

# RECREATIONAL BOATING



Hawkesbury River Boating Service Officer Karla Casey promoting the wearing of lifejackets.

ALMOST A QUARTER OF ALL INFRINGEMENTS ISSUED  
IN 2004–2005 WERE ATTRIBUTED TO NON-COMPLIANCE  
WITH LIFEJACKET REGULATIONS.

## Boating Safety Education

As the State Government's maritime regulator, NSW Maritime undertakes a year-round, statewide boating safety, NSW Maritime education program. The main focus of the year's program was on safety equipment, bar crossings, capsizes, hypothermia and alcohol. Key elements of the education campaign included:

- Five major statewide safety campaigns during the boating season
- More than 350 safe boating seminars throughout NSW
- 67 regional educational campaigns and school visits reaching more than 1,300 students
- Safety awareness messages supported by advertising, publications, the Internet, displays at boat shows and community events, and media activity across NSW
- 37,646 vessel checks with a 90 per cent compliance rate.

Almost a quarter of all infringements issued were attributed to non-compliance with lifejacket regulations. These included the failure to carry the required number of lifejackets, lifejackets in poor condition and not wearing lifejackets when crossing coastal bars or operating a personal watercraft.

Penalty notices for excessive speed accounted for 20 per cent of all infringements. Breaches of safety regulations such as towing a person with no observer onboard, bowriding and violation of distance off requirements attributed to 16 per cent of all notices issued. Improvement in the level of compliance for these key safety issues remains an ongoing challenge for the Recreational Boating Division.

## Incident and Fatality Summary

In 2004–2005, 397 boating incidents were reported to NSW Maritime. This represented an increase of 10 per cent over the previous year. There were 14 incidents that led to 16 fatalities. Alcohol was a factor in five fatalities (31 per cent). Fourteen fatalities occurred on enclosed waters.

The break down of fatalities by incident type was as follows:

- Capsize – 5 fatalities
- Fall overboard – 4 fatalities
- Collision with vessel – 3 fatalities
- Collision with fixed object – 2 fatalities
- Carbon monoxide poisoning – 1 fatality
- Person hit by vessel – 1 fatality

	2004–2005 Vessel Type				2003–2004 Vessel Type			
	Rec	Com	Com/Rec	Total	Rec	Com	Com/Rec	Total
Incidents	254	96	47	397	228	85	47	360
Fatalities	12	4	0	16	8	1	0	9
Serious injuries	44	6	2	52	35	10	0	45
Minor injuries	72	20	11	103	64	23	6	93

## RECREATIONAL BOATING (continued)

As in the previous year, recreational vessels accounted for more than 60 per cent of all incidents, with commercial vessel incidents accounting for just under a quarter and commercial/recreational vessel incidents accounting for the remainder. The increase in total incidents is consistent with the increase in new vessel registrations, keeping overall incident statistics at a relatively static level.

While the number of fatalities in 2004–2005 is higher than 2003–2004, the overall result is slightly lower than the average annual fatality rate – over five years – of 18.

Alcohol remains a significant contributing factor in fatalities, accounting for 31 per cent of deaths recorded for this period. Three of the four commercial vessel fatalities are directly attributed to excess consumption of alcohol while on a charter or hire vessel.

The importance of wearing lifejackets when crossing bars was also highlighted following the deaths of two men who were not wearing lifejackets – one at Camden Haven Bar and one at Swansea Bar.

Carbon monoxide accounted for one fatality this year and NSW Maritime reviewed its safety messages to better educate boaters on the dangers of carbon monoxide and the steps which can be taken to prevent this type of poisoning.

Fatalities were evenly split between the peak and off-peak seasons, with both recording eight fatalities each. The largest number of fatalities occurred in April (four).

### Alcohol and Drug Testing

In May 2005 the State Government proclaimed the *Marine Safety Amendment (Random Breath Testing) Act 2005*. This Act enabled police to conduct random breath testing (RBT)

on the operator of a vessel while it is underway. Permissible concentration of alcohol limits were adjusted as follows:

- Less than 0.02 for commercial vessel operators
- 0.00 for recreational vessel operators aged under 18 years (previously 0.02)
- Less than 0.05 for recreational vessel operators over 18 years.

Under the new legislation, observers onboard a towing vessel and people being towed such as water skiers may be breath tested. Operators of vessels that are moored, berthed or at anchor will not be subject to RBT requirements.

NSW Maritime conducted an extensive education campaign including a mail-out to boat licensees, advertising in selected print media, distribution of information leaflets and information on its website.

NSW Maritime developed an additional education effort to raise awareness of the issue of alcohol and boating. This campaign, *Go Easy on the Drink*, was expected to be launched at the start of the 2005–2006 boating season.

### Recreational Boating Strategy

The Recreational Boating Division finalised the *Recreational Boating Strategy 2005 and Beyond* paper. The strategy was developed following a 2004 client survey and incorporated consultation with regional staff and key stakeholders.

Seven areas were identified as the foundation of the strategy – administration, staff development, service delivery, safety and education, protection of the marine environment, working partnerships and waterways management. The strategy aims to assess, maintain and improve services to the recreational boating community.

ON BEHALF OF THE STATE GOVERNMENT, NSW MARITIME PROVIDED \$656,000 IN GRANTS TO THE VOLUNTEER MARINE RESCUE ORGANISATIONS DURING 2004–2005.

## Volunteer Marine Rescue Organisations

On behalf of the State Government, NSW Maritime provided \$656,000 in grants to the volunteer marine rescue organisations during 2004–2005. More than \$3.6 million has been provided since the inception of grants in 1998 to assist with the purchase of vessels, upgrades of rescue coordination centres and marine radio bases along the NSW coast.

NSW Maritime also subsidises other rescue organisations including Surf Life Saving NSW and the State Emergency Service to the value of approximately \$175,000 a year by waiving payments for boat licences, vessel registrations and aquatic licences.

## The Recreational Vessel Advisory Group

The Recreational Vessel Advisory Group (RVAG) was reshaped in line with the Recreational Boating Division's commitment to improving public consultation. Its membership includes representatives from boating associations, clubs and the boating industry.

Formal terms of reference, incorporating a code of conduct, were established for the group. RVAG met every second month and provided advice on a range of recreational boating issues referred to it by NSW Maritime, and raised issues of State significance for discussion.

Issues considered by RVAG included:

- Development of a Recreational Boating Strategy for 2005 and beyond
- Review of requirements to wear lifejackets when crossing bars when in enclosed space onboard vessels
- Review of the recreational Boat Driver Licensing Scheme
- Fee increases
- Statewide compliance and education campaigns
- Boating incidents
- Tow-in-surfing
- Speed restrictions on waterways
- Boating safety equipment
- Carbon monoxide poisoning.

RVAG members made a valuable contribution on a variety of safety issues raised.

NSW Maritime boating officers conducted more than 37,000 vessel checks during the year.

The Pittwater to Coffs Harbour yacht race is one of the many thousands of aquatic events that NSW Maritime licensed and managed on State waters in 2004–2005.



# RECREATIONAL BOATING (continued)

## Customer Response

NSW Maritime's Customer Service Info Line received a total of 76,003 calls during 2004–2005. This represents a decrease of 3027 when compared with the previous year. Of the calls received, 276 (0.36 per cent) were complaints.

A comparison of complaints is shown below:

	Complaints 2003–2004	Complaints 2004–2005
Personal watercraft	74	52
General on-water	183	216
Other	2	8

While the overall on-water complaints saw a slight increase of 6.6 per cent, PWC complaints continued to decline.

Of the 52 PWC complaints, 87 per cent related to distance-off requirements and excessive speed.

The majority of the 216 general on-water complaints related to safety, speed or noise from vessels.

## Boating Weather Service

A subsidised telephone weather service was maintained throughout the year. The service operates through the toll-free 13 12 36 number and provides weather conditions and forecasts statewide.

## 2004 Sydney International Boat Show

NSW Maritime was one of the two major sponsors of the Sydney International Boat Show, Darling Harbour, Sydney. The sponsorship recognised the commitment of both NSW Maritime and the Boating Industry Association of NSW – host of the show – to promoting safe and responsible boating. The show attracted more than 90,000 people over five days.

## Boating Plans of Management

As the State Government's maritime regulator, NSW Maritime developed a Boating Plan of Management Strategy for 2004 to 2007. This plan identified, in order of priority, waterways requiring a boating plan of management.

Boating plans of management are used to create a framework for boating activities on a particular waterway. They are responsive to changing priorities and conditions and acknowledge boating and community expectations for the sustainability of the waterway.

These plans will be reviewed on an ongoing basis.

Boating Services Officer Michelle Payne returns from an on-water safety check on Sydney Harbour.



Boating plans of management being completed include:

### **Lake Mulwala**

NSW Maritime contributed to the boating element of the draft Lake Mulwala Land and On-Water Management Plan. A range of suggested improvements to navigation have been made. Gazetted areas of the lake previously under the control of Victoria are being handed over to NSW. A review is to be conducted of the increase in demand by a wide range of users of the lake.

### **Tweed Estuary**

The Tweed Estuary is a significant natural resource on the far north coast of NSW experiencing increasing demands, both recreationally and commercially. Following extensive consultation, a draft Tweed Estuary Boating Plan of Management was released for public exhibition in August 2004, with 450 submissions received. A final draft plan will be presented to a meeting of representatives of all key stakeholder groups in 2005–2006.

### **Smiths Lake**

Smiths Lake, about 30 minutes drive south of Forster on the mid-north coast, is an intermittently open lake that can experience dramatic changes in water levels. A draft Smiths Lake Boating Plan of Management was prepared and released for public exhibition during late 2003 and early 2004. Following receipt of submissions a further review of the final

draft plan was conducted prior to consideration by the Smiths Lakes Estuary Management Committee in 2005–2006.

### **Swan Lake**

NSW Maritime, in liaison with the local Estuary Management Committee, developed a draft Boating Plan of Management for Swan Lake, located near Sussex Inlet. The draft plan is under consideration by the committee before placing the final draft on public exhibition in 2005–2006.

### **Lake Conjola**

The draft Boating Plan of Management for Lake Conjola was placed on public exhibition in December 2004. Following receipt of submissions, a further draft was prepared and submitted for approval to the Shoalhaven City Council Natural Resource Management Committee.

### **PWC Trial Restrictions in the Eurobodalla Area**

On 14 December 2004, the Minister approved the introduction of four personal watercraft (PWC) exclusion areas on a trial basis for eight months to address safety issues raised by the local community and the Eurobodalla Shire Council. The four areas were Durras, Broulee Bay, Tuross Lake, and Batemans Bay. Signage was erected at all access points with maps of the area indicating the exclusion zones. Provision was made for affected PWC operators to transit directly from launching ramps to areas outside the exclusion zone. A review of the trial is to be conducted after 1 September 2005.

AS THE STATE GOVERNMENT'S MARITIME REGULATOR, NSW MARITIME DEVELOPED A BOATING PLAN OF MANAGEMENT STRATEGY FOR 2004 TO 2007. THIS STRATEGY IDENTIFIED, IN ORDER OF PRIORITY, WATERWAYS REQUIRING A BOATING PLAN OF MANAGEMENT.

# COMMERCIAL VESSELS AND ASSETS



General Manager Commercial Vessels and Asset Management John Dikkenberg and Wharf Safety Audit Manager Terry Young inspecting the structural integrity of a commuter wharf.

NSW MARITIME WORKED TO UPDATE ITS CREWING REQUIREMENTS FOR COMMERCIAL VESSELS IN ACCORDANCE WITH PART D OF THE NATIONAL STANDARD FOR COMMERCIAL VESSELS.

## PART D of the National Standard for Commercial Vessels

Vessel owners and operators have a duty of care towards passengers, clients and crew to ensure vessel operations are conducted in the safest possible manner, and with the best possible management of all foreseeable risks. As the State Government's maritime regulator, NSW Maritime worked to update its crewing requirements for commercial vessels in accordance with Part D of the National Standard for Commercial Vessels (NSCV). The NSCV received in principle agreement by the States and Federal Government in 2001.

A draft discussion paper describing the proposed changes was distributed to vessel owners and other key stakeholders, while officers of NSW Maritime travelled statewide explaining the proposed changes and hearing first hand the feedback from vessel owners and operators.

More than 120 submissions on the discussion paper were received, including many constructive comments. These comments, along with feedback from the meetings held throughout NSW, were considered by NSW Maritime as it refined the proposed changes. A revised discussion paper is to be sent out to key stakeholders in 2005-2006 giving them another opportunity to comment before the changes are finalised.

The proposed changes will bring NSW into line with national standards, and will address a number of safety-related issues including emergency assistance of passengers, the role of crewing committees, use of 'marine assistant', certification requirements for 'general purpose hands' and the application of restricted and endorsed certificates of competency.

## Infrastructure Grants Program

On behalf of the State Government, NSW Maritime administers the Waterways Asset Development and Management Program (WADAMP) which provides grant funding for infrastructure projects throughout NSW.

Contributions from vessel registration fees fund about half the program. Grants are allocated on a 50:50 partnership basis with funding shared by local councils, other State agencies and boating groups.

This year was the second year of the Sharing Sydney Harbour Access Program (SSHAP) with grants in Sydney Harbour reviewed separately from regional NSW. Twenty applications under SSHAP were received, of which 14 grants were offered totalling \$463,200.

SSHAP is administered through the Department of Planning with funding and technical assistance provided by NSW Maritime. The objective of the SSHAP is to improve access for the public between the land and water and along the foreshore of Sydney Harbour.

Sixty-eight applications for WADAMP grants were received for regional NSW, of which 38 grants totalling \$1,408,668 were offered in 2004-2005.

Total grants provided during the year through WADAMP and SSHAP amounted to more than \$1.8 million for a record 52 projects. The grants will allow works worth more than \$4.7 million to be undertaken.

As part of the 2004 review of the agency, WADAMP was to be renamed the Maritime Infrastructure Program in early 2005-2006.



## COMMERCIAL VESSELS AND ASSETS (continued)

### Wharf Safety Audit

As the State Government's maritime regulator, NSW Maritime was made responsible for ensuring the safety of public ferry wharves following amendments to the *Marine Safety Act 1998* in November 2004.

A public ferry wharf includes any wharf used by a vessel with more than eight fare-paying passengers and includes typical commuter wharves (such as Sydney Harbour ferry wharves) as well as wharves used by smaller commercial operators such as charter or dive vessels in regional NSW.

During 2005, NSW Maritime began a process to establish a wharf safety audit scheme including identifying and advising potential wharf owners of the new wharf safety measures and the development of draft guidelines for wharf safety criteria. Inspections of wharves are expected to commence in 2005–2006 after wharf owners have been consulted on the safety guidelines.

### Commercial Vessels Advisory Group

The Commercial Vessels Advisory Group is NSW Maritime's most significant interface with commercial vessels operators across the State. The group – made up of representatives from NSW Maritime, NSW Water Police and ferry, charter, water taxi, sail and hire and drive operators – has continued to meet quarterly to discuss issues such as the introduction of new crewing levels, the conduct of special aquatic events and the development of extra security arrangements, particularly on Sydney Harbour. It provides a valuable forum for operators to raise their concerns and explore ways in which the marine industry can improve.

### Navigation Aids

NSW Maritime negotiated a new navigation aids contract, which realised significant benefits over the year, including savings in operating (\$215,000) and capital (\$124,000) expenditure achieved through the fixed maintenance fee and the adoption of Light-Emitting Diode (LED) technology.

Navigation aid upgrades involved switching 122 lights to LED technology. In addition, nine lit and 37 unlit buoys were upgraded to the latest plastic designs. Major capital upgrades involved leads at Huskisson (\$73,000), Yamba (\$64,000) and Swansea (\$34,000).

A total of 303 breakdown notifications were issued comprising 77 per cent lit aids and 23 per cent for unlit aids. This represents more than 10 per cent of the 2903 navigation aids maintained by NSW Maritime. Major causes of failure were attributed to: light components – 28 per cent; buoy off station – 18 per cent; vandalism – 10 per cent; and false alarms – five per cent. The contractor achieved a 99 per cent compliance rating for key contract performance targets.

### Safety Management Systems

From 1 January 2005, commercial vessels carrying more than eight persons were required to have an approved Safety Management System (SMS) to provide a coordinated and consistent approach to safety in the industry. NSW Maritime continued to oversee the implementation of this scheme.

In developing a strategy to adopt the SMS, it was decided to conduct a number of pilot schemes and progressively introduce the requirement across classes of vessels. Class 1 and 2 passenger-carrying vessels were the first to have the requirement formalised, while Class 4, and hire and drive vessels, were trialling a pilot scheme.

### Commercially Registered Vessels

Commercially registered vessels include ferries, charter vessels, water taxis, tugs, fishing vessels and any other vessel used for commercial purposes. However, there are a number of commercial vessels exempt from survey. The implementation of the National Standard for Commercial Vessels is expected to lead to greater uniformity between the States and a reduction in the number of exempt vessels.

A total of 201 applications for survey were received by NSW Maritime – similar to the previous year, and an increase on the years 2000 to 2003.

## Marine Certification

The number of people who obtained a certificate of competency increased slightly to 562 (from 501 in the previous year). This increase was due largely to the implementation of new standards for vehicular ferries operated under contract with the Roads and Traffic Authority. Seventy per cent of the certificates issued were for the smaller range of commercial vessel, mainly those less than 24 metres in length.

## Marine Safety Training

Memorandums of Understanding with all marine registered training organisations (RTOs) were renewed to reflect the standards of the Australian Quality Training Framework and the Audit Guidelines of the National Marine Safety Committee.

NSW Maritime began auditing RTOs to ensure a consistent standard of training was applied to all mariners.

NSW Maritime played an active role in assisting with the first major review of the Transport and Distribution Maritime Training Package which is the commercial vessel industry standard for marine qualifications.

Charter vessel, the Nerinda II, operates between Palm Beach and Bobbin Head on the Lower Hawkesbury.



FROM 1 JANUARY 2005, COMMERCIAL VESSELS CARRYING MORE THAN EIGHT PERSONS WERE REQUIRED TO HAVE AN APPROVED SAFETY MANAGEMENT SYSTEM TO PROVIDE A COORDINATED AND CONSISTENT APPROACH TO SAFETY IN THE INDUSTRY.

# SHIPPING, SECURITY AND ENVIRONMENT



Environmental Services Officer Dave Downey drops a buoy into place to mark out the perimeter of a NSW Maritime licensed aquatic event.

ON BEHALF OF THE STATE GOVERNMENT,  
NSW MARITIME HAS A COORDINATING ROLE IN  
RELATION TO MARITIME SECURITY IN NSW.

## Shipping, Safety & Security

### Shipping Safety

NSW Maritime, on behalf of the State Government, plays an important role in shipping safety. A Port Safety Operating Licence (PSOL), which sets out the requirements and performance standards to be achieved for the provision of services related to the safe operation of the port, is issued to each NSW Port Corporation to certify its ability to carry out port safety functions.

Each port corporation submits an annual report of its performance in respect of its licence to NSW Maritime. NSW Maritime also has an active role in monitoring the performance indicators set out in the PSOL.

The three major port corporations met all PSOL requirements in 2004-05.

### Marine Incident Investigation

Following an organisational restructure, the Marine Incident Investigation Unit was established to investigate shipping, and commercial and recreational boating incidents. The Unit continued to improve its case management system during the year to ensure the timely investigation of marine incidents.

The Unit has also become NSW Maritime's primary interface with the newly established Office of Transport Safety Investigation (OTSI). The Unit is working with OTSI to develop an efficient and coordinated approach to marine transport investigations to ensure safety for people on commercial passenger vessels.

During the year, the Unit conducted investigations into 88 commercial and seven recreational marine incidents. The investigations resulted in the issue of 29 formal warnings, 15 penalty notices and five summonses.

### Port Security

On behalf of the State Government, NSW Maritime has a coordinating role in relation to maritime security in NSW and during the year continued to work with the major ports, State and Commonwealth government agencies, and other key stakeholders toward improved maritime security measures.

NSW Maritime also participated in the development of additional security measures and risk assessments for high risk sites around Sydney's maritime precincts.

## Marine Environment Protection

### Oil and Chemical Spill Response

NSW Maritime takes an active role in ensuring an adequate response capability to marine oil and chemical spills under the National Plan to Combat Pollution of the Sea by Oil and Other Noxious and Hazardous Substances. NSW Maritime also acts as Chair of the National Plan Executive Committee and State committees at executive and technical levels to ensure that NSW has an adequate response capability for marine pollution incidents.

The physical response to oil spills in NSW is undertaken by the NSW Port Corporations, which responded to 82 reports of oil spill during the year. The spills were all found to be minor in nature, with the majority occurring in Sydney Harbour. No significant oil or chemical spills were reported.

A major biennial exercise of oil response arrangements was conducted in Botany Bay in September 2004. The exercise involved a coordinated response to a major spillage of oil near the mouth of Botany Bay. NSW Maritime supported the Sydney Ports Corporation, which took the combat agency role in accordance with the NSW Marine Oil and Chemical Spill Contingency Plan.

## SHIPPING, SECURITY AND ENVIRONMENT (continued)

The oil spill response arrangements worked well overall. Recommendations for improvement were made with respect to communications, review of the contingency plan and management of airborne resources. The recommendations were being addressed by the National Plan Technical Working Group and the Executive Committee.

### Regional Ports Management

NSW Maritime is responsible for the management of the regional ports of Yamba and Eden. During the year, NSW Maritime commissioned a review into the future management of these ports. The report is expected to assist NSW Maritime in ensuring the ports are managed to derive the greatest benefit to the regional community.

#### Eden Trade

The Port of Eden recorded a 24 per cent increase in trade during the year to a total of 952,985 mass tonnes. Vessel visits were also up, with 71 vessels choosing to visit the port, a 51 per cent increase on last year. The increase in visits reflected the increased use of the port by the Royal Australian Navy as well as additional trade generated by the multi-purpose wharf.

Since the completion of the new multi-purpose wharf in 2003 there was significant export trade growth in softwood logs to Asia-Pacific destinations. In addition, the cruise vessel industry showed interest in visiting the region, with cruise vessel visits already booked in for the coming years. The berth is available to commercial shipping for about 290 days a year.

The development of a new \$4 million 8 hectare general cargo storage area to support trade through the new multi-purpose wharf was approved with construction commencing in late 2005.

#### Yamba Trade

The Port of Yamba provides a link to Lord Howe and Norfolk Islands as well as New Zealand and the Pacific Islands. Trade through the Goodwood Island Wharf at the port dipped during the year to 12,062 mass tonnes, a fall of 4.9 per cent on last year. The fall in trade was due to a reduction in the export of timber poles and logs. The volume of general cargo exported to New Zealand increased by 18 per cent. There were 46 vessel visits during the year, five more than last year.

Construction of a new berth at Yamba was completed in June 2005. The berth, built by NSW Maritime, will house the tug Francis Freeburn and NSW Maritime patrol vessels. Security upgrades for the port were completed during the year.

### Australian Maritime Group

The Australian Maritime Group (AMG) provides a forum for Commonwealth, State and Territory representatives to provide advice to Transport Ministers on the coordination and integration of all maritime issues.

As the NSW Government representative on AMG, NSW Maritime represents the State's position on emerging issues in shipping and ports, such as contributing to the development of national arrangements to ensure the retention of adequate maritime emergency towage arrangements around the coastline. This will ensure that in the event of the breakdown of a vessel, there will be adequate equipment, staff, and expertise in place to tow vessels to safety and minimise the risk of the release of oil or other noxious substances into the marine environment.

#### Marine Pests

As the State Government's joint representative with the Department of Primary Industries on the National Introduced Marine Pest Co-ordination Group (NIMPCG), NSW Maritime also contributed to the development of measures to prevent the introduction of marine pests.

NIMPCG is the national group responsible for the examination and implementation of control measures to deal with the introduction or translocation of marine pests. The Group works to ensure the national system for managing marine pests is consistent with Australia's obligations under international conventions and practices.

## NMSC

NSW Maritime is the NSW Government's representative on the National Marine Safety Committee (NMSC) and contributes to the goal of introducing uniform practice in marine safety nation-wide.

The following national standards were endorsed by the Australian Transport Council in the 2004–2005 financial year:

- National Standard for Commercial Vessels (NSCV) Part E – Operational Practices
- NSCV Part C Section 4 – Fire Safety
- NSCV C7A Safety Equipment
- National Standard for Recreational Boat Safety Equipment
- Guidelines for Auditing Registered Training Organisations.

NSW Maritime is actively working towards incorporating the national standards into NSW legislation and incorporating the guidelines into its procedures.

## Environmental Sustainability

### Environmental Education

NSW Maritime continued its program of statewide and regional environmental education campaigns throughout the year.

NSW Maritime educates the public about the marine environment through community events, the Internet and in print, and also by taking the message directly to the boating public through on-water advisory campaigns. During the year, BSOs conducted on-water campaigns around the State to educate the boating public about the impact of boat wash on the environment. Campaigns also targeted commercial vessel operators, reminding them of their obligations under the environmental legislation.

### Environmental Services

The Environmental Services team is responsible for the removal of floating rubbish and hazards to navigation from an area comprising 5020 hectares and 250 km of shoreline in Sydney Harbour.

During the year, the team made more than 18,700 visits to sites around Sydney Harbour, collecting 3686 cubic metres of waste – an increase of 28 per cent on the previous year.

Environmental Services celebrated a decade of the Joint Foreshore Clean Up Program in 2004–2005. The program is a cooperative effort between NSW Maritime, the Department of Corrective Services, and local councils which sees low-risk periodic detainees assist NSW Maritime Environmental Services Officers (ESOs) in removing rubbish from the foreshores of Sydney Harbour and the Parramatta River. Participants in the program have contributed to the removal of 12 per cent of all rubbish collected by the Environmental Services harbour cleaning team over the past 10 years.

NSW Maritime is now also providing advice to the Lake Macquarie Council in support of a new initiative to clean up Lake Macquarie.

### Vessel Waste Management

As part of its role as the State Government's maritime regulator, NSW Maritime maintains and monitors 15 public pump-out facilities at four locations in Sydney Harbour to encourage the boating public to dispose of vessel waste in a responsible manner.

During the year, over 10.1 million litres of waste was pumped out through these facilities, a 5 per cent increase on the previous year. More than 133,000 litres of waste was also collected through a NSW Maritime funded mobile pump-out vessel operating on the Myall Lakes.

# MARITIME PROPERTY



Asset Services Manager Peter Maunder and Maintenance Engineer Fazal Khan inspect one of the State's largest navigation assets.

NSW MARITIME APPLIES A FRAMEWORK PLAN PROCESS TO DEVELOP BROAD STRATEGIES FOR PREFERRED USE OF KEY SITES ON SYDNEY HARBOUR.

## Statewide Planning

### Commercial Wetland Leasing

NSW Maritime, in conjunction with the Department of Lands, is reviewing the commercial leasing tenure arrangements for the State Government's occupied wetlands and foreshore sites, to provide a more commercially secure operating environment for the maritime industry sector and encourage investment in maritime industry sites.

The revised draft commercial lease policy is a whole-of-government initiative being developed after extensive consultation with industry groups, stakeholders and comments from the public following the release of a draft policy during the year.

### Sydney Harbour Planning

NSW Maritime is involved in several planning projects on Sydney Harbour including improving public access to the foreshore and waters of the harbour and a range of projects supporting the working harbour concept.

### Sydney Harbour Catchment Regional Environmental Plan

Following a period of public consultation, NSW Maritime, in conjunction with the former Department of Infrastructure, Planning and Natural Resources (DIPNR), worked to finalise the *Sydney Regional Environmental Plan (Sydney Harbour Catchment) 2005*. The new plan aims to provide a waterside zoning system that better reflects desired outcomes for the different parts of the harbour and a more detailed guideline for the siting and management of commercial and private marinas.

### Sydney Harbour Maritime Forum

NSW Maritime is an observer on the forum, which met four times during the year to discuss the concerns of the maritime industries and assess government initiatives to support the continuation and growth of the working harbour.

### New Framework Plans

NSW Maritime applies a framework plan process to develop broad strategies for preferred use of key sites on Sydney Harbour. A framework plan for Manly Cove West was completed and new framework plans were prepared for Manly Cove East and Careening Cove. Each plan was prepared following consultation with the local community, land owners, councils and State Government.

The Manly Cove East Plan establishes a framework for growth that encourages the development of a vibrant boating precinct while addressing environmental and community needs. The Careening Cove Plan proposes a variety of land uses including a theatre, residences and open space while retaining its historic purpose as an active sailing club and maritime industry precinct.

Following consultation with local residents and marina proponents, NSW Maritime also prepared an addendum to the Rose Bay Framework Plan.



## MARITIME PROPERTY (continued)

### Berrys Bay Maritime Precinct

A four-hectare land and water area at the western end of Berrys Bay is zoned for development as a maritime precinct. The area includes part of the former BP oil storage site and the current Woodleys vessel repair facility and is owned by both the Crown and NSW Maritime.

NSW Maritime drafted a combined expressions of interest document for staged development of the precinct for a variety of maritime commercial and recreational uses. The development will provide for permanent public access across the former BP site and the retention of the heritage nature of both sites. Expressions of interest will be sought following gazettal of the new Sydney Harbour Catchment Regional Environmental Plan.

### Bank Street Pyrmont Master Plan

A draft master plan for the area along Bank St between the old Glebe Island Bridge and the Sydney Fish Market was placed on public exhibition in November 2004. The master plan is a prerequisite under the *Sydney Regional Environmental Plan No 26* for development of the site as a passive boating facility catering for canoeing, rowing and dragon boating as well as community foreshore access and open space. The Sydney Harbour Foreshore Authority (SHFA) is assessing the master plan.

### Blackwattle Bay Development

NSW Maritime, together with SHFA, prepared a development application (DA) for the refurbishment of the former Coal Bunker Wharf at the southern end of Blackwattle Bay. The DA went on public exhibition in December 2004. The DA seeks approval to construct a new building for maritime-related uses within the coal bunker footprint and to reinstate the former coal unloading gantry crane in a static position. Consent for the DA, together with the completion of a proposal to link the Coal Bunker Wharf to the adjacent Sydney Fish Market via a pedestrian boardwalk, is anticipated in 2005–2006.

### Other Projects

Key outcomes during 2004–2005 for other Sydney region projects designed to support and encourage the retention of a viable working harbour on behalf of the State Government included:

- Adoption of the master plan for a maritime centre for Homebush Bay that will include dry boat storage, a public boat ramp, vessel repair facilities and a significant foreshore park
- Preliminary analysis of the current operations and future of the slipway services available on Sydney Harbour
- Commencement of a 'bay-by-bay' project that provides a rigorous framework for consistent land tenure and planning decisions for individual bays and tributaries, as well as seeking to increase the amount of unimpeded access to the foreshore of Sydney Harbour from 59 per cent to 73 per cent.

## Foreshore Approvals

### Applications for Consent

NSW Maritime is the land owner – on behalf of the public – of the beds of the major NSW ports of Sydney, Newcastle, Botany Bay and Port Kembla. NSW Maritime is responsible for assessing proposed developments on these lands in accordance with the State Government's planning approval process, prior to any development application being lodged with the relevant consent authorities. Each of these waterways is significant in terms of its natural, cultural, economic and historical value to the people of NSW.

NSW Maritime received 81 applications seeking its consent as land owner to lodge a development application for works over its land – one below last year's total. A total of 83 applications were finalised, a decrease from 88 applications last year, of which 49 (59 per cent) were approved as compared to 55 in 2003–2004. The majority of applications involved private facilities such as jetties, slipways and boatsheds adjoining residential foreshores within Sydney Harbour.

NSW Maritime is required to undertake environmental assessments of certain kinds of proposed developments where a development application is required under planning or maritime legislation. The environmental impacts of 52 applications were assessed, down from 60 in the previous year. Developments assessed and finalised included the demolition of the coal loader wharf at Kendall Bay and approval of a new Willoughby Council jetty and boardwalk on the Lane Cove River.

A total of 207 integrated development applications were reviewed for general terms of approvals under the *Rivers and Foreshores Improvement Act 1948* which are referred by local councils and other State agencies – a decrease on the 246 considered during the previous year. However, the number of permits issued for works within 40 metres of protected waters increased to 55 (compared to 50 the previous year).

For works constructed on NSW Maritime land, construction applications represent the final stage of the approval process. During 2004–2005, 31 construction approvals were issued.

## Land Owner's Consent Manual

A revised version of NSW Maritime's *Land Owner's Consent Manual* was being finalised to reflect the NSW Government's planning framework as outlined in the *Sharing Sydney Harbour Regional Action Plan* and the *Sydney Regional Environmental Plan (Sydney Harbour Catchment) 2005*. The revised plan was amended to include the beds of Botany Bay, Newcastle and Port Kembla harbours. The manual provides advice on NSW Maritime's policies relating to the development, use and occupation of waterway and foreshore land for potential applicants seeking its consent.

## Sydney Major Property Projects

### King Street Wharf

King Street Wharf continues to achieve praise as a tourist and leisure destination for commercial cruises on Sydney Harbour. The restaurant strip is now well established as a popular dining destination for Sydneysiders and visitors.

Detailed design work was carried out on the Dupain commercial building and the mixed residential/ retail development on the northern end of the site and on planning for commercial buildings and a hotel adjoining the Western Distributor.

### Walsh Bay

Construction continued on the remainder of this \$860 million redevelopment, which combines residential, commercial, cultural and maritime facilities with public promenades and open space. The redevelopment is due for completion in 2006. The NSW Government has provided funding support for the cultural, maritime and foreshore access aspects of the redevelopment.

Major milestones for 2004–2005 included significant upgrading of Hickson Rd and the commencement of the Towns Place residential building at the western end of the precinct.

The redevelopment has received more than 40 awards for excellence in property development and waterfront construction.

### Rozelle Bay maritime precinct

NSW Maritime, on behalf of the State Government, continued work on plans for the maritime precinct in Rozelle Bay with the seven consortia chosen to undertake its development. When complete, more than \$130 million of infrastructure for covered dry boat storage, commercial/ retail development, waterfront construction, boat salvage services, vessel refit and repair, and maritime contracting industries will be available on the northern shore of Rozelle Bay.

NSW Maritime has submitted development applications for the subdivision of the precinct and for the construction of the realigned James Craig Road to SHFA for assessment.

BELOW LEFT: A maritime precinct is planned for Rozelle Bay BELOW RIGHT: Property officers Persephone Rougellis and Patrick McCallum inspect the \$2.9 million restoration of the Dawes Point seawall, Sydney.



## MARITIME PROPERTY (continued)

### Manly Wharf Refurbishment

NSW Maritime is providing the majority of funding for a \$10 million upgrade of the commuter facility at Manly Wharf, which was last renovated in 1988. Lighting, signage, ticketing facilities, pedestrian traffic circulation and waiting areas for commuters are to be refurbished and enhanced as part of the plan. The improvements will account for the wharf's heritage character and will complement the improvements to Circular Quay wharves, undertaken in 2000.

Manly Council granted development consent for the project in April 2005. NSW Maritime called for expressions of interest, and a short list of pre-qualified contractors was compiled with the intention of awarding a contract in late 2005. Construction work is to be carried out in two phases and is expected to be completed in 2007.

### Homebush Bay Remediation

The clean-up of dioxin-contaminated sediments at the eastern end of Homebush Bay reached a significant milestone in May 2005 with the signing of a deed of agreement and contract between NSW Maritime and Thiess Services. This enabled work on the clean-up to commence. When completed in three to five years time, both this section of the waterway and the adjacent former Union Carbide site now owned by NSW Maritime will be made safe for public use.

## Botany Bay Planning Issues and Projects

### Lady Robinsons Beach Erosion Management

NSW Maritime partly funded the \$7.9 million construction of five new groynes, 310,000 cubic metres of beach nourishment and 5200 square metres of seagrass replenishment works along Lady Robinsons Beach, principally between Monterey and Ramsgate. Work was completed in April 2005.

### Towra Beach Restoration

NSW Maritime completed a \$1.45 million erosion mitigation project on behalf of the NSW Department of Environment and Conservation to protect the freshwater wetlands of the Towra Point Nature Reserve located at the southern side of Botany Bay. The State Government project aimed to restore Towra Beach to the alignment that existed in the early 1970s and reinstate Towra Spit Island as an important bird breeding habitat.

The project required the pumping of more than 60,000 cubic metres of dredged material from two sites to create a protective dune four metres high and up to 80 metres wide along the beach. This was supplemented by the planting of native vegetation.

NSW Maritime's Walsh Bay redevelopment continues to win acclaim.



NSW Maritime has prepared an extensive plan to monitor the beach profile, dune and adjacent aquatic vegetation as well as the resident and migratory bird population such as the little tern. The monitoring results will be used to assess the long-term outcomes of the restoration works.

### **Orica Groundwater Works**

Some of the works associated with Orica's Botany Groundwater Clean Up Project involves land owned by NSW Maritime. In conjunction with other agencies, NSW Maritime provided approval for the project, which will contain, collect and treat the contaminated groundwater.

## Newcastle Planning Issues and Projects

### **Hunter River South Arm Dredging Proposal**

NSW Maritime, together with Newcastle Port Corporation, continued work to seek development consent to extend the shipping channels in the Port of Newcastle, including the deep water channels along the South Arm of the Hunter River. Stage one of the project comprises the majority of dredging, the removal of contaminated sediments and a trial remediation project by BHP Billiton. At June 2005, the Department of Planning was preparing draft conditions of consent for the proposal, incorporating public submissions resulting from consultation on the project.

## Port Kembla Planning Issues and Projects

### **Port Kembla Port Development**

During the year, NSW Maritime agreed to transfer 24 hectares of vacant land within the inner harbour to the Port Kembla Port Corporation for the development of new cargo handling facilities associated with the extension of the port's multi-purpose berth.

### **Ballina Boat Harbour Investigation**

NSW Maritime has care, control and management of a boat harbour at Ballina which accommodates around 20 vessels. In December 2004 a report was prepared outlining upgrading options to improve facilities and minimise public risk.



## MARITIME PROPERTY (continued)

### Asset and Property Management

#### East Circular Quay pontoon wharf

NSW Maritime is to enhance water transport access at Sydney Cove by replacing the existing East Circular Quay pontoon, constructed in 1988, with a facility specifically tailored to the needs of charter vessel operators, water taxis and other operators. The pontoon will be of sturdier construction with a ticket booth, shelter, power and telephone services. A display of the proposal including an environmental assessment was placed on public exhibition between April and May 2005 and submissions were being assessed.

#### Seaplane Management – Rose Bay

The Rose Bay seaplane base continued to be managed by Indian Pacific Contractors (IPC), under licence from NSW Maritime with frequent meetings held with the seaplane operators. IPC prepared plans to extend the seaplane base and was expected to submit a DA in 2005–2006.

#### Former Tug Berths, Newcastle

Four small tug wharves, along the Wharf Road eastern promenade are no longer used for commercial shipping purposes. NSW Maritime completed contract documentation ahead of the demolition of three of the wharves and the upgrade of the largest wharf for community purposes.

#### Wharf Maintenance

NSW Maritime continued its \$1.2 million annual maintenance program for 54 commuter wharves and maritime structures. The structures are owned by NSW Maritime and the Ministry of Transport and are located in Sydney Harbour, the Parramatta River, Newcastle Harbour and Port Kembla Harbour. In June 2005, tenders were called for a new maintenance contract for these structures.

#### Maritime Trade Towers

The Maritime Trade Tower building at 207 Kent St is NSW Maritime's major commercial asset. The Tower had an occupancy rate of 81 per cent at 30 June 2005, reflecting the current status of the Sydney CBD commercial property market.

The building continued to have a 3.5 star Australian Building Greenhouse rating, placing it among the top 10 environmentally efficient buildings in Sydney.

#### Parramatta River Shoreline Monitoring

Field work on the monitoring of the effects of vessel movements on the environmental health of the Parramatta River continued. A report on the monitoring was being prepared. It will include design and maintenance guidelines to enhance the protection of the foreshore environment from vessel wash. Field work during the year focused on monitoring trial artificial wave attenuation devices designed to protect mangrove-lined embankments.

SURVEY AND MAPPING WORK CARRIED OUT DURING THE YEAR INCLUDED HYDROGRAPHIC CHARTS AND MAJOR SURVEYS OF BLACKWATTLE BAY, SWANSEA CHANNEL, BATEMANS BAY BAR AND THE AREA ADJACENT TO THE EDEN MULTI-PURPOSE BERTH.

## Implementation of the IPART Review of Foreshore Rentals

During 2004, the Independent Pricing and Regulatory Tribunal of NSW (IPART) made recommendations on the rental fees that should be applied to domestic waterfront tenancies over lands administered by both Department of Lands and NSW Maritime. NSW Maritime began implementing these recommendations in Sydney Harbour in December 2004.

In the period December 2004 to September 2005, the rents of 1127 leaseholds were reviewed. New rents were calculated using the new wetland rates with increases being phased in over two to six years. The total income from these leaseholds was more than \$1.8 million.

This amount exceeds the income generated in the period December 2003 to September 2004 by the same 1127 leaseholds by more than \$0.5 million.

Wetland lease customers generally accepted the new rates as being representative of the values attributable to private occupations on Sydney Harbour.

## Inappropriate and Non-Compliant Harbour Structures

NSW Maritime continued a program to gradually remove inappropriate, oversized and under-used structures to enhance Sydney Harbour, improve foreshore access and encourage the use of shared facilities.

Prior to 2004–2005, most lessees were notified of inappropriate structures once NSW Maritime was advised of the impending sale of the adjoining property. A new document entitled *Procedures for Changing a Lessee – Advice to Vendors and Purchasers* was issued to provide updated advice to all lessees. NSW Maritime also notified about 50 lessees of inappropriate structures and more than 110 leases now contain provisions for modification or removal of non-conforming structures.

Left: Before the sand renourishment at Towra Beach. Right: After more than 60,000 cubic metres of sand was pumped onto the beach to create a 4m-high, 80m-wide protective dune.



## MARITIME PROPERTY (continued)

### Assessment of Residential Wetland Structures

In conjunction with the above initiatives, NSW Maritime engaged a waterfront maintenance contractor to assess the remaining structural life of existing foreshore structures, such as mooring piles, ramps, pontoons and jetties that are under private wetland leases. This was a direct consequence of the IPART recommendations to progressively replace current three-year non-assignable leases with longer fixed-term licences to facilitate shared use of foreshore structures. NSW Maritime now selects a number of such leased structures each month for assessment, with the results being used to determine the appropriate length of lease or licence to be offered, or whether the structures are non-compliant.

## Conservation of Heritage Structures

### Dawes Point Seawall Restoration

NSW Maritime funded the \$2.9 million restoration of the 150-metre section of the 19th century Dawes Point seawall and heritage fencing underneath the Sydney Harbour Bridge between the Park Hyatt and the former Horse Ferry Wharf. The project was completed in December 2004.

The restoration entailed extensive excavation, piling and concrete work below ground level to relieve the ground pressure loads from the wall and to support the sandstone facade. Sandstone was repaired or replaced, badly corroded elements of the fence were replaced using the original patterns and fence pillars were refastened to the sandstone wall.

NSW Maritime is to transfer ownership of the seawall at this popular tourist and special events location to SHFA.

### Other Heritage Projects

The staged maintenance program for the South Head Signal Station continued during the year. Cottage No 1 was refurbished with a new kitchen, new fire places and floor treatment. Lead-based paint was also removed and the entire interior and exterior of the cottage was repainted.

In May 2005, NSW Maritime completed a Conservation Management Strategy for the former Quarantine Depot at Berrys Bay. The Depot consists of two cottages, a jetty and slipway and the only intact coal bunker in NSW. It served as a base for the fumigating staff at the North Head Quarantine Station and is close to 100 years old. The strategy recommends adaptive reuse for maritime and community purposes.

### Survey and Mapping

Survey and mapping work carried out during the year included hydrographic charts and major surveys of Blackwattle Bay, Swansea Channel, Batemans Bay bar and the area adjacent to the Eden multi-purpose berth. NSW Maritime continued to build on its complement of waterproof boating maps for NSW waterways and catchments – 40 have been issued to date. Work commenced on the development of a data capture and management application using ArcPad GIS and global positioning system technologies to enable NSW Maritime's boating service officers to capture location and attribute data for all NSW Maritime signage on NSW waterways.

IN MAY 2005, NSW MARITIME COMPLETED A CONSERVATION MANAGEMENT STRATEGY FOR THE FORMER QUARANTINE DEPOT AT BERRYS BAY.

## Superyachts

In its sixth year of operation, the Rozelle Bay Superyacht Marina continued to be frequented by both local and visiting vessels, including the superyachts *Meduse*, *Sinbad*, *A Khaliq*, *Ulysses Blue*, *Ubiquitous*, *Boadicea* and *White Rabbit*, all of which are between 35 and 71 metres in length. The adjacent hard stand was also used for sailing yacht refit, storage and mast work.

During New Year's Eve 2005, Campbells Cove jetty was used for the first time as a superyacht venue by the yacht *Aurora*, as its mast was too high to transit under the Sydney Harbour Bridge.

## Other activities

### Financial Reporting Review

A review of financial reporting procedures during the year resulted in the realignment of cost centres to provide greater transparency and improved budget management and reporting. This enabled branch managers to have a better understanding of their financial management responsibilities.

### International Conference of Cities and Ports 2006

NSW Maritime was chosen to manage the 10th International Conference of Cities and Ports to be held in Sydney from 5-9 November 2006. The aim of the conference is to promote contacts and to exchange information on significant projects that promote and benefit city-ports worldwide, such as the renewal of maritime precincts. A professional conference organiser was selected in June 2005 and was working with NSW Maritime to prepare a detailed conference schedule and budget.





# CORPORATE SERVICES



Legal Officer Irene Lomis is part of a team that enforces marine and environmental legislation.

IN THE FIRST QUARTER OF THE FINANCIAL YEAR, NSW MARITIME FOCUSSED ON THE IMPLEMENTATION OF THE REVIEW, ENDORSED BY THE STATE GOVERNMENT.

## Development of Our Organisation

Full time equivalent staff as at 30 June 2005 totalled 310.

In the first quarter of the financial year, NSW Maritime focussed on the implementation of the review, endorsed by the State Government, which involved the introduction of a new structure and recruitment of new personnel for senior management positions.

Following on from the staff opinion survey in early 2004, NSW Maritime sought staff input for the development of an Employee Recognition Scheme. The scheme is due for implementation in 2005–2006.

A major focus during the year was the finalisation of negotiations for a new enterprise agreement. The results of the negotiations are in accord with the Government's Public Sector Wages Policy. New conditions in the enterprise agreement include NSW Maritime's adoption of the public service improvements to maternity leave, parental leave and access to long service leave. A new roster system, previously introduced for some of the Environmental Services team in 2002, was extended to the whole team, resulting in improved productivity and presence on the water.

## Job Evaluation Schemes

NSW Maritime implemented the Mercer CED Job Evaluation System in June 2004. This scheme is widely used and recognised throughout the NSW public sector. A joint management-union consultative committee was established at the start of the conversion process and consultation continued with staff. The new system has encouraged more staff to be trained in job analysis and evaluation, which contributes to the operation of the scheme in an open and transparent manner.

## Learning and Development

NSW Maritime introduced national accredited certificates in government for new Boating Service Officers (BSOs) and Customer Service Officers (CSOs) as the foundation for their competency based training.

Senior BSOs, under the guidance of the Learning and Development Unit, have developed and delivered new materials for compliance training. Several BSOs also completed bar crossing training, while staff who are required to board vessels undertook confined spaces training.

The first section of an orientation information package was completed and issued on CD to new staff. This initiative has resulted in a reduction in time required for face-to-face training and improved efficiencies for new employees undertaking induction training.

Major training programs for winter 2004 were postponed due to the review and only standard programs such as business writing, induction, merit selection and job interview skills were delivered. In 2005, job evaluation training for panels and analysts were organised to coincide with the changeover to the Mercer system. Overall, NSW Maritime staff undertook an average of 1.6 training days per employee.

## Legal Services

The Legal Branch has five solicitors and two support staff who provide a wide range of services to internal and external clients including the Minister, the Chief Executive, NSW Maritime staff and general members of the public.

The Branch has a statewide function and is involved in enforcement of, and advice about, the marine and environmental legislation. Work also includes the preparation of contracts, and the responsibility for dealing with Freedom of Information Act applications, searches of NSW Maritime records, and responses to subpoenas and penalty notice representations.

In addition to providing advice and representation in traditional areas of public sector legal practice, Legal Branch also assists in meeting the training needs of NSW Maritime officers and ensuring organisational compliance with various legislative requirements. The legal team maintains a watching brief on legislation and policies that may impact on NSW Maritime.

A detailed overview of the key areas of practice and responsibility of the Legal Branch is set out in the Appendices.

## CORPORATE SERVICES (continued)

### Occupational Health and Safety

Over the year, NSW Maritime's efforts continued to focus on maintaining and improving health and safety standards in its workplaces. This was reflected in the level of contribution from staff to OH&S consultative processes and risk management initiatives.

Other program initiatives were designed to improve personal safety and health awareness, encourage staff to make informed contributions to managing health and safety issues in the workplace. Some examples of NSW Maritime's OH&S activities this year were:

- Development and testing of hazard reporting procedures as part of the OH&S consultative process
- A review of the existing OH&S consultative framework to ensure proper representation and coverage following the organisational restructure
- Continuing action to revise or develop safe work procedures in high risk field operations
- Testing of emergency evacuation and preparedness procedures at Rozelle Bay
- Delivery of OH&S training elements as part of the induction program
- Conduct of health and safety awareness programs and information for the benefit of all staff.

### Occupational Health and Safety Statistics

Average sick days leave per employee	increased from 4.63 to 5.16
Number of lost time injuries	increased from 6 to 12
Reported non-lost time injuries	decreased from 11 to 9
Total number of workers' compensation claims	decreased from 22 to 21
Days lost for workers compensation per employee	increased from 0.73 to 1.1
OH&S legislation prosecutions	0

### Dust Diseases Liability

In order to manage liability for future dust diseases claims, NSW Maritime has set aside a provision of \$3.2 million. This figure is based on actuarial advice.

As at 30 June 2005, two active dust diseases cases had been lodged, with NSW Maritime named as one of a number of respondents for each claim. Currently, the estimated cost of both claims has been set at \$0.2 million excluding legal costs.

### Women's Action Plan

Forty per cent of NSW Maritime's employees are women and during the past year a number of women employed in long-term casual positions accepted NSW Maritime's offer of permanent employment.

Other developments of note for female employees included:

- A female was appointed for the first time as Eden Harbour Master/ Marine Pilot
- A female officer who had participated in one of last year's BSO development opportunities was successful in gaining a permanent BSO position
- NSW Maritime organised for the Springboard Women's Development Course to be held on the North Coast for the first time. Five women from NSW Maritime joined women from four other agencies in the first session of the development course at Coffs Harbour.

NSW Maritime's on-going support for the Spokeswomen's Program included the following actions:

- The appointment of a spokeswoman who provided advice and support for female employees
- The sponsorship of a number of women to attend relevant training courses which were funded from the Spokeswomen's Program's budget
- The attendance of five female officers at the Spokeswomen's Program annual conference.

### Equal Employment Opportunity (EEO)

NSW Maritime's 2004-2006 Equity and Diversity management plan was approved and launched by the Chief Executive during the year. The plan included a number of initiatives to enhance EEO and increase the employment levels of the four EEO target groups. These initiatives included:

- The advertisement of job vacancies in indigenous media encouraging applications from Aboriginal and Torres Strait Islanders (ATSI) and women

- The funding of two traineeships designated for ATSI employees
- The establishment of an Equity and Diversity Consultative Committee in order for the views of the EEO target groups to be raised
- The development of an equity and diversity policy statement, which sets out NSW Maritime's commitment to EEO
- Conducting training for all new employees on EEO and diversity.

NSW Maritime's commitment to the employment of ATSI continued and two of its trainee positions were designated as ATSI positions. NSW Maritime's ATSI trainees participated in the Department of Education and Training New Apprenticeships Centres' four day leadership and development course, which forms part of *The Way Forward for Aboriginal People* program. NSW Maritime also supported the National Aboriginal and Islander Day Observance Committee (NAIDOC) week celebrations.

### Multicultural Relations

NSW Maritime's continued its commitment to providing quality services to multi-cultural people. All new staff received training on multicultural diversity as part of the induction process and a number of NSW Maritime staff provided interpreter services.

The Arabic, Vietnamese and Cantonese communities have access to both written and audio safety and environment messages in community languages and the level of use of these messages was, and continues to be, monitored to determine the need to extend the program.

### MULTICULTURAL RELATIONS INITIATIVES FOR 2005–2006

Action	Responsible Officer	Implementation date	Performance indicator
Development of additional CD ROM training module with multi-cultural diversity topics as part of a self learning and self assessment program	Manager Learning and Development	December 2005	Second module completed that includes cultural diversity and discrimination topics
Assessment of the need at specific offices for information to be provided in languages other than English.	Regional Manager Sydney	June 2006	Assessment undertaken and recommendation made

### Personnel Policies and Procedures

Major progress was made on a review of NSW Maritime's Personnel Policy Manual. The first draft is to be made available for staff prior to finalising and amending policies.

During 2004–2005, NSW Maritime issued a new Employment Policy which sets out the policies in relation to the employment of temporary and casual staff.

### Disability Action Plan

A position for a person with a disability was filled on a permanent basis.

NSW Maritime continued to support the attendance of one of its employees at the Deaf and Hearing Impairment Network, which is co-ordinated by the Office of Employment, Equity and Diversity.

In line with its Disability Action Plan, NSW Maritime continued to focus on the following actions:

- Consider accessibility for people with disabilities during the earliest stages of infrastructure project planning
- Incorporate the accessibility needs of people with disabilities into all new and major modifications of ferry wharves and similar maritime facilities
- Include disability awareness training in the induction program for all new employees.

# CORPORATE DIRECTIONS



Sydney Harbour Boating Services Officer Dan Duemmer – one of 55 Boating Services Officers employed by NSW Maritime and located strategically at waterways across the State – at the wheel on Sydney Harbour.

THE OVERARCHING OBJECTIVE FOR 2005–2006 IS TO ENHANCE CUSTOMER RELATIONSHIPS, IMPROVE PRACTICES AND EXPAND SERVICES, AND STRIVE FOR A SUSTAINABLE MARITIME FUTURE.

## Major achievements during 2004–05

NSW Maritime's corporate planning document *Moving Forward 2005–2006* outlines new and ongoing strategies and initiatives and lists the following major achievements during 2004–2005:

- Commencement of Safety Management Systems for passenger-carrying commercial vessels
- Implementation of the Independent Pricing and Regulatory Tribunal (IPART) recommended regime for residential wetland leases
- Introduction of random breath testing on NSW waterways
- Increased financial distribution to NSW Treasury by \$6.6M, resulting from internal efficiencies and improved property management
- Commencement of the remediation of Homebush Bay, Sydney
- Completion of dredging and beach restoration works at Towra Beach, Botany Bay
- Preparation of a revised Land Owner's Consent Manual
- Implementation of new arrangements for the management of maritime safety and environmental protection at Lord Howe Island
- Increased NSW presence and support for national maritime bodies
- Public exhibition of a draft commercial lease policy
- Development of the Tweed River Boating Plan of Management
- Development of a Recreational Boating Strategy for 2005 and beyond
- Development of a Boating Plan of Management Strategy for 2004–2007.

## Corporate objective

The overarching objective for 2005–2006 is to enhance customer relationships, improve practices and expand services, and strive for a sustainable maritime future.

Some of the major goals for 2005–2006 for each Division, are as follows:

### Shipping, Security and Environment

- Implement revised management arrangements for the regional ports of Yamba and Eden
- Review the operation and audit mechanisms of the Port Safety Operating Licence
- Effective representation on national forums
- Review channel agreement with Port Corporations
- Investigate maritime incidents to identify safety and compliance issues
- Coordinate NSW policy with respect to maritime security ports and for commercial vessels
- Develop a vessel waste water strategy
- Provide input into NSW port planning issues.

### Recreational Boating

- Assess alternative licensing and fee collection options
- Develop a revised boat licence testing regime with compulsory education as a component
- Develop an office accommodation strategy with special emphasis on regional accommodation
- Review the current requirements for the wearing of lifejackets
- Develop a strategy for the cross-authorisation of legislative compliance within agencies
- Alcohol/safety awareness.

## CORPORATE DIRECTIONS (continued)

### Commercial Vessels and Asset Management

- Amend commercial vessel regulations to support national standards
- Provide safe commuter wharves throughout NSW
- Develop medical standards for commercial vessel operators
- Develop a 10-year Maritime Infrastructure Program
- Implement a Total Asset Management system in NSW Maritime.

### Maritime Property

- Complete the implementation of the Independent Pricing and Regulatory Tribunal (IPART) recommendations on rentals for residential wetland leases
- Introduce and implement a revised commercial lease policy
- Implement the new Sydney Harbour Catchment Regional Environmental Plan (REP) in planning assessments
- Develop a statewide Boat Storage Strategy
- Continue development of maritime precincts in Sydney Harbour.

### Corporate Services

- Develop a pricing philosophy and an implementation strategy for all NSW Maritime charges
- Complete the implementation of the ICAC Corruption Resistance Review.

### Risk Management

The major focus for the year has been the development of the Business Continuity Plan and the Information Security Management System. The development of the Business Continuity Plan was a multi-stage process that required the identification of key business processes, the undertaking of a business impact analysis, and the design and implementation of business continuity treatments. The Business Continuity Plan will be tested during the 2005–2006 financial year.

The objective of the Information Security Management System project is to ensure that NSW Maritime attains and maintains certification to AS/NZS 7799. The scope of the project includes all information in electronic and non-electronic formats and all the business processes undertaken by NSW Maritime.

In accordance with AS/NZS 7799 NSW Maritime has established and is committed to maintaining a documented Information Security Management System.

This framework addresses the assets to be protected, the organisation approach to risk management, the control objectives and controls, associated policy and procedural documents.

NSW Maritime's insurable activities continue to be managed by the Treasury Managed Fund.

Customer Service Officer Catherine Smith assisting customers on Info Line which received more than 76,000 calls during the year.

