Murraylands and Riverland Landscape Board

Performance Report

Quarter 3 | January - March 2023

Outcomes aligned with the 2022-23 annual business plan investment and priorities

LANDSCAPE SOUTH AUSTRALIA MURRAYLANDS AND RIVERLAND

From the General Manager

I am pleased to present the Murraylands and Riverland Landscape Board Performance Report for the third quarter of 2022/2023.

This report summarises the performance and activities over the past 3 months and tracks our progress towards delivering the investment and priorities as outlined in the Murraylands and Riverland Landscape Board Annual Business Plan.

It provides the regular review of programs, services and projects and also highlights achievements, key partnerships and other related matters that have occurred during the period.

This report is one of the organisation's key reporting tools used to deliver performance related information to landscape board members, the organisation and the wider community.

I hope that you will find its content valuable and informative.

Andrew Meddle
General Manager

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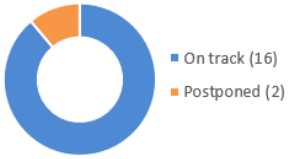
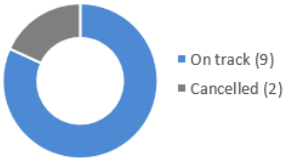
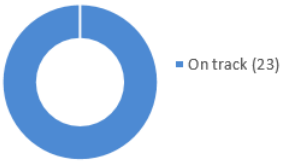
1. Executive Summary

In quarter 3 of 2022-23, the following progress has been made and program delivery is predominantly **on track** for the financial year.

Strategic Priority	Annual Business Plan Programs	Program Strategies
Sustainable agricultural and pastoral landscapes	▪ Sustainable agriculture ▪ Farm soils and vegetation management ▪ Regional Landcare facilitator ▪ Soil extension activities ▪ Pest plant and animal management	
Sustainable water use	▪ Sustainable irrigation ▪ Water planning and management ▪ Water allocation planning ▪ Water literacy ▪ Pest plant and animal Management	
Healthy rivers, lakes and wetlands	▪ Wetlands and floodplain restoration ▪ Restoring RAMSAR wetlands ▪ Pest plant and animal management	
Healthy landscapes	▪ Landscape scale restoration ▪ Restoring Iron Grass grasslands ▪ Threatened Mallee birds ▪ Pest plant and animal management	
People at the heart of landscape management	▪ Grassroots grants ▪ Education program ▪ Aboriginal partnership program ▪ Capacity building and volunteer Support ▪ Citizens' science	
Foundational programs	▪ Board leadership and governance ▪ Planning and evaluation ▪ Customer and business services ▪ Communications ▪ Council levy collection fees	

Highlights Summary

Highlights from the third quarter of 2022-2023 include:

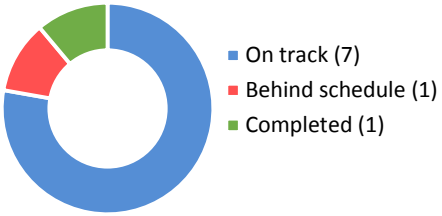
- A number of great events were offered during autumn across the region with topics including soil carbon, managing salinity, variable rate and precision agriculture.
- Staff participated in the development and refinement of 'Challenge themes' and 'Research Focus Areas' as part of the One Basin CRC initiative.
- A workshop was held in Swan Reach with members of the Peramangk community to document their 20 year vision of the Marne and Saunders catchments.
- The Marne Saunders community reference group was established comprising members from across the catchment from the upper hills zone to the River Murray.
- Looper defoliation monitoring surveys were undertaken across Gluepot, Taylorville, Danggali and Calperum.
- Landscape board staff and volunteers participated in monitoring training at Calperum Station and over 200 hours of effort in training and surveying fieldwork was undertaken.
- Grassland ecologist Nicola Barnes participated at the Grassland Discovery Day where 50 participants attended to learn about iron-grass natural temperate grasslands (INTG).
- Forty dams have been removed within Living Landscapes project over the past 5 years to restore threatened Mallee bird habitat.
- A workshop was held at the Wanderers Cricket Club in Murray Bridge East to provide information about rabbit control to the community.
- District staff facilitated 12 fox bait distribution events across the Murraylands.
- Control works were undertaken on yellow water lily infestations at 9 sites between Caurnamont and Wellington.
- A co-funded rabbit management program has commenced to prevent further escalating environmental damage to the critically endangered Iron-grass Natural Temperate Grassland (INTG) ecological community present within Poonthie Ruwe Conservation Park.
- A kayak tour teacher professional development session was held on the World Wetlands Day where 14 educators participated.
- A total of 36 students, plus 37 teachers and adults from across 22 different schools participated in the Young Environmental Leaders Forum.
- The River Murray Youth Council (RMYC) has recruited 9 new students and 5 new mentors to the 2023 program.
- A large collaborative Ngarrindjeri-led project proposal submitted by the landscape board to the South Australian Government's Landscape Priority Fund has been successful.
- A story performance video was produced with the River Murray and Mallee Aboriginal Corporation (RMMAC) on the new Riverland ranger team.
- Turtle monitoring surveys were established in the Lower Murray and Ngarrindjeri community members have been employed to assist with these.
- Children and adults of all ages participated in turtle nest surveys undertaken at Lake Bonney and Pike Conservation Park.

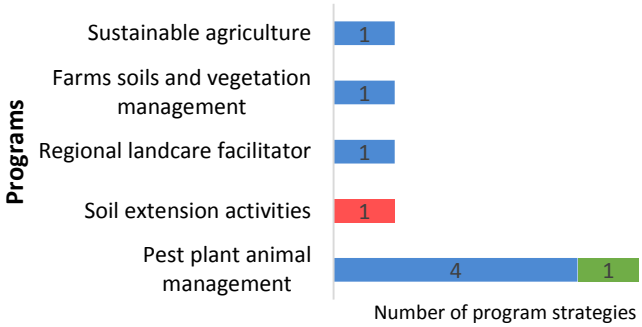
- 15 new insect species found by students in the Insect Investigators project across 3 states. These species are in the process of being described by taxonomists.
- 65 applications for Grassroots Grants were received this year, compared to 43 last year.
- Four new staff vacancies were advertised during this quarter and 8 vacancies were filled.
- Staff participated in a new collaborative approach to develop the 2023-24 business plan.
- 7 workshops were undertaken to assess the landscape board's performance in delivering the priorities of the regional landscape plan (2021-2022) after the first year of delivery.
- Staff attended the SA Climate Practitioners inaugural Forum and the inaugural industry climate change conference.
- Staff and board members attending the Karoonda Farm Fair provided a great opportunity to connect and talk with members of our community.

2. Performance by Strategic Priority

Sustainable agricultural and pastoral landscapes

Status of program strategies





Program Progress Summary

A number of successful landholder engagement activities undertaken this quarter across programs and for varying purposes. This included a forum hosted by the Mallee and Coorong Advisory Committee on the topic 'Farming in a Changing World', which saw presentations from a range of widely respected speakers and extended on information presented at their 2022 forum.

Staff interactions with landholders have been fruitful with adjustments to staff work schedules being made in response to landholder feedback, and support options for landholders being reviewed and created. Control works for weeds and animal pests has had good results with strong landholder participation.

Planning for future works have involved collaboration with partners and been informed by reflecting upon the results of works undertaken in recent years.

Program quarterly highlights

Sustainable Agriculture

- The land and water management team developed 6 project concepts for the board's operational planning process and provided significant input into the landscape board's tender submission to the Federal Government for the Regional Delivery Partnership.
- Regional Agriculture Landcare Facilitator Zoe Starkey worked closely with the MERI team to analyse and collate data for the rubrics baseline evaluation workshops and preparation for the Regional Landcare Program 5 year evaluation reports.

Regional Landcare Facilitator

- The autumn period saw a number of great events supported in the region, and topics included soil carbon, soil salinity, variable rate and precision agriculture, post-harvest reports and the delivery of regional project reports.

Soil extension activities

- Soil extension officer Barrie Williams completed the Soil Food Web microbiology course.
- Barrie Williams and Denham Ewens (Sustainable Agriculture Officer) participated in a farmer extension training day at Loxton.

Pest plant animal management

- A workshop was held at the Wanderers Cricket Club rooms in Murray Bridge East to provide information about rabbit control. 13 local residents participated along with 3 district staff. The evening digressed towards robust discussion about how to engage residents and attract funding to subsidise rabbit bait material costs. The outcome from this workshop heard that some residents are interested in establishing a working group to apply for community-led grant funding (i.e. Grassroots Grants).

Photo 1. Eastside Rabbit workshop at Wanderers Cricket Club.

- Bowhill rabbit baiting program started with a coordinated approach between the timing of landholder bait runs and district staff baiting on roadsides which increased the impact of baiting. Once the baiting program was completed, a contractor undertook 3.5kms of roadside warren ripping through complex terrain.
- District staff attended 12 different fox bait distribution days across the Murraylands. Attendance was lower than last year but this was anticipated due to the prolonged harvest which has kept landholders busy. Thousands of baits have been sold and district staff reported a number of positive interactions with landholders. Landholders suggested that future days be held slightly earlier in the year for 2024 due to the proximity of lambing. This would provide landholders with more time to reduce fox numbers prior to lambs being born.

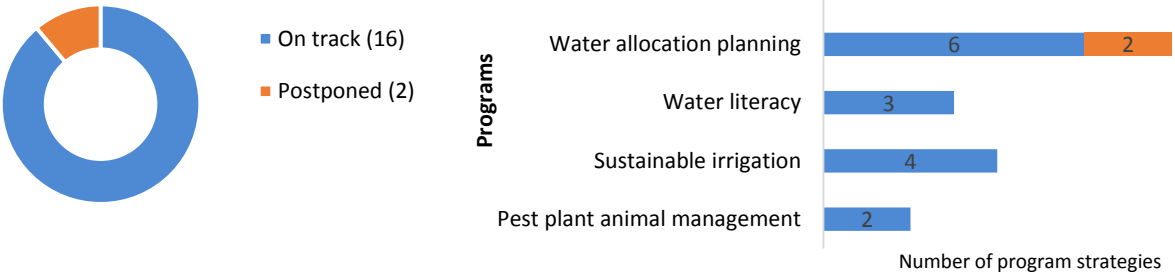
- District officers visited the sites of white weeping broom control trials to carryout monitoring of chemical effectiveness. Feedback from landowners at these sites regarding the impact of control was very positive. Two chemical treatments have had significant impact. Further monitoring will continue to be sure plants will not recover and reshoot throughout the growing season.

Photo 2. Before and after of herbicide trial for white weeping broom.

- District staff worked with the contractor responsible for the Murray Bridge Army Range grounds to organise the release of the horehound bio control, plume moth. This season has seen previously under control horehound infestations take off so it is really positive to see landholders looking to control this weed.

Sustainable water use

Status of program strategies



Program Progress Summary

Programs that were postponed due to flooding impacts have now begun to gain traction. The Lower Murray Reclaimed Irrigation Area (LMRIA) National Water Grid project now has 3 projects approved and agreements are being executed. A project originally developed with a drought management focus on accessibility and deliverability has increased its scope for eligible activities to assist with recovery, as well as extended its timeframes.

Staff have been undertaking significant activities through our partnership with the One Basin Cooperative Research Centre (CRC). Challenge priorities and research focus areas have been developed and active engagement has occurred on the refinement and prioritisation of research areas and potential projects.

In the water resources space, 282 letters were sent to groundwater users to advise them of the free annual salinity sampling program. A workshop with MACAI / Peramangk on the Marne Saunders risk assessment project was undertaken and highlighted some First Nation focus areas for the water team to work with MACAI on developing. A community information session on the outcomes of the review Mallee and Peake, Roby & Sherlock water allocation plans occurred in Lameroo and was a successful event with ~30 water users attending to learn more about current groundwater status and how to be involved in proposing changes to the water allocation plans over the coming 12 months.

Program quarterly highlights

Sustainable Irrigation

- Staff actively participated in the development and refinement of 'challenge themes and research focus areas' as part of the One Basin CRC initiative. Team Leader Michael Cutting also attended leadership training in partnership with the One Basin CRC and the Peter Cullen Trust.
- Following delays as a result of the widespread flooding, the first projects have been approved for funding through the LMRIA National Water Grid Connections program. A further expression of interest process is currently underway which will support the implementation of further projects through the program.

- The landscape board has been actively participating as a member of the LMRIA Recovery subcommittee which has provided an opportunity to promote the support available through the landscape board, including the Connections project along with weed control and revegetation.

Water Planning and Management & Water Literacy

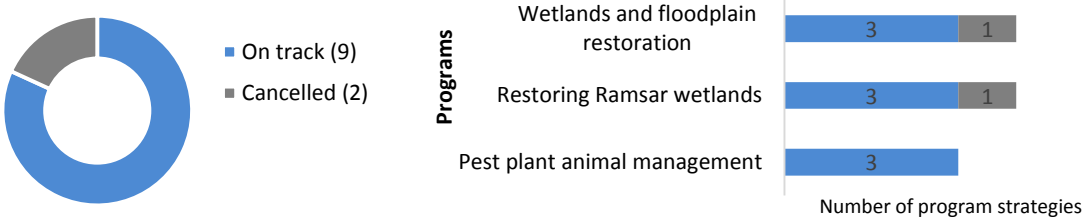
- In January a workshop was held in Swan Reach with Peramangk to document their 20 year vision of the Marne and Saunders catchments. The workshop importantly provided an assessment of the risks and benefits of different options that Peramangk discussed to reach their vision. Six representatives from MACAI attended, along with staff from the Murraylands and Riverland and Northern and Yorke landscape boards. Key discussion points included improving access for Aboriginal people to get on country at important water sites and developing education processes to help facilitate this. The data collected at this workshop is being integrated into a wider risk analysis of additional options derived from the wider Marne Saunders community.

Water allocation planning

- The Marne Saunders Community reference group was established. The group comprises members from across the catchment - from the upper hills zone to the Murray. A wide range of interests are represented with winemakers, community group workers, growers from the plains and Aboriginal representation. The group will provide support and guidance through the pre-Water Allocation Plan (WAP) review process, and will likely form the kernel of future engagement on water issues in the catchment e.g. future WAP review.
- In March, 30 community members and water users from the Mallee and Peake, Roby, Sherlock prescribed wells area attended an information session in Lameroo. The information session provided an overview of the outcome of the reviews of the water allocation plans over the previous 2 years, the current status of groundwater in the area and talked about how the community would like to be engaged in the future drafting of changes to the WAPs over the coming 12 months. The next step from this meeting is to establish a community reference group to meet and discuss options going forward for both groundwater areas.

Healthy rivers, lakes and wetlands

Status of program strategies



Program Progress Summary

Autumn monitoring post flood focused on fish and tree health with changes for a number of measures noticeably different. Monitoring work was impacted by restricted access due to continued high water levels through this period but persistence ensured the work was achieved.

The floods have seen emergence of new pest species in various sites along water courses with staff responding to landholder enquiries relating to new infestations and controlling new weed emergences before they could become well established.

Works planning and pest control activities continued with good partnerships established and results achieved.

Program quarterly highlights

Wetlands and Floodplain Restoration and Restoring Ramsar Wetlands

- Autumn monitoring has been largely completed with the focus for this season being on fish and tree health.
- Construction works for Teringie wetlands have been continuing to advance detailed design and construction processes.
- The Raukkan community has done a land swap with the Coopers Company and have acquired ownership and management of a long corridor of lakefront land along Narrung peninsula, including a number of small wetland assets. The wetlands team has been working with them to design and implement simple flow path improvements to enable those wetlands to be actively managed by the Raukkan community.
- Planning for release of the Murray Crayfish into the SA Murray River was undertaken with partner agencies. Crayfish are being held in tanks in Mildura and Victor Harbor pending their planned release over several stages. Plans were also developed to attach radio tracking technology to the crayfish.

Pest and plant animal management

- With flood waters dropping and access restored to the River Murray, the team was able to get back out to inspect yellow water lily infestations as part of the Healthy Rivers project. The team has undertaken control works on infestations at 9 different sites between Caurnamont and Wellington as well as removing tubers from the river, uprooted from their original location by flood waters. District staff have also been collaborating with the Paiwalla Wetland group to coordinate a united approach to treating yellow water lily in the wetland.

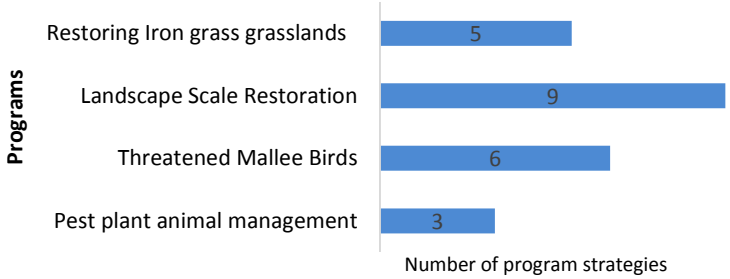
Photo 3. Yellow water lily infestation at Zadow's Landing.

Photo 4. Before and after treatment of yellow water lily at Noa-Noa Landing site.

- Keeping pressure on feral pigs by working in conjunction with landholders, the Riverland district team has been trapping and baiting feral pigs, successfully removing at total of 39 animals. This has included adults and juveniles. It is imperative to protect sensitive environments near wetlands from considerable soil disturbance, damage to vegetation and predation pressures.

Healthy natural landscapes

Status of program strategies



Progress Summary

Staff have tackled a range of difficult issues in this quarter, making progress and achieving some success. The team has brought together a number of partners to investigate the widespread Looper caterpillar defoliation, sharing information and undertaking analysis to determine the best approach to take. There has been broad staff engagement in the goat browse monitoring and community and landholder involvement in issues such as iron grass grassland information sharing and education, conservation efforts for regent parrots and partnerships to support threatened mallee birds through the removal of additional dams in the northern part of the region.

Ecological endeavours were supported by pest control works which engaged landholders and the Department of Infrastructure and Transport, particularly where native species are threatened and along transport corridors where weeds have the propensity to spread. Technologies including use of drones and biological controls were employed to support this pest control work.

Program quarterly highlights

Landscape Scale Restoration

- Looper defoliation monitoring and expert consultation: The last couple of months has seen our ecology team roll out summer surveys in Bookmark looking at how to best measure defoliation of vegetation caused by Looper caterpillars, the impact and the recovery. Surveys were conducted across Gluepot, Taylorville, Danggali and Calperum Stations. The surveys aim to test if we can correlate the defoliation events and any vegetative recovery with satellite imagery. Surveys were completed in March and the data was been sent to DEW Science for analysis. In collaboration with DEW, we have also coordinated a site visit by an expert entomologist to assist us to gather further information about the caterpillar and its ecology. This visit was extremely informative and provided some useful direction to lead further investigations.

Photo 5. Peter McQuillan (University of Tasmania), Peter Cale (ALT)) Mel Burford, and Heather Neilly (ALT) discuss looper defoliation at Calperum Station in February 2023.

Photo 6. Looper defoliated mallee eucalypts at Calperum Station in February. Variation in the amount of defoliation exists between sites and individual trees. This site had a high level of defoliation.

- Goat Browse Monitoring Training: Project Officer Tina Gillespie organised a staff experience to participate in goat browse monitoring training based on Calperum Station. Senior Ecologist, Craig Gillespie and consultant Ellen Ryan-Colton were the trainers over 2 days in March, with 2 additional landscape board staff and 9 volunteers putting in over 200 hours of training and surveying fieldwork time. Stakeholder partners in attendance included RMMAC, Calperum North Volunteers, a paddock manager, a Gluepot volunteer, a DEW Park Ranger and Artemis Hunting and Conservation SA.

*Photo 7. Bullock bush (*Alectryon oleifolius*) about to burst into seed, a welcome sign of reduced grazing pressure.*

Photo 8. Goat Browse Monitoring Volunteers & Staff March 2023.

Training included measuring key indicator "ice cream" plant species (i.e. preferred species for grazing) to indicate the amount of browsing pressure across the landscape. Outcomes of this experience were to have a base of trained people reading the landscape for impacts of grazing; test the new apps developed for field data capture; engage staff and stakeholders in our work; and set up new sites in Chowilla while also re-surveying some of the existing long-term monitoring sites. These days were also captured on film by Ben Fleming from Colourblind Digital and will be used in videos for reporting and social media.

Photo 9. Ellen with monitoring team Chris Lill, Gluepot and RMMAC rangers Lucy and Bill.

Restoring Iron-grass Grasslands

- Grassland talk at Carbon Farming Forum: Our Grassland Ecologist Nicola Barnes was invited to present at the AgForum in Karoonda in February, hosted by Mallee and Coorong Advisory Group. Other speakers including industry and local farmers gave perspectives on the carbon market. Nicola's talk complemented this discussion and focused on the practical farming aspects on how to improve soil biology (including soil carbon) by managing native grassland plants and improving plant root health – the main way that organic carbon gets into soil.
- Grassland Discovery Day: Nicola kicked off a great day of talks by expert ecologists on the flora and fauna of rangeland grasslands. The day was organised with project partners Anne Brown, Northern and Yorke Landscape Board and Millie Nicholls from the Mid North Grasslands Working Group. The day was attended by more than 50 people including teachers and students from the Burra Community School. Nicola talked about how plant diversity increases resilience and productivity of native grasslands and how this diversity also drives carbon capture and biological activity in the soil. She also wowed the attendees with photos of the beautiful plants that make up a diverse grassland.

Photo 10. Grassland ecologist Nicola Barnes talking to community at the Nature Discovery Day in Burra.

There was also a lively talk on grassland invertebrates by Dr Michael Nash, a great talk on the pygmy bluetongue lizard by Professor Mike Gardner, and Dr Amy Slender gave a fascinating talk on the birds of prey that use grasslands. This was followed by an informative walk at the Burra Mine grassland with Millie Nicholls.

- INTG Trial Landholder - final workshop: As we are nearing the end of our 5 year Iron-grass Native Grassland project, our project team is working towards collating all of our learnings and creating legacy products to promote the project and communicate our findings. To this end, the trial landholders gathered together at Ulooloo Station and had a comprehensive workshop to discuss the grazing and seeding trials. The trial landholders had the opportunity to meet up and learn about the trials on each of their properties. We discussed the highlights and challenges of the work to date and compared results at each property.

Photo 11. Anne Brown and Nicola Barnes discussing the rationale of the trials and facilitating feedback from the farmers.

The day ended with a site inspection of the trials at Ulooloo Station and a discussion on 'where to from here?' Much of the day's activities were captured on film by Ben Fleming from Colourblind Digital and selected footage will be used during crafting of our grassland videos.

Photo 12. On-site inspection of the trials at Ulooloo – plus some good management discussions and information sharing.

- Enhancing the survival of Iron-grasses at Tiliqua Nature Reserve: On a rainy day in March, Restoration Ecologist Kate Graham and Project Manager Aimee Linke (Mid Murray Landcare) were ably assisted by local volunteers Maureen and Barry Wright, to give a much needed drink to over 800 Iron-grasses. These Iron-grasses had been planted at Nature Foundation SA's Tiliqua Nature Reserve near Burra in winter last year. Iron-grasses (*Lomandra spp*.) are a crucial structural component of the critically endangered Iron-grass Natural Temperate Grassland (INTG) vegetation community and provide protection for many other species and improve surrounding soil fertility. These plants were historically lost from the property and it is great that there is now this added boost to the diversity at the site.

Photo 73. Maureen Wright and Aimee Linke filling buckets to water precious new Iron-grass plants.

A good percentage of the plants have survived their first summer following a previous watering. Although there was almost 13 mm of rain recorded on the first day of watering this rain had not soaked far into the soil and it was looking very dry. The following day we had the last area to water and we were kindly assisted by Andrew Fairney from Seeding Natives. It was a great team effort and we really appreciated the help from Barry, Maureen and Andrew. The extra water provided should get the plants through to the winter rains and allow them to establish a good root system to be then able to withstand conditions in subsequent years without assistance.

A small time commitment for this watering will get them off to a good start and is a great investment as Iron-grasses can live for hundreds of years!

- Landscape ecology team contribution to the education program: Project Officers Tina Gillespie (Murraylands) and Toby Galligan gave presentations on native grasslands for the term 1 teacher professional development sessions led by the education team. They engaged teachers in thinking about how to integrate our local threatened ecosystem, the INTG of SA into their classroom curriculum. This resulted in several enquiries in how to establish a native grassland garden at their schools. Mel Burford also spoke about regent parrots and citizen science in the Riverland professional development session.

Threatened Mallee Birds

- Regent Parrot Murtho Corridor: The ongoing support provided to the Regent Parrot Recovery Team has seen the partnership between 2 local landholders, Trees for Life, Riverland Native Plants and the Regional Regent Parrot Recovery team flourish. With the success evident from the first years seeding event, the partnership is now going to take on other revegetation sites identified by the recovery team that will help to provide connectivity, foraging food and habitat for the regent parrot.

Photo 84. Regent Parrot Murtho Corridor.

- Threatened mallee bird conservation through dam closures: Senior Ecologist, Craig Gillespie kept Reg Hams from Tuikilkey Enterprises busy closing more dams for conservation outcomes. In collaboration with Department for Environment and Water (DEW) - National Parks and Wildlife Service South Australia who closed some in the farthest northeast reaches of the Danggali Wilderness Protection area, at the other end of the landscape, Reg modified one and flattened another 5 in Taylorville for a total of 8 closed or decommissioned dams!

  Dams were closed or modified to prevent them holding water, which helps bring numbers of feral goats and overabundant kangaroos in check. Despite delays with mechanical problems with the dozers and having to pump water out of some dams because of so much La Nina rain, the program achieved its quarterly milestones. A total of 40 dams have now been closed in collaboration with Living Landscapes partners over the past 5 years.

  A few highlights include Centipede Dam in Taylorville Station bordering Gluepot. In spring 2022 it was holding water and was closed in February 2023. The closure of this dam pushes the availability of reliable standing water for herbivores right back to within a few kilometres of the western border of Taylorville Station in the working pastoral zone.

Photo 15. Centipede Dam in Taylorville Station bordering Gluepot in spring 2022 (left) and once closed in February 2023 (right).

Relief Dam in far north-eastern Danggali Wilderness Protection Area is almost 120 km north of Renmark and the most remote dam closed by our programs in the last 5 years. Bordering Scotia Sanctuary to the east and Oakvale Station to the north, this dam supported elevated kangaroo and feral goat populations in the summer of 2021. Closing this dam provides confidence that threatened Mallee bird habitat for hundreds of square kilometres around will now be allowed to recover and regenerate through future seasons. This will aid in threatened mallee bird conservation particularly that of the critically endangered black eared miner.

Photo 96. Relief Dam in far north-eastern Danggali Wilderness Protection Area in summer 2021 (left) and April 2023 (right).

Pest and plant animal management

- Pest rabbit control for Poonthie Ruwe Conservation Park: A co-funded rabbit management program has commenced to prevent further environmental damage to the critically endangered Iron-grass Natural Temperate Grassland (INTG) ecological community present within Poonthie Ruwe Conservation Park. Bec Gould is coordinating the delivery of this program with partners from NPWS (Murraylands district), the Department of Infrastructure and Transport (DIT Highways), and internally with the Murraylands district team. Together the park and adjacent Dukes Highway road reserve have been mapped using the District drone (within the park only) and Survey123 mapping tools.

Photo 17. Rabbit damage to grassland native plant.

- The CSIRO African boxthorn biocontrol rust release program, implemented across the Murraylands in November and December 2022, has been inspected by district staff to gauge performance of the rust fungus this quarter. In excess of 10 releases have been made after sites were found and located in November of 2022. Only 6 of these sites were checked through the monitoring program in February due to flood waters impeding access to the other rust release sites. All sites checked had the rust present with 1-2 spores located on each plants where it was released. This information has been sent to CSIRO.
- Working with DIT and various contractors, a program of summer weed control was completed, with one target species being a large population of silver leaf nightshade on the Browns Well highway that is proving difficult to curb. It was noted that a few paddocks adjoining the roadside had large infestations and will require notification prior to spraying season later in the year.

Other targets have included summer grasses, such as African lovegrass and coolatai grass, as well as several new infestations of khaki weed located around high visitation areas in Morgan. Signage has been erected in several places to raise awareness of priority weeds, aiming to help stop the spread.

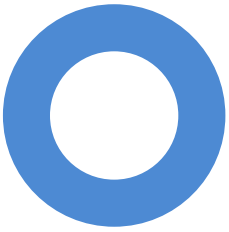
DIT has advised that there will be additional funds available. The team is currently putting together a plan for what works they would like to add to or initiate.

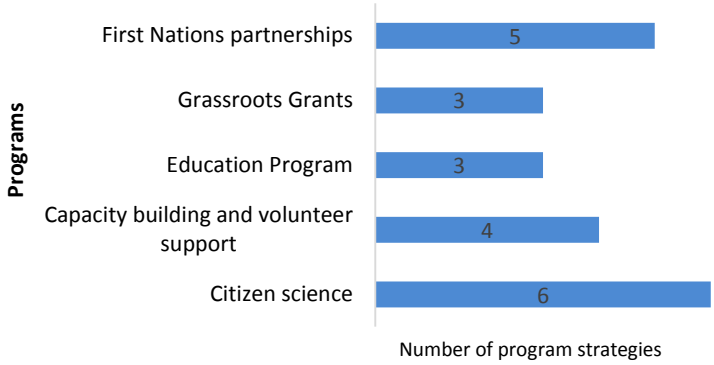
Innocent weed was also on the rise in a few locations due to drift sand covering roadsides creating ideal growing conditions for the plant. African Lovegrass greened up and spraying was undertaken using a glyphosate and flupropanate mix to suppress seed set and create a residue for next germination.

- In partnership with District Council of Loxton Waikerie and Crown Lands, a comprehensive program of rabbit baiting was undertaken across many land parcels in the vicinity of Paruna.

People at the heart of landscape management

Status of program strategies





Program Progress summary

The 2023-24 Grassroots Grant program call was successfully undertaken with over 60 project applications received across the 3 project levels. Assessments are now underway and announcements of the successful projects will occur shortly.

In term one, the Education program is aligning with the priority area of 'Healthy Natural Landscapes' and the programs activities have covered a range of topics such as the importance of native grasslands, understanding region-specific threatened species, creating healthy habitats and the management of biodiversity. The Education team worked alongside landscape ecology team, ZoosSA (Monarto Safari Park) and Animals Anonymous to deliver a successful YEL Forum and 2 teacher professional development sessions.

The River Murray Youth Council (RMYC) has been active in Term 1 by attending the Karoonda Farm Fair and holding two information session events for new and interested students. The info sessions gave opportunity for new members to meet existing members and get a better understanding of RMYC. Proving to be successful, RMYC has 9 new students signed up to the 2023 program.

The landscape board supports a number of projects to increase the meaningful participation of First Nations' in landscape management, including employment and training programs. During this quarter we have continued to work with the River Murray and Mallee Aboriginal Corporation (RMMAC) ranger team supporting their new Ranger Coordinator, Glenn Chisholm along with the successful release of a short film about the new Riverland ranger team and some of the early outcomes of their work and development.

In citizen science, staff efforts have been put into the essential behind the scenes work including progressing the processing of historical WaterWatch data ready for inclusion in the BioCollect database, newsletters, social media engagement for the 1 Million Turtles program and progressing the completion of the 2nd Edition of the Find Our Fungi booklet.

Two successful community turtle nest surveys were help at Lake Bonney and Pike Conservation Park. Both located nesting sites, informed the participants of the need for turtle conservation action and how they can assist. Participants included youth, teachers, Landcare volunteers and others. Participants stated they would share this new knowledge with others.

Program quarterly highlights

Education

- The Education team received a generous donation from former Loxton District Landcare Inc. to promote school engagement within the Loxton region. Taking advantage of the high flows and World Wetlands Day, a Loxton Kayak Tour Teacher PD was held. Fourteen educators, primarily from the Loxton region were provided with information the importance of our local wetlands. Educators were guided over floodplains at Loxton including the submerged river front and Loxton Caravan Park which was a rare opportunity given the river accessibility restrictions. The session was successfully run by Cindy Kakoschke and guided by Canoe the Riverland with Wetland Project Officer Olly Cirocco in attendance and Andrew Biele representing the board and Loxton Landcare. William Cook gave the Welcome to Country and represented the Riverland Murray and Mallee Aboriginal Corporation.

Photo 18. Educators paddle through Loxton Caravan Park river front during high flows.

The term 1 the Healthy Natural Landscapes theme saw the team coordinate a YEL Forum in the Murraylands and a Teacher Professional Development in both the Murraylands and Riverland areas. Working alongside the Landscape Ecology Team and local partners such as Banrock Station and Monarto Safari Park (Zoos SA) these events were successful with great feedback collected through post-event evaluations. A total of 36 students, 37 teachers and adults from 22 different schools were delivered information on the importance of native grasslands, understanding region-specific threatened species, creating healthy habitats and the management of biodiversity. Students were able to explore native bush tucker foods and identify key characteristics of native grass species through illustrations and explore the methods used to simulate healthy habitats within animal enclosures. Educators heard from a variety of guest speakers including Tim Field from Banrock

Station who discussed the ecological impacts from the recent high flow event and the management of Banrock wetland to promote healthy habitats.

Photo 19. Educators listening to guest speaker at the Murraylands Teacher PD at Monarto Safari Park.

The River Murray Youth Council (RMYC) has been active in recruiting 9 new students and 5 new mentors to the 2023 program. Two information sessions were held inviting interested students to find out more about RMYC, how the program is run and plans for the 2023 program. The Riverland RMYC info session was held in Barmera with 11 students and 5 parents/guardians in attendance. RMYC coordinator Ilyth Burton ran through ice-breaker activities, the 2023 program and RMYC mentor Cindy Kakoschke lead the students on a Turtle nest survey along Lake Bonney. The Murraylands RMYC was held at Greenlands Dam in Murray Bridge with 5 students and 3 mentors. Students heard from Wetland Project Officers Sam Hardy and Aleisha Casson about the role of wetland officers and their project on surrogate sites for the purple spotted gudgeon. Fyke nets were pulled and students were able to view purple spotted gudgeon up close and learn how to identify the species. Students gave positive feedback as none had ever seen the species before and

Photo 20. RMYC students and mentors watch as Sam Hardy empties Fyke net at the Murraylands RMYC information session.

expressed their interest in learning more about aquatic habitats and other smaller bodied native fish.

- This term, the education team have worked to promote its program to schools within the Loxton region with 5/5 of the schools in the area engaged with the education program in term 1.
- Significant engagement through education sessions have been notable. The education team provided 6 education sessions reaching 137 students and 33 teachers and adults. Education sessions included topics such as macroinvertebrates, food webs, pest species, and River Murray ecosystems. Feedback collected from educators highlighted the appreciation for education sessions and excursions reflecting locally relevant topics.

First Nations partnerships

- A large collaborative Ngarrindjeri-led project proposal submitted by the organisation to the South Australian Government's Landscape Priority Fund has been successful. The project, which was awarded $480,000 over 3 years, includes a range of activities including priority on-ground works, Ngarrindjeri cultural site assessments, community yarning circles, and Ngarrindjeri community involvement in a range of threatened species recovery programs across Ngarrindjeri lands and waters. The project is a partnership between the Ngarrindjeri Aboriginal Corporation, 4 landscape boards (Murraylands and Riverland, Limestone Coast, Hills and Fleurieu and Kangaroo Island), the Raukkan Community Council, the Goolwa to Wellington LAP, Langhorne Creek Grape and Wine Inc, Nature Foundation, the University of Adelaide, Nature Glenelg Trust and the SA Drought Hub. The partners held an initial project workshop on 21 March in Murray Bridge.

Photo 21. The new Ngarrindjeri-led project will include community engagement and on-ground works targeting culturally significant species such as Thukubi (freshwater turtles). Photo courtesy of Scotte Wedderburn.

- Glenn Chisholm started as the new River Murray and Mallee Aboriginal Corporation (RMMAC) Ranger Coordinator in February. Glenn, a member of the First Peoples' community, brings a wealth of knowledge and experience to the role, having worked for 9 years as a ranger with the National Parks and Wildlife Service in the Riverland. Fiona Giles, the previous RMMAC Ranger Coordinator

Photo 22. Glenn Chisholm, the new RMMAC Ranger Coordinator.

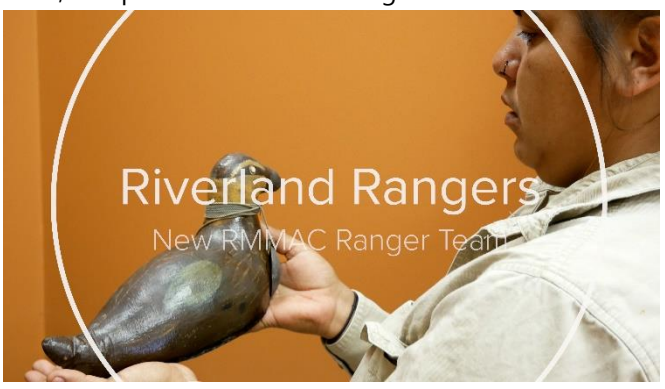


Photo 23. The Riverland Rangers Performance Story is available to view on the Board's YouTube account.

has moved to a new water-focussed role with RMMAC. Fiona did a magnificent job of establishing the new ranger team and making sure the program got off to a very successful start.

- The Aboriginal partnerships team has produced a short film with the River Murray and Mallee Aboriginal Corporation (RMMAC) on the new Riverland ranger team. The film, which includes interviews with the rangers, RMMAC directors and other people involved in the project, looks at some of the early outcomes of the new team for the rangers, RMMAC, the Riverland Aboriginal community, and the broader community. The film also showcases the highly significant cultural and environmental values of the Riverland which the ranger team is working to protect. The film was previewed by the board at their March meeting and has been shared with all staff at general manager briefings. The film has been promoted on the landscape board's social media channels and is available to view on full on the Board's YouTube channel.

Citizen Science

- Associate Professor James Van Dyke from the 1 Million Turtles project assisted DEW and NAC to establish Thukubi (turtle) monitoring surveys in the Lower Murray and Ngarrindjeri community members have been employed to assist with the surveys. Numbers of turtles are now very low in the Lower Murray and more information on where they are, and their population structure at different locations, is urgently needed. This partnership is a positive step forward and will increase our collective understanding of Thukubi conservation needs. Video footage from the training and surveys will also be incorporated into the Thukubi yarning circles film which is now in post-production.

Photo 24. NAC turtle surveys and training.

- Turtle nest surveys were undertaken at Lake Bonney and Pike Conservation Park and were attended by several community participants across a range of ages. Nesting sites were found which will contribute to our improving understanding of turtle behaviour and distribution in the region.

  The popularity of guided nest surveys with experts on hand has provided a planning opportunity to identify a range of similar opportunities over next spring and summer to cover many other sites and repeat survey the nests found to date. Volunteers enable more ground to be surveyed and they can take what they have learnt back to their local community or school. More information on nesting

Photo 105. Community turtle nest surveys at Lake Bonney.

Photo 26. Community turtle nest surveys at Pike Conservation Park.

hotspots will allow for planning conservation actions such as fox proof fencing with councils, NPWS and landholders.

- The Insect Investigators team have been working behind the scenes, looking at the insects collected by the 50 schools across SA, WA and QLD last year. So far, 15 new insect species are in the process of being described by taxonomists. Four of these were collected by South Australian schools. The team is coordinating a series of workshops where students can work with scientists to name these new species. What an amazing opportunity!
- The first bulk upload instalment of historical Waterwatch data has been completed in the new WaterwatchSA BioCollect database. This database is an important upgrade from the old database which has been in use from 2009 to 2022, more years than we can even document! Waterwatch sites that are now part of Northern and Yorke region were chosen because there was a much smaller dataset. With this process now ironed out we can progress the upload of data from the Murraylands and Riverland and Hills and Fleurieu regions.
- Sylvia Clarke, our Senior Project Officer for Citizen Science is also Chair of the South Australian chapter of the Australian Citizen Science Association (ACSA-SA). Sylvia has provided valuable input to assist DEW with their draft Environmental Citizen Science Strategy which is currently being developed.

Grassroots Grants

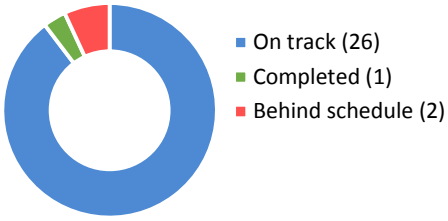
- Through a concerted communications campaign and targeted engagement activities we received 65 applications for Grassroots grants this year, totalling $1,040,864 requested. The total amount available for granting is $471,718.

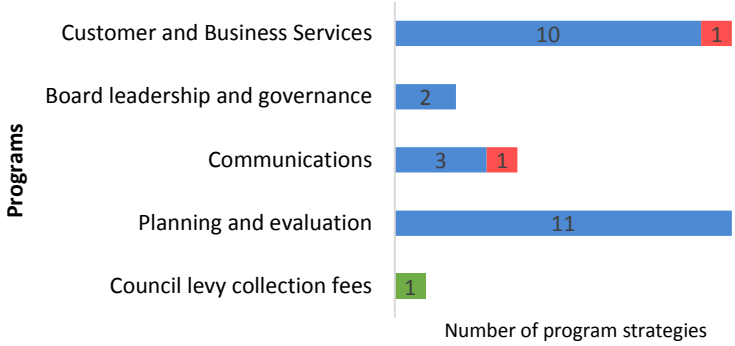
Capacity building and volunteer support

- District staff attended a meeting with the Raukkan community council to discuss issues and future projects. It was discussed that we could support them to submit a Grassroots Grant application for a spray unit. Talks with Raukkan crew continue regarding doing more artichoke on Raukkan land.
- Members of the Murraylands district team attended the Karoonda Farm Fair, and while Friday was relatively quiet, a number of farmers and community members visited our tent on Saturday. District staff were able to provide professional weed and pest control advice and identification of pest species.

Foundational programs

Status of program strategies





Progress summary

A significant amount of time and effort during this quarter has been spent on setting ourselves up for next year. The investment and information team has worked with team leaders on formulating and lodging Regional Delivery Partner bids with the Commonwealth. This was at the same time as developing the business plan, annual operating plan and the 5 year plan in conjunction with the finance team.

Finance also reviewed carryover requests for this financial year, and re-submitted a request for a much lesser amount having been able to forecast significant savings to be achieved before the end of the year. This should provide the Department of Treasury and Finance a level of comfort that the landscape board has a strategic outlook on future expenditure.

Another large piece of work completed this quarter was the Baseline Evaluation workshops. Held across the organisation with all staff in some way, evaluations of our work measured against our themes were undertaken with many ideas on how to improve how and what we deliver the priorities of our plan.

New approaches to engage the media appear to be working. By developing talking points for our board chair and targeting select media outlets, the take-up of articles on our Grassroots Grants program noticeably improved over the use of the standard media releases.

Program quarterly highlights

Customer and Business Services

- Development of the draft operational plan budget for 2023-24 occurred during this quarter.
- The finance team prepared a 5 year financial plan in support of the annual business planning process which included the development of multi-year projects. Some long-term projects were incorporated into the federal funding tender for Regional Delivery Partnerships.
- Four new vacancies were advertised during this quarter and 8 vacancies were filled by 31 March. Three new recruits joined the organisation this quarter and 2 have completed the induction training.

Planning and Evaluation

- A number of our staff have spent considerable time and effort preparing for a timely submission this quarter for the replacement federal funding for the Regional Landcare Program, currently referred to as Regional Delivery Partners (RDP). The landscape board submitted a tender response to 'Approach to Market for Environmental Protection, Sustainable Agriculture and Natural Resource Management Services' on the 6 March 2023. We look forward to delivering some great programs across the region with this potential funding support for the Australian Government.
- A new collaborative approach was taken to develop the 2023-24 business plan this year, involving a call for concept submissions, the individual assessment of those concepts by the leadership team to determine initial ranking, followed by a leadership team workshop to decide the final rankings and the projects to be recommended for funding in the 2023-24 year. This approach, although more time consuming, did allow the leadership team an opportunity to assess all current and new project ideas against the priorities in the business plan, whilst also ensuring any urgency is considered, as well as value for money, continuity for business operations, staff have the right tools to get the job done, delivering the greatest impact, and minimising or mitigating risks. The draft operating budget for 2023-24 includes 25 continuing projects and 10 exciting new projects.

  The board was presented details of the recommended projects and provided an information package outlining the associated financial plans and contribution towards each Strategic Priority.
- Development of field-based apps to streamline field data collection has been embraced by more projects – Feral Goat Impact Assessment, Standing Water, Mallee Bird Surveys to name a few. Our technical expertise also assisted the Limestone Coast Landscape Board with spatial data support that enabled them to undertake their biggest feral deer operation to date.
- This quarter, the MERI team began to roll out workshops for the Baseline Evaluation to assess the landscape board's performance in delivering the priorities of the regional landscape plan (2021-2022). A total of 7 rubrics workshops were conducted evaluating themes of our work including our partnerships, first nations' engagement, youth engagement, sustainable agricultural, community support, volunteers and water management. Great discussion and ideas were shared at the workshops resulting in various pathways for us to improve how and what we deliver to progress the priorities of the plan. Further workshops will be conducted in the following quarter.

Photo 117. Baseline Evaluation workshops.

- There have been several EPBC referrals that the board has picked up from national consultations by DCCEEW, for developments in the MRLB region. The landscape board has an important role to play in providing independent feedback on the quality and robustness of the data supporting these

applications that impact threatened species or habitats. Specifically, the organisation has provided comments on the Truro bypass application by DIT, Morgan Whyalla Pipeline renewal Stage 1 by SA Water and is currently assessing the Summerfield Power station battery storage scheme at Tepko and the Tungkillo battery storage scheme. Some of these applications are impacting critically endangered species or habitats and our responses have highlighted this to seek alternative options. SA Water is also seeking our assistance to identify land suitable for the substantial offset. Staff are also currently reviewing the draft threat abatement plan for feral cats which has close connections to landscape board interests.

Communications

- A highlight of the third quarter was a novel approach to the media promotion of the 2023-24 Grassroots Grant call. While the standard media release was sent out at the end of February, no media outlets expressed any early-stage interest in interviewing the spokesperson or publishing a story. With the support of internal leadership and Di Davidson, the team developed talking points and proactively offered select media outlets with the opportunity to interview Di. This resulted in 3 interviews for Di, and another 2 outlets ran stories without interviews.
- Throughout the high flow and flood events, the communications team has proactively supported the availability of information for community members and landowners. A webpage regarding flood preparedness has been updated to help the community recover from the floodwaters, while a dedicated page for primary producers included relevant information. Noting that the landscape board is not the authority for flood prevention or mitigation, these pages have acted as a conduit to information supplied by other government agencies.
- Karoonda Farm Fair was a great opportunity for staff to meet and talk with members of the community. It was good to see whole families in our tent, a lot of them were attracted in by the Animals Anonymous display but it was also a good opportunity to get them to see our other stands. The find the fungi competition kept a lot of kids engaged and running around the tent counting the fungi images. The education stand, with the guess the grain activity, was a great success among all ages. A proactive media strategy also resulted in interviews with ABC Riverland (live on-air) and The Border Chronicle to promote WAP amendment work.

Photo 128. Murraylands and Riverland landscape board tent at the Karoonda Farm Fair.

3. Standard metrics reporting

The standard metrics are a defined and agreed short-list of measures the organisation counts for the purposes of communicating to the public and accountability to the executive leadership team and board members. These standard metrics quantify what has been delivered during the current quarter.

	Meas-ure	Frequ-ency							Q3 Actual
Area benefitted from pest animal control	Ha	Quarterly							26,9138.7
Area benefitted from pest weed control	Ha								7,162.3
Area surveyed	Ha								20,829.5
Communication materials published	#								654
Compliance issues investigated	#								4
Development referrals responded to by landscape board staff	#								17
Events	#								98
Followers on social media	#								5,769
Groups financially supported	#								31
Individuals engaged at events	#								1,703
Land managers involved in coordinated baiting	#								201
One-on-one technical advice interactions	#								779
On-ground trials / demonstrations established or maintained	#								18
Participants at recognition volunteer events[1]	#								0
Partnerships	#								151
Radio/TV/newspaper interviews conducted	#								10
Schools actively involved in the education program	#								21
Schools supported	#								97
WAA permits received and processed	#								0
Area covered by practice change	Ha	Annual							-
Area covered by species recovery actions	Ha								-
Area of revegetation	Ha								-
Area of wetlands and surrounding floodplain water regimes managed	Ha								-
Area treated by fire management action	Ha								-
External funds to levy funds	Ratio								-
Priority threatened species and/or ecological communities supported	#								-
Treatments implemented to improve water management	#								-
Volume of water returned to the environment	ML								-

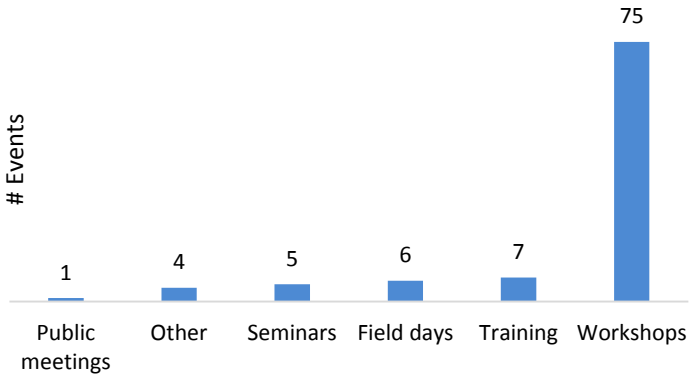
Note: The shaded boxes above represent which priorities make up the total number of the quarter for each standard metric.

[1] The volunteer recognition events will be held on quarter 4.

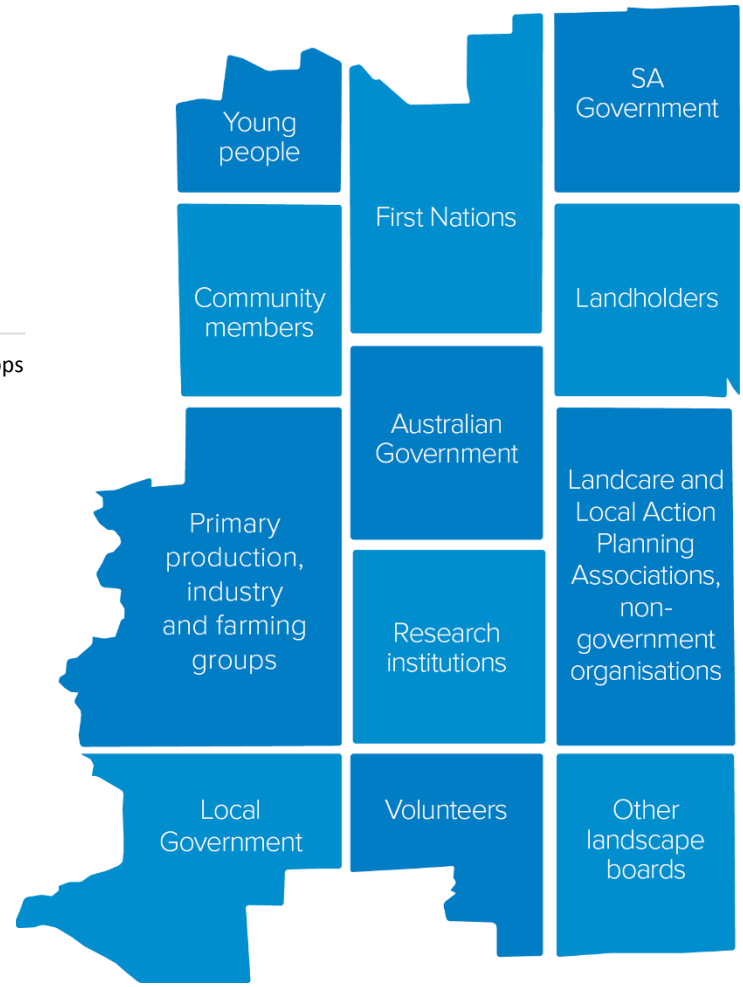
4. Stakeholder engagement

The landscape board seeks to engage with the community and diverse stakeholders through different activities, projects and media in order to work together towards long-term regional landscape outcomes. This section provides a summary of the stakeholder engagement during the current quarter.

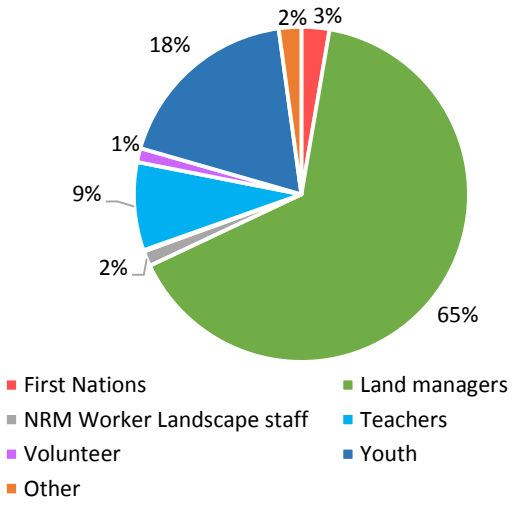
Type of events conducted



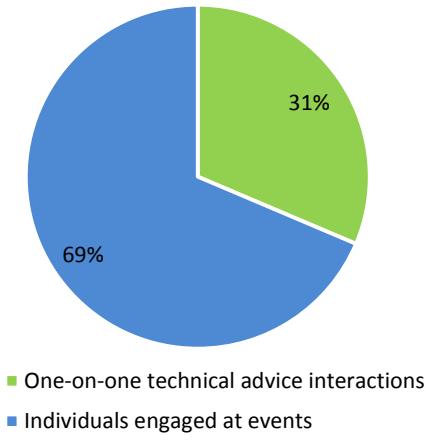
Key Partnerships



Type of individuals engaged at events



Split on how Individuals are engaged



Traditional media produced

Communication materials published - 654

Radio/TV/newspaper interviews conducted - 10

Followers on social media

2097

844

1278

1550

5. Financial performance

The following summary of financial performance includes total expenditure by priorities and funding source in addition to expenditure through the disbursement of grant funds. Further detail regarding revenue and planned expenditure can be found in the 2022-2023 Annual Business Plan.

Table 1. Quarter 3 expenditure by priority by funding source.

Funding source	Annual revenue	Expenditure by priority						Total expenditure YTD
		Sustainable agricultural and pastoral landscapes	Sustainable water Use	Healthy rivers, lakes and wetlands	Healthy natural landscapes	People at the heart of landscape management	Foundational programs	
Levy	11,781,409	906,139	2,984,144	623,402	638,181	1,279,979	1,414,838	7,846,683
Commonwealth	4,103,833	463,296	634,455	582,555	404,839	695,479	38,957	2,819,581
Other SA Govt Agencies	4,237,598	128,034	117,394	421,300	107,685	17,781	891	793,085
Other	460,145	50,559	20,374	72,331	55,198	52,270	18,272	269,003
Total	**20,582,985**	**1,548,027**	**3,756,368**	**1,699,587**	**1,205,902**	**2,045,510**	**1,472,958**	**11,728,352**

** The budget and annual revenue in this table may differ to the Business Plan due to additional income being received or carry-over funds.*

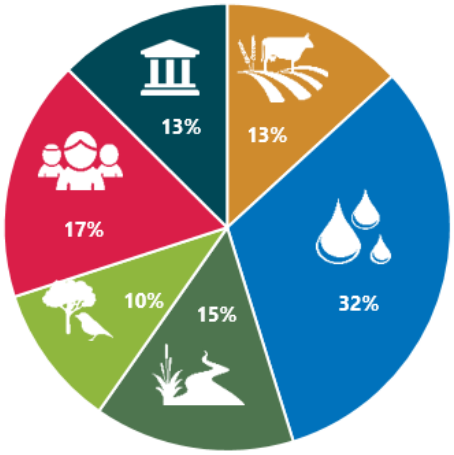


Figure 1. Percentage of expenditure for the quarter across priorities and foundational support.

The landscape board provides multiple opportunities for landholders and groups to apply for grants to undertake works to contribute to the implementation of the Landscape Plan. Table 2 and Figure 2 below provide information about the distribution of grant funds into our community.

Table 2. Grants disbursed by recipient category.

Category	Grants disbursed
Landholders	$806,785
Volunteer Groups and NGOs	$441,061
Local government	$37,000
First Nations	$365,191
State Government	$28,750
Schools	$6,550
Other	$54,430

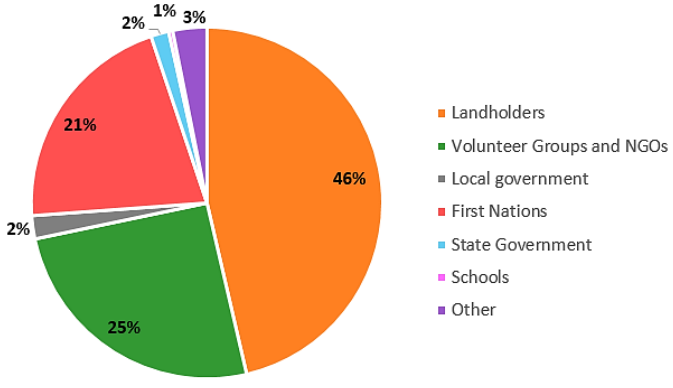
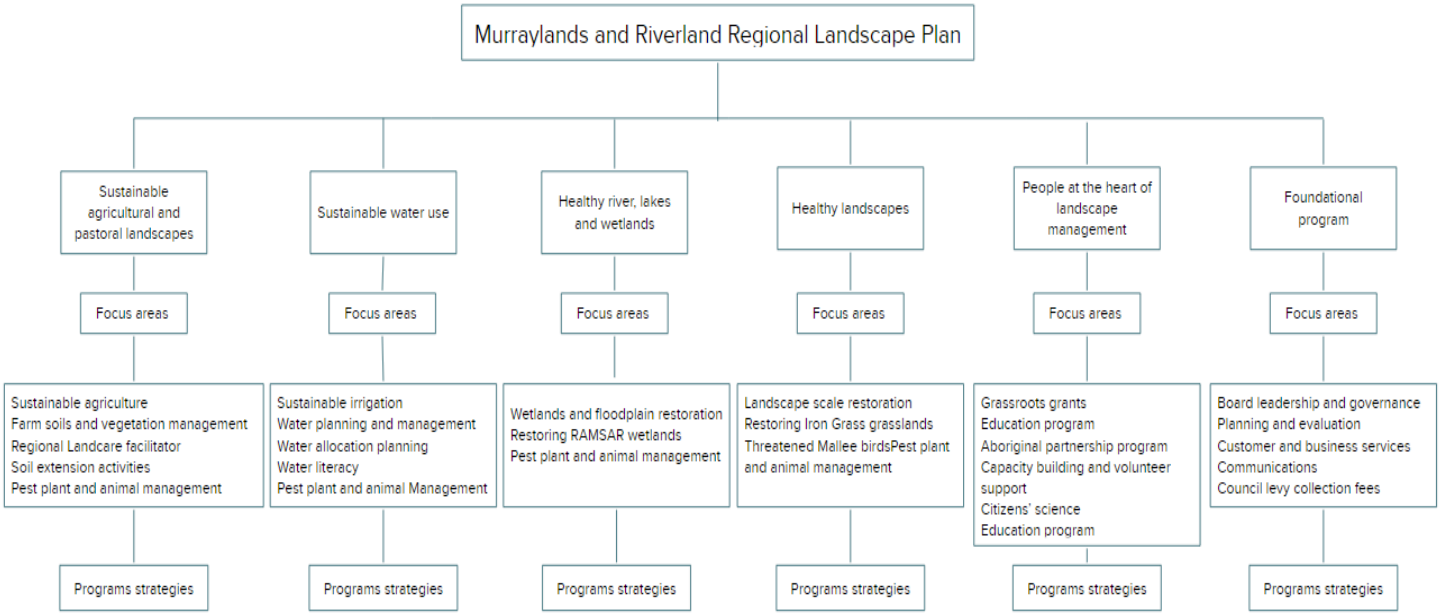


Figure 3. Percentage of grants disbursed by recipient category.

Appendix 1. Alignment of programs to the landscape plan priorities and focus areas

The Regional Landscape Plan directs our work by defining the priorities and relevant focus areas for delivery. The diagram and tables below indicate how program delivery is aligned and contributes to the focus areas under each landscape plan priority. (*Refer to Appendix 1 for the focus area code).*



Sustainable agricultural and pastoral landscapes

Program / Focus Areas	Sustainable agriculture	Farms soils and vegetation management	Regional agriculture Landcare facilitator	Soils extension activities	Pest plant animal management
SA 1	✓	✓	✓	✓	
SA 2					✓
SA 3		✓			
SA 4		✓			
SA 5				✓	
PP 3			✓		
PP 4	✓	✓	✓	✓	
PP 5	✓	✓	✓	✓	

Sustainable water use

Program / Focus Areas	Water planning and management	Water allocation planning	Water literacy	Sustainable irrigation	Pest plant animal management
SW 1				✓	
SW 2	✓	✓		✓	
SW 3		✓	✓		
SW 4		✓			
SW 5					✓
PP 2		✓			
RW 2		✓			

Healthy rivers, lakes and wetlands

Program / Focus Areas	Wetland and floodplain restoration	Restoring Ramsar wetlands	Pest plant animal management
RW 1	✓	✓	
RW 2			
RW 3	✓	✓	
RW 4	✓	✓	
RW 5			✓
PP 4		✓	

Healthy landscapes

Program / Focus Areas	Restoring Iron grass grasslands	Landscape Scale Restoration	Threatened Mallee Birds	Pest plant animal management
HL 1		✓	✓	
HL 2			✓	
HL 3	✓	✓		
HL 4	✓	✓		
HL 5		✓	✓	
HL 6				✓
SA 3	✓			
PP 1		✓	✓	
PP 4	✓	✓		
FP 4		✓		

People at the heart of landscape management

Program / Focus Areas	First Nations partnerships	Grassroots Grants	Education Program	Capacity building and volunteer support	Citizen science
PP 1				✓	✓
PP 2	✓			✓	
PP 3			✓	✓	
PP 4		✓		✓	✓
PP 5		✓		✓	
PP 6				✓	✓
FP 3					✓

Foundational programs

Program / Focus Areas	Customer and Business Services	Board leadership and governance	Communications	Planning and evaluation	Council levy collection fees
FP 1				✓	
FP 2				✓	
FP 3	✓		✓	✓	✓
FP 4				✓	
FP 5			✓		
FP 6	✓				
FP 7	✓	✓			
FP 8	✓				
SW 3			✓		

Appendix 2. Focus Areas for Priorities

Sustainable agricultural and pastoral landscapes

SA1. Work with industry and farming groups to identify and address soil management issues to improve soil health and build resilience.

SA2. Encourage integrated management of prioritised pest plants and animals and early detection of alert species for improved biosecurity.

SA3. Promote and support the protection and enhancement of on-farm biodiversity and native vegetation as part of a productive system.

SA4. Promote and demonstrate best management practices to retain ground-cover and reduce erosion risk.

SA5. Support land managers to build resilience in farming systems through monitoring and managing climate risks and extreme events.

Sustainable water use

SW1. Work with the irrigation industry to optimise water use for productive, environmental and cultural outcomes.

SW2. Ensure sustainable water use by all water users in a changing climate.

SW3. Improve water literacy to develop the community's understanding of water management for productive, environmental and cultural outcomes.

SW4. Support water users to build resilience through monitoring and managing climate risks and extreme events.

SW5. Encourage integrated management of prioritised pest plants and animals and early detection of alert species for improved biosecurity.

Healthy rivers, lakes and wetlands

RW1. Manage and deliver environmental water to build the resilience of targeted wetland and floodplain ecosystems.

RW2. Actively manage watercourses for improved ecological outcomes in a changing climate.

RW3. Deliver initiatives that improve conditions for threatened species and culturally significant species.

RW4. Improve water literacy to develop the community's understanding of water management for productive, environmental and cultural outcomes.

RW5. Encourage integrated management of prioritised pest plants and animals and early detection of alert species.

Healthy landscapes

HL1. Work in partnership to manage total grazing pressure, including from over-abundant native species.
HL2. Work in partnership to proactively manage fire in the landscape to improve or maintain condition of key ecological and cultural assets.
HL3. Encourage targeted revegetation and restoration.
HL4. Ensure future seed availability of native species for revegetation in a changing climate.
HL5. Improve the level of protection for threatened and culturally significant species and ecological communities.
HL6. Encourage integrated management of prioritised pest plants and animals and early detection of alert species.

People at the heart of landscape management

PP1. Build and maintain strategic partnerships with, and between, stakeholders for mutually beneficial outcomes.
PP2. Work in partnership with First Nations to manage the region's landscapes, protect and restore cultural values and assets, and build capacity.
PP3. Partner with young people, foster their understanding, participation and leadership.
PP4. Strengthen capacity through increased knowledge, skills and participation.
PP5. Support community-led landscape management, providing resources to support community projects and practical action.
PP6. Recognise and encourage volunteers and volunteer community groups and support them to work safely and effectively.

Foundational programs

FP1. Develop the regional landscape plan and associated business plans.
FP2. Implement an effective monitoring, evaluation and reporting framework.
FP3. Ensure contractual obligations that come with external funding are delivered.
FP4. Continuously improve the information management systems that support evidence-based decision making.
FP5. Regular communication of landscape board business.
FP6. Accurate and timely financial, accounting and budgetary support services which are compliant with Australian Accounting Standards and government financial policies and procedures.
FP7. Effective and efficient administrative services providing support to staff, the landscape board, and its committees.
FP8. Maintain staff satisfaction through the management and delivery of human resources policy and programs

More information

landscape.sa.gov.au/mr

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