



MANAGEMENT

POLICY

2016 - 2020

PRIVATE FORESTRY SERVICE QUEENSLAND

ABN: 77 312 628 488 ARBN: 602 674
948

AUSTRALIAN
FORESTRY STANDARD
CERTIFIED



NOT-FOR-PROFIT
INCORPORATED ASSOCIATION

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1	September 2010	Ken Matthews	Development
2	October 2010	Kaara Shaw	Development - Objectives
3	November 2010	Sean Ryan	Development – Overview
4	April 2011	Kaara Shaw	Review and implementation of audit results
5	January 2012	Bronwyn Lloyd	Update contact details, Capability Document and Board members
6	November 2013	Kaara Shaw	Update personnel details, link to capability document board members.
7	February 2015	Bronwyn Lloyd	Update Capability Statement
8	August 2015	Kaara Shaw	Update PFSQ Objectives and targets following 2014 Board review and recommendations.
9	October 2016	Len Sivyer/Mick Capelin	Update after Board 2016 review
10	November 2017	Lili Usher-Chandler	Update of Overview of the Association, PFSQ Scope and document formatting
11	August 2019	Bronwyn Lloyd	Review and update contacts, logos, links etc

1.0 Private Forestry Service Queensland's Planning Background

Private Forestry Service Queensland's (PFSQ) Management Policy for 2013/2017 builds on previous business management plans. The context of this document is based on the following analysis of the current regional industry and policy environment.

1.1 General

Private forestry in Queensland, particularly in south east Queensland is under more public scrutiny now than any other time in history. Community expectations on forest uses have increased broadly to include carbon sequestration and storage, biodiversity sanctuaries, habitat, property drought proofing, income security and diversification, amelioration of environmental degradation, improving water quality and aesthetic appreciation. All of this, without considering forests as a source of timber; a renewable primary resource. The community does not immediately distinguish between private forests and publically owned forests.

The future of the forest industry can be enhanced by positively influencing the way that it is viewed by the broader community. To promote our responsible and benign form of land management and counter any possible ill-informed attitudes about forestry, industry must demonstrate that our forest management is based on a scientific, sophisticated, environmentally robust system that improves the health and productivity of our private forest resource while providing many of the other benefits managed forests can bring and which our communities desire.

1.2 Native Forest

Several political and legislative instruments have had a significant impact on both availability and quality of timber derived from Queensland Native Forests. The SE Qld and Western Qld Forest Agreement process, the Vegetation Management Act, 'The Code Applying to a Native Forest Practice on Freehold Land' and Regrowth Clearing regulation have resulted in:

- Diminishing and finite extractions of hardwood from Crown native forests culminating in 2024.
- Increased demand by processors for hardwood sourced from private native forest.
- Increasing recognition that poor management practices have left much of the private forest estate in an impoverished state supporting low productivity and diminished environmental values.
- Landholder skepticism in relation to the future government restrictions on native forest management on private land.
- A significant number of landholders still have a lack of understanding of the requirements of the Vegetation Management Act 1999 and associated regulations.
- Increasing demand for certified forest products (i.e. Australian Forestry Standard and/or Forest Stewardship Council).

Within south east Queensland there is an estimated 1.2 million ha of private native forest suitable for timber production.

1.3 Plantation Forestry

The private plantation estate must still be considered underdeveloped in many respects. The area of native species plantation in Queensland is dominated by a significant scale, though unimpressive pulp based MIS plantings. All of the major MIS Companies collapsed financially following the Global Financial Crisis. It is anticipated that virtually all of the MIS plantings in Queensland will be returned to grazing or agriculture. In addition, in 2010 the Queensland State Government sold its timber plantation assets. The failure of MIS plantations in Queensland in conjunction with the timing of the

sale of Queensland plantation assets and the impacts of the South East Queensland Forest Agreement has resulted in:

- Increased uncertainty in the future of the hardwood plantation resource based on the real possibility that a large proportion of the privately owned hardwood plantations in Queensland may revert to grazing or agriculture as a financially acceptable harvest will not be possible.
- A greater demand for farm forestry extension and silvicultural services from landholders;
- A significant gap between the plantation resource reaching maturity and the closing of the State based native forest harvesting;
- Increased community perception that a plantation resource should replace native forest harvesting;
- Lack of product diversification in MIS and state initiated plantation resource.
- Little evidence to suggest that State or Federal Governments are likely to fund the establishment of significant areas of additional timber plantations on the East Coast of Australia in the foreseeable future.
- Timber Investment Management Organization's (TIMO's) which now own many of the former state-owned timber plantation assets and collapsed MIS companies are likely to divest themselves of freehold land in their portfolios over time and only keep the long term lease plantation assets

2.0 Overview of the Association

PFSQ is overseen by a non-remunerated Board of Management consisting of 6 eminent forest industry representatives. The Board includes Chairman **Len Sivyver** - previously Business Development Manager – HQPlantations P/L, **Paul Ryan** - immediate past Principal Scientist for DPI & F, Horticulture and Forest Science, **Ernie Rider** – immediate past Senior Conservation Officer (DERM) Sunshine Coast/Burnett Region, **Adan Taylor** – GMT Logging, General Manager and Vice Chairman, Australian Forest Contractors Association, **Mick Capelin** – Natural Resource Management and Rural Planning Specialist.

The association's primary function is to assist in the development of the private forest industry in Queensland, particularly the region from Miriam Vale to the NSW border and west to Chinchilla (not exclusively). PFSQ achieves its objectives with the financial assistance of a range of funding programs or arrangements in addition to the provision of consultancy services.

3.1 PFSQ Scope

PFSQ has a broad range of private forestry (native forest and plantation) activities including but not limited to the following:

Consultancy:

- Forest management planning in context with the Australian Forestry Standard;
- Forest management operational works including all silvicultural aspects;
- Monitoring and review of forest management practices and their impact;
- Forest assessment and financial planning;
- Long term rehabilitation of degraded forests and degraded landscapes; and

- Application of currently accepted best management practices in order to achieve the full suite of social, environmental and financial aspirations of both the landholders and the Australian Forestry Standard.

Promotion of private forestry:

- Farm diversification and landscape restoration;
- Income and investment options;
- Improved financial resilience in times of drought;
- To increase terrestrial carbon stocks and transition to a reduced carbon economy;
- Rehabilitation of degraded forest and the application of environmental management systems; and
- Natural resource, catchment and regional economic benefits.

Provision of information and services:

- Extension Services.
- Technical advice (based on currently accepted best management practices);
- Social media;
- Development of information products;
- Newsletters and publications;
- Web-based services (www.pfsq.net); and
- Workshops and Field days.

Assistance with policy development:

- Input to Federal, State and Local Government processes;
- Ensuring policies and regulations support private forestry; and
- Interpreting policy to member groups and forest owners.

Industry and regional development:

- Developing partner projects with industry to address natural resource management issues;
- Developing partnerships with Indigenous groups;
- Engagement of relevant stakeholders;
- Promoting available industry support services; and
- Investigation and expansion of market opportunities.

Timber Harvesting & Sales

- Harvesting and sale of forest products from both Native Forest and Plantations.
- Development and implementation of harvesting plans.

Museum & Heritage Management

- Management of and improvements to the Wood Works Museum in Gympie (owned by the Gympie Regional Council.)
- Acquisition, preservation and display of timber-industry relevant and historically important equipment and tools.
- Renovation and maintenance of the Elginvale Sawmill

*Note: See PFSQ's [Current Capability Statement](#)

4.0 PFSQ Organisational Objectives and Targets

<p>Objective 1.</p> <p>Objective 1: Increase the area of sustainably managed forest to improve:</p> <ol style="list-style-type: none"> 1. forest health and productivity; 2. the economic viability and profitability of all forest products; 3. cultural awareness and development; 4. social inclusion and community acceptance; and 5. ecosystem services. 	<p>Target 1.1</p> <p>Increase the area of commercially productive hardwood plantation resource.</p> <p>Target 1.2</p> <p>Increase the area of productive native forest resource.</p> <p>Target 1.3</p> <p>Increase the area of forest revegetation and regeneration to improve ecosystem outcomes.</p> <p>Target 1.4</p> <p>Increase awareness and uptake of sustainable forest management practices.</p> <p>Target 1.5</p> <p>Achieve and maintain sustainable forest management requirements, legislative requirements, codes and procedures covering environmental, economic, cultural and social aspects, demonstrated through maintenance of Australian Forestry Standard certification.</p> <p>Target 1.6</p> <p>Increase utilisation of forest products</p>
<p>Objective 2.</p> <p>Support the development of a sustainable forest and natural resource management industry in Queensland</p>	<p>Target 2.1</p> <p>Develop partnerships with forest industry (peak bodies, processors and forest managers) to improve sustainable forest management outcomes</p> <p>Target 2.2</p> <p>Support the development of sustainable forest management policies and strategies by government and industry</p> <p>Target 2.3</p> <p>Promote networks of relevant stakeholders (including landholders, all tiers of government and industry) in support of private forestry development.</p> <p>Target 2.4</p> <p>Enhance opportunities for a sustainable forest products industry to optimise the commercial potential of regional forest resources and associated economies.</p> <p>Target 2.5</p> <p>Support and deliver Objectives 2.1-2.4 through participation in relevant research, development, implementation, extension and information exchange.</p>
<p>Objective 3.</p> <p>Provide a strong, independent source of advice and support for the benefit of landholders, industry, State & Federal Governments and the community.</p>	<p>Target 3.1</p> <p>Diversify the range of services offered by PFSQ.</p> <p>Target 3.2</p> <p>Provide sufficient resources (time, knowledge, finances and equipment) to achieve organisational objectives and targets.</p> <p>Target 3.3</p> <p>Take a systematic and regular review of all aspects of PFSQ policy, organisational planning, forest management procedure, operational processes and approved best management practices.</p>
<p>Objective 4.</p> <p>Facilitate employment of Indigenous people in natural resource management</p>	<p>Target 4.1</p> <p>Develop long-term relationships with Aboriginal and Torres Strait Islander organisations and other international Indigenous groups.</p>

5.0 PFSQ's Commitment to the Australian Forestry Standard

PFSQ is committed to the development of sustainable forest management systems, management procedures and policies that conform to the requirements of the Australian Forestry Standard (AS 4708-2007). Evidence of AFS conformance is referenced throughout Forest Management Plans (FMP) prepared by PFSQ. PFSQ will undertake all forest management activities in accordance with currently accepted Best Management Practices (BMP). BMP's are either detailed within the FMP or included as appendices such as: Codes of Practice, Standard Operating Procedures (SOP's) or other documents and procedures. The core principle of PFSQ's sustainable forest management policy is to "manage forests in order to maintain or enhance their environmental, social and financial values".

The management of private native forests by PFSQ under contractual agreements are performed to the requirements of the Australian Forestry Standard - AS 4708:2007 (AFS). The environmental conformity, social benefit and economic viability of the AFS is recognised worldwide, through the Programme for Endorsement of Certification Scheme (PEFC). Forest management certification standards recognised by the PEFC, such as the AFS, are used in many leading countries as a critical indicator of the sustainability of forest management practices. Such certification standards and procurement policies help to ensure that the origins of timber-based products are managed sustainably. For further information on AFS see the official website at the following link: <http://www.responsiblewood.org.au/>.

6. PFSQ Forest Management Policy Statement

Private Forestry Service Queensland Inc. is dedicated to the sustainable management of forests. Our policy of sustainable management is incorporated throughout all of our operations by:

- Complying with all applicable legislative requirements, codes and procedures applicable to forest management in Queensland.
- Supporting the development of sustainable forest management policies and strategies, and where possible, have input into the development of new systems, operational standards and improvement of management practices.
- Taking a systematic approach to meeting sustainable forest management requirements covering environmental, economic, cultural and social aspects, including communicating with affected and interested parties.
- Taking a systematic and regular review of all aspects of forest policies, processes and currently accepted best management practices.
- Consideration of the views of stakeholders commensurate with the scope, scale and intensity of forest operations applicable to each defined forest management unit.
- Provision of sufficient resources such as time, knowledge, finances and equipment appropriate to each element of forest management.
- Adoption of a risk management approach in all aspects, including adequately exercising existing procedures to ensure relevant codes and procedures are met, environmental harm is prevented, and loss, waste and pollution are avoided.

- Seeking continual improvement to enhance environmental, social and economic values and enhancing public recognition as a responsible and accountable forest management organisation.

7. Forest Management Planning Statement

1. The Forest Manager will develop a Forest Management Plan (FMP) after an investigation of all aspects of AS 4708-2007 associated with the properties defined management area, including land title, legislative requirements, restrictions and applicable stakeholders.
2. The Forest Manager will make an assessment and inventory of the property forest/defined forest unit/units in relation to:
 - Property access condition, property boundaries, existing infrastructure, productive and non-productive management units, areas of significance/exclusion and existing fire breaks.
 - Environmental protection including, forest health, fire management, watercourse protection, biodiversity and habitat protection, soil conservation, historical and cultural heritage, areas of significance/exclusion etc as per AS 4708-2007 and Queensland Forest Practices Code.
 - Silvicultural implications such as, stocking per ha, tree form, diameter and species distribution, product classification, thinning requirements, regeneration, forest condition, habitat tree density, fire fuel loads and potential range of silvicultural regimes.
3. The FMP will include an analysis of forest inventory data. Based upon inventory analysis, the plan will include discussions on management implications and will recommend work schedules and forecast associated cost of silvicultural regimes. Silvicultural regimes will be determined based upon the need to achieve sustainability objectives i.e. environmental, social and economic values.
4. The Forest Manager will develop a list of identified social, environmental, economic and cultural heritage values relevant to forest management performance criteria and requirements.
5. The FMP will include a monitoring system for quantitative and qualitative forest management impacts for the purpose of continuous improvement in forest management performance.
6. Where appropriate, the forest management plan will detail harvest potential, optimal use and values.
7. Occupational Health & Safety (OH&S) roles and responsibilities are referenced throughout the FMP as required.

8. PFSQ Staff

Sean Ryan: Executive Officer

Associate Diploma of Applied Forestry

38 years in natural resource management including: State Government Forest Service, National Park Management, Native Forest Extension Officer, plantation establishment and native forest management on private land. Licensed Builder – BSA 25099.

Gary Clarke: Operations Manager

Associate Diploma of Applied Forestry

33 years experience in natural resource management and timber processing including: Eight years in the QLD State Government Forestry Service, five years private consultancy forestry and landscape management, three years Resource Manager timber processing industry and eight years Farm Forestry Program manager Noosa and District Landcare Group.

Gary's expertise lies in managing large vegetation management projects including plantation establishment, infrastructure and revegetation projects.

David Menzies: Field and GIS Officer

Masters of Forest Ecosystem Science, Bachelor of Science (Environmental Science)

11 years tree arborist and forest management. Mapping, GIS and data analysis specialist. David has completed his Regional Ecosystem Classification qualification under the Queensland Herbarium. 10 years tree arborist and forest management.

Bill Schulke: Extension Officer (Grazing and forest land management)

Bachelor of Agricultural Science

Bill has extensive experience in grazing land management, joining us after 12 years as a senior extension officer with the Department of Employment, Economic Development and Innovation (DEEDI). Bill was responsible for completing the Re-veg.net project, a Caring for Our Country project supporting landholders to thin their overstocked re-growth forest.

Bronwyn Lloyd: Finance, Office Administration & Company Secretary

Bronwyn has extensive experience as a financial manager with expertise across the commercial and not-for-profit sectors. Bronwyn also manages our web site and all promotional projects.

Kaara Shaw: Plantation Operations and WH&S Officer

Postgraduate Diploma in Forest Ecosystem Science, Bachelor of Applied Science (Production Horticulture).

Kaara has twelve years experience in native hardwood plantation planning, design, implementation and management. Kaara manages PFSQ's AFS certification system, PFSQ's WH&S system and runs the Re-forest.net project- a new Caring for Our Country project assisting private landholders to establish best-practice, high quality plantations.

Cliff Raddatz: Field Operations Officer

40 years experience in State Government Forest Service and Queensland Forestry Research Institute involved in applied research, plantation establishment and native forest management. Cliff has completed his Regional Ecosystem Classification qualification under the Queensland Herbarium

Lili Usher-Chandler: Extension Officer Trainee

Bachelor of Advanced Science (Zoology and Ecology)

Lili has been placed with PFSQ for a 12 month traineeship as part of the Reef Extension Work Placement Initiative in response to the Great Barrier Reef Water Science Taskforce report. Lili will be trained in delivering forestry and NRM projects with landholders in the GBR Catchments. For the duration of the traineeship Lili will also manage PFSQ's social media, website and promotional design in order to gain interest and enhance engagement with stakeholders.