

AS 4708 Supplement 2—2007

The Australian Forestry Standard— Guidance for medium and large plantation ownerships (Supplement 2 to AS 4708—2007)



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PREFACE

This supplement to AS 4708—2007 has been prepared to provide guidance for forest managers and owners of medium and large plantation ownerships as defined by the Size of ownerships clause within Section 5—Certification framework in The Australian Forestry Standard.

AS 4708—2007 is herein referred to as ‘the Standard’ or AFS (Australian Forestry Standard). The requirement numbering mirrors the numbering in AS 4708—2007.

Supplements 1, 2 and 3 to The Australian Forestry Standard AS 4708—2007 are available separately or as a package.

They provide:

1. Guidance for medium and large native forest ownerships (Supplement 1).
2. Guidance for medium and large plantation ownerships (Supplement 2).
3. Guidance for small native forest and plantation ownerships (Supplement 3).

In this Supplement, unless the contrary intention appears the singular includes the plural and vice versa.

Guidance for medium and large plantation ownerships

B-4.1.1 Policy

GUIDE TO VERIFICATION

The intent of this requirement is to ensure commitment to a structured process for achieving the requirements of this Standard, in particular continuous improvement in management of the defined forest area (in terms of both the management system and its results).

Type of requirement

Document-based evaluation

Basis of assessment

That a forest management policy addressing forest management is in place, and publicly available, and is relevant to the nature, scale of ownership and impacts of the business.

That there is a commitment to compliance with relevant legislation and other requirements.

That there is ongoing development of awareness, personal commitment, motivation and leadership from top management or owner to systematic management and continual improvement in management performance.

That the forest manager demonstrates a long-term commitment to adhere to the requirements of the Standard.

Indicators

Forest management policy.

On going programs or processes to communicate and reinforce commitment to the forest management policy and environmental awareness to employees/staff/contractors.

GUIDE TO IMPLEMENTATION

The Forest Management Policy might include statements on:

- The core values and beliefs and mission of the manager in relation to pursuing sustainable forest management consistent with the AFS requirements.
- An awareness of and commitment to continual improvement in environmental performance.
- Compliance with relevant environmental regulations, laws and other criteria to which the manager subscribes , including payment of legally prescribed royalties, taxes, fees and charges and the requirements of codes of practice.
- Respect for relevant international agreements that Australia has ratified and internationally agreed principles of sustainable forest management.
- Minimising the environmental impacts of forest management activities.
- Key objectives and targets in relation to the forest performance management criteria and requirements of the Standard.
- Requirements of and communication with stakeholders.
- Developing procedures to monitor and evaluate the performance (outcomes) of management and associated performance indicators.
- Education and training of staff and employees.
- Sharing environmental experience.
- Encouraging compliance with the forest manager's forest management system by suppliers and contractors.

Sources of information

Regulatory authorities, government agencies and associated web sites and informative material.

AS/NZS ISO 14001:2004 *Environmental Management Systems—Requirements with guidance for use.*

ISO TR 14061:1998 *Information to assist forestry organisations in the use of environmental management standards ISO14001 and ISO14004.*

NOTE: The ISO TR 14061:1998 has been withdrawn and would be used solely as an information source.

Industry associations, professional institutions and groups.

Commercial databases.

B-4.1.2 Planning

GUIDE TO VERIFICATION

The intent of this requirement is to ensure the development of a management plan or equivalent instruments that establishes a strategic framework for the achievement of the forest management performance requirements of the Standard and compliance with legal, and other requirements to which the organisation subscribes.

Type of requirement

Document-based evaluation

Basis of assessment

That a forest management plan (or equivalent instruments) have been formulated and are in place.

That specific aspects and impacts of the organisation's operational activities have been identified, assessed and, where appropriate, mapped in relation to the forest management performance requirements.

That objectives, targets and procedures in relation to the forest management performance requirements are established.

That legal and other requirements are identified.

That monitoring processes are planned.

That processes for stakeholder input have been established and implemented in accordance with requirement 4.2.2.

Indicators

Forest management plan (or equivalent instruments).

List of identified social, environmental, economic and cultural heritage values relevant to forest management performance criteria and requirements.

List of legal and other requirements.

Maps of specific aspects and impacts.

The protection and maintenance of significant environmental and other special values are considered in the forest management plan (or equivalent instruments).

Guidelines/procedures for controlling and preventing environmental impacts.

GUIDE TO IMPLEMENTATION

It is recognised that forest management plans (or equivalent instruments), including objectives and targets, will vary to accommodate forest type, regional conditions, tenure of the defined forest area and management intent. It is not the intent of this requirement to determine the specific format or content of the forest management plan (or equivalent instruments) and therefore the forest manager has scope to flexibly define the planning process and documents to suit his/her management processes, provided the basic forest management performance

requirements of the Standard are met. For public forest management agencies, traditional or statutorily defined management planning processes may provide the appropriate framework. Both public and private forest owners may however seek to define more commercially relevant instruments which build on existing corporate, business and environmental planning processes.

The requirement recognises the importance of providing processes to allow stakeholders to participate meaningfully and to influence outcomes on important issues. The requirements for public participation are specifically addressed under Criterion 2 of the Standard.

A list, or register, of legal requirements pertaining to forest management activities would facilitate keeping track of compliance with such requirements. Legal requirements may include:

- Those specific to forest operations.
- Environmental laws.
- Authorisation, licences and permits.
- Property rights and vestment of the resource.

Management plans (or equivalent instruments) might include maps, including relevant zoning, of the defined forest area, and environmental and other special values.

B-4.1.3 Implementation

GUIDE TO VERIFICATION

The intent of this requirement is to ensure the forest manager can demonstrate capacity to successfully implement of the management system.

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That operational controls for achieving objectives and targets of management and meeting the forest management performance requirements are in place.

That management plans or equivalent instruments and procedures for forest management operations and activities are documented, kept up-to-date, and can be readily located.

That contingency/emergency plans are in place to manage emergency and accident situations.

That human and financial resources, specialised skills, and technology essential to implementation and control of the management system is appropriate to the type and scale of ownership.

That roles, responsibilities and authorities for staff and workers are defined.

That managers, supervisors and workers (including contractors and their workers and self-employed persons) understand their responsibilities and accountabilities and are sufficiently trained in their various tasks.

That an appropriate means for communication of relevant procedures and requirements to staff and workers, suppliers and contractors, and reporting of outcomes of forest management activities and incidents is established.

Indicators

Register/list of individual and group responsibilities and accountabilities

Records of training of forest field workers in—

- Environmental awareness,
- Management process skills, and
- Proper application of operational procedures.

Specific operational plans, procedures, controls and guidelines relating to forest management performance requirements.

Reporting and reviewing processes.

GUIDE TO IMPLEMENTATION

Appropriate actions might include:

- Establishing a document control process ensures that relevant documents are up-to-date, complete and appropriately authorised, can be readily located and periodically reviewed and revised as necessary; and obsolete documents are promptly removed.
- Preparing emergency and accident plans that include prevention and mitigation of environmental impacts.
- Establishing and ensuring minimum competency standards for key jobs and tasks.
- Training programs for employees/staff, workers, suppliers and contractors so that they are aware of their responsibility and accountability and motivated in relation to meeting forest management performance requirements; key operators and staff and workers within the organisation identify and understand the legislative and other requirements affecting their activities and are competent for the tasks they are required to perform.
- Providing operational plans for individual operations that incorporate a maps and identify relevant operating conditions and controls for specified activities. In terms of operational plans, the plantation establishment plan will play a key role.

Operational plans might include the following parameters where relevant:

- Silvicultural treatments,
- Prescriptions for the protection of environmental values, and
- Codes of practice covering licensing requirements, planning provisions for harvesting, wet weather controls, pollution controls, and protection of important natural and cultural heritage values.

B-4.1.4 Monitoring

GUIDE TO VERIFICATION

The intent of this requirement is to identify areas and causes of non-conformances, implement remedial actions and implement or modify controls to avoid repetition of the non-conformance to support continual improvement in forest management.

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That appropriate auditing, monitoring and reporting procedures are in place for verifying legal compliance and conformance with management plans (or equivalent instruments) and procedures.

That compliance/conformance against relevant environmental law, regulation and established performance indicators can be demonstrated, and/or appropriate and effective corrective action can be demonstrated in response to identified non-conformance.

That long-term (performance-based) monitoring of forest management outcomes appropriate to type and scale of ownership is undertaken for relevant requirements so that adverse impacts that may arise can be detected and to ensure that procedures and strategies are appropriate.

That monitoring of key aspects of the forest resource and forest management activities is periodically performed.

That monitoring procedures allow for comparison of change over time.

That reliability/error rate is known (where it can be established statistically).

That legible, identifiable and traceable records of monitoring and evaluation of management are maintained.

Indicators

Records of monitoring outcomes.

Documentation of audits, monitoring and evaluation of the key impacts of the organisation's activities.

Documentation of changes in procedures resulting from corrective and preventative action.

Communications and reports of the results of monitoring to those within the organisation who are responsible for forest management performance.

GUIDE TO IMPLEMENTATION

Measuring, monitoring, evaluating, and maintaining appropriate records are key activities of management to ensure that management is performing in accordance with the stated forest management arrangements and performance requirements. Maintaining records of monitoring and evaluation, and subsequent reporting on performance of management, its achievements, and progress towards meeting the forest management performance requirements are key elements of the management system for achieving continual improvement. In recognition of the crucial role that the environment plays in forest management activities, the forest manager may report to stakeholders on performance in relation to designated forest management requirements. This provides a means of demonstrating corporate responsibility to the broader community.

Routine monitoring may detect compliance failures that are due to chance or that are not symptomatic of poor practice. Conversely, they may (by chance) fail to detect important breaches of practice. The AFS recognises the need to ensure that the reliability with which breaches of compliance will be detected is known and is appropriate to the scale and intensity of operations.

In common with other forest certification schemes, the AFS utilises the approach of setting minimum performance thresholds in key areas but builds on this approach by establishing a framework for continual improvement, which incorporates a process within which trends in monitoring data trigger a range of responses appropriate for the importance of the change. For example, when unwanted trends in monitoring data are identified (e.g. a substantial decline, a consistent decline, or a run of results outside a control limit), it will trigger an investigation to identify the cause of the trend and specify appropriate remedial action, if any.

Under this approach the discovery of a trend of concern would not in itself represent a breach of sustainable practices. Rather, certifiers should establish that—

- Reliability/error rates are known (in circumstances in which they can be established statistically);
- Assessment results are regularly plotted; and
- Trends in the data are noted and appropriate action taken.

A large number of the specific AFS requirements may not lend themselves to statistically reliable monitoring (including many of the requirements under Criteria 1, 2, 7, 8 and 9). But there are many situations in which this approach is meaningful and practical, for example reporting of plantation survival, water pollution monitoring following chemical application, assessing compliance with stream-side buffer and other types of protective buffer prescriptions, and the efficacy of surveys for invasive species and disease.

Appropriate actions might include:

- Developing strategies for routine monitoring to build on research findings (for example intensive research might be used to establish the effectiveness of prescriptions in

moderating particular impacts, strategic monitoring in a subset of managed areas could then be used to support extrapolations of research findings about moderating impacts to the defined forest area).

- Program of continual improvement.

There are two key aspects to implementing monitoring, measuring and evaluation processes as follows:

Routine monitoring of compliance of plans and management practices with legal requirements to ensure that planning and management practices) are in accordance with planned arrangements and support the achievement of forest management performance criteria and requirements. Appropriate actions might include:

- Monitoring compliance with legislation and other requirements to which the organisation subscribes.
- Evaluation of audit reports of compliance or non-compliance with plans and operational procedures.
- Identifying and correcting deficiencies in forest management practices where non-compliance is identified.
- Maintaining appropriate monitoring, evaluation and audit records.

Routine monitoring of the performance and outcomes of forest management (in relation to forest management performance requirements) that is objective, verifiable and reproducible, and is commensurate with the size and nature of the organisation's activities.

This approach provides the forest manager with a monitoring 'tool' to identify deficiencies in forest management performance at an early stage, and fix any problems before they become entrenched or irreversible, thus reducing potential economic and environmental costs.

Appropriate actions might include:

- Routine monitoring of forest management (performance) outcomes using a systematic approach including stakeholder participation where appropriate.
- Regularly recording and visually plotting assessment results as trends of change to provide a baseline of typical patterns.
- Setting agreed forest management performance indicators and measures, 'management control limits or thresholds' and 'acceptable patterns' where the reliability/error rate can be established statistically to determine whether performance of management is 'within' or 'outside' these, as indicated by the monitored trends of change in a designated value.
- Significant changes in the nature or condition of a value (that is outside the agreed management control limits) are noted and root causes investigated and identified.
- Remedial management actions are taken when a significant or 'abnormal' adverse trend is detected, or, management can be enhanced when a trend indicates improvement in a particular value.

Setting performance indicators of forest management monitoring will allow the outcomes of forest management to be assessed for their effectiveness.

Routine monitoring may detect compliance failures that are due to chance or are not symptomatic of poor practice or they may (by chance) fail to detect important breaches of practice. The AFS recognises the need to ensure that the reliability with which breaches of compliance will be detected is known and is appropriate to the scale and intensity of operations.

This approach to monitoring aims to provide a system that is reasonably certain of detecting important changes, if they exist, and avoid the over-confidence in monitoring systems that assume if no problem is detected – none exists. Furthermore it provides a basis for determining whether monitoring effort is excessive in order to minimise unnecessary monitoring (and thereby costs).

B-4.1.5 Review

GUIDE TO VERIFICATION

The intent of this requirement is to ensure the continuing suitability, adequacy and effectiveness of the forest management system and its procedures and to ensure continual improvement in management performance and forest management outcomes by establishing and maintaining appropriate mechanisms for evaluation and review.

Type of requirement

Document-based evaluation

Basis of assessment

That the results of audits of the management system and monitoring of forest operations and other information is periodically evaluated and reviewed.

That the components of the management system, including monitoring and feedback mechanisms for continual improvement, are periodically evaluated and reviewed.

That changes to the management system are implemented on the basis of these reviews, as well as changing circumstances including changing legal requirements, advances in scientific research and technology, lessons learnt from operational experience, market preferences, and the views of stakeholders.

Indicators

Records of review and evaluations.

Records of changed practices and management system elements.

Records of investment in research and development and technology transfer.

GUIDE TO IMPLEMENTATION

Management review may address the possible need for changes to policy, management objectives and targets, management plans or equivalent instruments and operational procedures, monitoring and evaluation, and other elements of the management system to meet changing circumstances and the commitment to continual improvement.

As part of the review process, appropriate actions might include:

- Reviewing changes in legal requirements, advances in scientific research and technology, lessons learnt from operational experience, market preferences, and changes in the expectations and views of stakeholders.
- An evaluation of management system components including review procedures and feedback mechanisms for continual improvement.
- A review of relevant research and development (R&D).
- Implementation of changes to the system as required.

An active investment in relevant R&D, whether directly or in co-operation and support for industry R&D corporations and Cooperative Research Centres, would demonstrate pro-activity in seeking continual improvement.

B-4.2.1 Identify stakeholders

GUIDE TO VERIFICATION

The intent of this requirement is to establish a basis for seeking stakeholder input to the forest management planning process through a comprehensive scoping exercise to identify relevant stakeholders appropriate to the scale and tenure of the defined forest area. The extent of relevant stakeholder interests for privately owned forested land may be narrower than for publicly owned forested land.

Type of requirement

Document-based evaluation and interviews with stakeholders

Basis of assessment

That a systematic and documented basis for identifying stakeholders has been implemented.

That a list of relevant stakeholders and contact information is established and maintained.

That no systematic or significant omissions are identified.

Indicators

List of neighbours and stakeholders identified.

GUIDE TO IMPLEMENTATION

Stakeholder types

Identification of stakeholders should aim to ensure that participating neighbours and stakeholders are representative of a wide range of interested parties. It is important to consider the broader public interest where decisions are likely to be seen as having regional significance.

Relevant stakeholders may include:

- Neighbours and local residents that may be impacted on directly by forestry operations.
- Local government bodies and regulatory authorities.
- Unions and employees.
- Community and forest user groups and organisations with an environment/conservation, economic, social or heritage interest in the defined forest area.
- Media.
- Indigenous groups or communities.
- Regional and local tourism associations.

Method

The methods used to identify possible stakeholders will vary, depending on the resources and time available to the forest manager and the types and location of the potential stakeholders and a number of the methods could be used together.

Attempts made to identify and communicate with stakeholders, as well as actual communication, should be documented and the documents retained to provide evidence of the forest manager's efforts to identify relevant stakeholders. The thoroughness of this process will not only help protect the interest of stakeholders, but assist in development of the forest project.

Methods might include:

- Letter drops (e.g. to surrounding properties).
- Formal documented communications and enquiries to boards, departments and groups.
- Direct contact via the telephone.
- Advertisements in local, regional and national newspapers.
- Face-to-face communication with potential stakeholders or persons that may have

additional information.

Sources of information

Sources of information that can be used to identify stakeholders include:

- Former Aboriginal and Torres Strait Islander Commission (ATSIC) Regional Councils, Local Aboriginal Land Councils and local Indigenous communities.
- Local government authorities.
- State and Territory Government agencies responsible for forestry, lands and natural resources.
- Local industry or commerce groups.
- Relevant local individuals (neighbouring farms and residents).
- Local and regional community groups, environment and conservation groups and natural interest groups.

B-4.2.2 Public input

GUIDE TO VERIFICATION

The intent of this requirement is to provide opportunities for stakeholders to meaningfully participate in the forest management planning process and to influence its outcomes; however, this does not mean that decision-making should rest with stakeholders. Rather, the requirement provides a mechanism for the forest manager to demonstrate that public input is taken seriously by being responsive to and respectful of this input.

In the context of this requirement, it is noted that the extent of relevant stakeholder interests for publicly owned forested land will be significantly broader than will be the case on privately owned forested land.

Type of requirement

Document-based evaluation and interviews with stakeholders

Basis of assessment

That relevant stakeholders have been invited to participate in the development of the forest management plan (or equivalent instruments) and diligent efforts have been made to encourage their participation.

That stakeholders have access to relevant background information to support and encourage their interest in participating in the development of the management plan or equivalent instruments.

That stakeholder participation processes have clearly defined operating rules (including scope of activities; goals; timelines; selection criteria for participants [where necessary]; roles, responsibilities and obligations of participants; decision-making methods; information access; and dispute resolution) appropriate to the scale and tenure of the defined forest area and that participants have an opportunity to influence the process's operating rules.

That stakeholder participation processes make allowances for cultural differences of participants.

Indicators

List of stakeholders contacted, including those that chose not to participate.

Records of communication to and from stakeholders regarding participation in the forest management planning process, including information provided to stakeholders.

Records of input from stakeholders to the management planning process and the forest manager's consideration and response to stakeholder input, including any processes to resolve disputes.

Level of stakeholder and community support for forest management.

GUIDE TO IMPLEMENTATION

The forest management planning process in which neighbours and stakeholders may participate is described in requirement 4.1.2. It is recognised that stakeholder participation is a multi-lateral process that may operate on different scales and time periods for different dimensions of the forest management planning process. The forest manager has flexibility to define appropriate methodologies that are consistent with its particular operating environment. This might build on existing stakeholder participation processes, addressing any gaps as necessary. Stakeholder input could include work carried out by other bodies under legislative or regulatory requirements such as planning approvals under local government processes or regional planning processes.

Relevant background information to support and encourage stakeholder participation in developing forest management planning might include provision of relevant information about the defined forest area, its values and proposed management.

It is recognised that forest managers cannot ensure the participation of all relevant stakeholders in the forest management planning process. Forest managers will need to document that diligent efforts were made to engage stakeholders in an appropriate way.

It is also recognised that planning processes can raise issues and concerns outside the scope of the forest managers' responsibility or control. Clear articulation of the operating rules, particularly regarding the scope of the forest management planning process, will assist in demonstrating appropriate management of this issue.

B-4.2.3 Good neighbour

GUIDE TO VERIFICATION

The intent of this requirement is to encourage forest managers to be good neighbours by providing relevant information and notification of operational activities to adjacent landholders and regular users of the defined forest area, and seeking outcomes that minimise adverse impacts.

Type of requirement

Document-based evaluation and interviews with neighbours and regular users

Basis of assessment

That forest managers have communicated and consulted with neighbours on forest management operations that may have an impact on adjoining lands.

That every reasonable effort is made to resolve conflicts and contentious issues through fair consultation or appropriate conflict resolution techniques to achieve agreement or consent.

Indicators

List of adjoining landholders and land managers.

Records of communication/consultation with neighbours and regular users, including those relating to the identification and handling of disputes and grievances.

GUIDE TO IMPLEMENTATION

Assessing and controlling the impact on neighbours and regular users

Planning to assess the possible impact of forest operations on immediate neighbours, their property and assets and regular users' access (for legal and traditional uses,) is good practice. Once the impacts are identified, appropriate operational controls can be developed to manage the identified risks.

Forest management operations that could adversely impact on neighbours and regular users include:

- Fire management including hazard reduction burning (e.g. smoke haze and fence damage).
- Application of pesticides (e.g. spray drift and water quality).
- Animal pest control including baiting (e.g. non-target species).
- Harvesting and associated operations (e.g. visual amenity, noise and water quality).
- Roading and other infrastructure (e.g. dust and noise).

Ongoing communication

Notifying neighbours and regular users of proposed operations provides a high level of transparency through which stakeholders can gain confidence in the forest manager, leading to an on going working relationship. Even if the operations are unlikely to cause an unacceptable impact, it is good practice to keep neighbours and regular users informed before conducting major activities in the area. It is also necessary that forest managers notify the appropriate regulating authorities of any operations that require their before notification or approval.

Communication with immediate neighbours and regular users can be carried through—

- Letter drops;
- The telephone;
- Permanent or temporary signs located on the defined forest area boundaries;
- Advertisements in local, regional and national newspapers;
- Face-to-face communication or meetings; and
- Consultation with forest user groups, including Indigenous groups.

Resolving disputes

Disputes can result in delays and conflict. The resolution of disputes ensures both stakeholders' and the forest manager's needs are addressed and satisfied to some mutually agreeable extent. Conflict resolution can often be difficult to achieve and in some instances, may not satisfy all parties; however, a genuine attempt to resolve conflicts is an essential part of any forest management system.

Procedures for dealing with complaints and disputes might cover:

- Identification and recording of complaints and disputes received (e.g. a complaints register).
- A mechanism for substantiation of complaints and disputes and identification of immediate and longer-term corrective and preventative actions.
- Documentation of agreements reached to resolve disputes.
- Documentation of corrective and preventative actions taken and assessment of their effectiveness.

The following guidelines may be used in resolving conflicts:

- Ensuring both parties are clear about the issues that are causing the conflict.
- Understanding the other party's point of view.
- Explaining your point of view and providing all the information behind your standpoint.
- Identifying areas where either party may be prepared to compromise.
- Considering using a mediator that both parties believe to be neutral.

B-4.3.1 Identify biological diversity

GUIDE TO VERIFICATION

The intent of this requirement is to identify biological diversity values and assess the significance of those values to support their maintenance and protection during the conduct of forest management planning and operations.

In the context of this requirement, it is noted that commercial plantations are managed primarily for wood production not for biodiversity conservation; however, as structurally diverse and relatively long-life crops, plantations do provide some biodiversity conservation benefits. Biodiversity values associated with plantations are likely to be associated mainly with areas of retained native vegetation (e.g., streamside reserves, swamps, rocky outcrops etc).

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That a systematic and documented basis for identifying biological diversity values has been implemented prior to operations/activities being undertaken that have the potential to impact on species or communities.

That listed threatened species and communities relevant to the defined forest area have been identified.

That no systematic or significant omissions are identified.

That assessments of their significance are undertaken.

Indicators

Records of review of biological diversity studies, records and relevant information.

Records of consultation with public land managers, competent professional personnel and relevant stakeholders.

Records of the assessment of significance of identified biological diversity values.

Records of assessment of risk that Significant Biological Diversity Values (see definitions) have not been detected, or have been misclassified.

Lists and mapped locations of identified Significant Biological Diversity Values, including assessments of species abundance and habitat condition where possible.

Records of reviews undertaken in light of new information on biological diversity values.

Records of location and area (hectares) and list of Significant Biological Diversity Values (and related habitat).

Records of estimates of the abundance and condition, where applicable, of Significant Biological Diversity Values within the defined forest area.

Records of classification and mapping of the distribution and extent of vegetation and Significant Biological Diversity Values.

GUIDE TO IMPLEMENTATION

Identification of biological diversity values

Biological diversity values include—

- The types of forest types (or ecosystems), communities present and their respective growth stages; and
- The types of terrestrial and aquatic flora and fauna species present.

Information collected on biological diversity values may support their protection and maintenance through decisions that are based on—

- Extent of the value within region and defined forest area (abundance, spatial and temporal distribution);

- Sensitivity to various types of disturbance; and
- Viability of individual expressions (context and shape, history and condition and threatening processes).

Identification and assessment may be carried out over a period of time; however, the results must be available for an area before forest operations can commence. It should be recognised in the context of this requirement that new species or information is sometimes encountered during forest operations and 'identification' should be considered an ongoing process.

This information can be collected by internal personnel, external consultants, or experts on behalf of the company/forest manager.

Appropriate actions might also include procedures, including long-term research to actively identify biological diversity values.

Information concerning biological diversity values should be retained as primary evidence on which the company's/forest manager's actions are based and should be recorded on regional plans or other documents used by the company/forest manager to plan future operations. The information retained should include records detailing the avenues of information accessed by the manager in his/her investigations. This should include records of consultation with land managers, experts and relevant stakeholders.

Information on biological diversity values should be reviewed every five years, or over a shorter time period if new significant information is available, such as State of the Environment Reporting and State of the Forest Reporting.

Other appropriate actions might also include:

- Use of public land management agency expertise for advice on values at appropriate scales (regional and site specific where information is available).
- Use of accredited consultants to advise and recommend action on values.
- A co-operative approach to information sharing in a regional context on appropriate values to be protected and maintained.

Assessment of significance

An assessment must be carried out to determine the significance of the biological diversity values (see definitions in the Standard).

The findings of the analysis should be documented, along with the sources of information investigated, even if no information was identified.

Sources of information

The identification and assessment of biological diversity values on a bioregional basis is a desirable basis for planning assessment; however, it is recognised that data that transcends individual ownerships is typically only available on a regional basis.

Use can be made of existing information to determine the level of biological diversity in a region in which a forest manager is operating. Sources of information that may be utilised include:

- Lists of threatened species and communities in the region.
- Biological diversity surveys and assessments undertaken by, or for the forest manager.
- Information and advice from public land management agencies.
- Regional scientific studies and reports such as the biodiversity assessments undertaken for the Comprehensive Regional Assessments during the Regional Forest Agreements (RFA) and regional vegetation management plans.
- Work carried out by other bodies/organisations under legislative or regulatory requirements.
- Relevant databases, atlases and maps and Geographic Information Systems coverage.
- Comprehensive, Adequate and Representative forest reserve system requirements.
- State and regional biodiversity strategies.

- Information collected during the consultation process with regulators, the various level of government, interest groups, recognised experts and individuals local experts and stakeholder groups.

B-4.3.2 Permanent forest estate

GUIDE TO VERIFICATION

The intent of this requirement is the following:

To contribute to the maintenance of an extensive and permanent native forest estate, acknowledging (as a general principle) that conversion of native vegetation, while sometimes justifiable in limited circumstances for forestry operations, has adverse impacts on biological diversity values.

The forest manager should not convert native vegetation on the defined forest area to plantation forest cover or a non- native vegetation cover. The requirement acknowledges that limited conversion may be allowable under specific circumstances including small-scale (up to 40 hectares) native vegetation clearing activities intended to provide some flexibility for plantation configuration in larger operations. Clearance of contiguous 40 hectares areas in smaller operations, simply to increase the available area of plantation development, would be considered against the spirit of this requirement. Offsets are required for small-scale clearing of native vegetation.

To ensure the maintenance of a permanent forest estate by requiring the forest manager avoid native vegetation clearance for conversion to plantation on the defined forest area. Any land clearance in this context refers explicitly to conversion of native vegetation to another forest land use or non-native vegetation cover. It does not include the harvesting and regeneration of native forests.

Type of requirement

Document-based with verification in the field

Basis of assessment

That the impact of any small-scale conversion of native vegetation on Significant Biological Diversity Values is identified and a risk assessment is undertaken, which includes appropriate technical expertise, and appropriate offsets are identified and implemented.

That the forest management plan or equivalent instrument covers any small scale conversion of native vegetation within its scope and objectives.

That such scope and objectives are consistent with the limited circumstances outlined in the requirement.

That expert assessment of altered or degraded land and appropriate offsets are available, where conversion of degraded land is undertaken and appropriate offsets identified.

That relevant legislation/regulations/approvals have been appropriately obtained.

That impact assessment and monitoring processes confirm that Significant Biological Diversity Values have been protected.

That the currency of legislation/regulations/approvals is confirmed and that relevant approvals are in place before commencing work.

That a register of ‘transition’ lands for which third-party property rights exist has been prepared, which details the location of the properties involved, the nature of such contractual rights (including date of signing), and the area of native vegetation clearing involved.

Indicators

Use of baseline studies of Significant Biological Diversity Values such as biodiversity reports from the Comprehensive Regional Assessment process, regional land use, vegetation or

catchment management plans, and schedules from relevant threatened species legislation.

Plans and operational procedures identifying the location of Significant Biological Diversity Values that have been excluded from clearing of native vegetation.

Clear directions in the scope and objectives of the forest management plan or equivalent instrument on avoidance of native vegetation clearance.

Records of identification and risk assessment of potential impacts on native vegetation and Significant Biological Diversity Values.

Approvals obtained from relevant regulatory bodies for specific conversion of native vegetation and reports from those regulatory bodies on the forest owners' compliance with those approval conditions.

Records of area of native vegetation cleared/converted and of areas excluded from clearing/conversion of native vegetation.

Records of the expert assessment of altered or degraded land, vegetation type and quality and identifiable offsets, and records of consultation with stakeholders, relevant state agencies and appropriately qualified scientists.

Records of appropriate offsets with statements on the Significant Biological Diversity Values contained within the offsets.

Records of how offsets will achieve a net gain in biodiversity in the landscape to compensate for the biodiversity loss from conversion.

Records of the offset risk assessment by suitably qualified technical experts used to assess net environmental benefits.

GUIDE TO IMPLEMENTATION

The specific circumstances in which requirement 4.3.2 allows for native vegetation clearance are limited to clearing for infrastructure (not requiring offsets) and small scale clearing for plantation design flexibility (requiring offsets). The following is designed to help identify the situations in which clearing may be considered appropriate under the two circumstances in requirement 4.3.2.

Infrastructure

In this circumstance, there are two components:

1. The conversion of native vegetation on the defined forest area relates to the necessary infrastructure required by the forest manager to implement the approved forest management plan or equivalent instrument to ensure a sustainable enterprise. In this context, infrastructure can be considered as roadworks and associated structures, powerlines, buildings, permanent fences, fire towers, quarries, communications facilities, research plots, fire protection measures (helipads, boundary clearing breaks, internal cleared breaks), walking tracks or other relevant activities especially for occupational health and safety or public safety activities that is associated with the forest manager's approved forest management plan or equivalent instrument.
2. Infrastructure could also be related to Commonwealth, State or Territory legislation or regulation which empowers Governmental agencies or their authorized agents to undertake necessary clearing for national or State/Territory infrastructure development, for example for essential public purposes—highways, powerlines, gas pipelines, communications or defence facilities.

Such conversion of native vegetation would not be considered to be part of the area under small-scale clearing.

Small-scale clearing

In this circumstance, the conversion of native vegetation within the Defined Forest Area may relate to small areas, no more than 10% of a single forest management unit, up to a limit of 40 hectares per certificate period. Under such circumstances offsets should be identified and

implemented to ensure the maintenance and enhancement of a permanent forest estate. This small-scale clearing is intended to provide for both flexibility and rationalisation, and not for sequential conversion, which over time would constitute broadscale conversion of a significant part of the defined forest area.

For the purposes of defining ‘small-scale clearing’, a single forest management unit would usually be defined as the paddock, coupe, or property (a discrete, contiguous forest managed by one owner, manager, or agency) not the total Defined Forest Area. The paddock, coupe or property would be in the tens or hundreds of hectares. Conversion within the single forest management unit would be described within the relevant operational instrument such as an approved forest practices plan, plantation operational plan or coupe plan.

Examples of this circumstance are as follows:

- Boundary rationalisation for the planting of an already essentially cleared property which will be offset by protection of reserved areas or rehabilitation of adversely impacted areas—an area of up to 10% of the property development may be justified.
- Conversion of altered or degraded land as a means to ensure a permanent forest estate.
- Consolidation of plantation areas to fit into a visual or aesthetic plan for the middle and distant landscape values of the defined forest area.

Such conversion of native vegetation should have, as a countervailing action for the activity, an appropriate environmental offset.

Offset criteria

Offsets provide an opportunity for a net gain in biodiversity in the landscape to compensate for the biodiversity loss from small-scale clearing. Small-scale clearing should be tested via an offset mechanism that effectively balances the environmental outcomes of the conversion for relevant environmental values. Offsets should be based on clear and transparent risk assessment criteria and appropriate technical expertise. Three environmental values should be addressed: vegetation conservation status, vegetation landscape value and vegetation site quality and extent. Offsets are considered to have a net environmental benefit if—

- i. offsets are in vegetation types of equal or greater conservation status to the vegetation proposed for conversion; and
- ii. improvement in landscape value (the configuration of vegetation) from the offset exceed the losses in landscape value brought about by conversion; and
- iii. improvement in vegetation site quality and quantity from the offset exceed losses in site quality and quantity from the conversion for the duration of the impact.

The following principles provide guidance in the development of offsets:

- i. An environmental offset package should address both direct offsets and contributing offsets.
- ii. Environmental offsets should ideally be ‘like for like or better’.
- iii. Positive environmental offset ratios should apply where risk of failure is apparent.
- iv. Environmental offsets should entail a robust and consistent assessment process through the application of specific technical expertise.
- v. Environmental offsets should be clearly defined, mapped, transparent and auditable.

Altered or degraded land

Altered or degraded land refers to land with native vegetation that is unlikely to be viable in the long-term under current management, so an offset that improves the long-term viability of other native vegetation is appropriate. Altered or degraded land includes derived vegetation types, which are vegetation types modified substantially since European Settlement and which have no relatively unmodified analogue. Consequently, in the case where the forest manager is clearing severely altered or degraded land and identifying appropriate offsets, they will not be limited to the conversion of 10% or 40 hectares as described in the previous paragraphs.

Altered or degraded land consisting predominantly of native woody vegetation refers to land

where the overstorey per cent foliage cover is less than 25% of the lower value of the overstorey per cent foliage cover value for that vegetation type which is not altered or degraded, and less than 50% of vegetation in the ground layer is indigenous species or greater than 90% is ploughed or fallow. Altered or degraded land consisting predominantly of native grassland, shrubland, wetland or herffield vegetation refers to land where the less than 50% of vegetation in the ground layer is indigenous species or greater than 90% is ploughed or fallow. The over storey and ground layer should be assessed using a scientifically robust method.

A vegetation type is a unit of vegetation description generally at the classification level of *subassociation* (Level VI) as defined in the Native Vegetation Information System (National Land and Water Resources Audit 2000).

Altered or degraded land includes native vegetation derived from events such as lawful clearing, weed invasion, cultivation and rotational farming practices and which is unlikely to be viable in the long-term under current management. Altered or degraded land does not include native vegetation that has been subject only to natural disturbances such as bushfires, storms, flood, drought or other natural causes. Previously harvested or burnt native forest and other vegetation, in itself, does not constitute degraded vegetation.

This requirement is not intended to prevent the clearing of native forests that have been severely degraded or damaged by the agents described, so as to enable rehabilitation through replanting to native vegetation or an appropriate plantation. It is recognized that the identification and assessment of such altered or degraded land including native vegetation will require suitably qualified persons who can document the baseline of the impact that includes maps showing the type, location and severity of the impact and who can assist in scoping the rehabilitation process for the implementation by the plantation manager, and identifying suitable offsets in accordance with current offset policies and strategies.

These provisions are intended for an orderly and rapid exit from native vegetation clearing. They recognise that operations in train or those for which binding contracts involving third-party land or forest owners were in place to December 31 2006, and which cannot be reversed, should be brought to conclusion within an explicit and transparent timeframe. Where operation have not commenced prior to December 31 2006, relevant lands should be detailed on a register made available for audit, which details the nature of the relevant contract, the property legal identifier, the property location and areas of native vegetation clearing involved. A summary of the register of 'transition' lands, detailing the areas cleared of native vegetation, should be published as part of the public audit summary as indicated in requirement 4.2.2 of the Standard.

General

In considering Significant Biological Diversity Values, appropriate actions to safeguard/protect biological diversity values would typically require the input of a suitably qualified scientific expert, and may be specified in operating guidelines or similar instructions which contain procedures for protecting retained native vegetation during forest operations.

B-4.3.3 Significant biological diversity

GUIDE TO VERIFICATION

The intent of this requirement is to ensure that forest managers utilise appropriate management practices in defined forest areas to protect and maintain Significant Biological Diversity Values.

In the context of this requirement, it is noted that commercial plantations are managed primarily for wood production not for biodiversity conservation; however, as structurally diverse and relatively long-life crops, plantations do provide some biodiversity conservation benefits. Biodiversity values associated with plantations are likely to be associated mainly with areas of retained native vegetation (e.g., streamside reserves, swamps, rocky outcrops etc). Requirement 4.3.2 of the Standard deals with the conversion of native vegetation for plantation

or other uses. Forest management operations in areas of retained native vegetation will generally be limited to activities associated with protecting the plantation resource (e.g., fire and pest control measures) and, therefore, potential risks to biodiversity values from operations will generally be limited.

Type of requirement

Document-based with verification in the field

Basis of assessment

That identified Significant Biological Diversity Values are considered and included in forest management planning processes for their protection and maintenance during forest operations.

That forest management plans (or equivalent instruments) and forest operations programs are consistent with relevant management prescriptions and guidelines for biodiversity conservation, and recovery/action plans (or equivalent instruments), where applicable, have been implemented.

That forest management planning and practices are modified to take account of interim guidelines, specialist advice and existing information for recently listed threatened species and communities.

That the implementation of management practices in respect of Significant Biological Diversity Values is monitored.

That the effectiveness of practices is reviewed and appropriate corrective action taken where problems are identified.

Indicators

Work procedures or prescriptions including management practices from relevant recovery/action plans.

Evidence that ecological expertise and advice is effectively utilised and incorporated into management plans or equivalent instruments and forest operations programs.

Documented management prescriptions and guidelines for the protection and maintenance of Significant Biological Diversity Values that are up-to-date and included in forest management plans or equivalent instruments and forest operations programs.

Records or registers of Significant Biological Diversity Values that are protected and maintained within the defined forest area.

GUIDE TO IMPLEMENTATION

Once the various Significant Biological Diversity Values have been identified, it is necessary for the forest manager to develop plans and procedures that will protect these values and minimise any damage during forest operations. In the context of this requirement, it should be noted that operations would not generally be expected to occur in areas of native vegetation retained in the defined forest area. The absence of forest operations in these areas minimises the potential for adverse impacts on Significant Biological Diversity Values.

Appropriate action to safeguard biological diversity values should be specified in forest management plans or equivalent instruments and operational plans and guidelines.

Plans and operational guidelines may specify:

- Areas where forest operations must be excluded or modified to protect or manage for Significant Biological Diversity Values.
- Biological diversity values and features that must be maintained or managed for in the operating area during forest operations. These may include dead wood, hollow-bearing trees, remnant old-growth, and rare trees that represent Significant Biological Diversity Values, provide important habitat for a range of species, or contribute to the natural structure and function of the ecosystem.
- The procedures and practices that will be used to protect the Significant Biological Diversity Values, including references to additional plans and procedures.

- The monitoring that will be carried out to assess the effectiveness of the forest management plan and work practices in protecting the Significant Biological Diversity Values.

It should be noted that protecting and maintaining a Significant Biological Diversity Value does not necessarily mean that every individual within the community or group of interest needs to be protected. Protection decisions might be based on—

- Extent of the value within region (abundance, spatial and temporal distribution);
- Sensitivity to various types of disturbance; and
- Viability of individual expressions (context and shape, history and condition and threatening processes).

Plans and procedures developed to manage and maintain the Significant Biological Diversity Values will, as a minimum, need to comply with legal requirements relevant to the defined forest area. Appropriate safeguards for the protection and maintenance of threatened species and communities are specified in recovery/action plans developed under Commonwealth and State and Territory legislative processes; however, it is recognised that development of recovery/action plans for new listings can take time and that in the interim, practices should be modified to take account of known information and specialist advice.

Appropriate safeguards might also include assuming the presence of threatened species and communities where scientific data indicates their presence is likely or taking appropriate steps to determine presence or absence to a level of certainty appropriate to the scale and intensity of operations.

Scientifically based flora and fauna survey and monitoring methods are routinely used by State agencies or by flora and fauna experts and may be adopted or modified by forest managers to identify and monitor Significant Biological Diversity Values. Forest managers may consult or seek advice from State agency staff or qualified experts on effective monitoring requirements and their implementation. Methods should permit trends of change in the location, abundance and condition of Significant Biological Diversity Values to be measured over time for determining management outcomes and the effectiveness of forest management practices in relation to this requirement. Monitoring of indicator species will necessarily be limited by practicality and cost considerations.

Sources of information

Additional guidance for the protection and maintenance of Significant Biological Diversity Values can be obtained from:

- Codes of practice, prescriptions and protocols.
- Licences issued for biodiversity conservation.
- Survey and monitoring methods developed by State agencies.
- State agency staff.
- Experts or recognised consultants knowledgeable in the protection and/or monitoring of the Significant Biological Diversity Values in question.

B-4.3.4 Spatial configuration

GUIDE TO VERIFICATION

The intent of this requirement is to contribute to a mosaic of diverse habitat types at the regional level, which aims to enhance regional biodiversity values in the long term.

Type of requirement

Document-based with verification in the field

Basis of assessment

That forest management planning and forest operations take into account fragmentation and connectivity of existing native vegetation.

That plans demonstrate an intention and strategy to maintain or enhance spatial forest cover of native vegetation in accordance with regional biological diversity priorities.

That plans demonstrate a strategy to achieve a range of age classes at the regional scale.

Indicators

Records of monitoring of each extant forest type.

Plans that demonstrate an intention to maintain or enhance spatial forest cover in accordance with regional biological diversity priorities and taking account of risk arising from fire and damaging agents.

GUIDE TO IMPLEMENTATION

The area (hectares) of retained forest types and their location within the landscape contributes towards the protection and maintenance of Significant Biological Diversity Values. The need to establish and/or retain forest cover and consider its spatial configuration will depend on the impact forest operations could have on the Significant Biological Diversity Values present in both the defined forest area and in the surrounding region. Biodiversity values associated with plantations are likely to be associated mainly with areas of retained native vegetation (e.g. streamside reserves, swamps, rocky outcrops etc). Appropriate actions might include:

- Providing links or corridors between dedicated reserves or other protected areas.
- Providing for the temporal and spatial distribution of forest establishment and harvesting operations throughout the forest ownership consistent with economic and operational constraints.

This may consist of retention of buffer strips to protect waterways and possibly the establishment of wildlife corridors, where needed.

The nature of plantations are such that maintaining a mosaic of age classes is not seen as making the same contribution to biological diversity values as might be case for native forests; nevertheless, having some structural diversity is a contribution at the regional level. Forest managers might consider this requirement's consistency with their economic imperative for plantations and any need to maximise regional diversity of age classes.

Changing configuration of plantations can be a long-term undertaking where present structure and layout do not meet the requirement. Forest managers might demonstrate, through management planning documentation, design (layout) plans and on going activities in the defined forest area, that they are taking active measures to achieve a diversity of age classes but also need to demonstrate that there is a time frame for achieving this based on sound forest management principles.

In some cases, regional strategies or regulatory requirements may already be in place for controlling the retention of forest types or mixes. In these instances, the forest manager is obliged to comply with these requirements. Where regional priorities and strategies have not been established, forest managers might consider priorities based on maintaining important elements of forest structure and growth stages over time within the defined forest area.

Changes in the mix of forest type, cover and structural growth stages (such as through unplanned fire or other catastrophic events) should be reviewed in relation to their impact on the protection and maintenance of Significant Biological Diversity Values and taken into account during the forest management planning process and reviews of forest management performance. The results of the monitoring should be used to update the forest management plan (or equivalent instruments), if required. Aerial photography, ground survey recording and mapping may be used to provide the information required.

Sources of information

Assistance in determining the need for and the correct type of forest configuration and type can be obtained from—

- State agencies;
- Forest management plans (or equivalent instruments);
- Regional biological diversity plans and strategies;
- Regional environmental planning schemes (or equivalent instruments); and
- Experts or consultants knowledgeable in the area.

This requirement lends itself to utilising the sources of information, especially resource information, developed in accordance with requirement 4.4.1 of the Standard for an integrated assessment and the inventory system used to monitor forest harvesting and growth.

The information identified and the sources used should be documented. The findings and conclusions reached concerning the establishment and maintenance of forest cover needs to be reflected in the forest management plan (or equivalent instruments) and related procedures. Forest management plans (or equivalent instruments) may include a record of the retained areas'—location and area (hectares).

B-4.3.5 Regeneration establishment

GUIDE TO VERIFICATION

Not relevant to plantations.

B-4.3.6 Spread of introduced species

GUIDE TO VERIFICATION

The intent of this requirement is to protect the integrity of native vegetation adjacent to plantations through management of introduced species and gene introgression (mixing) with native species populations.

Type of requirement

Document-based evaluation and verification in the field

Basis of assessment

That the consequences of introducing species, provenances or populations, whose environmental impacts on ecosystem and genetic integrity are unknown, are evaluated.

That introduced species, provenances or populations are identified and the significance of their impacts on the integrity on adjacent native vegetation is assessed.

That management strategies and procedures are in place to constrain the spread of introduced species, provenances or populations that affect the integrity of adjacent native vegetation and appropriate action is implemented.

That spread of introduced species, provenances or populations into adjacent native vegetation is monitored and documented to determine the effectiveness of control procedures.

Indicators

Assessment of significance of impact of introduced species on biological diversity values and ecosystem integrity.

Programs, plans and operational procedures to control and/or limit the spread of introduced species into adjacent native vegetation.

Records of communication with adjacent landholders.

Records of monitoring spread of introduced species.

Records of control activities.

Maps or records of the location, area (hectares) and estimate of the density (quantitative or qualitative) of introduced species.

Records of assessment of changes in the distribution and density of introduced species and review of control procedures.

GUIDE TO IMPLEMENTATION

Introduced species, provenances and populations used in plantations may have the potential to affect ecosystem health and vitality in a similar manner to weeds.

It needs to be recognised that a problem may predate certification by many years and the assessment needs to look at evidence of plans/strategies to manage the current infestations and to control further spread and new infestations with priority given to native vegetation of high conservation value.

Monitoring changes in the distribution and density of introduced species at appropriate intervals can help to ensure that control measures are effective. Intensity and frequency of sampling should be commensurate with risk.

Ground surveys and/or aerial photography may be used to determine the extent and abundance of introduced species and the effectiveness of control measures.

In the context of this requirement:

- Introduced means species, provenances or populations not endemic to region;
- Spread means the establishment of wildings and the flow of genes; and
- It is recognised that access to adjoining land might limit the ability of forest managers to control pre-existing spread problems.

Appropriate actions might include:

- An assessment of invasiveness of new species, populations and provenances and potential impacts on the integrity of local native vegetation.
- Establish reliability of detecting new introduced and substantial (specified) changes in range of existing invasive species.
- Trialling the selection of species.
- Monitoring selection and use of exotic species.
- Removing wildings from native vegetation adjacent to plantations where the forest manager has land management influence/control.
- Limiting further spread of wildings in accordance with a management strategy.
- Consulting with adjacent land managers on joint programs to monitor and/or control introduced species.
- Establishing buffer zones between native vegetation and plantations where there might be a flow of genes.
- Co-operative efforts between adjacent land managers to eradicate introduced species.

B-4.3.7 Disturbance regimes

GUIDE TO VERIFICATION

Not relevant to plantations.

B-4.4.1 Identify productive uses

GUIDE TO VERIFICATION

The intent of this requirement is to ensure that forest management is cognisant of the need to sustain the land's capacity over the long term to produce wood and non-wood products subject to legitimate uses, which, in many cases, provide an economic benefit.

Type of requirement

Document-based evaluation

Basis of assessment

That existing productive uses of the defined forest area have been identified.

That a resource inventory and mapping system, and periodic monitoring of the resource appropriate to the nature and scale of operations is established and maintained.

That forest growth and yield estimates for designated wood products are undertaken.

That the accuracy of growth and yield estimates is known and appropriate to the scale and intensity of operations.

Indicators

Records of assessment of the productive capacity for intended/existing wood and non-wood products.

GUIDE TO IMPLEMENTATION

This requirement focuses on the traditional/tangible products from a forest ecosystem as other ecosystem services, such as watershed functions or carbon emissions, are dealt with under other requirements (Criteria 6 and 7). In the context of this requirement, it is acknowledged that the primary purpose for establishment of and investment in plantations is generally for wood production.

Wood and non-wood products might include—

- Sawlogs, veneer logs, pulp or residue logs, roundwood preservation material, poles, piles and girders, mining timber, post/fencing timber, and firewood; and
- Wildflowers, tree ferns, honey, grazing, extractive materials, forest foods e.g. berries, mushrooms, bush foods/tucker and medicines, game and seeds.

It is recognised that maintenance of the land's capacity to produce wood products inherently provides for the maintenance of the lands capacity to act as a carbon sink.

Appropriate actions might include:

- Statement of intent for productive forest uses.
- Recognition of inherent site factors which affect productive capacity.
- Development and monitoring of a productivity index over rotations.

The policies and procedures applicable to corporate and management planning such as business plan, marketing/commercial plan, and/or 'sustainable/marketable yield' considerations might include the identification and consideration of both wood and non-wood products.

Records of appropriate actions could be documented and maintained along with the possible uses identified.

B-4.4.2 Plan operations

GUIDE TO VERIFICATION

The intent of this requirement is to ensure that the forest planning processes required to undertake harvesting of wood products does not jeopardise the long-term productive capacity of the land.

Type of requirement

Document-based evaluation

Basis of assessment

That activities that could affect productive capacity of the forest land are identified.

That planning of forest operations addresses identified risks to productive capacity.

That growth and yield estimates are reconciled with production records/standing volume assessments and that it is recognized that catastrophic loss may from time to time occur.

That the timing of establishment, silvicultural and harvesting operations are carried out so that the productive capacity of the forest site is not compromised.

Indicators

Forest inventory system including growth or assessment plots.

Recorded information pertaining to the identified aspects of growth and yield.

Forest management plans or equivalent instruments, including strategies (rationale) for annual harvest rates.

GUIDE TO IMPLEMENTATION

The requirement puts emphasis on ensuring that productive capacity is maintained and not compromised, which does not necessarily equate to sustainable yield. Productive capacity is a measure of a site's capacity to produce a range of wood and non-wood products, whereas sustainable yield is essentially a calculated yield for a particular product that can be maintained over time. Forest managers may determine sustainable yield as a basis for the maintenance of productive capacity.

It is recognised that harvesting levels in a particular year are not linked to maintenance of productive capacity, as yield will vary over time according to age class distribution and management strategies. Also harvesting levels will fluctuate in response to market and investment influences, amongst other factors. Strategies for annual harvest rates can encompass this flexibility while conforming to this requirement.

Appropriate actions might include:

1. Identifying activities and risks that could affect the future capacity of the area to potentially produce the wood and non-wood products previously identified. These may include—
 - implementation of appropriate silvicultural techniques including harvesting methods and rotation;
 - implementation of environmental controls;
 - soil protection and erosion management;
 - the management of roads and infrastructure;
 - use of chemicals;
 - fire management and protection; and
 - management of pests and diseases.
2. Develop and implement forest management plans (or equivalent instruments) and procedures to address the identified risks. This process should include the documentation of projected yields. It should be noted that yields may vary substantially from year to year and may be affected by market forces. (see also requirement 4.1.2 of the Standard)

B-4.4.3 Silviculture

GUIDE TO VERIFICATION

The intent of this requirement is to ensure that silvicultural systems are scientifically based and properly planned and implemented so that the present and future productivity, health, vitality and ecological function of forests is sustained.

Type of requirement

Document-based evaluation with field verification

Basis of assessment

That silvicultural methods are appropriate and soundly based on the forest type, the specific stand and site conditions and product and market requirements.

That where silvicultural options are available, such options have been assessed and evaluated for application.

That silvicultural regimes are periodically reviewed and their effectiveness and appropriateness assessed.

Indicators

Manuals, guidelines and operational procedures of silvicultural practices.

Records of assessments of silvicultural options.

Trials of new silvicultural techniques.

GUIDE TO IMPLEMENTATION

The choice of an appropriate silvicultural system or systems for a given defined forest area/forest is an important decision in the pursuit of sustainable forest management.

A silvicultural system can be broadly defined as a set of cultural treatments aimed at achieving specified objectives of forest management. Plantations are generally managed on a planting, thinning and clearfall regime.

The choice of a silvicultural system is influenced by a number of factors, many of which are not mutually exclusive. These factors may include:

1. Management objectives.
2. The size of the forest estate/defined forest area.
3. Silvics (characteristics and requirements) of individual tree species.
4. Occupational Health and Safety issues.
5. Condition of forest.
6. Wood quality considerations.
7. Likely yields of products and the current and future markets for those products.
8. Costs and cost effectiveness of different silvicultural systems.

The silvicultural system might include specifications on the following factors:

- Species selection.
- Establishment practices (e.g. soil cultivation, fertiliser/chemical usage).
- Timing and intensity of thinning and pruning operations.
- Rotation length.

The evaluation of silviculture methods needs to be documented.

B-4.4.4 Regeneration/establishment (of plantations)

GUIDE TO VERIFICATION

The intent of this requirement is to ensure specifications for effective stocking are defined and an assessment and monitoring mechanisms are in place, which ensure prescribed stocking levels are achieved.

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That an appropriate specification for effective stocking/survival and assessment methodologies is determined.

That levels of stocking/survival are assessed in a timely manner for conformance with targets for effective stocking.

That remedial action and contingency plans are developed.

That appropriate remedial action, where necessary, is implemented according to the assessment methodology and in-line with management objectives.

That the timing of re-establishment after harvesting facilitates rapid re-occupation of the site.

That a program for the control of potential damage agents that affect stocking/survival is in place (see also requirements 4.5.2 and 4.5.5 of the Standard).

Indicators

Specifications for effective stocking/survival.

Assessment methodologies.

Establishment plans.

Remedial action and contingency plans.

Records of assessments of stocking/survival and of remedial action undertaken.

GUIDE TO IMPLEMENTATION

Remedial action contingencies should be outlined, and activated when stocking falls below minimum prescribed levels.

The forest manager needs to develop specifications for the establishment of plantations that will achieve optimal regrowth based on the species being managed and the local conditions. The specification might deal with—

- Stocking density;
- Species types; and
- Variation in density over time to allow for thinning operations.

Appropriate actions after harvesting to ensure effective establishment might include:

- Timing of planting to achieve optimum rates of establishment.
- Implementing fauna grazing and browsing damage control programs to facilitate regeneration success.
- Taking any appropriate remedial action to ensure stocking meets prescribed levels.
- Undertaking enrichment planting or other appropriate strategy to supplement the number of seedlings growing in an area or where stocking/survival is below minimum prescribed levels.

Plantation areas being established need to be regularly monitored to assess whether stocking rates are in accordance with the specifications. Recognised stock assessment techniques may be utilised for this purpose and the results of assessments to determine stocking levels recorded. If the stocking rates are found not to comply with the specifications, then the forest manager may—

- Carry out thinning operations to reduce stocking rates to the specification;
- Take action to reduce losses from animal damage; or
- Carry out additional plantings to supplement loss of seedlings.

B-4.4.5 Damage to growing stock

GUIDE TO VERIFICATION

The intent of this requirement is that forest managers avoid or keep damage to standing trees within tolerable levels during forest operations such as timber harvesting and extraction, non-commercial thinning, chemical application, construction and/or maintenance of roads and stream crossings, and slash disposal and fuel hazard reduction burning.

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That mechanical agents of tree damage have been identified.

That operational controls are in place to ensure damage to forest growing stock and immediate environment during forest operations is kept to tolerable levels.

That an appropriate specification for tolerable levels of damage (and its assessment) exists and is quantifiable where practicable.

That procedures are in place to assess and/or monitor damage and ensure corrective action is taken where necessary.

Indicators

Quantifiable levels of tolerable damage to growing stock and designated values.

Records of damage assessment for growing stock and designated values.

Evidence of corrective and preventative actions.

GUIDE TO IMPLEMENTATION

The forest manager needs to identify forest operations that may cause damage to forest stock and therefore affect the health of the defined forest area. Once these potential areas of damage are identified—

- Plans can be developed to minimise the damage including appropriate prescriptions on the type of damage to avoid/minimise and the mechanisms to achieve such might be specified in operational plans;
- Procedures can be developed to prevent or minimise degradation of timber quality during forest operations;
- Specific strategies, such as directional felling and extraction track location, may be specified in plans;
- A reporting system be developed to assess and report unacceptable levels of damage;
- Procedures implemented to take corrective actions and assess its effectiveness in the event of unacceptable damage; and
- Staff and workers and contractors be trained in the procedures and reporting system.

Even with the best of care, some level of damage will inevitably occur during forest operations. To determine whether the damage is ‘tolerable’ or ‘unacceptable’, specifications need to be developed for each operation that could cause damage. These can be—

- Descriptive specifications, describing the level of damage that is deemed ‘tolerable’, or ‘unacceptable’;
- Based on a quantitative amount (e.g. damage per hectare or on a percentage of an individual tree basis); or
- Some combination of the two.

Procedures developed to minimise damage should be incorporated into forest operational plans. In the context of this requirement, what constitutes tolerable damage from forest operations needs to be considered in the context of the commercial and other values of the defined forest area and the extent and scale of the forest operation.

B-4.4.6 Unplanned fire

GUIDE TO VERIFICATION

The intent of this requirement is to ensure forest managers take effective measures to reduce the extent and impact of unplanned fires and have the capacity to respond at a level appropriate to their resources and the capital at risk in the forest.

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That risk factors contributing to the incidence, extent and severity of unplanned fires have been identified and evaluated.

That a forest fire management and control system to protect human life and property and the environment is in place.

That forest managers are contributing to regional fire management planning and the regional fire prevention and control infrastructure (such as, access roads, fire trails, fire towers, helipads) at an appropriate level.

That the fire management and suppression capability commensurate with the forest manager’s resources are capable of delivering an effective outcome in reducing the potential damage from unplanned fires.

Indicators

Assessment of regional fire history, cause, origins (including traditional burning practices), incidence, extent and severity.

Assessments of fire risk.

Plans and operational procedures for fire management, suppression and control.

Linkages with regional fire authorities.

Communication/participation with land/fire control managers and other agencies.

GUIDE TO IMPLEMENTATION

In the context of this requirement, for forest managers to ensure an effective regional response, there is a need to provide information to regional fire authorities on the capacity and infrastructure that their organisation possesses and which supports regional fire management and control.

Appropriate actions might include:

- Awareness of regional fire management, and control and response plans.
- Contributing to or participating with local bushfire brigades.
- Development of property management plans or equivalent instruments within the context of regional fire management and control.
- Development and maintenance of fire breaks and fuel-reduced areas within a local and regional context.
- Participation in local fire committees and/or regional fire suppression or policy fora.
- Reduction of combustible forest litter, including accumulated residues after harvesting.
- Development of site-specific fire management, fire control and fire response plans.
- Development and maintenance of fire suppression and detection/surveillance capabilities and resources.
- Fire prevention programs (internal, inter-agency or co-operative programs).

B-4.5.1 Identify damage agents

GUIDE TO VERIFICATION

The intent of this requirement is to ensure that forest managers are cognisant of relevant and potential damage agents, are able to identify such agents in the field and are able to assess and prioritise the impact of an agent in relation to prevention/control measures.

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That relevant damage agents have been identified.

That relevant damage agents have been assessed for impact and prioritised for prevention/control measures.

That an appropriate specification for acceptable levels of damage, and its assessment, exists.

Indicators

Records of scientific advice on damage agents from relevant authorities.

List of actual and potential damage agents for the forest region/defined forest area.

Records of assessments of impact and prioritisation of prevention/control measures.

Specifications for acceptable levels of damage.

GUIDE TO IMPLEMENTATION

Appropriate actions might include—

- Pests, pathogen and weeds identification guides, including their characteristics for field identification, for the potential damage agents specific to forest type, species and locality;
- Assessing the susceptibility of plantation species to pests and diseases; and
- Training of staff in pest, pathogen and weed identification.

Identifying damage agents

When identifying damage agents, the forest manager must review both the damage agents present in the defined forest area and those surrounding the defined forest area, which could impact on the plantation and retained native vegetation. Once identified, the damage agents need to be assessed and prioritised, based on the actual or potential damage they may cause. For existing damage agents in the defined forest area, a survey to assess the extent and severity of damage may be required to determine the priority that will be placed on each damage agent. When determining the priority to place on a damage agent, legal requirements (e.g., for declared weeds) need be considered.

The assessment and findings should be documented and retained by the forest manager, along with maps showing the type, location and severity of damage agents.

Prioritisation of damage agents for prevention/control measures needs to be considered in the context of the economic and other values of the defined forest area.

Sources of information

- Formally proclaimed or declared pathogens, weeds and areas of infestation.
- Surveys of the location, extent and severity of damage agents.
- Plant and animal pests and disease surveys.
- Regional monitoring and control programs.
- Scientific advice (e.g., CSIRO, research institutes, universities).
- Government departments or agencies.

B-4.5.2 Maintain health

GUIDE TO VERIFICATION

The intent of this requirement is to ensure that forest managers take appropriate measures, within his/her capacity, to lessen the impact of damage agents on the defined forest area forests.

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That a plan and procedures are in place for forest health surveillance.

That an integrated pest management plan is in place for those damage agents that have been assessed as being significant.

That there is an awareness of the Generic Incursion Management Plan for the Australian Forest Sector¹ for new incursions of damage agents.

That procedures for the control or eradication of priority damage agents are implemented according to determined damage thresholds.

That risk assessment and management procedures are in place for protection of healthy vegetation known to be susceptible to damage agents.

That there is no evidence of non-compliance with legislative requirements for, pest, pathogen and weed control and management.

Indicators

Assessments of significance of impact of damage agents.

Plans and operational procedures for control or eradication of damage agencies.

Records of consultation with landholders and other agencies.

Participation/support in State forest health committees.

Forest health surveillance and risk assessment program.

Maps or records of the location, extent (hectares) and estimate of the numbers (quantitative or qualitative) or severity of infestation of particular damage agents.

Records of assessment of changes in the extent and severity of damage agents.

Records of review of control procedures where damage agencies are increasing in area and/or numbers and severity.

GUIDE TO IMPLEMENTATION

Early detection through surveillance programs of pests, pathogens and weeds, and the capacity for their control and management through professionally trained staff and workers and coordinated responses are considered crucial to the success of control and management of damage agents.

In relation to this requirement, it must be recognised that some problems may predate the certification assessment by many years and the assessment needs to look at evidence of strategies to manage current infestations and to control any further spread and new infestations. It is recognised that control of pests, pathogens and weeds may not, in all instances, be possible.

¹ *Responding to Incursions—A Generic Incursion Management Plan for Forest Pests and Diseases*, Commissioned and Published by the Forest Health Committee on behalf of the Standing Committee on Forestry. May 2000

In the context of this requirement:

- ‘Healthy’ relates to forest where identified disease or pathogens are absent, or below determined thresholds.
- Damage agents to be managed may include endemic and exotic weeds, insect and vertebrate pests (including native and feral animals) and pathogens.
- The focus for weeds is on weeds of national significance, State/Territory and local government lists of ‘proclaimed/declared’ weeds.

Appropriate actions to manage current infestations and to control any further spread of new infestations might include:

- Assessing management options for preventing or controlling the spread of pests, pathogens and weeds.
- Developing appropriate thresholds for initiating management actions.
- Participating in cross sectorial initiatives for management of pests, pathogens and weeds (e.g. Rural Lands Protection Boards or equivalent bodies).
- Developing an integrated pest management strategy consistent with principles outlined in the National Weed Strategy and Vertebrate Pest Management Strategy.
- Putting in place procedures for the protection of healthy vegetation, known to be susceptible to important and recognised pests (including feral animals), pathogens and weeds (e.g. seeking specialist advice where forest operations are planned for healthy forest vegetation or controlling defined forest area access, where necessary).
- Keeping records of pest, pathogen and weed occurrence.
- Monitoring frequency of tree death.
- Coordinating activities with neighbours.
- Documenting the use of control agents and putting in place procedures to ensure their use is appropriate for the purpose intended.
- Consulting with State and Commonwealth agencies, such as the Australian Quarantine Inspection Service, when possible new incursions of exotic pests or pathogens are detected.
- Providing for education and training for staff and contractors in the identification and control of damage agents, (e.g., drawing on publications such as *‘Forests and Timber: A Field Guide to Exotic Pests and Diseases’*²).
- Identifying quarantine areas and boundaries for pathogens (e.g. Phytophthora), both in the field, and on relevant maps.

When developing strategies to control damage agents, the forest manager needs to take the following issues into account:

- The priority that has been placed on each damage agent.
- The effectiveness of strategies that may already be in place.
- Whether total eradication of the damage agent is possible, practical or affordable.
- If total eradication is not possible or practical, what is a tolerable level of damage.

The forest manager may consider it prudent to implement a monitoring program that—

- continually monitors for emergence of new pests, pathogens and weeds;
- periodically monitors the location, extent and severity of existing damage agents;
- continually monitors forest condition;
- assesses the effectiveness of control strategies and procedures; and

² *Forests and Timber: A Field Guide to Exotic Pests and Diseases* Published by the Australian Quarantine and Inspection Service, the National Office of Animal and Plant Health and the Ministerial Council on Forestry, Fisheries and Aquaculture – Standing Committee on Forestry. Commonwealth of Australia, 2000

- assesses the effect on the plantation following major outbreaks or a catastrophic event.

Based on monitoring results, damage agent control strategies and procedures may be amended or augmented if they are not providing an adequate level of control over the damage agent.

Sources of information

- Relevant State Government departments (forestry, natural resources, conservation, agriculture, etc.).
- Consulting experts and specialists.
- Research institutions (e.g., CSIRO, universities).

B-4.5.3 Fire and disturbance regimes

GUIDE TO VERIFICATION

Not relevant to plantations.

B-4.5.4 Rehabilitate degraded forest

GUIDE TO VERIFICATION

The intent of this requirement is to promote rehabilitation of damaged plantations to return them to an acceptable standard of health and stocking for commercial purposes.

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That the impact of damage agents on the plantation has been assessed.

That where appropriate, feasible options for rehabilitation are assessed.

That cost-effective and practicable rehabilitation action is implemented.

Indicators

Evaluation and/or assessment of significance and extent of damage to the plantation.

Plans and/or operational procedures committing to rehabilitation.

GUIDE TO IMPLEMENTATION

It is recognised that markets for damaged wood, the capacity to fund rehabilitation works and the future worth of the forest once rehabilitated will influence what is reasonably practicable for the forest manager in the implementation of this requirement.

Appropriate actions might include:

- Identifying damaged plantations and assessing their potential for rehabilitation.
- Considering market capacity for damaged wood.
- Prioritising rehabilitation requirements.
- Developing action plans that are soundly based on research, financial and operational needs and which demonstrate intention to rehabilitate damaged plantations, such as controlling defined forest area access, where necessary, to facilitate rehabilitation.
- Developing specifications for rehabilitation (e.g. stocking rates, reduction of damage agents) required to achieve the desired level of rehabilitation.

Policies and procedures applicable to forest management planning may facilitate the identification and consideration of damaged plantations and the monitoring of the success of any rehabilitation program.

B-4.5.5 Chemical use

GUIDE TO VERIFICATION

The intent of this requirement is to reduce reliance on the use of chemicals consistent with availability of practical and cost-effective alternatives.

In the context of this requirement, it should be noted that the use of fertilisers is an accepted practice in the cycle of plantation management.

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That legal obligations and other relevant guidelines for use of chemicals are identified and assessed.

That use of chemicals is documented, to record precise usage including rationale for use, site description, rate and method of application.

That options or alternative measures to reduce reliance on the use of chemicals have been identified and assessed for effectiveness and cost, and are periodically reviewed.

That forest management planning and operational controls are periodically reviewed to incorporate viable options or measures to reduce reliance on the use of chemicals.

Indicators

Plans and operational procedures for chemical use.

Records of monitoring of chemical usage.

Records of assessment of alternative measures.

Use of environmentally friendly chemicals.

GUIDE TO IMPLEMENTATION

Alternative measures to the use of chemicals might include safe biological control agents and mechanical methods. Assessment of alternative measures might determine whether they are viable and cost-effective in delivering similar results (for example, in terms of maintaining productive capacity or control of pests) while not increasing risk of adverse impacts or foregoing achievement of critical forest management outcomes. Options and measures to reduce reliance on actual chemical use would also include consideration of operational controls as part of integrated pest/pathogen management systems.

Appropriate actions might include:

- Considering the in situ environmental impacts in the assessment of chemical selection for use.
- Ensuring awareness of relevant regulatory requirements for chemical use and manufacturers' instructions and guidelines.
- Documenting the use of chemicals, including rationale for use, site description, rate and method of application.
- Avoiding chemicals and application methods with high risks of non-target impacts.
- Implementing nutrient management and alternative weed management strategies.
- A chemical use strategy which reduces reliance on less environmentally friendly chemicals in favour of more environmentally friendly chemicals.

B-4.6.1 Identify soil and water values

GUIDE TO VERIFICATION

The intent of this requirement is to ensure that forest managers are cognisant of relevant and potential soil and water values of management concern, are able to identify such values in the field and are able to assess the impact of the values in relation to prevention/control measures.

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That relevant soil and water values of management concern have been identified.

That appropriate specifications for acceptable levels of concern for relevant properties, and their assessment, exists.

Indicators

List of identified soil and water values that can be adversely affected by forest operations.

Records of assessment of soil and water values identified as being adversely affected by forest operations (links with requirements 4.1.2 and 4.1.3 of the Standard).

Forest management plan (or equivalent instruments) that addresses impacts of forest operations on identified soils and water values.

Records of review of regional catchment studies and catchment management objectives to identify significant values and threats.

Records of consultation with relevant land managers and other competent personnel to identify significant values and threats.

GUIDE TO IMPLEMENTATION

In the context of this requirement, the key issues to consider are the impacts that erosion, compaction, contamination and fertility linked to soil structure may have on identified soil and water values.

Appropriate actions might include:

- Systematic assessment of erosion hazard and compaction potential.
- Identification of optimum timing for undertaking forest operations dependent on soil conditions.
- Identification of ground-water recharge zones and saline groundwater.
- Inventory of road waterway crossings.

B-4.6.2 Water quality

GUIDE TO VERIFICATION

The intent of this requirement is to minimise the impact of forest operations on critical water quality parameters beyond the range of natural variation.

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That management planning demonstrates a consideration of water quality and regional catchment objectives and incorporates these into management plans or equivalent instruments and operational plans where applicable.

That appropriate action is taken in the field to protect and maintain water quality.

Indicators

Forest management plan or equivalent instruments that identifies waterways, position of riparian zones, buffer strips and protected areas.

Operational plans, codes of practice, operational procedures and programs for minimising soil transport from disturbed areas, maintaining riparian zones and buffer strips, and the design, construction and maintenance of roads and roadway crossings of waterways are in place.

Records of the results of water quality monitoring and research.

GUIDE TO IMPLEMENTATION

Forest operations have the potential to impact on water quality primarily by causing particulates and sediment to enter streams. In some parts of Australia, there is potential for forest operations to impact on stream salinity. The potential for impact on water quality increases with soil erodibility and slope, particularly in areas subject to high intensity rainfall events.

The issue of water pollution from chemical usage and spills is covered by requirement 4.6.5 of the Standard.

In the context of this requirement, roads include roads and tracks both temporary and permanent.

Appropriate action to safeguard catchment and water values might be specified in codes of practice or other operating or environmental guidelines or prescriptions. These could include:

- Water bodies and waterways at high risk of degradation.
- Areas where operations must be excluded or restricted under certain circumstances.
- Features of significance (for maintenance of water quality) that occur in the operating area that must be protected during forest operations such as ephemeral streams and floodplains or riparian zones and vegetation that enhances soil and water resources (e.g. wetlands).
- Operating conditions for forest operations such as for timing of operations; locating, designing, constructing and maintaining roads; regulating the use of roads; roadway crossings of waterways to recognised standards intended to minimise degradation of water quality.
- Implementing practices to minimise transport of soil from disturbed areas into waterways.
- Assessment of forest land capability class to minimise risk of damage.
- Zonation of forest to take into account features of significance for the maintenance of water quality.
- Matching timber extraction systems to the product, topography and rainfall characteristics.
- Participation in or contribution to regional bodies dealing with catchment and vegetation management.
- Adhering to protective measures specified in codes of practice, legislative instruments and regional prescriptions.
- Adopting the Australian River Assessment System (AUSRIVAS) for rating ecological health of freshwaters by biological monitoring and habitat assessment on the basis of environmental attributes — geographical, physical and chemical features.
- Monitoring water quality and, where consistent with natural conditions, in accordance with the Australian and New Zealand Guidelines for fresh and marine water quality (2000).

NOTE: Natural water flows from pristine streams may often exceed the Australian guidelines for freshwater quality, particularly in high-flow conditions.

Sources of information

- Public natural resource management and environmental protection agencies.
- Regional studies (e.g., those by research bodies such as universities and CSIRO and through the RFA process).
- Regional land capability studies or environmental impact assessments.
- State and regional catchment management strategies.

B-4.6.3 Water flows

GUIDE TO VERIFICATION

The intent of this requirement is to promote management planning (primarily for operational activities) that considers relevant actions in relation to the information that is available on streamflow/water yields and seeks to minimise adverse impacts of changes in hydrological flows.

Type of requirement

Document-based evaluation

Basis of assessment

That impacts of forest management on water yield are in accord with appropriately authorised catchment goals.

That appropriate action is taken to minimise unplanned adverse impacts, including risk assessment of uncertain short and long-term disturbances (e.g. fire) that can impact on hydrological flows.

Indicators

Records of review of catchment studies and catchment management objectives.

Records of consultation with relevant land and water managers, specialists in catchment modelling and other competent personnel.

Cooperative arrangements with relevant land and water managers in monitoring of trends in water yields and impacts of forest management activities on water yield.

Maps and other planning instruments.

Records of water yield trends.

GUIDE TO IMPLEMENTATION

In the context of this requirement, is not required of forest managers to establish regional catchment goals but to respect them where they are developed through appropriate processes.

It is recognised that while the timing and volume of flows are largely beyond the control of forest managers, the distribution of forests and forest operations in a catchment and over time can have an impact on flows. Also forest managers need to recognise the historical variations in streamflows.

Catchment models to predict the impacts of plantations on water flows are now being increasingly used for strategic planning purposes. Future refinement of these models is likely to assist individual forest managers with large ownerships in addressing the impacts of plantation forestry on water flows at the regional scale. Further refinement of these models has the potential to assist individual forest managers with large ownerships in analysing and managing potential benefits or costs of plantation forestry related to water quality and quantity at the regional scale.

Appropriate actions might include:

- Increasing water yield by thinning.
- Providing for the temporal and spatial dispersal of forest harvesting operations throughout the forest ownership/defined forest area.
- Developing best practice operating guidelines to safeguard catchment and water values.
- Maintaining a mosaic of different age classes in a catchment to minimise the chances of particular effects from operations.

Sources of information

- Hydrological, groundwater and soil data from relevant land and water management agencies e.g. public agencies, research institutions and Catchment Management Authorities or equivalent.
- Regional studies (e.g., those by research bodies such as universities and CSIRO and the RFA process).
- Recognised catchment management strategies and plans such as those developed under the National Action Plan for Salinity and Water Quality in Australia (2000).

B-4.6.4 Soil properties

GUIDE TO VERIFICATION

The intent of this requirement is to ensure that the design and conduct of forest operation takes into account the need to maintain the physical, chemical and biological properties of soil and if suitable situations arise, to improve those properties.

In the context of this requirement, it should be noted that preparation for plantation establishment may involve significant soil management or scarification (e.g., deep ripping, ploughing, mounding, discing) with the specific aim of improving soil properties for tree survival and growth.

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That relevant soil properties are identified and assessed for their significance in relation to erosion hazard and/or compaction potential.

That identified soil properties are considered in the design of forest operations and appropriate action taken during operations to protect, maintain and enhance soil properties.

That soil movement is minimised during slash management activities.

That nutrient loss through the removal of nutrients in harvested forest products is minimised.

That actions are taken in forest operational areas to prevent significant soil movement.

That, where required, restoration or rehabilitation of forest operational areas is undertaken.

Indicators

Reviews of regional soil studies for consideration in management planning and implementation of forest operations.

Records of consultation with relevant land managers and other competent personnel.

Records of known soil properties on maps or other planning instruments.

Records of evaluation of soil damage agents and options to avoid, minimise or correct damage.

Application of codes of practice or other appropriate operational procedures.

Changes in rate of forest growth and yield (linked to Criterion 4 of the Standard).

Appropriately designed and constructed roads, extraction tracks and log landings.

GUIDE TO IMPLEMENTATION

Natural soil capital is vitally important to most ecosystem cycles and functions. Forest soil loss or physical redistribution can lower soil fertility or affect sediment delivery to streams. Changes in physical, chemical and biological properties of soil due to forest management activities can adversely affect soil fertility and thus ecosystem processes.

Protecting natural soil capital includes consideration of—

- Protection of soil structure and fertility;
- Minimising nutrient loss as a result of nutrient take-off due to harvesting and other management operations (e.g. non-burning of logging slash) in so far as the mechanics of the process are understood; and
- Protection of soil stability and providing erosion control.

To meet this requirement, the forest manager may consider:

- Systematically assessing areas for erosion hazard prior to work commencing.
- Strategies to minimise major soil disturbance within forest harvesting areas.
- Identifying or developing and implementing appropriate codes of practice or operational guidelines or procedures where not already required by legislation.
- Designing and implementing forest operations (including plantation establishment, silvicultural techniques, temporary and permanent roadways, extraction tracks and product storage areas) to take account of the topography and specific soil types and qualities known or believed to occur at the site of forest operations and in accordance with relevant codes of practice or equivalent instruments or operational guidelines.
- Strategies to minimise nutrient loss and take-off in harvesting, site preparation and establishment practices.
- Restoring or rehabilitating log landings, extraction tracks, temporary roads and product storage areas in accordance with relevant codes of practice or equivalent instruments or operational guidelines.

In the context of this requirement, zones of major soil disturbance are areas occupied by log dumps, access tracks, fire breaks, temporary tracks used for machinery movement around a coupe and extraction tracks and relates to harvesting activities only.

Minimising soil disturbance, managing water flows, maintaining debris cover or establishing cover crops, as appropriate may minimise soil erosion.

Appropriate action to safeguard soil properties might be specified in operating guidelines which may include:

- Areas where operations must be excluded.
- Features that occur in the operating area that must be protected during forest operations.
- Operating conditions for forest operations and other measures which regulate site disturbance.

Other appropriate actions might include:

- Maintaining the integrity of the litter layer and understorey compatible with natural cycles maintenance of acceptable risk of catastrophic fire.
- Minimising soil re-distribution downslope.
- Maintaining site organic matter and nutrient supplying capacity, particularly through management of slash material.
- Timing of operations in relation to seasonal weather patterns.
- Closing operations in conditions when unacceptable soil damage would occur.
- Ensuring that operational plans consider factors such as harvesting unit size, slope and location; design and location of landings and extraction tracks; harvesting equipment; and areas excluded from logging/harvesting.

- Rehabilitating extraction tracks, temporary roads, log dumps and any other earthworks associated with harvesting operations.
- Assessing erosion hazard based on soil erodibility, rainfall and slope.
- Selecting techniques appropriate to erosion hazard.
- Applying an appropriate nutrient management regime.

Sources of information

- Public land/natural resource management and environmental protection agencies.
- Regional studies (e.g. those by research bodies such as universities and CSIRO and the RFA process).
- State and regional catchment and vegetation management strategies.

B-4.6.5 Pollution and contamination

GUIDE TO VERIFICATION

The intent of this requirement is to promote appropriate management of chemical application activities so that pollution and contamination of soil and waterways is either avoided or minimised and to ensure the proper disposal of any waste.

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That legal obligations and other relevant guidelines for preventing or constraining water pollution and soil contamination are identified and assessed for their implications for the forest manager.

That management planning and operational activities demonstrate consideration of water pollution and soil contamination agents.

That appropriate monitoring procedures are in place.

That response and remedial action plans have been developed and implemented where necessary.

That there is no evidence of significant or systematic non-compliance with relevant legislation or codes of practice resulting in water and soil pollution.

Indicators

Records of reviews of legal obligations and other requirements.

Evaluation of polluting and contaminating agents and options to avoid or minimise damage.

Chemical Code of Practice.

An Environmental Management System (EMS) or equivalent system in place to deal with chemical usage.

Existence of remedial action plans.

Results of monitoring.

GUIDE TO IMPLEMENTATION

To meet this requirement, the forest manager could consider:

- Preventative and corrective procedures to prevent spills and overspray from chemicals entering waterways and to contain spills and minimise overspray.
- Measures to minimise the risk of chemicals from planned applications being transported into waterways.

- Measures to ensure transport, storage, transfer and disposal of fuels, lubricants and chemicals is undertaken in such a way that the risk of water pollution and soil contamination is minimised.
- Prescribed methods for disposal of waste fuels, lubricants and chemicals are in place.
- Response and remedial plans to mitigate water pollution and soil contamination incidents including risk assessments and routine testing.

Within the context of this requirement, risk includes a consideration of both the likelihood and the consequence of the pollution or contamination within the defined forest area.

Appropriate actions might also include:

- Documenting and monitoring use and application of chemicals.
- Routine water testing following use of chemicals in forest operations.
- Consideration of the in-situ environmental impacts in the assessment of chemical selection for use.
- Providing equipment and training for staff and workers, and operators to minimise health and environmental risks.
- Ensuring awareness of relevant regulatory requirements for chemical use and manufacturers instructions and guidelines.
- Ensuring buffers are in place around water ways.

In the context of this requirement, chemicals include—

- Fertilisers,
- Pesticides,
- Fuel and lubricants, and
- Bio-solids.

B-4.7.1 Greenhouse gas emissions

GUIDE TO VERIFICATION

The intent of this requirement is to promote consideration of and a commitment to planning and practice options that reduce greenhouse gas emissions.

Type of requirement

Document-based evaluation

Basis of assessment

That minimisation of greenhouse gas emissions is considered in the planning and management of forest operations.

That any guidelines, procedures and prescriptions to minimise greenhouse gas emissions are documented.

Indicators

Evaluation of consideration of greenhouse gas emissions in planning and management.

Plans, operational procedures, guidelines and procedures to minimise greenhouse gas emissions.

GUIDE TO IMPLEMENTATION

Forest managers might seek to reduce fuel consumption in order to reduce costs and achieve efficiencies in operational activities.

Appropriate actions might include:

- Evaluation of practices to minimise greenhouse gas emissions.
- Evaluation of compliance with National and State policies on greenhouse gas management.
- Evaluation of strategies and options for improving fuel efficiency and reducing fossil fuel consumption.
- Evaluation of opportunities for producing renewable energy.
- Regular servicing of equipment to promote efficiency in use.

Sources of information

Greenhouse gas management strategies or policies, such as the National Greenhouse Strategy relevant to forestry operations and vegetation management.

The Greenhouse Challenge program.

Australian Fuel Efficiency ratings.

B-4.8.1 Indigenous peoples' rights

GUIDE TO VERIFICATION

The intent of this requirement is to ensure that due recognition, acknowledgement and enjoyment of Aboriginal peoples' and Torres Strait Islander peoples' culture is maintained within Australia's natural resources especially the forested environment. It allows for the maintenance of ecosystems based on traditional land use methods, where appropriate to the forest management outcomes of an organisation.

Type of requirement

Document-based evaluation with interview verification

Basis of assessment

That appropriate consultation is initiated or occurs with Indigenous people to identify and acknowledge their traditional knowledge in forest management and use of forest species and other non-wood products.

That where practicable and appropriate traditional knowledge is utilised in the management of forest species and other non-wood products.

Indicators

Records of consultation or invitations to consult with relevant individuals or organisations.

Partnerships or co-operative agreements with Indigenous groups.

Plans and operational procedures referencing Indigenous people's knowledge.

Records of consent to practice and participate in the cultural and traditional customs.

Demonstration of traditional land use methods, as appropriate.

GUIDE TO IMPLEMENTATION

It is in the national interest for a more effective Indigenous heritage protection regime to be in place. This would recognise Indigenous people's ownership of their own heritage and recognise the intellectual property rights inherent in tangible and intangible Indigenous heritage in forests.

In the context of this requirement, the economic aspirations of Indigenous people's does not mean co-ownership of forest resources but relates to the acknowledged support for forest related economic development (e.g., harvest contracting, tourism, bush tucker), which may involve Indigenous people.

Appropriate action might include:

- Fostering of professional relationships with Indigenous people that can be considered both responsive and flexible to Indigenous needs and as part of an ongoing and continual process.
- Encouraging a significant contribution to decision making by Indigenous people and use of Indigenous knowledge in the protection of the forest environment.
- Recognising Indigenous ownership of wildlife.
- Working closely with Indigenous people to ensure efficient and reliable contacts and communications between parties.
- Understanding and consideration of culturally significant areas and needs noting that Indigenous people within Australia are distinct and may need to be treated on an independent/individual basis.

Sources of information:

- Former Aboriginal and Torres Strait Islander Commission (ATSIC) Board of Commissioners and Regional Councils.
- Local Aboriginal Land Councils and Indigenous Coordination Centres.

- The Environment policy of the former ATSIC 1994.
- National Indigenous Forestry Strategy (Australian Government Department of Agriculture, Fisheries and Forestry).
- Forest and Timber Inquiry Resource Assessment Commission Consultancy Series ‘A review of Aboriginal Uses and values of Forests December 1990’ by Scott Cane.
- The Indigenous Land Corporation.

B-4.8.2 Heritage values

GUIDE TO VERIFICATION

The intent of this requirement is to ensure that important natural heritage values and cultural, religious, spiritual and social heritage values and sites are recognised and adequately protected during forest operations.

Type of requirement

Document-based evaluation with field verification

Basis of assessment

That known Indigenous and non-Indigenous natural heritage values and cultural religious, spiritual and social heritage sites and values are identified and respected.

That assessments of their significance have been arranged or have been undertaken where appropriate.

That forest management plans or equivalent instruments and actions take account of those values and sites in implementation by setting aside, protecting from harvesting operations or managing by prescription identified significant sites.

That there has been appropriate consultation and/or collaboration prior to any required approvals being obtained.

Indicators

Policies, operational procedures, guidelines or plans pertaining to values and sites.

Records of review of relevant records and information.

Records of approvals, where required, for forest operations.

Records of consultation with relevant individuals, organisations or forest managers.

GUIDE TO IMPLEMENTATION

Appropriate action by the forest manager to safeguard heritage values might include:

- Collaboration with relevant Indigenous people to facilitate protection of Indigenous values during forest operations.
- Implementation of zoning practices in culturally significant areas so that no degradation or disturbance occurs to highly sensitive regions during forest operations.
- Safeguarding non-Indigenous heritage values through identification of known values and by regularly updating inventories of non-Indigenous heritage values.
- Assessment of the importance of non-Indigenous heritage in the regional context based on relevant studies and forest planning instruments.
- Identification of important non-Indigenous heritage values by recording on maps or other planning instruments.
- Consideration of important non-Indigenous heritage values in the preparation of forest management plans or equivalent instruments and appropriate actions implemented in consultation with the appropriate bodies.

- Inclusion of procedures to protect heritage values within operational guidelines including management in an appropriate manner to preclude degradation or loss and considering community and volunteer involvement in management of some values.
- Collaboration with heritage and tourism interests to facilitate the protection and enjoyment of heritage values.

In the context of this requirement, natural, cultural and biological heritage values may include trees or stands of special cultural or social significance, such as arboreta, geomorphological features, national estate and landscape, and high scenic quality.

B-4.8.3 Traditional uses

GUIDE TO VERIFICATION

The intent of this requirement is to maintain pre-existing rights to the use of forested lands, especially for legal and traditional uses. Where such uses threaten the integrity of the defined forest area or the achievement of the forest management performance criteria, the forest manager should pursue negotiated outcomes.

Type of requirement

Document-based evaluation with field verification

Basis of assessment

That there has been an evaluation of community traditional uses in conjunction with relevant parties or communities of the existing legal rights or traditional Indigenous and non-Indigenous uses of the forests in relation to the forest manager's activities.

That there is no evidence of unreasonable refusal of access for existing legal rights or traditional uses.

That the rights of local communities to natural resources pertaining to their land are respected and communities participate in the uses, management and conservation of the resources on their land.

That Indigenous peoples control forest management on their land where legal rights apply.

That illegal and other unauthorised activities are identified and reasonable efforts are made to effectively control such activities.

That forest-based recreation and forest-based tourism is permitted in approved areas.

That there has been an evaluation of the impact of existing legal rights or traditional uses of the forests on the integrity of the defined forest area or the achievement of the forest management performance criteria.

That existing legal and traditional uses are on a scale that does not threaten the integrity of the defined forest area or the objectives of forest management.

That disputes over tenure claims and use rights are resolved through legal process.

That conflicts between existing legal and traditional uses and the integrity of the defined forest area or the forest management performance requirements are resolved by negotiation utilising dispute resolution mechanisms identified (see also requirement 4.2.3 of the Standard).

Indicators

Records of assessments of significance of impact of legal or traditional uses on defined forest area.

Agreements for permissive or traditional uses.

Records of approvals for authorised activities.

Records of actions on illegal and other unauthorised activities.

Records of consultation with relevant individuals, organisations and land managers.

Records of dispute resolution outcomes.

GUIDE TO IMPLEMENTATION

A significant area of the public forest estate (including that under private leasehold) may have residual native title and land rights. These issues are a matter of contemporary debate and are yet to be resolved. This requires careful consideration of potential threats to the integrity of the defined forest area or the attainment of the forest management performance criteria.

Appropriate action might include:

- Providing infrastructure and visitor facilities, including access and interpretation displays for forest-based tourism and forest-based recreation, where appropriate.
- Providing reasonable access for traditional Indigenous land users to meet spiritual and cultural needs.
- Providing mechanisms for the communication and notification of requirements for existing legal or traditional uses.
- Respecting the rights of local communities to natural resources pertaining to the land.
- Where there are special demands for further public access for training and public education about forest practices, reasonable efforts are made to meet this demand.
- Ensuring relevant OH&S requirements are recognised in the pursuance of any legal rights or uses of the defined forest area.

B-4.9.1 Regional development

GUIDE TO VERIFICATION

The intent of this requirement is to ensure an appropriate contribution that will benefit and support regional communities with economic and social ties to defined forest area and forest related industries.

Type of requirement

Document-based evaluation and consultation with relevant regional bodies

Basis of assessment

That forest management is cognisant of regional forest industry issues and the practicable opportunities that may flow from such issues having due regard to the role of forestry in rural and regional development and the environmental, social, economic and cultural requirements of the Standard.

That reasonable employment opportunities for regional contractors and suppliers are provided.

That forest managers contribute to the framework of regional communities at an appropriate level.

Indicators

Review of issues and practicable opportunities.

Contribution to regional forest based industries, employment and businesses.

Communication and consultation with regional bodies within commercial constraints.

Periodic economic, environmental and social reporting.

Recreation plans and facilities.

Educational programs.

GUIDE TO IMPLEMENTATION

Appropriate regional bodies might include local Government authorities (Council or Shire), regional plantation committees or equivalent, regional development boards or equivalent, Australian Forest Growers chapters, city/town chambers of commerce, farm forestry networks, training or safety bodies, industry/university co-operative arrangements, regional community groups and other non government organisations (e.g. Timber Communities Australia).

In the context of this requirement, the framework for regional communities may involve the activities undertaken by a forest manager both within the defined forest area and in the general region, which may not be considered a core activity of the organisation such as visitor and interpretation facilities, educational activities, sponsorship of events and persons, where appropriate.

Appropriate and practicable opportunities might relate to—

- Commercial forestry;
- Development of further local product processing;
- Biological diversity;
- Recreational functions and forest tourism;
- Indigenous enterprises;
- Educational activities; and
- Sponsored landscape and/or environmental rehabilitation.

Appropriate actions might include:

- Participating in or contributing to regional industry bodies and associations (where existing).

- Contributing to flow of forest products to regional industries including new value-adding industries.
- Using regional service contractors, providers and businesses.
- Making reasonable provision of employment opportunities for regional communities.
- Contributing to the planning, establishing and maintaining/maintenance of infrastructure to facilitate efficient delivery of goods and services.
- Promoting consideration of the benefits attributed to forests in the development of regional development plans.
- Contributing to social benefit of forest management.
- Sponsoring opportunities which have economic or social spin-offs.

B-4.9.2 Optimal use

GUIDE TO VERIFICATION

The intent of this requirement is to encourage forest managers to consider opportunities for value adding and procedures to maximise value of production at operational sites, recognising that the market ultimately determines what is a saleable commodity and that forest managers can only harvest for sale what the forest is producing.

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That the forest management options for forest products were assessed and strategies/procedures developed, having due regard to the economic, social, environmental and cultural requirements of the Standard, for—

- Value adding to a range of forest products at operational sites;
- Minimising waste resulting from harvesting;
- Optimising production within sustainable limits;
- Contributing to the planning, establishing and maintenance of infrastructure to facilitate efficient delivery of forest products and services whilst at the same time minimising negative impacts on the environment; and
- Avoiding damage to other forest resources and products (see also requirement 4.4.5 of the Standard).

That forest managers have considered procedures to maximise value of production at operational sites.

That infrastructure for the efficient and effective delivery of forest products and services have been established, maintained and protected for the benefits of society.

Indicators

Forest management plan (or equivalent instruments).

Marketing/commercial plan for forest products.

Records of assessment of product opportunities.

Operational procedures for product grading.

Silvicultural practices and long term management plans.

GUIDE TO IMPLEMENTATION

Where appropriate to scale, actions might include:

- Ensuring felling and handling of the forest resource is carried out to maximise net log value

recovery.

- Allowing competitive access to forest produce for large scale enterprises.
- Providing for small scale and specialist markets opportunities by product specification, pricing and segregation.
- Exploring new and potential markets commensurate with resource estimates.
- Optimising recovery and use of products from operations where economically viable and within environmental constraints.
- Exploring opportunities for local processing of the forest's diversity of products.
- Contributing to the planning, establishing and maintenance of infrastructure (such as roads and bridges) to facilitate efficient delivery of forest products and services.
- Providing opportunities for non-wood products as an integrated component of the output of the forest rotation.

B-4.9.3 Employment/skills development

GUIDE TO VERIFICATION

The intent of this requirement is for forest managers to provide a commitment to a stable, skilled workforce and to skills enhancement of the workforce that is involved in the management of the defined forest area.

Type of requirement

Document-based and interview evaluation

Basis of assessment

That there is a commitment to skills development, including multi-skilling, in line with organisational needs and requirements as well as employee, staff and workers aspirations, including contractors and seasonal staff.

That there is commitment to long-term employment relationships, including to contractors and seasonal staff.

That there is reasonable provision of employment opportunities for people in regional communities.

That there is ongoing dialogue with the relevant unions representing an organisation's employees and contractors at an appropriate level.

Indicators

Organisational training and existence of skills and training needs register.

Training opportunities for employees, contractors and seasonal staff.

Human resource policy related to skills development, workforce qualifications and improvement in competency.

Relevance of human resource policy to individual roles.

Training budgets.

Identification and introduction of new technology enhancing skills.

Cross cultural training for forest workers.

GUIDE TO IMPLEMENTATION

The benefit of ongoing access to both skilled staff and workers and a skilled employment pool needs to be considered when planning activities given the multiple functions of forests and the seasonal nature of some work (e.g. bushfire season, planting, pruning/thinning, nursery, pests and weed control).

Appropriate actions might include:

- Balancing work program to provide continuity of work.
- Ensuring employment opportunities are open and available to local communities.
- Involvement with industry bodies that promote training and regional development.
- Commitment to increasing labour productivity through skills upgrading and better use of applicable new technology.
- Develop long-term relationships with contractors and seasonal workers and support skills development to provide ongoing access to skilled staff and workers.
- Education and training on relevant Indigenous matters to gain an understanding of appropriate procedures and actions for liaising with Indigenous peoples.
- Using national competency standards as a basis for skills development programs.
- Consideration of the ILO convention (142) concerning vocational guidance and vocational training in the development of human resources.

Sources of information

Regional education centres (e.g. TAFE or equivalent).

Programs of the former ATSIC.

Government agencies.

Timber industry training authorities and boards (such as Forest and Forest Products Employment Skills Company [FAFPESC] or State Industry Training Advisory Body [ITAB]).

B-4.9.4 Occupational health and safety

GUIDE TO VERIFICATION

The intent of this requirement is to ensure that health and safety requirements are taken into account in the planning, organisation and supervision of forest operations and to provide a safe workplace and safe work practices for staff and workers including contractors and seasonal employees that are involved in the management of the defined forest area.

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That the forest manager commits to occupational health and safety, including rehabilitation where practicable, and the development of reforms to facilitate improvements in workplace health and safety.

That health and safety requirements are taken into account in planning, implementing and supervising forest operations.

That the forest manager has plans or equivalent instruments and actions to meet the occupational health and safety requirements for a workplace.

That there is no evidence of non-compliance with relevant occupational health and safety employment legislation.

Indicators

Safety and health policy statement.

Occupational Health & Safety (OH&S) role in job descriptions of supervisors.

Safety programs for employees, contractors and seasonal staff.

Safety performance (incidence of accidents).

Safety committees or staff and worker awareness programs.

Operator licences/Certificates of competency.

GUIDE TO IMPLEMENTATION

This requirement recognises that the provision of a safe workplace and the development and implementation of safe work practices provides benefits not just to the forest manager and the staff or workers but also provides broader community benefits particularly for families who are dependent on staff and workers.

Appropriate actions might include:

- Putting in place an OH&S policy and practices for staff and workers.
- Systematically undertaking risk assessment and as a result identifying hazards and preventative measures.
- Ensuring that all operators are trained to designated industry standards in the safe and efficient use of equipment and machinery.
- All necessary equipment, tools, machines and substances are in safe and serviceable condition.
- Putting in place processes to ensure contractors meet their safety specifications including compliance with relevant safety legislation.
- Putting in place procedures to ensure safety of the general public where relevant.

B-4.9.5 Workers rights

GUIDE TO VERIFICATION

The intent of this requirement is to respect the rights of employees and other workers/ staff and workers including their rights to join a union or association in the workplace and equality of employment and treatment for those involved in the management of the defined forest area.

Type of requirement

Document-based evaluation with verification in the field

Basis of assessment

That the forest manager has plans or equivalent instruments and actions to take account of equal employment opportunities for employees/staff and workers and the freedom of association in the workplace.

That the forest manager respects the rights of employees and other workers/staff and workers including their right to form and join a trade union of their choice.

That the forest manager does not discriminate in hiring, advancement, dismissal, remuneration and employment-related benefits on grounds such as age, race, gender, religion or sexual orientation.

That the forest manager carries out collective bargaining with staff and workers and their representatives in good faith and with best efforts to reach agreement.

That there is no evidence of non-compliance with employment legislation and collective agreements in force.

Indicators

Equal Employment Opportunity and other policy statements.

Staff and worker committees or staff and worker awareness programs.

Records of inspections.

Payroll of enterprise and/or contractors.

Findings of employment surveys.

GUIDE TO IMPLEMENTATION

Appropriate actions might include policies and procedures for—

- Respecting the rights of staff and workers to join a union or association without fear of intimidation or reprisal;
- Non-discrimination in hiring, advancement, dismissal, remuneration and employment-related benefits;
- Fair remuneration for staff and workers, including contractors and self-employed;
- Use of grievance and compensation mechanisms (see also requirement 4.2.3 of the Standard); and
- Strict adherence to minimum age provisions of labour laws and avoiding the use of workers under 18 years of age in heavy or hazardous work except for the purpose of training.

Through compliance with labour laws and respect for core International Labour Organisations (ILO) conventions, requirements 4.9.3 to 4.9.5 of the Standard provide a framework for ensuring that workers receive an equitable share of benefits of forest management.

The core ILO conventions identified by the International Federation of Building and Wood Workers are:

- Convention No. 29—Forced or Compulsory Labour
- Convention No. 87—Freedom of Association and Protection of the Right to Organise
- Convention No. 98—Application of the Principles of the Right to Organise and to Bargain Collectively
- Convention No. 100—Equal Remuneration for Men and Women Workers for Work of Equal Value
- Convention No. 105—Abolition of Forced Labour
- Convention No. 111—Discrimination in Respect of Employment and Occupation
- Convention No. 138—Minimum Age for Admission to Employment

NOTES

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The company has four membership classes – Government; Forestry and Wood Products Sector; Employees Representative Organisations and General – to represent the interests of public and private forest managers, owners, processors, regulators, employees and organisations or individuals who support the company's objectives. The company has two technical committees whose role is to draft and review/revise the Australian Standards for forest management and chain of custody that support continuous improvement towards sustainable forest management of wood production in Australia.

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