



**Western Murray
Land Improvement Group**

Koondrook Perricoota Alliance & Sub-Committees

Terms of Reference

July 2021



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Introduction

The Koondrook Perricoota Alliance (KPA) was established to address third party impacts and ensure successful community engagement in the planning and delivery of managed environmental watering events in the Koondrook-Perricoota (KP) Forest. A map of the KP Forest is illustrated in Appendix 1.

The KPA currently has one formalised Sub-Committee, the Koondrook Perricoota Alliance Zone Working Group (KPA Zone Working Group) and an informal community interest group termed the Koondrook Perricoota Community. Other sub committees are expected to form over time on an as needs basis.

The KPA Alliance Zone Working Group, is a group of members nominated by the KPA to represent property owners impacted by the Alternative Downstream Flow Option (ADFO) infrastructure works and managed environmental water events in four zones.

The Koondrook Perricoota Community was created to ensure community needs of the KP Forest are achieved. The needs have been reflected in the KP Visioning document (Appendix 3), which provides an overarching framework to deliver priority actions that deliver on community aspirations. The vision accounts for the need to ensure local experience, expertise and advice informs planning, operations, monitoring, evaluation and reporting of environmental watering events.

WMLIG provides the overarching governance structure for the Koondrook Perricoota Alliance (KPA), and sub committees. Western Murray Land Improvement Group (WMLIG) is an incorporated not-for-profit group based in Barham NSW, governed by a Board. WMLIG is one of five key Landcare delivery groups in the Murray Catchment of NSW that make up the Murray Landcare Collective. WMLIG is an umbrella group that supports 12 other Landcare and producer groups in the region, in various capacities, and has an extensive regional contact list for information sharing purposes. For further information refer to the WMLIG [website](#).

Background

The Koondrook Perricoota Alliance (KPA) was established on 16 July 2013 in partnership between the Joint Indigenous Group (JIG) and the Community Operational and Planning Assessment Committee (COPAC) which were established after construction of the Koondrook Perricoota Forest Flood Enhancement Project (KPFEP).

The KPA is formed by community, local government and industry members that have a vested interest in how environmental watering is managed in the Koondrook Perricoota Forest.

Broadly, community and industry members are representatives of:

- Local Landholders
- The Joint Indigenous Group (JIG)
- The Red Gum Timber Industry
- Wakool River Association (WRA)
- Community Representatives
- Murray River Council

Many KPA members are also members of a range of other community and industry groups and liaise relevant information to these groups. Appendix 2 provides more detail about membership composition.

Governance

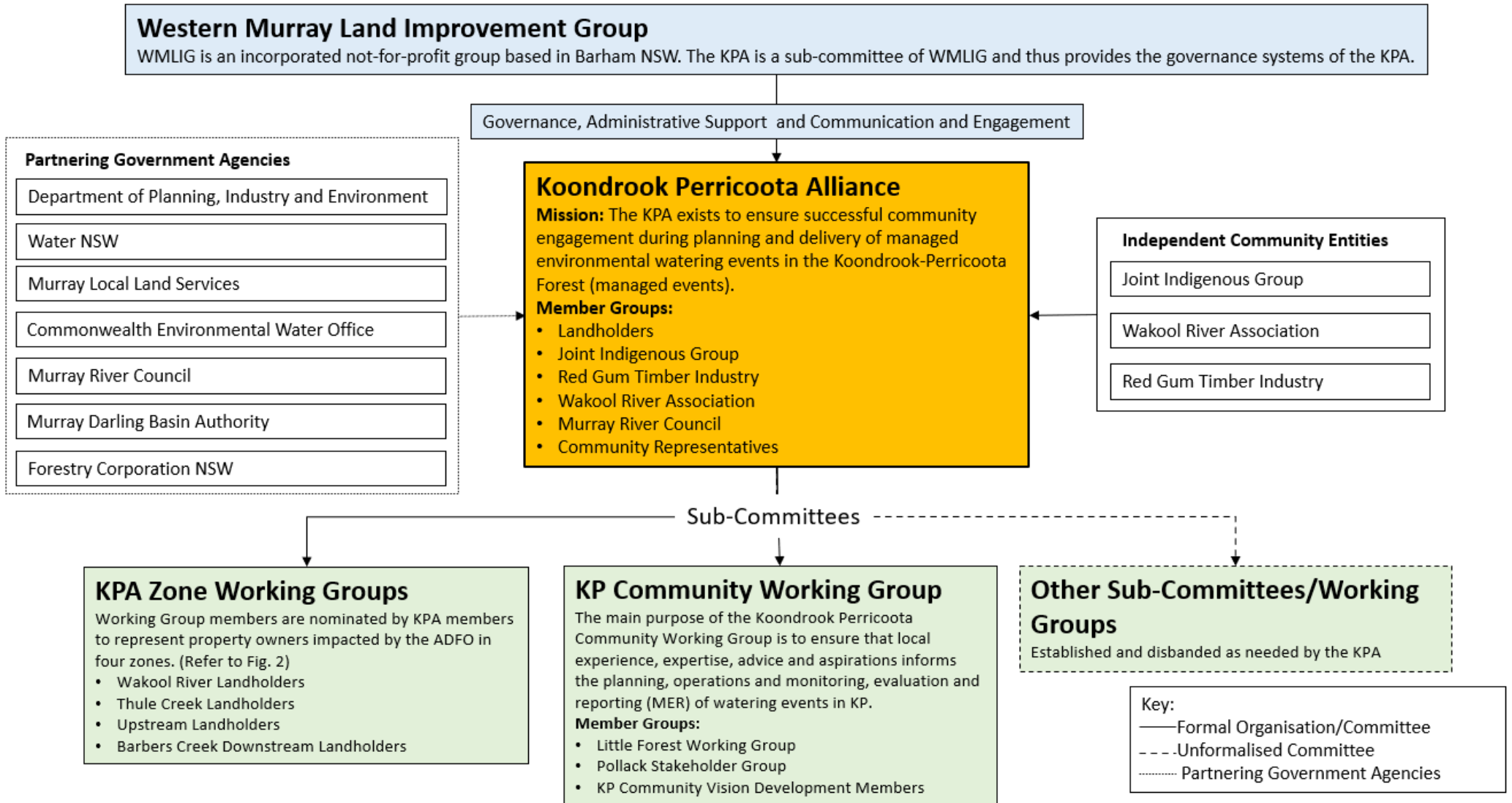
The KPA is a sub-committee of WMLIG which is an Incorporated Association and provides the governance systems for the KPA. The KPA governance structure is illustrated in Figure 1. As such, WMLIG values have been embedded within the Terms of Reference of the KPA. The values of WMLIG are:

- We value **integrity**. We are a trusted and respected organisation actively contributing to the current and long-term wellbeing of our community and environment.
- We **empower our community** through **knowledge** exchange, **local decision making** and a culture of big sky thinking.
- We enable and encourage **collaborations** across the natural resource management and agricultural spaces to achieve well rounded and considered outcomes.

To maintain WMLIG's integrity, WMLIG remains an intermediary between the community, partners and other entities to engage and deliver programs. This is to achieve mutually respectful and beneficial outcomes based on community aspirations and deliverables for partner entities.

WMLIG supports community empowerment for a co-design methodology that promotes inclusive and local decision-making, so that community members are not negatively impacted by external decision-makers now and in the future. The level of participation is dependent on the consensus of the community and is generally aligned to decisions that affect the wider social-ecological system.

Figure 1 - KPA Governance Structure



Authority

Representatives retain the authority afforded to them by their respective organisations. This is reflected in the expected participation power levels outlined in the Community Participation Expectation Model document. WMLIG will seek consensus of expected KPA and member group participation power levels and reflect this within this document. Participation levels of representative member groups are deemed agreed upon after signing of endorsement section of this KPA Terms of Reference by all relevant parties.

- It is expected the group expected participation power levels are sought and reflected in the Terms of Reference for other advisory groups that are established for the Koondrook Perricoota Forest.

Code of Conduct

All members of the Koondrook Perricoota Alliance and its sub-committees are required to demonstrate the highest levels of ethical conduct in their working relations with other members, stakeholders, and the wider community.

The WMLIG Code of Conduct (Appendix 6) sets out what is considered to be an appropriate standard of conduct by Members. Members must refrain from conduct or actions that detract for the reputation of the KPA, its associated subcommittees and WMLIG.

Intellectual Property

WMLIG provides the governance and support to the KPA and associated sub-committees. As such, WMLIG will manage all intellectual property created, invented, made or designed by KPA members, employees and contractors of WMLIG. This includes any information produced, whether it be orally, electronically, in writing or by any other means, in course of, in respect of, or in connection with the KPA, its sub-committees or WMLIG. WMLIG has an agreement with the KPA and sub-committees allowing the use of WMLIG intellectual property.

To use, copy or reproduce any intellectual property of WMLIG, a written request must be submitted to admin@wmlig.org.

Roles and Responsibility

The role of the KPA and sub-committees, is to empower the local community and its interest groups by seeking out and advocating the interests and issues of the community relating to implications associated with environmental watering activities and events.

Table 1. WMLIG and KPA member representative roles and responsibilities

Member organisations	Role	Responsibilities
Koondrook Perricoota Alliance (KPA)	Ensure successful community engagement in the planning and delivery of managed environmental watering events, downstream flow constraints and infrastructure considerations. KP Community Advisory Group (KPCAG) Representative.	<ul style="list-style-type: none"> • landholder consent coordination • landholder information sharing • Landholder consensus determination • See KPCAG Terms of Reference
Joint Indigenous Group (JIG)	Ensure successful community engagement in the planning and delivery of managed environmental watering events, downstream flow	<ul style="list-style-type: none"> • cultural monitoring • cultural liaison

Member organisations	Role	Responsibilities
	constraints and infrastructure considerations. KPCAG Representative.	<ul style="list-style-type: none"> • traditional / environmental flow consensus determination • See KPCAG Terms of Reference
Wakool River Association (WRA)	Ensure successful community engagement in the planning and delivery of managed environmental watering events, downstream flow constraints and infrastructure considerations KPCAG Representative.	<ul style="list-style-type: none"> • landholder consent coordination • landholder information sharing • landholder consensus determination • See KPCAG Terms of Reference
Red Gum Timber Industry	Ensure successful community engagement in the planning and delivery of managed environmental watering events, downstream flow constraints and infrastructure considerations KPCAG Representative.	<ul style="list-style-type: none"> • timber industry advice • information sharing • See KPCAG Terms of Reference
Murray River Council	Ensure KP activities comply to State and Federal Government planning controls, regulatory requirements and align to Murray River Councils Operational Plan, and Local Strategic Planning Statement KPCAG Representative.	<ul style="list-style-type: none"> • Council advice • Murray River planning consent approval • emergency services and planning consideration • information sharing • See KPCAG Terms of Reference
Western Murray Land Improvement Group (WMLIG)	WMLIG is an intermediary between the community, partners and other entities to engage and deliver programs. This is to achieve mutually respectful and beneficial outcomes based on community aspirations and deliverables for external entities KPCAG Representative.	<ul style="list-style-type: none"> • bottom up approach operational framework • social license determination • social and environmental advice • governance and administration support • communication and engagement • facilitate activities borne out of the KP Visioning Document (refer to Appendix 5) • See KPCAG Terms of Reference

Administrative Support

WMLIG will provide administrative support to the KPA and the Chairperson. This support includes:

- organising meetings
- preparing meeting agendas
- preparing and circulating any background, discussion or options papers
- recording the minutes of meetings
- assisting the Chairperson in preparing correspondence, reports, etc. of relevance to KPA business
- maintaining files associated with operation of the KPA
- Assisting in the preparation of Field Days, workshops and information sharing events
- Assisting in the preparation of grant applications

- Assisting in the preparation and dissemination of information to the KPA Community
- Assisting with governance system documents of the KPA
- Preparation of a range of communication and information sharing products

Meetings

Meetings of the KPA and associated sub-committees may be held formally or on an ad-hoc basis, these meetings may be held virtually or in person. When a meeting is scheduled a draft agenda with the planned date, time and location must be distributed. Meetings minutes will be taken by a representative agreed upon by the group. Minutes from a meeting will take no longer than 10 working days to be distributed.

Koondrook Perricoota Alliance

Comprised of a number of local groups including landholders, the Joint Indigenous Group, Timber Industry, Wakool River Association and Murray River Council. Members of the KPA nominate the Chairperson and Deputy Chairperson to lead the KPA.

The KPA Chairperson convenes, chairs and facilitates the KPA. If the Chairperson is not present, the Deputy Chairperson may act on behalf of the Chair.

The KPA will strive for consensus decision making wherever possible. If a consensus is not obtained, the Chairperson has the casting vote. Any opposing views will be recorded and appropriately represented by the KPA.

KPA Zone Working Groups

Members of this working group are nominated by KPA members to represent the interests of property owners impacted by the ADFO.

The KPA Chairperson convenes, chairs and facilitates the KPA Zone Working Group. If the Chairperson is not present, the Deputy Chairperson may act on behalf of the Chair.

The KPA Zone Working Group will strive for consensus decision making wherever possible. If a consensus is not obtained, the Chairperson has the casting vote. Any opposing views will be recorded and appropriately represented by the KPA Zone Working Group.

Refer to Appendix 4.

KP Community

The KP Community is not a formal sub-committee, therefore, does not host any formal meetings. The KP Community is made up of interested community members, that are able to attend the KPA meetings as community representative.

The KPA Community is engaged via an established contact list managed by WMLIG. KP Community has been actively engaged in environmental awareness and information sharing and have developed their own Koondrook Perricoota Visioning document.

WMLIG uses the KP Visioning document (Appendix 5) for planning purposes and to ensure alignment of the vision to planning, implementation and education activities. WMLIG will seek resources to support the objectives of the KP community.

Other Sub-Committees/Working Groups

Sub-Committees and/or working groups will be established and disbanded as needed by the KPA. These groups will feedback into the KPA.

Communication

The KPA and sub-committees may be involved with issues that can generate public and media interest and it is possible that members may be approached by media for comment.

To achieve consistency in the information being presented, all requests for public statements should be directed to the Chairperson of the KPA who will coordinate any media comment. No committee member will be permitted to communicate with the media on behalf of the KPA.

The KPA Chairperson can maintain independent dialogue and communication to the media on the KPA's agreed position.

The KPA Chairperson may seek advice from the WMLIG Executive Officer relating to public statements or publications.

Communication Products

All communication products, whether it be a media release or any other publication, will remain the intellectual property of the KPA and the Sub-committees.

Remuneration

WMLIG shall seek opportunities for remuneration for the KPA Chairperson and Deputy. Members of the KPA and associated sub-committees, however, will not be paid sitting fees as the position is voluntary. Costs for attendance by KPA members outside the region will be reimbursed. WMLIG shall seek opportunity for JIG attendance meeting reimbursement.

Any travel costs that a member will be seeking reimbursement for, such as meals, accommodation and out of pocket expenses, must be approved prior to incurring the expense.

Reimbursement payments will be paid according to [NSW Government Boards and Committees Classification and Remuneration Framework](#).

Appendix 1 – KP Map



Appendix 2 - KPA Members

Name	Organisation	Position
David McConnell	Wakool Zone	Chair
Alan Mathers	Murray River Council	Deputy Chair
Drew McDonald	Downstream Zone Spokesperson	Member
Andrew Durie	Downstream Zone	Member
Charles McDonald	Downstream Zone	Member
Craig Chapman	Downstream Zone	Member
Katrina Myers	Downstream Zone	Member
Lindsey Chapman	Downstream Zone	Member
Phil O'Neill	Downstream Zone	Member
Tim Coote	Downstream Zone	Member
Tim Myers	Downstream Zone	Member
Graeme Heffer	Downstream Zone, Brangan Trust	Member
Roger Knight	Edward Wakool Angling Association (EWAA) and Community Member	Member
Malcolm Starritt	Inlet end Landholders	Member
Dan Hutton	JIG Spokesperson	Member
John Kerr	Joint Indigenous Group (JIG), Moama Local Aboriginal Land Council (Moama LALC)	Member
Monica Morgan	JIG / Moama LALC	Member
Neville Whyman	JIG / Moama LALC	Member
Warren Parsons	JIG / Moama LALC	Member
Anthony Jones	JIG/ Deniliquin LALC	Member
Todd Gelletly	Red Gum Timber Industry Spokesperson	Member
Faye O'Brien	Red Gum Timber Industry, Barham Consolidated	Member
Luke Keogh	TBC	Member
Peter Gardiner	TBC	Member
Jamie McKindlay	Thule Zone Spokesperson	Member
Andrew McConnell	Thule Zone	Member
Geoff O'Neill	Thule Zone	Member
Paul Trowbridge	Thule Zone	Member
Alastair Starritt	Upstream Zone	Member
David Marshall	Upstream Zone	Member
Kevin Barnes	Upstream Zone	Member
Bill McCauley	Upstream Zone	Member
Greg Lodge	Wakool River Association, Wakool Zone Spokesperson	Member
John Lolicato	Wakool River Association (Chair), Wakool Zone	Member
David McDonald	Western Murray Land Improvement Group Chair	Member

Appendix 3 - KPA Zone Working Group – Terms of Reference

1. Purpose

The purpose of the Working Group is to coordinate stakeholders input to third party impact mitigation related to the Alternative Downstream Flow Option (ADFO).

2. Context

The KPA represents the interests and aspirations of stakeholders impacted by the delivery of environmental water using the Koondrook-Perricoota Forest Flood Enhancement Works (the Works).

The KPA unanimously decided on 20 August 2020 to drive a result that suits its members as soon as possible and to partner with Forestry Corporation of NSW to address third party impacts and co design a scheme to compensate stakeholders for inconvenience or damage related to the operation of the scheme.

The Working Group has been formed to:

- minimise the demand placed on all KPA members to prepare for and attend regular meetings
- provide avenues for members to give and receive information related to Working Group business
- establish an agreed process for, and commitment from, Working Group members to provide strategic and timely advice to the Chairperson
- ensure representations made by the working group on behalf of KPA members are informed by and reflect the views of members

3. Governance

Members of the Working Group are nominated by KPA members to represent the interests of property owners impacted by the ADFO in four zones: Wakool, Thule, upstream and downstream.

The KPA Chairperson convenes, chairs and facilitates the Working Group. The deputy Chairperson may act in his/her absence.

The Working Group will strive for consensus decision making. If consensus is not obtained, the Chairperson has the casting vote.

Dissenting views will be recorded and appropriately represented by the working group.

4. Composition

4.1 Membership

Members of the Working Group are KPA members who are or represent stakeholders impacted by the project.

The following nominations to the Working Group have been accepted by KPA members, in addition to the Chairperson:

Zone	Members	Alternate members
Wakool	To be confirmed	<name, contact details>

Thule	Jamie McKindlay	<name, contact details>
Upstream	To be confirmed	<name, contact details>
Downstream	Charles McDonald	<name, contact details>
JIG	Dan Hutton	

An alternate member may replace an absent member at any meeting of the Working Group or for the purposes of any written action by the Working Group.

An executive officer of the KPA may attend Working Group meetings to provide secretariat and other services but has no voting rights.

Observers may attend Working Group meetings at the invitation of the Chairperson.

4.2 Roles

The role of Working Group members, other than the Chair, is to:

- be available to members to give and receive information related to KPA business
- provide for the exchange of information between KPA and other representative bodies including landholder associations, local government and water user groups
- provide strategic and timely advice to the Chairperson based on dealings with members and other representative bodies
- represent the interests and aspirations of members to decision influencers and makers
- establish and maintain KPA as the authoritative community voice for KPFEW and ADFO

Additional roles of the Chairperson include to:

- distribute to Working Group members requests for information and advice
- convene and facilitate meetings of the Working Group
- achieve consensus decision making to the extent possible

5. Meeting format and process

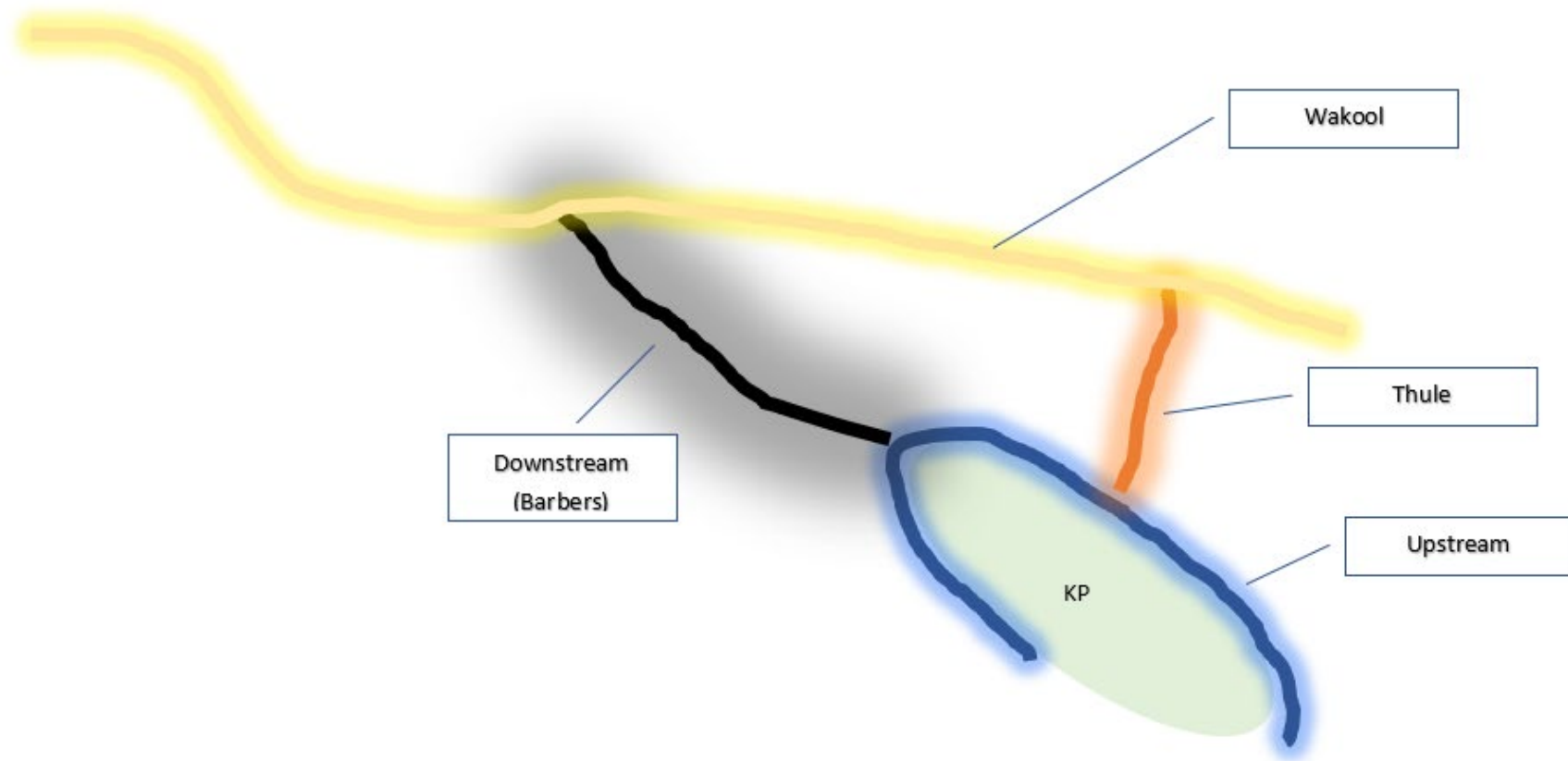
Meetings of the Working Group may be informal or formal, and virtual or in person. Informal meetings may be called by the Chairperson at any time. Decisions and actions will be recorded and distributed to Working Group members for endorsement.

Formal meetings may be convened by the Chairperson at regular intervals. Formal meetings will be informed by an agenda distributed to Working Group members before a meeting, and recorded by minutes. Draft minutes will be distributed to Working Group members for endorsement. Endorsed minutes will be distributed to all KPA members.

KPA Chairperson

Date

Appendix 4 – KPA Zones



Appendix 5 - KP Visioning Document

BACKGROUND

With a purpose to develop a cohesive community vision for the Koondrook-Perricoota (K-P) Forest, a series of community engagement events were facilitated by Western Murray Land Improvement Group (WMLIG) between December 2020 and April 2021.

One introductory seminar, two field days, and a follow-up visioning workshop were held to invite the attention and perspectives of local community members. The field days provided attendees with an opportunity to visit the Pollack Wetland and the currently dry Smokehouse Lagoon in the KP. As environmental contrast sparked discussion, these events provided community members with a platform to provide input regardless of their position and interests in the KP.

Over 160 participants attended this event series, as the engagement footprint spanned across Barham, Caldwell, Moulamein, Mallan, Deniliquin, Moama, Koondrook, Leitchville, Gunbower, Cohuna, Kerang, Swan Hill, Budgerum East, Melbourne, and Canberra. This event series was held with funding support from the Forestry Corporation of NSW and Murray Local Land Services.

Prior to follow-up community visioning workshop on 26th February 2021, a survey was conducted to provide an additional and anonymous avenue for community members to state their visions for the KP. This survey received 42 responses, which have been utilised in combination with the workshop visioning to produce the present outcome summary.

Consolidated feedback was used to establish:

- Three vision pillars to encompass shared objectives of the K-P Forest,
- A series of key themes and interests that community members deemed important in the future of K-P Forest,
- A series of draft community vision statements.
- A finalised community vision for the K-P Forest

KEY VISION PILLARS

A HEALTHY FOREST

A FOREST WITH PERMANENT WATER HOLES TO SUPPORT RICH, DIVERSE FLORA AND FAUNA.

A FOREST WITHOUT DOMINANT PEST SPECIES.

A FOREST TO SUSTAIN BREEDING EVENTS FOR WATER BIRDS, WITH SUPPORTING POPULATIONS OF NATIVE FISH.

A FOREST WITH SELF-REGULATING NATURAL CYCLES.

A PEOPLE'S FOREST

AN ENGAGED AND EVOLVING COMMUNITY WITH A UNIFIED VOICE.

A FOREST WITH RECOGNISED CULTURAL HERITAGE, BOTH INDIGENOUS AND NON-INDIGENOUS.

A FOREST FOR LIFE-LONG ENVIRONMENTAL EDUCATION.

CO-DESIGNED, CO-MANAGED OBJECTIVES WITH TRANSPARENCY IN COMMUNICATION.

CO-DESIGNED, CO-MANAGED OBJECTIVES WITH TRANSPARENCY IN COMMUNICATION.

BROAD COMMUNITY AWARENESS AND NATIONAL, MAINSTREAM MEDIA ATTENTION.

A WORKING FOREST

A RECREATIONAL AND ACCESSIBLE FOREST WITH SUPPORTED INFRASTRUCTURE.

A FOREST FOR POSITIVE ECONOMIC OUTCOMES, INCLUDING TOURISM AND LOCAL EMPLOYMENT.

A FOREST WHERE FIREWOOD CAN BE GATHERED AND TIMBER CAN BE HARVESTED.

RECOGNITION OF THE FOREST AS A RAMSAR-LISTED SITE, CARED FOR AND MANAGED APPROPRIATELY.

KEY

THEMES AND INTERESTS

The table below summarises community-identified interests, both short and long term, as present in event discussion and the visioning survey. Key themes and interests are here divided into four major categories, though many are cross-cutting.

Sociocultural

CULTURAL HERITAGE	Both Indigenous and non-Indigenous
EDUCATION	Primary, Secondary, Lifelong, and Recreational.
RECREATION	Tourism, camping, birdwatching, fishing, and other activities.

Ecological

HABITAT	Establishing habitat for refugia and breeding for native species.
FISH	Managing pest carp populations and re-establishing native fish species and yabbies.
BIRDS	Establishing food resource and breeding refugia for migratory and permanent bird populations.
VEGETATION	Improving biodiversity, managing weeds, controlling over-abundant species

Economic

FIREWOOD COLLECTION	Continued.
TIMBER HARVESTING	Continued.
EMPLOYMENT	Creating employment opportunities via infrastructural, ecological enhancement, environmental monitoring, tourism, and other projects.
TOURISM	Attracting visitors to the KP, establishing 'something to see', developing infrastructure to support this.

Management

WATER DELIVERY	Establishing a watering regime for optimal environmental outcomes and minimising third-party impacts.
THIRD-PARTY IMPACTS	Resolving third party impacts of water delivery, including levy bank repair and removing barriers where appropriate (e.g. log jams).
ACCESS	Establishing emergency and non-4WD vehicle access into the KP.
INFRASTRUCTURE	Roads, campsites, toilets, interpretive information, bridges, and fish screens.
FIRE RISK	Managing fuel load in the KP, including leaf litter.
RECOGNITION	Facilitating broader local engagement and attracting mainstream media attention toward the condition of and visions for the KP.

DRAFT COMMUNITY VISION STATEMENTS

The following statements were written to summarise the common themes, focuses, and values identified in the preliminary K-P engagement series.

WITH A UNIFIED VOICE, THE COMMUNITY CALLS FOR THE KOONDROOK-PERRICOOTA FOREST TO BE:

**A HEALTHY WORKING FOREST WHERE NATIVE SPECIES CAN
FLOURISH, AND WHERE LOCAL COMMUNITIES CAN CONNECT AND
CO-MANAGE THE FOREST FOR FUTURE GENERATIONS.**

A HEALTHY WORKING FOREST WHICH SUPPORTS AND IS
SUPPORTED BY A VIBRANT, THRIVING RURAL COMMUNITY.

**A HEALTHY, MULTI-USE FOREST WITHIN WHICH LOCAL
COMMUNITIES ARE CONNECTED, EDUCATED, AND ACTIVELY
INVOLVED.**

OUR FOREST: STRENGTHENING PEOPLE, STRENGTHENING NATURE.

**A HEALTHY AND PRODUCTIVE FOREST OVERSEEN BY A REVIEWABLE
MANAGEMENT PLAN CREATED BY QUALIFIED PROFESSIONALS WITH
INPUT BY FOREST USERS AND FOREST APPRECIATORS.**

COMMUNITY KOONDROOK-PERRICOOTA FOREST VISION STATEMENT

A community vision statement was finalised by online vote with the option to submit a hard copy vote on the 1st April.

From a list of the five draft statements, the below was selected by a 70% majority.

A healthy working forest where native species can flourish, and where local communities can connect and co-manage the forest for future generations.

Western Murray Land Improvement Group will now be working on how to bring this vision statement and pillars to life.

Appendix 6 – WMLIG Code of Conduct

The Code of Conduct applies to all financial members, volunteers and employees ('members') of Western Murray Land Improvement Group while undertaking any role or activity related to Western Murray Land Improvement Group.

PURPOSE The Code of Conduct contains standards of behaviour expected at Western Murray Land Improvement Group. It is a central guide and reference to support day-to-day decision making and reflects the purpose, mission and values of Western Murray Land Improvement Group.

OUR PRINCIPLES The Code of Conduct is based on the following fundamental ethical principles:

I. **RESPECT FOR THE LAW**

Western Murray Land Improvement Group members, in common with all citizens, are under the jurisdiction of the laws of the State and the Commonwealth and are obliged to observe such laws.

II. **RESPECT FOR ALL PERSONS**

Western Murray Land Improvement Group recognises that its primary responsibility is to Landcare members however, Western Murray Land Improvement Group commits to treat all members of the community equitably, with dignity and respect. This involves, but is not limited to, the following:

- Tolerance of the views held by others which are different from your own;
- Courtesy and responsiveness in dealing with others;
- Fairness in supervising and dealing with other members;
- Making decisions that are procedurally fair to all people according to the principles of natural justice;
- Not discriminating on grounds such as gender, sexual orientation, race, ability, cultural background, religious status, marital status, age or political conviction;
- An awareness and respect for cultural difference;
- Allowing for alternative points of view to be expressed;
- Not engaging in behaviour that might reasonably be perceived as harassment, bullying or intimidation; and
- Not engaging in conduct likely to bring discredit upon Western Murray Land Improvement Group.

III. **INTEGRITY**

Western Murray Land Improvement Group members should carry

out their duties in the best interests of Western Murray Land Improvement Group and avoid conflicts between their private interests and their Landcare responsibilities with respect to:

- Personal relationships;
- Financial relationships;
- Receipt of gifts;
- Outside work;
- Use of confidential information obtained in the course of Landcare duties; and
- External activities and public comment.

IV. DILIGENCE

Western Murray Land Improvement Group members should carry out their duties in a professional and conscientious manner. This involves:

- Always acting honestly, in good faith, and in the best interest of Western Murray Land Improvement Group;
- Carrying out official decisions and policies faithfully and impartially;
- Seeking to attain the highest possible standards of performance;
- Exercising care for others in Landcare-related activities; and
- Committee members have an obligation to be independent in judgement and action and to take all reasonable steps to be satisfied as to the soundness of all decisions taken by the Committee.

V. SAFETY

Western Murray Land Improvement Group members should carry out their duties in a manner which follows the WHS Policy of the organisation and protects the health and safety of all members.

VI. CONFLICT OF INTEREST

Western Murray Land Improvement Group members must declare interests which conflict, either perceived or actual, with Western Murray Land Improvement Group duties and activities. Members must not allow personal interests, or the interests of any associated person, to conflict with the interests of Western Murray Land Improvement Group.

A conflict of interest may include, but is not limited to, an expressed personal value or belief, professional ethics, personal or professional relationships, financial or proprietary interests.

VII. **CONFIDENTIALITY**

Western Murray Land Improvement Group acknowledges that confidential information received in the course of the exercise of official duties remains the property of Western Murray Land Improvement Group.

In addition, it is improper to disclose confidential information, or allow it to be disclosed, unless that disclosure has been authorised by Western Murray Land Improvement Group or the person from whom the information is provided, or is required by law.

Documents and information of Western Murray Land Improvement Group should be placed in secure locations where possible and sensitive information should not be distributed without the Chairperson’s consent.

**GRIEVANCES,
COMPLAINTS
AND
PROCEDURES**

Breaches of this Code of Conduct or other policies of Western Murray Land Improvement Group will be addressed by way of the Grievance Policy.

Western Murray Land Improvement Group members should familiarise themselves with this Code of Conduct and endeavour to ensure that its principles are observed at all times.

AUTHORISATION:

This version was approved on:	2/06/2020
This version takes effect on:	2/06/2020
Authorised by:	Roger Knight - Executive Officer
Chairperson:	Dave McDonald
Chairperson signature:	

DISCLAIMER: The information contained in this publication is based on knowledge and understanding at the time of February 2020. However, because of advances in knowledge, users are reminded of the need to ensure that information upon which they rely is up to date and to check currency of the information with the appropriate officer of Landcare NSW or the user’s independent advisor.



A partnership between Local Land Services and Landcare NSW Inc. supported by the NSW Government.

