



The Local Weed Control Authority for  
Blacktown, Hawkesbury, Penrith  
and The Hills Shire councils

# Operational Plan and Budget 2024/25

Prepared in line with the provisions of the  
Local Government Act 1993 and its regulations



Hawkesbury  
City Council



**DRAFT VERSION FOR PUBLIC EXHIBITION**

All comments to be provided to the General Manager, HRCC via [council@hrcc.nsw.gov.au](mailto:council@hrcc.nsw.gov.au)  
by 22 May 2024.

ADOPTED MIN NO.

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# 1 About us

Hawkesbury River County Council (HRCC) has been serving the community since 1948. We are a special purpose weeds County Council, with our main goal delivering the *Biosecurity Act 2015 (NSW)* throughout the Local Government Areas of Blacktown, Hawkesbury, Penrith and the Hills Shire. This involves our organisation taking a nil-tenure, landscape approach to weed management across the entire region. We focus on early detection of new incursions and containment of high-risk plant species that impact on biodiversity, agriculture and property, for the protection and betterment of economy, environment and community.

## Our Vision is

An improved environment and economy across the Hawkesbury-Nepean catchment through an integrated regional approach to weeds management.

## Our Mission is

We deliver improved environmental, social and economic outcomes across the Hawkesbury catchment through effective, risk-based weed management. We do this directly through best practice weed eradication and prevention and by supporting industry and the community to play their role in helping control weeds.



Our Operational Team in Action

## Our contact details

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## 2 About this plan

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This Plan is made in line with the requirements of Section 405 of the *Local Government Act 1993* (NSW).

Under the Act, we are required to develop an Operational Plan that must:

- be adopted before the beginning of each financial year
- outline the activities to be undertaken that year, as part of our Delivery Program
- include the Statement of Revenue
- be publicly exhibited for at least 28 days, over which period public submissions can be made to Council
- not be adopted before we have accepted and considered any submissions made on the draft Operational Plan
- must be posted on our website within 28 days of the plan being adopted.

## 3 Our objectives and actions

### 3.1 Weed control program

Program goals	Meets 4-Year Delivery plan strategic objectives
<ul style="list-style-type: none"> <li>To control Priority Weeds on roadsides, reserves and pathways and other public lands controlled by Constituent councils in line with the <i>Biosecurity Act 2015 (NSW)</i> and the Greater Sydney Regional Strategic Weeds Management Plan.</li> <li>To ensure that other weeds do not adversely affect the health and welfare of the community.</li> </ul>	<p>4.2 <b>Effectively Manage</b></p> <p>4.3 <b>Build Capacity</b></p>

Strategic objective(s)	Objective	Actions	HRCC Funded	WAP/Crown Lands Funded	Responsible Person	Performance measure by 30/6/2025
1. Effectively Manage – Eradication level weeds	High risk sites for State and Regional priority weeds controlled	17 Hectares of High risk sites for State and Regional Priority weeds controlled (Boneseed)	8.5 ha	8.5 ha WAP	Weed Control Coordinator	17 ha
2. Effectively Manage – Containment level weeds	Control of Containment listed State and Regional <b>terrestrial</b> weeds HA	2 hectares of Containment listed <b>terrestrial</b> weeds controlled	2 ha		Weed Control Coordinator	2 ha
3. Effectively Manage - Asset protection level weeds	Control of Asset listed State and Regional <b>terrestrial</b> weeds HA	10 hectares of Asset listed <b>terrestrial</b> weeds controlled	10 ha		Weed Control Coordinator	10 ha
4. Effectively Manage - Local priority level weeds	Control of Local priority <b>terrestrial</b> weeds HA	5 hectares of Local priority or local environmental listed <b>terrestrial or aquatic</b> weeds controlled	5 ha		Weed Control Coordinator	5 ha
5. Effectively Manage – Eradicate or Contain level weeds	High risk pathways for State and Regional Priority Weeds controlled (km)	198 kilometres of high risk pathways for State and Regional Priority Weeds	99 km	99 km WAP	Weed Control Coordinator	198 km

Strategic objective(s)	Objective	Actions	HRCC Funded	WAP/Crown Lands Funded	Responsible Person	Performance measure by 30/6/2025
6. Effectively Manage - Asset protection level weeds	Control of Asset listed State and Regional <b>aquatic</b> weeds HA	7 hectares of Asset listed <b>aquatic weeds</b> controlled.	7 ha		Weed Control Coordinator	7 ha
7. Effectively Manage – Weed control of Crown Lands	Undertake weed control of crown lands throughout the county area	Undertake primary and follow up weed control	In Kind	1090 weed control hours CROWN	Weed Control Coordinator	1090 weed control hours
8. Effectively Manage- Herbicide records	Staff to fill out daily site assessments and herbicide records. Be appropriately trained, adhere to label and Safety Data Sheet (SDS) requirements. All staff to adhere to Australian Pesticides & Veterinary Medicines Authority (APVMA) permit conditions when using herbicide under an APVMA minor use permits.	22 site assessments and herbicide application records to be completed each month.	22 site assessments and herbicide records completed each month		Weed Control Coordinator	22 site assessments and herbicide records completed each month
9. Effectively Manage- Implement the HRCC RVMP- Weed control	Undertake weed control to improve the condition of the roadside reserve as identified in the RVMP	5 hectares of weeds controlled in High Conservation Value (HCV) roadside reserves.	5 ha		Weed Control Coordinator	5 ha
10. Effectively Manage, Build Capacity	Support Landcare Program with on-ground support (HRCC in-kind)	100 in-kind hours used to support Landcare activities.	200 hours		Weed Control Coordinator	200 hours

Strategic objective(s)	Objective	Actions	HRCC Funded	WAP/Crown Lands Funded	Responsible Person	Performance measure by 30/6/2025
11. Eradicate or Contain, Effectively Manage, Build Capacity	Establish, manage and utilise nursery sites for biological control species throughout the council's area of operation.	<p>Establish on private or public lands nursery sites and release sites of appropriate biological control species for weed species found within the council's area of operation.</p> <p>Manage these sites and where appropriate to the weed species use the sites to maintain a healthy population of biological control species within the council's area of operation.</p>	Monitor 5 sites or release 5 biological control agents		Biosecurity Team Leader	Monitor 5 sites or release 5 biological control agents

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## 3.2 Inspection of properties and surveillance

Program goals	Meets 4-Year Delivery plan strategic objectives
<ul style="list-style-type: none"> <li>To inspect public and private properties and to advise land managers on the implementation of priority weed control programs.</li> <li>To report the existence, type and extent of biosecurity matter (weeds).</li> <li>To monitor the effectiveness of each landholder's undertaking of their General Biosecurity Duty (GBD).</li> <li>Where control programs are not put in place or are ineffective, commence education and mentorship to build weed control capacity and adherence to the <i>Biosecurity Act 2015 (NSW)</i>.</li> </ul>	<p>4.1 <b>Exclude</b></p> <p>4.2 <b>Eradicate or Contain</b></p> <p>4.3 <b>Effectively Manage</b></p> <p>4.4 <b>Build Capacity</b></p>

Strategic objective(s)	Objective	Actions	HRCC Funded	WAP/Crown Lands Funded	Responsible Person	Performance measure by 30/6/2025
1. Effectively Manage	Inspect properties which have the most influence on the exclusion of new weed incursions and/or protection of key landscape assets.	Systematically inspect various new areas bounded by specific landmarks, such as creek or road systems, each year. Report weeds found, degree of the infestation, location and area infested and input all data to the database system. Report action being carried out by land occupier and further action required by the land occupier to council.	1107 inspections		Biosecurity Team Leader	1107 inspections
2. Exclude	Prevent the sale of priority weeds.	Inspect nurseries and other outlets involved in the sale of plants for priority weed species. No plants identified as prohibited biosecurity matter are sold in the area of operation	125 inspections of aquariums, nurseries and plant sale points		Biosecurity Team Leader	125 inspections of aquariums, nurseries and plant sale points



Strategic objective(s)	Objective	Actions	HRCC Funded	WAP/Crown Lands Funded	Responsible Person	Performance measure by 30/6/2025
3. Exclude or Eradicate	Respond to the new incursion of Prohibited Matter or priority weeds within council's area of operation.	<p>Undertake an urgent response to eradicate or contain new prohibited matter or priority weeds.</p> <p>Undertake or facilitate the control of prohibited matter or priority weeds via regulatory or council processes.</p> <p>Seek and identify new weed incursions in the region.</p>	<p>Respond to 5 incursions of Prohibited Matter or new priority weeds.</p> <p>Undertake control or facilitate the control of 5 incursions of Prohibited Matter or new priority weeds.</p>		Biosecurity Team Leader	<p>Respond to 5 incursions of Prohibited Matter or new priority weeds.</p> <p>Undertake control or facilitate the control of 5 incursions of Prohibited Matter or new priority weeds.</p>
4. Eradicate or Contain, Effectively Manage, Build Capacity	Prevent the movement of weeds from high-risk sites and pathways.	Undertake surveillance of aquatic high-risk sites and pathways . No priority weeds or new incursions are spread from known locations	252.5 km of High-Risk Pathways monitored for weeds		Biosecurity Team Leader	252.5 km of High-Risk Pathways monitored for weeds
5. Eradicate or Contain, Effectively Manage, Build Capacity	Prevent the movement of weeds from high-risk sites and pathways.	Undertake surveillance of terrestrial high-risk sites and pathways. No priority weeds or new incursions are spread from known locations	274 km of High-Risk Pathways monitored for weeds		Biosecurity Team Leader	274 km of High-Risk Pathways monitored for weeds
6. Eradicate or Contain, Effectively Manage	Re-inspect all properties systematically where priority weeds have been found and landholders have been notified to control them	<p>Systematically reinspect identified properties.</p> <p>Report on an action being carried out by landholder, and further action required by a landholder to the council.</p>	150 re-inspections of private properties		Biosecurity Team Leader	150 re-inspections of private properties

Strategic objective(s)	Objective	Actions	HRCC Funded	WAP/Crown Lands Funded	Responsible Person	Performance measure by 30/6/2025
7. Eradicate or Contain, Effectively Manage, Build Capacity	Advise, coordinate and implement priority weeds programs.	All land managers to carry out general biosecurity duty in line with the <i>Biosecurity Act 2015 (NSW)</i> . Provide advice to land managers on a one-to-one basis. This advice will be provided during inspections and field days, or over the phone, by letter or by fact sheets.	1,500 landholders provided with advice		Biosecurity Team Leader	1,500 landholders provided with advice
8. Build Capacity	Undertake landscape surveillance to understand the extent of priority weed species.	Map the extent of all scheduled priority weed species. Map all state and local priority weed species. Utilise a GIS mapping system to spatially record the extent of weed infestations.	Map 20,000 ha of the county		Biosecurity Team Leader	Map 20,000 ha of the county
9. Exclude, Eradicate or Contain	Prevent the establishment of Prohibited Matter and priority weed species in the council's area of operation.	Inspect, survey and eliminate new incursions of weed species throughout or from outside the council area of operation. Seek and identify new weed incursions and range extensions in the region.	4 new species identified and assessed for weed potential with less than 3 ha distribution		Biosecurity Team Leader	4 new species identified and assessed for weed potential with less than 3 ha distribution
10. Effectively Manage- Implement the HRCC RVMP- Surveillance	Undertake surveillance to identify areas for weed control and to protect the condition and values of the roadside reserve as identified in the RVMP	Systematic surveillance of the roadside vegetation as mapped in the HRCC RVMP. 60 km High Conservation Value roadside reserves surveyed.	60 km		Weed Control Coordinator	60 km

Strategic objective(s)	Objective	Actions	HRCC Funded	WAP/Crown Lands Funded	Responsible Person	Performance measure by 30/6/2025
		40 km Medium Conservation Value (MCV) roadside reserves surveyed	40 km			40 km
		30 km Low Conservation Value (LCV) roadside reserves surveyed.	30 km			30 km
11. Build Capacity	Undertake surveillance of Crown Lands throughout the county area	Undertake surveillance of crown reserves.	In kind	159 hours of mapping CROWN	Weed Control Coordinator	159 hours of mapping
		Create 10 weed maps of crown reserves	In kind	10 maps CROWN		10 maps
12. Eradicate or Contain, Effectively Manage, Build Capacity	Regulatory inspections - high-risk sites	Undertake inspections of high-risk sites that transport or deal with plant matter.	125 inspections	125 inspections WAP	Biosecurity Team Leader	250 Inspections
13. Eradicate or Contain, Effectively Manage, Build Capacity	Regulatory inspections – private/public properties	Undertake inspections under the <i>Biosecurity Act 2015 (NSW)</i> .	1107 inspections	1107 inspections WAP	Biosecurity Team Leader	2214 Inspections
14. Eradicate or Contain, Effectively Manage, Build Capacity	Non-regulatory inspections/surveillance – high-risk sites	Undertake inspections and surveillance of high-risk sites.	66 inspections	66 inspections WAP	Biosecurity Team Leader	132 Inspections
15. Eradicate or Contain, Effectively Manage, Build Capacity	Non-regulatory inspections / surveillance – new Incursions	Undertake non-regulatory inspections / surveillance for new incursions.	25 hectares	25 hectares WAP	Biosecurity Team Leader	50 hectares
16. Eradicate or Contain, Effectively Manage, Build Capacity	Non-regulatory inspections – private/public properties	Undertake non-regulatory inspections – private/public properties.	75 inspections	75 inspections WAP	Biosecurity Team Leader	150 inspections

Strategic objective(s)	Objective	Actions	HRCC Funded	WAP/Crown Lands Funded	Responsible Person	Performance measure by 30/6/2025
17. Eradicate or Contain, Effectively Manage, Build Capacity	High Risk Pathway Inspections - AQUATIC	Undertake inspections / surveillance – high-risk pathways.	252.5 kilometres	252.5 kilometres WAP	Biosecurity Team Leader	505 kilometres
18. Eradicate or Contain, Effectively Manage, Build Capacity	High Risk Pathway Inspections - TERRESTRIAL	Undertake inspections / surveillance – high-risk pathways.	274 kilometres	274 kilometres WAP	Biosecurity Team Leader	548 kilometres

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### 3.3 Community awareness

Program goals	Meets 4-Year Delivery plan strategic objectives
<ul style="list-style-type: none"> <li>• To promote an effective level of understanding of weed awareness and management strategies amongst all stakeholders.</li> <li>• To maintain membership of and/or provide assistance to:               <ul style="list-style-type: none"> <li>○ weeds committees/networks</li> <li>○ neighbouring councils</li> <li>○ land care groups</li> <li>○ associated weed professional associations</li> <li>○ Department of Primary Industries and other NSW Government bodies</li> <li>○ CSIRO and other Federal Government bodies</li> </ul> </li> </ul>	<p>4.3 <b>Effectively Manage</b></p> <p>4.4 <b>Build Capacity</b></p>

Strategic objective(s)	Objective	Actions	Responsibility for achievement	Performance measure
1. Effectively Manage, Build Capacity	Develop the capacity of land managers to manage weeds effectively.	Landowners are made aware of weed management plans and request HRCC assistance. HRCC staff will mentor private landowners by developing site management plans and assisting with identification and strategy development.	Biosecurity Team Leader	Produce 5 weed management plans 30/06/25
2. Effectively Manage, Build Capacity	Participate in regional advisory groups, campaigns and events conducted by stakeholders with weed control interests.	Coordinate activities with neighbouring Councils, NSW DPI and the Regional Weeds Committee. Consult with NSW DPI, NPWS, neighbouring councils and their senior staff.	General Manager	Attend 2 Regional Weed Committee / Sydney Weeds Network meetings Attend 2 invitational events
		Support the endeavours of other bodies interested in weed control.	Biosecurity Team Leader	Provide support through weed management plans, endorsement reports, or on site inspections

Strategic objective(s)	Objective	Actions	Responsibility for achievement	Performance measure
3. Build Capacity	Develop the capacity of future public land managers to understand the legislative and regulatory framework of a Local Control Authority to manage weeds from a biosecurity risk perspective.	HRCC staff will provide education to Western Sydney University (WSU) students on the role of Local control authorities to manage the Biosecurity risk of Priority weeds within a landscape. HRCC staff will attend one session with WSU students to educate them on how fieldwork is undertaken by LCA staff and or priority weed identification	Biosecurity Team Leader	Give 1 lecture on "Biosecurity and Priority Weeds" to WSU students. Attend 1 fieldwork or laboratory session with WSU students educating them on how LCA's undertake fieldwork as well as providing identification of Priority weeds using HRCC samples.

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### 3.4 Landcare

<b>Program goals – responsibility of the Landcare Coordinator</b>	<b>Meets 4-Year Delivery plan strategic objectives</b>
<ul style="list-style-type: none"> <li>To deliver community services outside of the Local Control Authority role as per Landcare Grant agreement.</li> <li>To ensure projects meet the needs of the community and environment.</li> </ul>	Meet the requirements of the grant contract.

Objective(s)	Actions	Performance measure
1. Professional development	Attend state-wide community of practice events	Attend 1 event
2. Support improved governance in host and local groups	Support ‘Governance Health Check’ in groups we support.	1 Health checks
	Support, promote or organise upskilling workshops for members	1 Training session held
3. Liaising with Aboriginal Regional Coordinator and other elders to encourage engagement	Build and maintain a relationship with Aboriginal Regional Coordinator	1 meeting held
4. Develop and deliver young adult engagement program for participating in the HNLN region	Build and foster a relationship with youth adult representative	1 meeting held
	Engage young adults in HNLN events	5 new young adults engaged (aged under 25 years)
5. Support community of practice and contribute to regionally beneficial programs	Identify priority community of practice activities such as training or collaboration events.	Number of events/ meetings 1
	Contribute to Land for Wildlife (LFW) in the region	10 Land for Wildlife agreements in the region

Objective(s)	Actions	Performance measure
	Contribute to Biodiversity Conversation Trust (BCT) partnership discussions.	1 meetings/ events attended
	Support the development of Riverkeeper with Greater Sydney Landcare Network (GSLN) and stakeholders.	2 meetings or events supported
	Collaborate with Greater Sydney Landcare Network (GSLN) on Creating Canopies.	3 events supported
6. Engage with LLS and other key stakeholders	Maintain a working relationship with Regional Agricultural Landcare Facilitators (RALFs) and other stakeholders.	2 stakeholder partnerships 1 Activity undertaken with (RALF)
	Maintain a working relationship with Local Landcare Coordinator and Regional Landcare Coordinator via GSLN	10 monthly LLC meetings attended with GSLN
7. Increase community engagement, participation, and education	Support local groups to improve membership, social media and outreach.	Recruit 5 new members to Landcare or community groups
	Engage with local schools and educational institutes to improve youth engagement. (Include scouts)	2 organisations for ongoing support 1 new engagement
8. Promote sustainable, small scale farming and conservation for landholders	Support lifestyle landholders and communicate opportunities	4 shared opportunities
9. Promote and develop improved communication between organisations, Local Control Authority and Landcare within the four council areas	Arrange quarterly NRM meetings to maintain communication, plan and strategise between groups and to notify HNLN activities	3 meetings with each member council yearly (Total 12)
	Develop communication material and provide material for partner media opportunities eg Newsletters	Develop 1 combined calendar of regular events Feature in 3 communication materials developed by partners Develop 1 communication materials.
	Collaborate with Councils to coordinate funding for large reserves to pair private Landcare with Bushcare	Support 1 reserves/groups
	Collaborate with member councils to improve resident communication of weed management by HRCC and follow up potential for residents	1 communication materials
	Support new Bushcare groups and events through attendance and promotion	2 events supported



Objective(s)	Actions	Performance measure
	Attend HRCC staff meetings.	8 staff meetings attended
	Contribute to HRCC board report each quarter and Annual report	4 quarterly reports and 1 Annual report
	Respond to referrals from HRCC staff	6 referrals responded to
	Increase regular Landcare engagement of people referred to LLC by HRCC	4 people regularly engaging in Landcare
	Collaborate to run events with HRCC	1 event
10. Facilitate continued on-ground restoration and increased protection of high biodiversity areas and threatened species through engagement and direct involvement in grants	Support the continuation of Riverkeeper with GSLN and stakeholders	Organise 1 Wet Landcare day
	Engage council and community groups with Saving Our Species programs	Partner with Saving our Species at 1 event depending on PCC events
	Carry out site visits and discuss options for better NRM	8 property visits
	Build Landcare group or community group in Blacktown	1 meeting
11. Facilitate the development of a Hawkesbury Wetlands Strategic Plan	Support Wetlands working group	2 meetings/ events
	Arrange volunteers training to assess wetland condition	1 training session
	Maintain program of Stream Watch and Wet Landcare at Bushell's lagoon	Start 1 new Stream Watch group 1 on ground activities supported
	Organise wetlands information library and follow up forum	1 event
12. Support local groups through administration, skills workshop and improving membership	Support local groups	2 events/ works supported
	Improve membership and recruitment	3 new members attending Landcare groups
	Deliver training for how to manage social media for groups	1 training sessions
	Ensure meetings for Hills Landcare groups	1 meeting
	Ensure meetings and planning for Penrith Landcare groups	1 meeting
	Ensure meetings and planning for Hawkesbury Landcare groups	1 meeting

Objective(s)	Actions	Performance measure
13. Facilitate administration, promotion and organisation of HNLN with the Steering Committee	Recruit landholders to join HNLN.	5 people
	Develop a webpage link to local organisations and groups	1 communication media
	Facilitate social media promotion, develop regular newsletters and contribute to other pages	1 media communication developed 2 media communications featured on 20 social media posts per year
	Maintain database for private landholders and partners for future funding and volunteer opportunities	Maintain 1 database/ spreadsheet
	Create HNLN group pack to be distributed to a new group	1 HNLN information pack
	Develop process for different administration that future LLCs and volunteers can use	1 process
	Arrange Steering Committee, send out Agenda and produce meeting minutes	4 meetings per year
14. Direct involvement in Koala conservation	Work with HCC on the development of the Hawkesbury Koala Management Plan	Meetings as required, make comments on draft plan
	Coordinate volunteer tracking group with Science for Wildlife	1 group 1 meeting
15. Support disaster recovery efforts and conservation in the region	Develop HNLN response to natural disasters with community consultation/ Steering Committee	2 Meetings/ consultation  Produce Draft document
	Work with HCC on the development of the Hawkesbury Koala Management Plan	Meetings as required, make comments on draft plan
16. Apply and manage new grants	Apply for new funding	Obtain 2 new grants

## 3.5 Governance

Program goals	Meets 4-Year Delivery plan strategic objectives
<ul style="list-style-type: none"> <li>To ensure effective and continuous communication, co-ordination and co-operation with each member council and the NSW Department of Primary Industries.</li> <li>Ensure that the county council complies with its Legislative Reporting and Planning obligations under the <i>Local Government Act 1993</i> and the <i>Biosecurity Act 2015 (NSW)</i>.</li> </ul>	4.4 Build Capacity

Strategic objective(s)	Objective	Actions	Responsibility for achievement	Performance measure
<b>Reporting</b>				
1. Provide ongoing information to member councils and the NSW Department of Primary Industries	Elected Members/ Senior Staff's understanding and appreciation of the need for weed control.	Councillors to report to their respective councils after each meeting, distribute fact sheets and annual reports	Councillors General Manager	The General Manager to provide f reports on operations to each member for distribution to member councils.
	Compare level of funds to previous year and develop revenue trends report.	Maintain effective level of accurate cost/benefit feedback to councils and the NSW Department of Primary Industries	General Manager	Provide an annual Revenue Trends report to council.
<b>Governance</b>				
2. Conduct council meetings	Conduct 6 council meetings per year.	Conduct 6 council meetings per year in line with the <i>Local Government Act 1993</i> .	Councillors General Manager	6 meetings per year are held and minutes recorded and published on council website.
<b>Strategic planning</b>				

Strategic objective(s)	Objective	Actions	Responsibility for achievement	Performance measure
3. Achieve management planning practices	Annually update and review council's Annual Operational Plan.	The General Manager will review and monitor the Operational Plan and report to council.	General Manager with Councillors	Operational Plan adopted by council by 30 June each year.
	Update council's Long-Term Financial Plan annually.	The General Manager to update the Long-Term Financial Plan report to council.	General Manager	Plan update by 30 June each year.
	Council's Annual Report submitted annually.	The General Manager prepare an Annual Report in line with Local Government (General) Regulation 2005.	Councillors General Manager	Council adopts and Submits Annual Report by 30 November each year.
	Review and update Councils Business Activity Strategic Plan	The Business Activity Strategic Plan 2025-2035 is developed.	Councillors General Manager	Council adopts the Business Activity Strategic Plan 2025-2035
	Review and update councils Delivery Program.	Review the HRCC Delivery Program	General Manager  Councillors	Review Delivery Program by 30 June 2025.
	Workforce Management Strategy is implemented	The General Manager will implement a Workforce Management Strategy and will keep Council informed on its progress.	General Manager	Recruitment and retention statistics improve.
4. Ensure the efficient & effective recruitment & retention of staff	WMS implemented by June 2025	Implement the WMS	General Manager	Undertake an Employee Engagement and Satisfaction Survey



Strategic objective(s)	Objective	Actions	Responsibility for achievement	Performance measure
	Revised Salary System is operating	Implement HRCC revised Salary System	General Manager	Improved levels of engagement & satisfaction Improved recruitment and retention rates
	A Pay for Performance Program is adopted by Council	Develop, review and implement a Performance Pay Program and reward system in consultation with the Workplace Consultative Committee.	General Manager	Improved levels of engagement & satisfaction Improved recruitment and retention rates
5. Ensure level of grant funding is maintained	Complete grant application and returns on time.	Complete applications and returns.	General Manager	DPI (WAP) and Crown Lands Grant reports (2) completed annually.
6. Ensure council policies and procedures are up to date and current	Review and adopt policies and procedures by review date.	Conduct annual policy and procedure reviews and submit to council for adoption.	General Manager Corporate Administration Advisor	Five policies and/or procedures developed or reviewed each year.
7. Monitor a Corporate Risk Management Plan	Maintain a plan and register to provide assurance to member councils that risks are identified and managed.  To regularly review Council's risk profile.	Maintain an editable risk register, which is at an industry standard, that is monitored every 6 months.  Review Risk Register biannually	General Manager	Risk Register is updated by 30 June 2025.
8. Maintain a HRCC Audit & Risk Improvement Committee (ARIC)	An ARIC maintained or shared with our member Councils	HRCC ARIC is established in accordance with NSW OLG guidelines.	General Manager	Four (4) ARIC meetings per year are undertaken.

Strategic objective(s)	Objective	Actions	Responsibility for achievement	Performance measure
		<p>Shared service with Blacktown City Council is maintained.</p> <p>Funding for the operation of a shared service is included in 2024/2025 budget</p> <p>Internal Audit charter is developed.</p>	Corporate Administration Advisor	<p>ARIC recommendations are implemented into HRCC operations.</p> <p>Internal Audit Charter established</p>
<b>Administration</b>				
9. Ensure council meets all legal administrative requirements	All legal administrative requirements are completed by the specified deadlines.	The General Manager and Senior Administration Officer are to ensure reporting requirements are met.	General Manager  Senior Administration Officer	<p>Business Activity Statement completed by 21<sup>st</sup> of each month</p> <p>Superannuation contributions are paid by 28<sup>th</sup> of each month</p> <p>Fringe Benefits Tax return is completed by 21 May (if applicable).</p> <p>Pay As You Go Reporting Payment Summary Annual</p>

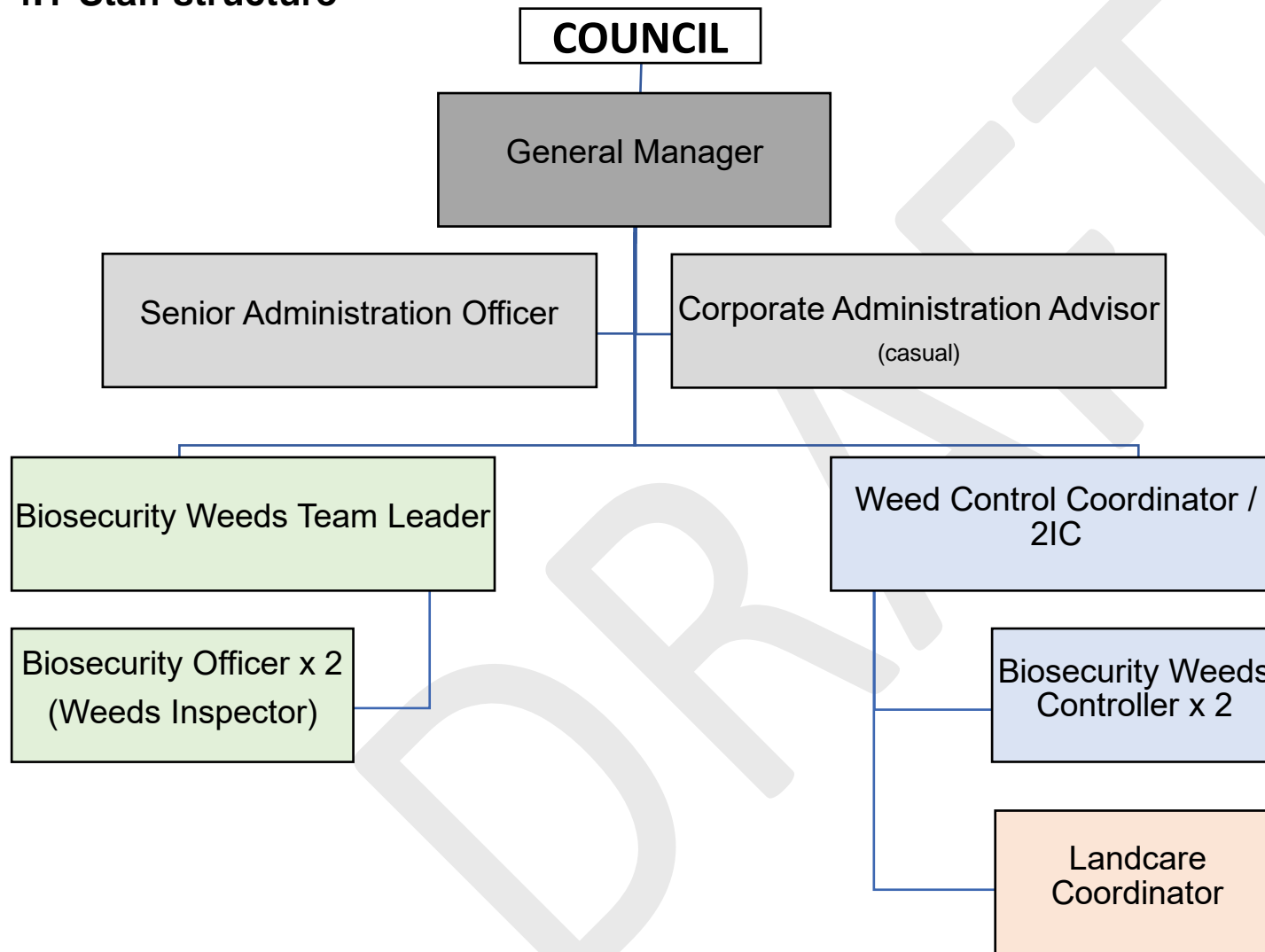
Strategic objective(s)	Objective	Actions	Responsibility for achievement	Performance measure
				<p>Report completed by 14 August</p> <p>Taxable Payments Annual Report (TPAR) completed by 28 August.</p>
<p>10. Ensure council meets all Local Government compliance and reporting requirements</p>	<p>All Local Government compliance and reporting requirements are completed by the specified deadlines</p>	<p>The General Manager, Corporate Administration Advisor and Senior Administration Officer are to ensure reporting requirements are met.</p>	<p>General Manager</p> <p>Corporate Administration Advisor</p> <p>Senior Administration Officer</p>	<p>Public Interest Disclosures Report submitted to NSW ombudsman by 30 July</p> <p>Written returns of interest for councillors and designated persons lodged by 30 September</p> <p>Financial Statements are audited and lodged to OLG with Financial Data Return by 31<sup>st</sup> October</p> <p>Annual report placed on website and link provided to minister by 30 November</p>

Strategic objective(s)	Objective	Actions	Responsibility for achievement	Performance measure
				Financial Statements are presented to public by 5 December
<b>New Initiatives</b>				
11. To improve communications, community involvement & knowledge of HRCC activities.	Appropriate strategies and policies are in place by end of 2024	<p>Develop and implement a Communications and Community Engagement strategy.</p> <p>Provide sufficient resources to achieve objective (funding is provided in budget).</p>	General Manager	<p>Produce 4 issues of HRCC Newsletter annually.</p> <p>Produce 12 social media posts annually on HRCC operations.</p>
12. Provide an induction process for new and returning Councillors to HRCC.	New and returning Councillors understand the unique roles and responsibilities of being on a ward's county council, as an additional function to their member council.	<p>Provide a new and returning Councillor information pack.</p> <p>Conduct a new and returning Councillor educational workshop.</p>	General Manager	Information and workshop provided in timely manner.
13. Provide an "End of Term" summary to incoming Councillors.	New and returning Councillors have an understanding of the results and challenges of the previous term of Council.	A letter is developed from the outgoing Chair to the incoming Chair that serves as an "end of term" report.	Chair General Manager	An "end of term" letter is provided to the new Chair.



## 4 Delivery systems

### 4.1 Staff structure



### Pooled resources

2 utility vehicles with spray units

3 utility vehicles

1 punt

1 aluminium boat

2 200l spray unit

Small plant

5 GIS tablets

## 4.2 Operational Reporting

### Our Evidence Based Weed Reporting System (EBWRS)

Our staff have developed an on-ground evidenced based system of reporting weed control, inspection and surveillance activities. The system is designed to be auditable by an external party.

1. Our operational structure provides key accountabilities to major program areas. These are a Weed Control Coordinator and Biosecurity Team Leader who report directly to the General Manager. Each coordinator is provided with a team and resources to achieve their outcomes. This provides clear ownership of responsibilities for delivery and reporting alignment.
2. We use the Biosecurity Information System (BIS) for all works contracted under the NSW Weeds Action Program in line with the NSW Weeds Metadata Policy.
3. Our field input system is designed and maintained by Chartis Technology. This includes the use of Global Positioning System (GPS) enabled field tablets that allow for real time reporting of works by officers who carry out the tasks. This data is then uploaded into our strategic reporting system for centralised collation into our reporting requirements. This system is also responsible for correlating to the rates database and producing property inspection notices.
4. Weed control reports are maintained by hard copy day sheets, which are later uploaded to the strategic reporting system on a monthly basis. Day sheets are archived.
5. We have installed GPS trackers in all operational vehicles and vessels to improve workplace safety and allow real time accurate recording of data and cross-referencing errors if required.
6. Coordinators regularly field inspect a sample of worksites and properties to reconcile them against submitted reports.
7. More detailed data not captured by this system is kept as records in Excel format by the relevant coordinator.
8. All information is stored in centralised and secured cloud servers.

## 5 Fees and charges (Revenue Policy)

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### 5.1 Herbicide

The herbicide cost varies according to the chemical being used. We will apply and charge an additional 27% on-cost to the purchase price of the chemical.

### 5.2 Council contribution charge

We will charge our member councils \$256,291 +GST each for 2024/25.

### 5.3 Services

We will charge the following 'certificate' fees in 2024/25 :

- Certificate Clause 28(2) *Biosecurity Act 2015* Notices \$200
- Recovery of Administration fees S373 *Biosecurity Act 2015* \$480
- Cancellation fee for Clause 28 Certificates \$ 36
- Private land weed inspection \$189/hr
- DA based weed management plans On a quotation basis, with indicative hour rates of between \$100 per hour for administrative support and \$280 per hour for technical support, plus reasonable on costs.

### 5.4 Sale of chemical

We do not sell chemicals.

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## 6 Capital works projects

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In 2024/25 we will purchase and dispose the following items:

### 6.1 Asset purchases

- Motor Vehicles x 3 \$ 255,000
- Computer renewals \$ 15,000
- Depot Upgrades \$ 15,000

### 6.2 Asset disposals

- Motor Vehicles x 4 \$ 220,000
- Harvester Market value
- Truxor Market value
- Woodchipper \$ 5000

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## 7 Budget 2024/25

### 7.4 Financial summary 2024-2026

<i>FINANCIAL SUMMARY 2023-26</i>		Last Year 2022/2023	This Year 2023/2024	BUDGET	Projection
		ACTUALS	FORECAST	2024/25	2025/26
<b>INCOME</b>					
Total Operating Income	\$	1,184,003	\$ 1,648,570	\$ 1,490,273	\$ 1,471,543
Total Capital Funding Income	\$	-	\$ 20,000	\$ 285,000	\$ 159,500
<b>TOTAL INCOME</b>	<b>\$</b>	<b>1,184,003</b>	<b>\$ 1,668,570</b>	<b>\$ 1,775,273</b>	<b>\$ 1,631,043</b>
<b>EXPENDITURE</b>					
Total Operating Expenses	\$	1,365,906	\$ 1,449,759	\$ 1,631,252	\$ 1,618,470
Total Capital Costs	\$	12,476	\$ 163,000	\$ 285,000	\$ 208,000
<b>TOTAL EXPENDITURE</b>	<b>\$</b>	<b>1,378,382</b>	<b>\$ 1,612,759</b>	<b>\$ 1,916,252</b>	<b>\$ 1,826,470</b>
<b>OVERALL BUDGET RESULT</b>					
Operating	-\$	181,903	\$ 198,811	-\$ 140,980	-\$ 146,927
Capital	-\$	12,476	-\$ 143,000	\$ -	-\$ 48,500
<b>NET BUDGET RESULT</b>	<b>-\$</b>	<b>194,379</b>	<b>\$ 55,811</b>	<b>-\$ 140,980</b>	<b>-\$ 195,427</b>

## 7.5 Income 2024/2025

INCOME	Last Year 2022/2023 ACTUALS	This Year 2023/2024 FORECAST	BUDGET 2024/2025	PROJECTION 2025/2026
<b>OPERATING INCOME</b>				
<b>User Charges &amp; Fees</b>				
External Contract Work	\$ -	\$ -	\$ -	\$ -
Weed Notices	\$ -	\$ 14,680	\$ 12,000	\$ 12,240
<i>Total User Charges &amp; Fees</i>	\$ -	\$ 14,680	\$ 12,000	\$ 12,240
<b>Interest</b>				
Interest on Investments	\$ 45,957	\$ 75,000	\$ 65,000	\$ 60,000
<i>Total Interest</i>	\$ 45,957	\$ 75,000	\$ 65,000	\$ 60,000
<b>Other Revenues</b>				
Leaseback Fees	\$ 19,773	\$ 19,000	\$ 15,000	\$ 15,750
Gain on Plant Sales	-\$ 343	\$ 6,288	\$ 30,000	\$ -
Redeployed Grant Income	\$ 11,649	\$ 6,288	\$ -	\$ -
<i>Total Other Revenues</i>	\$ 31,079	\$ 31,576	\$ 45,000	\$ 15,750
<b>Operating Grants</b>				
Local Landcare Coordinator	\$ 73,335	\$ 53,000	\$ 66,110	\$ 67,258
SOS Bilpin BMSCF	\$ 45,600	\$ 13,000	\$ 20,000	\$ -
Crown Lands CRIF	\$ 60,275	\$ 55,000	\$ 52,000	\$ 40,000
Glideways Flyways Stepping Stones	\$ 7,922	\$ 22,252	\$ -	\$ -
NSW DPI Weed Action Program	\$ 204,901	\$ 205,000	\$ 205,000	\$ 205,000

Healing with Nature	\$ 5,380	\$ -	\$ -	\$ -
Frogbit	\$ 22,582	\$ 14,000	\$ 6,000	\$ -
Platypus	\$ 5,909	\$ -	\$ -	\$ -
Riparian Restoration	\$ 19,355	\$ 51,463	\$ -	\$ -
STR Fire	\$ 8,449	\$ -	\$ -	\$ -
Early Needs Recovery	\$ -	\$ 136,323	\$ -	\$ -
<i>Total Operating Grants</i>	<b>\$ 453,708</b>	<b>\$ 550,038</b>	<b>\$ 343,110</b>	<b>\$ 312,258</b>
<b>Member Contributions</b>				
Constituent Councils	\$ 653,259	\$ 977,276	\$ 1,025,163	\$ 1,071,295
<i>Total Member Contributions</i>	<b>\$ 653,259</b>	<b>\$ 977,276</b>	<b>\$ 1,025,163</b>	<b>\$ 1,071,295</b>
<b>TOTAL OPERATING INCOME</b>	<b>\$ 1,184,003</b>	<b>\$ 1,648,570</b>	<b>\$ 1,490,273</b>	<b>\$ 1,471,543</b>
<b>CAPITAL FUNDING INCOME</b>				
Sale of Assets	\$ -	\$ 20,000	\$ 220,000	\$ 159,500
Transfer from Plant Reserve (Plant)	\$ -	\$ -	\$ 65,000	\$ -
Transfer from Reserves - Furniture & Computers	\$ -	\$ -	\$ -	\$ -
Transfer from Reserves - Buildings & Depot	\$ -	\$ -	\$ -	\$ -
<b>TOTAL CAPITAL FUNDING INCOME</b>	<b>\$ -</b>	<b>\$ 20,000</b>	<b>\$ 285,000</b>	<b>\$ 159,500</b>
<b>TOTAL INCOME</b>	<b>\$ 1,184,003</b>	<b>\$ 1,668,570</b>	<b>\$ 1,775,273</b>	<b>\$ 1,631,043</b>



## 7.6 Expenditure 2024/25

EXPENDITURE	Last Year 2022/2023 ACTUALS	This Year 2023/2024 FORECAST	BUDGET 2024/2025	PROJECTION 2025/2026
<b>OPERATING EXPENDITURE</b>				
<b>Employee Costs</b>				
Salaries & Wages	\$ 626,989	\$ 598,179	\$ 910,437	\$ 937,751
Superannuation	\$ 66,069	\$ 79,609	\$ 99,909	\$ 102,906
Workers' Compensation	\$ 22,381	\$ 9,073	\$ 24,906	\$ 25,653
Training	\$ 12,000	\$ 12,000	\$ 12,000	\$ 14,000
<i>Total Employee Costs</i>	\$ 727,439	\$ 698,861	\$ 1,047,252	\$ 1,080,310
<b>Depreciation</b>				
Depreciation (Plant)	\$ 103,000	\$ 107,153	\$ 110,000	\$ 113,300
Depreciation (Non-Plant)	\$ 8,000	\$ 17,034	\$ 18,000	\$ 18,540
<i>Total Depreciation</i>	\$ 111,000	\$ 124,187	\$ 128,000	\$ 131,840
<b>Other Expenses</b>				
Chemicals	\$ 4,335	\$ 4,454	\$ 6,000	\$ 6,300
Plant running	\$ 49,248	\$ 76,797	\$ 82,000	\$ 85,000
Depot & General Expenses	\$ 14,897	\$ 14,277	\$ 16,000	\$ 16,800
GIS Costs	\$ 16,800	\$ 15,000	\$ 16,000	\$ 16,800
Uniforms / PPE	\$ 4,584	\$ 2,788	\$ 5,000	\$ 7,500
External Financial Auditing Audit Risk Improvement Committee	\$ 17,899	\$ 15,000	\$ 16,000	\$ 16,480
75th Anniversary Celebration	\$ -	\$ 10,000	\$ 12,000	\$ 12,360
Corporate Communications	\$ -	\$ 2,505	\$ -	\$ -
Councillor Induction Training	\$ -	\$ 2,000	\$ 20,000	\$ 20,600
	\$ -	\$ -	\$ 6,000	\$ 6,180

Local Landcare Coordinator	\$ 115,216	\$ 58,646	\$ 65,000	\$ 5,000
Insurances	\$ 85,163	\$ 90,740	\$ 85,000	\$ 86,700
Administration expenses	\$ 42,293	\$ 15,521	\$ 16,000	\$ 45,000
Governance costs	\$ 78,770	\$ 72,445	\$ 80,000	\$ 81,600
Bilpin Shale Cap Grant	\$ 25,996	\$ 15,500	\$ 20,000	\$ -
Glideways Flyways Stepping Stones	\$ 7,922	\$ 22,252	\$ -	\$ -
Frogbit	\$ 22,582	\$ 14,000	\$ 6,000	\$ -
Early Needs Recovery	\$ -	\$ 136,323	\$ -	\$ -
Healing with Nature	\$ 5,230	\$ -	\$ -	\$ -
Platypus	\$ 5,909	\$ -	\$ -	\$ -
Riparian Restoration	\$ 19,355	\$ 51,463	\$ -	\$ -
STR Fire	\$ 8,449	\$ -	\$ -	\$ -
Misc. Supplies	\$ 2,819	\$ 7,000	\$ 5,000	\$ -
<b>Total Other Expenses</b>	<b>\$ 527,467</b>	<b>\$ 626,711</b>	<b>\$ 456,000</b>	<b>\$ 406,320</b>
<b>Total Operating Expenses</b>	<b>\$ 1,365,906</b>	<b>\$ 1,449,759</b>	<b>\$ 1,631,252</b>	<b>\$ 1,618,470</b>
<b>CAPITAL COSTS</b>				
Plant - Purchases	\$ 2,260	\$ 8,000	\$ 255,000	\$ 115,000
Buildings & Depot - Purchases	\$ -	\$ 145,000	\$ 15,000	\$ 15,000
Furniture & Office Equipment	\$ 10,216	\$ 10,000	\$ 15,000	\$ 2,000
Other - Truxor	\$ -	\$ -	\$ -	\$ -
Profit & Loss on Sale of Assets	\$ -	\$ -	\$ -	\$ 76,000
<b>Total Capital Expenditure</b>	<b>\$ 12,476</b>	<b>\$ 163,000</b>	<b>\$ 285,000</b>	<b>\$ 208,000</b>
<b>TOTAL EXPENDITURE</b>	<b>\$ 1,378,382</b>	<b>\$ 1,612,759</b>	<b>\$ 1,916,252</b>	<b>\$ 1,826,470</b>

## 8 Glossary of terms and abbreviations










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The following definitions and abbreviations are used in the Hawkesbury River County Council Operational Plan:

<b>Biosecurity Act</b>	<i>Biosecurity Act 2015 (NSW)</i>
<b>BASP</b>	Business Activity Strategic Plan Hawkesbury River County Council
<b>BIS</b>	Biosecurity Information System (NSW Department of Primary Industries)
<b>Member councils</b>	Blacktown City Council, Penrith City Council, The Hills Shire Council and Hawkesbury City Council. These local government areas constitute the area of operation for the Hawkesbury River County Council.
<b>Council</b>	Hawkesbury River County Council
<b>County Council</b>	Hawkesbury River County Council
<b>CSIRO</b>	Commonwealth Scientific and Industrial Research Organisation
<b>GBD</b>	General Biosecurity Duty. For weeds, the GBD means that any person dealing with plant matter must take measures to prevent, minimise or eliminate the biosecurity risk (as far as reasonably practical)
<b>HRCC</b>	Hawkesbury River County Council
<b>LGA 1993</b>	<i>Local Government Act 1993 (NSW)</i>
<b>NSW DPI</b>	NSW Department of Primary Industries
<b>Priority weeds</b>	Weeds that have been assessed as having significant risk to the environment, agriculture and economy by the NSW Weed Risk Assessment System and are included in the HRCC Biosecurity Priority Weeds Local Plan 2021
<b>Prohibited matter</b>	Prohibited matter includes weeds nationally targeted for eradication and presently not in NSW.
<b>RVMP</b>	HRCC Roadside Vegetation Management Plan
<b>RWC</b>	Regional Weeds Committee, established under the <i>Local Land Services Act 2014 (NSW)</i>
<b>WAP</b>	NSW Weeds Action Program

# HRCC Priority Weeds List



COMMON NAME	BOTANICAL NAME	IMAGE	LISTING	OBJECTIVE
<b>African Boxthorn</b> <sup>T</sup>	<i>Lycium ferocissimum</i>		STATE	CONTAINMENT/ ASSET
<b>African Milk Bush</b> <sup>T</sup>	<i>Synadenium grantii</i>		LOCAL	ERADICATION
<b>African Olive</b> <sup>T</sup>	<i>Olea europaea</i> subsp. <i>cuspidata</i>		REGIONAL  In the Penrith LGA <b>west</b> of the Nepean River, African Olive is an ERADICATION target.	CONTAINMENT
<b>Alligator Weed</b> <sup>A</sup>	<i>Alternanthera philoxeroides</i>		STATE	CONTAINMENT/ ASSET
			REGIONAL	ASSET
<b>Anchored Water Hyacinth</b> <sup>A</sup>	<i>Eichhornia azurea</i>		STATE	PREVENTION
<b>Arrowhead</b> <sup>A</sup>	<i>Sagittaria calycina</i> var. <i>calycina</i>		LOCAL	PREVENTION
<b>Asparagus Fern</b> <sup>T</sup>	<i>Asparagus virgatus</i>		REGIONAL  In HRCC's area, Asparagus Fern is an ERADICATION target.	CONTAINMENT
<b>Asparagus Weeds</b> <sup>T</sup>	<i>Asparagus aethiopicus</i> , <i>A. africanus</i> , <i>A. asparagoides</i> including the Western Cape form, <i>A. densiflorus</i> , <i>A. plumosus</i> , and <i>A. scandens</i>		STATE	CONTAINMENT/ ASSET
<b>Athel Pine</b> <sup>T</sup>	<i>Tamarix aphylla</i>		STATE	CONTAINMENT/ ASSET

# HRCC Priority Weeds List



COMMON NAME	BOTANICAL NAME	IMAGE	LISTING	OBJECTIVE
Banana Passionfruit <sup>T</sup>	<i>Passiflora tarminiana</i>		LOCAL	CONTAINMENT
Bellyache Bush <sup>T</sup>	<i>Jatropha gossypifolia</i>		STATE	CONTAINMENT/ ASSET
Bitou Bush <sup>T</sup>	<i>Chrysanthemoides monilifera</i> <i>subsp. rotundata</i>		STATE  In HRCC's area, Bitou Bush is an ERADICATION target.	ERADICATION/ CONTAINMENT
Black Knapweed <sup>T</sup>	<i>Centaurea x moncktonii</i>		STATE	PREVENTION
Black Willow <sup>A</sup>	<i>Salix nigra</i>		STATE  REGIONAL In HRCC's area <b>outside</b> of the Hawkesbury LGA, Black Willow is an ERADICATION target.	CONTAINMENT/ ASSET  CONTAINMENT
Blackberry <sup>T</sup>	<i>Rubus fruticosus</i> agg. (Blackberry except the varieties Chester Thornless, Dirksen Thornless, Loch Ness, Silvan, Black Satin, Murrindindi, Smooth Stem, Thornfree and Chehalem)		STATE	CONTAINMENT/ ASSET
Boneseed <sup>T</sup>	<i>Chrysanthemoides monilifera</i> <i>subsp. monilifera</i>		STATE	ERADICATION
Bridal Veil Creeper <sup>T</sup>	<i>Asparagus declinatus</i>		STATE	PREVENTION
Broadleaf Pepper Tree <sup>T</sup>	<i>Schinus terebinthifolius</i>		LOCAL	ERADICATION






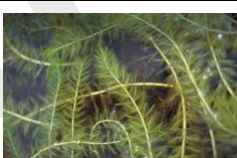

# HRCC Priority Weeds List



COMMON NAME	BOTANICAL NAME	IMAGE	LISTING	OBJECTIVE
<b>Broomrape</b> <sup>T</sup>	<i>Orobanche</i> spp. (all species except the native <i>O. cernua</i> var. <i>australiana</i> and <i>O. minor</i> )		STATE	PREVENTION
<b>Cabomba</b> <sup>A</sup>	<i>Cabomba caroliniana</i>		STATE REGIONAL	CONTAINMENT/ ASSET  ASSET
<b>Cape/Montpellier Broom</b> <sup>T</sup>	<i>Genista monspessulana</i>		STATE	CONTAINMENT/ ASSET
<b>Cat's Claw Creeper</b> <sup>T</sup>	<i>Dolichandra unguis-cati</i>		STATE REGIONAL	CONTAINMENT/ ASSET  ASSET
<b>Chilean Needle Grass</b> <sup>T</sup>	<i>Nassella neesiana</i>		STATE	CONTAINMENT/ ASSET
<b>Chinese Celtis</b> <sup>T</sup>	<i>Celtis sinensis</i>		LOCAL	CONTAINMENT
<b>Chinese Knotweed</b> <sup>T</sup>	<i>Persicaria chinensis</i>		REGIONAL	ERADICATION
<b>Chinese Violet</b> <sup>T</sup>	<i>Asystasia gangetica</i> subsp. <i>micrantha</i>		STATE	ERADICATION
<b>Climbing Asparagus</b> <sup>T</sup>	<i>Asparagus africanus</i>		STATE REGIONAL	CONTAINMENT/ ASSET  ERADICATION

# HRCC Priority Weeds List



COMMON NAME	BOTANICAL NAME	IMAGE	LISTING	OBJECTIVE
Coolatai Grass <sup>T</sup>	<i>Hyparrhenia hirta</i>		LOCAL	ERADICATION
Coral Creeper <sup>T</sup>	<i>Barleria repens</i>		REGIONAL	ERADICATION
Corky Passionfruit <sup>T</sup>	<i>Passiflora suberosa</i>		LOCAL	ASSET
Crofton Weed <sup>T</sup>	<i>Ageratina adenophora</i>		LOCAL	ASSET
East Indian Hygrophila <sup>A</sup>	<i>Hygrophila polysperma</i>		REGIONAL	PREVENTION
Eurasian Water Milfoil <sup>A</sup>	<i>Myriophyllum spicatum</i>		STATE	PREVENTION
Fireweed <sup>T</sup>	<i>Senecio madagascariensis</i>		STATE	CONTAINMENT/ ASSET
Flax-Leaf Broom <sup>T</sup>	<i>Genista linifolia</i>		STATE	CONTAINMENT/ ASSET
Frogbit/ Spongeplant <sup>A</sup>	<i>Limnobium spp. (all species)</i>		STATE	PREVENTION



# HRCC Priority Weeds List



COMMON NAME	BOTANICAL NAME	IMAGE	LISTING	OBJECTIVE
<b>Gamba Grass</b> <sup>T</sup>	<i>Andropogon gayanus</i>		STATE	PREVENTION
<b>Giant Devil's Fig</b> <sup>T</sup>	<i>Solanum chrysotrichum</i>		REGIONAL	ERADICATION
<b>Giant Rats Tail Grass</b> <sup>T</sup>	<i>Sporobolus pyramidalis</i>		REGIONAL	PREVENTION
<b>Giant Reed</b> <sup>T</sup>	<i>Arundo donax</i>		REGIONAL	ASSET
<b>Glory Lily</b> <sup>T</sup>	<i>Gloriosa superba</i>		REGIONAL	ERADICATION
<b>Gorse</b> <sup>T</sup>	<i>Ulex europaeus</i>		STATE	CONTAINMENT/ ASSET
			REGIONAL	CONTAINMENT
<b>Green Cestrum</b> <sup>T</sup>	<i>Cestrum parqui</i>		REGIONAL	ASSET
<b>Grey Sallow</b> <sup>A</sup>	<i>Salix cinerea</i>		REGIONAL	ERADICATION
<b>Groundsel Bush</b> <sup>T</sup>	<i>Baccharis halimifolia</i>		REGIONAL	ERADICATION

# HRCC Priority Weeds List



COMMON NAME	BOTANICAL NAME	IMAGE	LISTING	OBJECTIVE
<b>Hawkweed</b> <sup>T</sup>	<i>Pilosella</i> spp (all species) in addition to <i>Hieracium</i> spp (all species except <i>Hieracium murorum</i> )		STATE	PREVENTION
<b>Holly-Leaved Senecio</b> <sup>T</sup>	<i>Senecio glastifolius</i>		REGIONAL	ERADICATION
<b>Honey Locust</b> <sup>T</sup>	<i>Gleditsia tricanthos</i>		LOCAL	CONTAINMENT
<b>Horsetails</b> <sup>T</sup>	<i>Equisetum</i> spp.		REGIONAL In HRCC's area, Horsetails are an ERADICATION target.	CONTAINMENT
<b>Hydrocotyl/Water Pennywort</b> <sup>A</sup>	<i>Hydrocotyle ranunculoides</i>		STATE	PREVENTION
<b>Hygrophila</b> <sup>A</sup>	<i>Hygrophila costata</i>		REGIONAL	ERADICATION
<b>Hymenachne</b> <sup>T</sup>	<i>Hymenachne amplexicaulis</i>		STATE REGIONAL	CONTAINMENT/ ASSET PREVENTION
<b>Karoo Acacia</b> <sup>T</sup>	<i>Vachellia karroo</i> (syn. <i>Acacia karroo</i> )		STATE	PREVENTION
<b>Kei Apple</b> <sup>T</sup>	<i>Dovyalis caffra</i>		REGIONAL	ERADICATION

# HRCC Priority Weeds List



COMMON NAME	BOTANICAL NAME	IMAGE	LISTING	OBJECTIVE
<b>Kidney Leaf Mud Plantain<sup>A</sup></b>	<i>Heteranthera reniformis</i>		REGIONAL	ERADICATION
<b>Kochia<sup>T</sup></b>	<i>Bassia scoparia</i> (excluding subsp. <i>trichophylla</i> )		STATE	PREVENTION
<b>Koster's Curse<sup>T</sup></b>	<i>Clidemia hirta</i>		STATE	PREVENTION
<b>Kudzu<sup>T</sup></b>	<i>Pueraria lobata</i>		REGIONAL	ERADICATION
<b>Lagarosiphon<sup>A</sup></b>	<i>Lagarosiphon major</i>		STATE	PREVENTION
<b>Lantana<sup>T</sup></b>	<i>Lantana camara</i>		STATE	CONTAINMENT/ ASSET
<b>Leaf Cactus<sup>T</sup></b>	<i>Pereskia aculeata</i>		REGIONAL	ERADICATION
<b>Leafy Elodea<sup>A</sup></b>	<i>Egeria densa</i>		LOCAL	CONTAINMENT
<b>Lippia<sup>T</sup></b>	<i>Phyla canescens</i>		LOCAL	ERADICATION

# HRCC Priority Weeds List






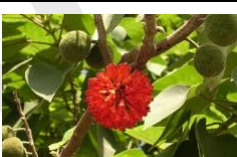





COMMON NAME	BOTANICAL NAME	IMAGE	LISTING	OBJECTIVE
<b>Long Leaf Willow Primrose<sup>A</sup></b>	<i>Ludwigia longifolia</i>		LOCAL	ASSET
<b>Ludwigia<sup>A</sup></b>	<i>Ludwigia peruviana</i>		REGIONAL	ASSET
<b>Madeira Vine<sup>T</sup></b>	<i>Anredera cordifolia</i>		STATE	CONTAINMENT/ ASSET
<b>Mesquite<sup>T</sup></b>	<i>Prosopis</i> spp.		STATE	CONTAINMENT/ ASSET
<b>Mexican Feather Grass<sup>T</sup></b>	<i>Nassella tenuissima</i> (syn. <i>Stipatenuissima</i> )		STATE	PREVENTION
<b>Miconia<sup>T</sup></b>	<i>Miconia</i> spp. (all species)		STATE	PREVENTION
<b>Mikania Vine<sup>T</sup></b>	<i>Mikania micrantha</i>		STATE	PREVENTION
<b>Mimosa<sup>T</sup></b>	<i>Mimosa pigra</i>		STATE	PREVENTION
<b>Ming Fern<sup>T</sup></b>	<i>Asparagus macowanii</i> var. <i>Zuluensis</i>		REGIONAL	ERADICATION



# HRCC Priority Weeds List



COMMON NAME	BOTANICAL NAME	IMAGE	LISTING	OBJECTIVE
<b>Mother of Millions</b> <sup>T</sup>	<i>Bryophyllum spp.</i>		LOCAL	ASSET
<b>Mysore Thorn</b> <sup>T</sup>	<i>Caesalpinia decapetala</i>		REGIONAL	PREVENTION
<b>Nodding Thistle</b> <sup>T</sup>	<i>Carduus nutans</i>		REGIONAL	ERADICATION
<b>Ox Eye Daisy</b> <sup>T</sup>	<i>Leucanthemum vulgare</i>		LOCAL	ERADICATION
<b>Pampas Grass</b> <sup>T</sup>	<i>Cortaderia spp.</i>		REGIONAL	ASSET
<b>Paper Mulberry</b> <sup>T</sup>	<i>Broussonetia papyrifera</i>		LOCAL	PREVENTION
<b>Parkinsonia</b> <sup>T</sup>	<i>Parkinsonia aculeata</i>		STATE	ERADICATION
<b>Parthenium Weed</b> <sup>T</sup>	<i>Parthenium hysterophorus</i>		STATE	PREVENTION
<b>Perennial Soybean</b> <sup>T</sup>	<i>Neonotonia wightii</i>		LOCAL	ERADICATION

# HRCC Priority Weeds List



COMMON NAME	BOTANICAL NAME	IMAGE	LISTING	OBJECTIVE
<b>Pond Apple<sup>T</sup></b>	<i>Annona glabra</i>		STATE	PREVENTION
<b>Prickly Acacia<sup>T</sup></b>	<i>Vachellia nilotica</i> (syn. <i>Acacia nilotica</i> )		STATE	PREVENTION
<b>Prickly Pears<sup>T</sup></b>	<i>Opuntia</i> spp. (excluding <i>O. ficus-indica</i> ), <i>Cylindropuntia</i> spp. and <i>Austrocylindropuntia</i> spp.		STATE	CONTAINMENT/ ASSET
<b>Rattlepod<sup>T</sup></b>	<i>Crotolaria beddomeana</i>		LOCAL	PREVENTION
<b>Red Ludwigia<sup>A</sup></b>	<i>Ludwigia repens</i>		LOCAL	PREVENTION
<b>Rubber Vine<sup>T</sup></b>	<i>Cryptostegia grandiflora</i>		STATE	PREVENTION
<b>Sagittaria<sup>A</sup></b>	<i>Sagittaria platyphylla</i>		STATE	CONTAINMENT/ ASSET
<b>Salvinia<sup>A</sup></b>	<i>Salvinia molesta</i>		STATE  REGIONAL	CONTAINMENT/ ASSET  ASSET
<b>Scotch/English Broom<sup>T</sup></b>	<i>Cytisus scoparius</i> subsp. <i>scoparius</i>		STATE  REGIONAL	CONTAINMENT/ ASSET  ASSET

# HRCC Priority Weeds List



COMMON NAME	BOTANICAL NAME	IMAGE	LISTING	OBJECTIVE
Sea Spurge <sup>A</sup>	<i>Euphorbia paralias</i>		REGIONAL	ERADICATION
Senegal Tea <sup>A</sup>	<i>Gymnocoronis spilanthoides</i>		REGIONAL	CONTAINMENT
Serrated Tussock <sup>T</sup>	<i>Nassella trichotoma</i>		STATE REGIONAL	CONTAINMENT/ ASSET CONTAINMENT
Siam Weed <sup>T</sup>	<i>Chromolaena odorata</i>		STATE	PREVENTION
Sicilian Sea Lavender <sup>T</sup>	<i>Limonium hyblaenum</i>		REGIONAL	ERADICATION
Sicklethorn <sup>T</sup>	<i>Asparagus falcatus</i>		REGIONAL	CONTAINMENT
Silverleaf Night Shade <sup>T</sup>	<i>Solanum elaeagnifolium</i>		STATE	CONTAINMENT/ ASSET
Singapore Daisy <sup>T</sup>	<i>Sphagneticola trilobata</i>		REGIONAL	ASSET
Skunk Vine <sup>T</sup>	<i>Paederia foetida</i>		REGIONAL	ERADICATION



# HRCC Priority Weeds List



COMMON NAME	BOTANICAL NAME	IMAGE	LISTING	OBJECTIVE
Spanish Broom <sup>T</sup>	<i>Spartium junceum</i>		REGIONAL	PREVENTION
Spotted Knapweed <sup>T</sup>	<i>Centaurea stoebe</i> subsp. <i>australis</i>		STATE	PREVENTION
Sticky Nightshade <sup>T</sup>	<i>Solanum sisymbriifolium</i>		LOCAL	ASSET
Tiger Pear <sup>T</sup>	<i>Opuntia aurantiaca</i>		REGIONAL	CONTAINMENT In HRCC's area <b>outside</b> of the Blacktown LGA, Tiger Pear is an ERADICATION target.
Tropical Soda Apple <sup>T</sup>	<i>Solanum viarum</i>		STATE	ERADICATION
Velvety Tree Pear <sup>T</sup>	<i>Opuntia tomentosa</i>		LOCAL	ERADICATION
Water Caltrop <sup>A</sup>	<i>Trapa</i> spp. (all species)		STATE	PREVENTION
Water Hyacinth <sup>A</sup>	<i>Eichhornia crassipes</i>		STATE	CONTAINMENT/ ASSET
			REGIONAL	ASSET
Water Lettuce <sup>A</sup>	<i>Pistia stratiotes</i>		REGIONAL	PREVENTION

# HRCC Priority Weeds List



COMMON NAME	BOTANICAL NAME	IMAGE	LISTING	OBJECTIVE
<b>Water Poppy<sup>A</sup></b>	<i>Hydrocleys nymphoides</i>		REGIONAL  In HRCC's area, Water Poppy is an ERADICATION target.	CONTAINMENT
<b>Water Soldier<sup>A</sup></b>	<i>Stratiotes aloides</i>		STATE	PREVENTION
<b>Water Start Grass<sup>A</sup></b>	<i>Heteranthera zosterifolia</i>		REGIONAL	PREVENTION
<b>White Blackberry/Mysore Raspberry<sup>T</sup></b>	<i>Rubus niveus</i>		REGIONAL	PREVENTION
<b>Willows<sup>A</sup></b>	<i>Salix species except S. babylonica, S. X calodendron and S. x reichardtiji (willows except weeping willows, pussy willow and sterile pussy willow)</i>		STATE	CONTAINMENT/ ASSET
<b>Witchweed<sup>T</sup></b>	<i>Striga spp. (except the native S. parviflora)</i>		STATE	PREVENTION
<b>Yellow Bells<sup>T</sup></b>	<i>Tecoma stans</i>		LOCAL	ASSET
<b>Yellow Burrhead<sup>T</sup></b>	<i>Limnocharis flava</i>		STATE	PREVENTION

# HRCC Priority Weeds List

## A1.1 State level determined priority weeds

### State Priority Weed Objective – PREVENTION

The following weeds have not established self-sustaining populations in NSW and pose a significant biosecurity risk to the state. Prohibiting these weeds from the State to prevent the biosecurity risk posed is a reasonably practical objective.

### State Priority Weed Objective – ERADICATION

The following weeds are present in limited distribution and abundance and pose a medium to high biosecurity risk to NSW. The measures established under the control orders are necessary to prevent, eliminate, minimize, or manage the biosecurity risk or biosecurity impact.

### State Priority Weed Objective – ERADICATION/CONTAINMENT

The following weeds pose a medium to high biosecurity risk to NSW and vary in distribution and abundance in different parts of the state. The principal object of a biosecurity zone regulation is to provide for the long term management of a biosecurity risk or biosecurity impact.

### State Priority Weed Objective – CONTAINMENT/ASSET PROTECTION

These weeds are widely distributed in some areas of the state. As Weeds of National Significance, their further spread through trade should be minimized to protect priority assets.

## A1.2 Regional priority weeds

### Regional Priority Weed Objective – PREVENTION

The following weeds are currently not found in the region, pose significant biosecurity risk and prevention of the biosecurity risk posed by these weeds is a reasonably practicable objective.

### Regional Priority Weed Objective – ERADICATION

The following weeds are present in limited distribution and abundance in some parts of the region. Elimination of the biosecurity risk posed by these weeds is a reasonably practicable objective.

### Regional Priority Weeds objective – CONTAINMENT

These weeds are widely distributed in the region. While broad scale elimination is not practicable, minimization of the biosecurity risk posed by these weeds is reasonably practicable.

### Regional Priority Weed Objective – ASSET PROTECTION

These weeds are widely distributed across the region. Their spread should be minimized to protect priority assets.

## A1.3 Local priority weeds

### Local Priority Weed Objective – PREVENTION

The following weeds are currently not found in the HRCC's area and pose significant biosecurity risk. Prevention of the biosecurity risk posed by these weeds is a reasonably practical objective.

### Local Priority Weed Objective – ERADICATION

The following weeds are present in limited distribution and abundance in some parts of HRCC's area. Elimination of the biosecurity risk posed by these weeds is a reasonably practicable objective.

### Local Priority Weeds objective – CONTAINMENT

These weeds are widely distributed in HRCC's area. While broad scale elimination is not practicable, minimization of the biosecurity risk posed by these weeds is reasonably practicable.

### Local Priority Weed Objective – ASSET PROTECTION

These weeds are widely distributed across HRCC's area. Their spread should be minimized to protect priority assets.

*This list has been adapted from the Greater Sydney Regional Strategic Weed Management Plan 2023-2027*