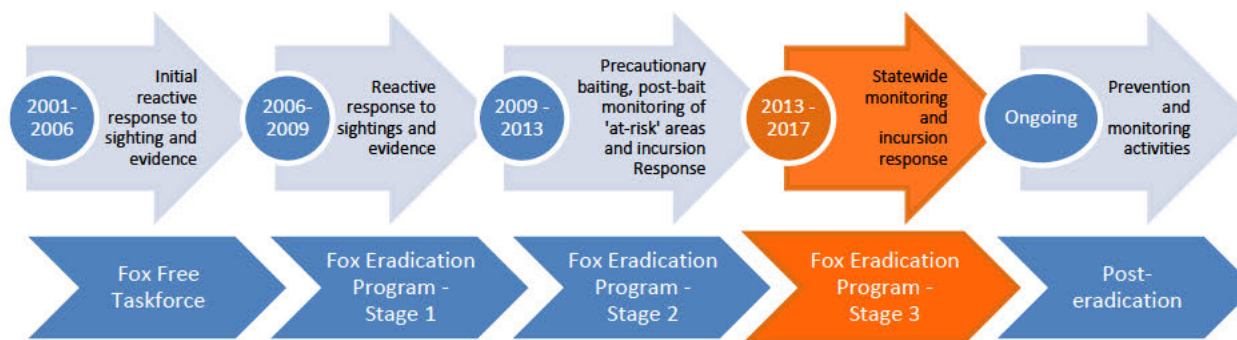
Attach the Project Budget with detail as in the table below. All figures are GST exclusive. In-kind contributions should not be included. Where a budget item overlaps multiple investment / priority areas, insert budget details against the primary investment / priority area. This information will be used to assist Australian Government reporting of its investments.

| Investment/Priority Area | Funding Source | 2013-14 (\$) | 2014-15 (\$) | 2015-16 (\$) | 2016-17 (\$) | 2017-18 (\$) | Total (\$) |
|---|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------------|
| Conserving and protecting species and ecosystems (matters of national environmental significance) | Aust. Govt. | \$450000 | \$550000 | \$500000 | \$496000 | \$0 | \$1 996 000 |
| Building natural resource management community skills, knowledge and engagement | Aust. Govt. | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| Total (cash only) | All | \$450000 | \$550000 | \$500000 | \$496000 | \$0 | \$1 996 000 |
| Admin & MERI budget as part of the above table | | | | | | | |
| Admin | Aust. Govt. | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 |
| MERI | Aust. Govt. | \$10000 | \$10000 | \$10000 | \$11000 | \$0 | \$41000 |

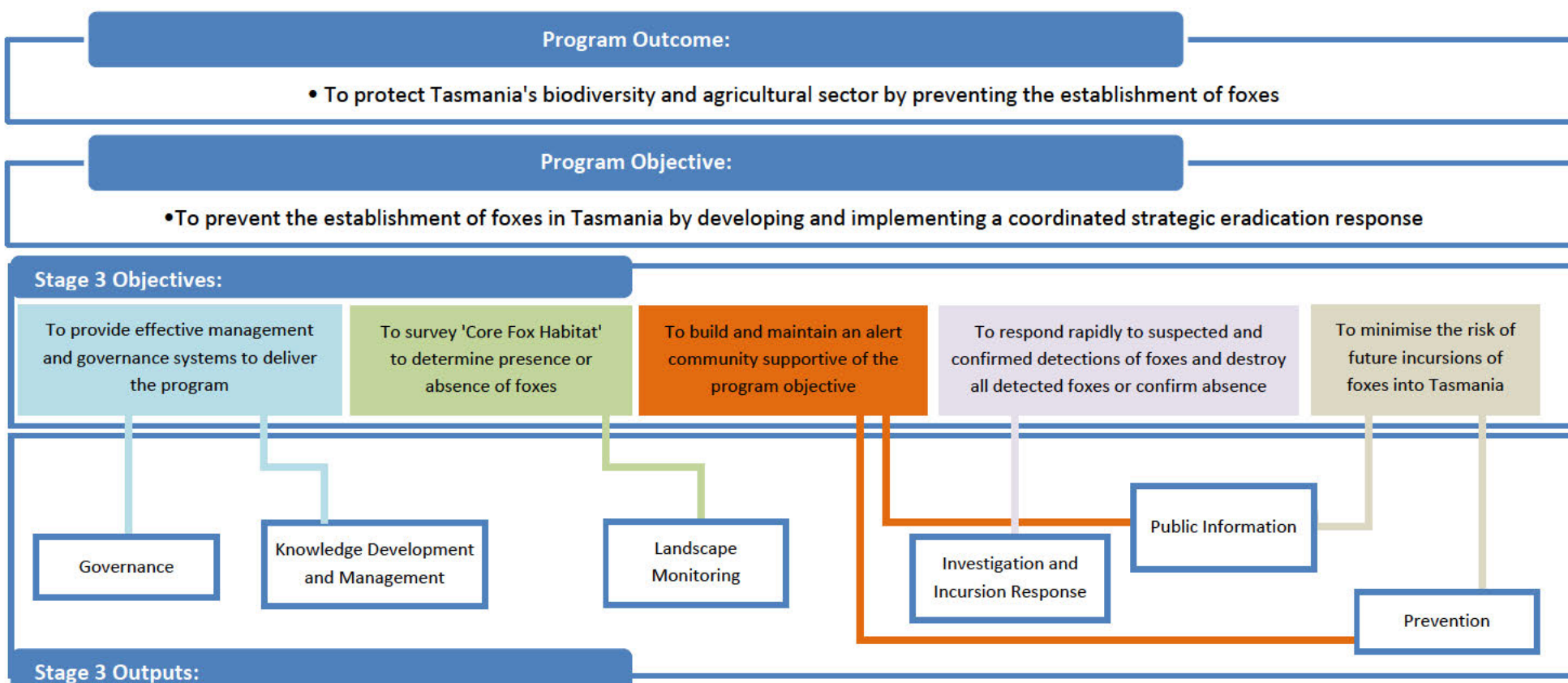
ATTACHMENT B: PROGRAM LOGIC

The Fox Eradication Program is composed of a series of Outputs, one of which, the 'Investigations and Incursion Response' Output is funded by this project. The overarching program is illustrated below with the connection of this project to CFCO objectives outlined in the third diagram.

Timeline of the Fox Eradication Program



Fox Eradication Program Program Logic



Project Logic

| | | | |
|--|--|---|---|
| CFCO 20 year Vision | An environment that is healthier, better protected, well managed, resilient and provides essential ecosystem services in a changing climate | | |
| CFCO Program Strategic Objective | Maintenance of ecosystems | | |
| Project contribution to CFCO Outcomes | Conserving and protecting species and ecosystems (matters of NES) | | |
| Project Output | To respond rapidly to suspected and confirmed detections of foxes and destroy all detected foxes, or confirm absence of foxes, whilst completing complementary eradication activities to prevent impacts on biodiversity and the agricultural sector by maintaining a biosecurity incident management system until July 2017 | | |
| Intermediate | Engagement with the Tasmanian community to raise awareness of the risk of fox establishment with delivery of the FEP Stage 3 | Maintenance and implementation of the Tasmanian Invasive Animals Incursion Response Strategy and Framework for fox incursions throughout the life of the project to support the wider Program to prevent the establishment of foxes in Tasmania | Pre-border, border and post-border biosecurity arrangements are reviewed by June 2016 to identify further measures to reduce risk of future fox incursions |
| Activities | <ul style="list-style-type: none"> Develop and maintain passive information tools Targeted engagement & briefings with stakeholders and use of third party networks Complete Community Attitudes Survey | <ul style="list-style-type: none"> Maintain public reporting mechanisms Assess, prioritise and allocate reports for investigations Investigations completed to confirm presence or absence of foxes Incursion responses initiated and managed to detect and destroy foxes After Action Reviews completed | <ul style="list-style-type: none"> Develop ToR and establish Steering Committee Identify & engage Reviewer Complete risk assessment and review of existing biosecurity arrangements and identify recommended mitigation actions Assess mitigation actions and implement |

ATTACHMENT C: PROJECT RISK

To help anticipate and determine management strategies for the risk associated with the project, update and attach the risk plan here. Based on the risks and the controls or contingencies identified, you may need to update other sections of this MERI plan. Risks identified should be those that the project team consider to be within the reasonable influence of the project team to anticipate and manage.

| Risk/Threat Description <i>Describe the threat/risk, its sources and impacts</i> | Likelihood* <i>Rare, Unlikely, possible, likely, almost certain</i> | Consequence* <i>insignificant, minor, moderate, major, critical</i> | Rating <i>Low, Medium, high, severe</i> | Current Controls/Contingency <i>Describe what you will do to mitigate the threat/risk, source or impact to an acceptable level</i> | Residual Risk <i>Describe any remaining risk after application of the control / contingency. Consider whether further management strategies are needed</i> |
|--|---|---|---|--|--|
| 1. Further incursions from interstate populations are not detected leading to the establishment of a fox population or delays to achieving eradication | POSSIBLE | MAJOR | HIGH | <ul style="list-style-type: none"> - State barrier (quarantine) measures in place including criminal offence for importing foxes - High levels of community awareness to enhance and support early post-border detection - Use of detector dogs to increase detection probabilities | Medium |
| 2. Failure to detect existing foxes within Tasmania leading to the establishment of a fox population or delays to achieving eradication | POSSIBLE | MAJOR | HIGH | <ul style="list-style-type: none"> - Landscape monitoring activities using detector dogs to increase detection probabilities and systematically survey potential habitat - Predator scat survey using DNA analysis to identify fox presence - High levels of community awareness to enhance and support early post-border detection | Medium |
| 3. Failure to destroy detected foxes, especially in urban and peri-urban areas, due to community concerns or legal requirements | UNLIKELY | MAJOR | MEDIUM | <ul style="list-style-type: none"> - Ensure multiple destruction techniques are available - Incursion response planning considers the operational restrictions and addresses them in the relevant Incident Action Plans and SOPs | Low |
| 4. Community opposition or fatigue to the eradication hinders operational efforts or leads to a failure to report suspect detections | LIKELY (IN ISOLATED AREAS) | MODERATE | HIGH | <ul style="list-style-type: none"> - Communications planning to identify and address issue - Frequent communication with key stakeholders to ensure 'third party' support is sustained - Direct contact with individual land managers within areas of operation to | Medium |

| | | | | | |
|--|----------|----------|--------|--|--------|
| | | | | ensure cooperation and support - Use of statutory powers to enable access to land for monitoring | |
| 5. Workforce skills gaps due to lack of capability, staff turnover, or delays in recruitment | POSSIBLE | MINOR | MEDIUM | - Workforce planning and development to identify and address skills gaps and succession issues - Individual staff performance planning to identify training and development needs - Strong focus on vacancy management to reduce capacity gaps | Medium |
| 6. Risk of staff injury during field operations | POSSIBLE | MODERATE | MEDIUM | - Staff call-in procedures - Standard Operating Procedures and Job Risk Analysis for field operations | Minor |

Use the risk matrix below to determine the overall "Rating" of each risk listed in the table above based on your identified level of likelihood and consequence to produce a rating (severe, high, medium or low).

For example: If you identified a risk's consequence as minor and the likelihood as possible, the risk "Rating" is low.

| | | Consequence | | | | |
|------------|----------------|---------------|--------|----------|--------|----------|
| | | Insignificant | Minor | Moderate | Major | Critical |
| Likelihood | Almost Certain | Low | Medium | High | Severe | Severe |
| | Likely | Low | Medium | Medium | High | Severe |
| | Possible | Low | Low | Medium | High | Severe |
| | Unlikely | Low | Low | Low | Medium | High |
| | Rare | Low | Low | Low | Medium | High |

ATTACHMENT D: INCURSION RESPONSE INCIDENT MANAGEMENT SYSTEM WORKFLOW

