



Capability Statement



Environmental Approval & Compliance Solutions



1. Introduction

Overview

Established in 1984, NRA Environmental Consultants (NRA) is one of Australia's longest established independent environmental consultancies. As environmental service innovators, we deliver a comprehensive range of environmental management solutions at policy, strategic, and operational levels.

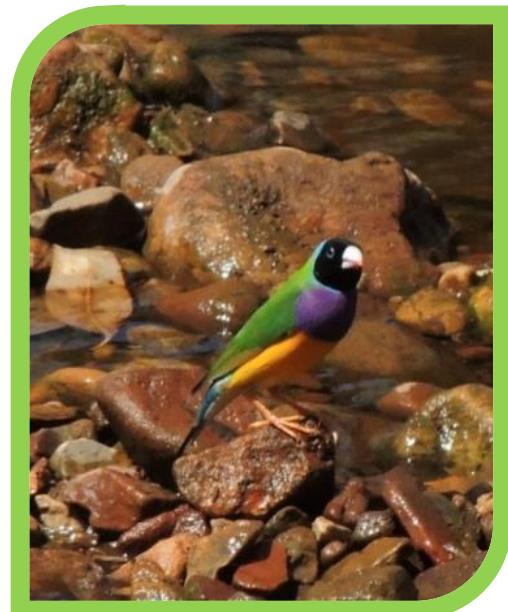
NRA provides professional high-quality services tailored to individual client needs. We ensure projects are completed on time and within budget without compromising the high standards of professionalism and technical support our clients expect. We pay particular attention to presenting information clearly by minimising jargon and using accessible language. We have a robust internal peer review process that ensures our advice is practical and technically sound.

NRA has been servicing the environmental needs of north Queensland for 40 years, with offices in Cairns and Townsville. Outside of this region, NRA has been involved in projects throughout Australia, Papua New Guinea, Southeast Asia, and Italy.

The NRA team comprises only highly qualified specialist scientists, project managers, and consultants. Our practical experience, comprehensive knowledge of government regulations and guidelines, and holistic approach to problem solving ensures that environmental plans and strategies are designed and developed for specific applications.

We are active members of our communities, providing *pro bono* services to organisations such as the Great Barrier Reef Local Marine Advisory Committee, the Barron River Catchment Committee, the International Erosion Control Association (IECA), the Environment Institute of Australia and New Zealand (EIANZ), and Birds Queensland (Queensland Ornithological Society).

**Applying good science to
provide environmental
management solutions that
are credible, practical, and
socially responsible**



2. Services

NRA provides services at all project stages:

- inception, planning and approvals
- operation
- completion, rehabilitation, and closure.

Core NRA services are listed below, and specific skills are detailed in capability profiles that follow.

Inception, planning, and approvals

- Baseline terrestrial and aquatic flora and fauna assessments
- Conservation management planning including biodiversity offsets and threatened species management plans
- Due diligence auditing
- Environmental approvals at Local, State and Commonwealth Government levels
- Environmental evaluations
- Environmental impact assessments (EIA)
- Environmental impact statements (EIS)
- Environmental investigations
- Environmental management plans (EMP)
- Erosion and sediment control plans (ESCP)
- Land suitability and soil resource assessments
- Negotiating environmental conditions
- Stakeholder engagement and community consultation
- Strategic planning and GIS mapping
- Environmental analysis reports (EAR)

Operation

- Catchment management and stream restoration
- Compliance auditing
- Effluent irrigation feasibility, planning, management, and monitoring
- Environmental management systems (EMS)
- Erosion and sediment control
- Incident and impact investigations
- Incident and impact mitigation management
- Monitoring programs including water, sediment, flora, fauna, soil, aquatic macroinvertebrates, and fish
- National Pollutant Inventory (NPI) Reporting
- National Greenhouse Energy Reporting (NGER)
- Optimisation of data collection for rehabilitation and closure planning
- Plans of operation and financial assurance calculation
- Pre-clearance surveys
- Receiving environment monitoring programs (REMP)
- Sustainability studies
- Waste rock characterisation and management
- Water management strategies and plans
- Weed and pest management plans

Completion, rehabilitation, and closure

- Material characterisation (soils, regolith, waste rock and tailings) and identification of opportunities and constraints
- Mine closure planning
- Post-closure land use options and development of rehabilitation objectives
- Rehabilitation and revegetation strategy development Rehabilitation completion criteria
- Rehabilitation monitoring and assessment of completion
- Revegetation management including species selection, development of specifications, seed handling and storage.



3. The Benefits of Engaging NRA

NRA's multidisciplinary team seeks to promote sustainable natural resource management through a holistic understanding of the interactions between humans and the environment. This allows impacts to be expertly assessed and credible avoidance or mitigation measures to be developed and applied.

NRA has a strong focus on problem solving. We strive to provide solutions that work, have a sound technical basis, and are practical to implement. We believe this approach serves the best interests of our clients, the environment, and the wider community. Our capabilities are built on the following qualities.

Client focus and quality service delivery

We take time to understand our client's needs and requirements. Our consultants understand the legislation and regulatory processes and can assist clients in minimising project delays by scheduling projects appropriately.

Over thirty years, NRA has developed effective financial, project management and quality assurance systems. These systems ensure that work is overseen by highly skilled and experienced environmental managers and provide security and peace of mind for our clients. We employ editorial staff to safeguard our reputation for providing accessible and well-produced reports free from excessive jargon.

NRA is committed to providing value for money and working with clients to minimise unnecessary cost. We strive to tailor our services to meet their specific needs.

Technical expertise

NRA invests in recruiting qualified consultants with a broad range of complementary skills and experience. We actively support their ongoing professional development and provide them with opportunities to enhance their skills, which are recognised through professional accreditations:

- Certified Environmental Practitioner (CEnvP)
- Certified Professional in Erosion and Sediment Control (CPESC)
- Certified Environmental and EMS Auditor
- Aquatic Ecology (AUSRIVAS).

Reputation and credibility

NRA is recognised by clients, peers, and regulators for providing reliable and technically sound advice. We have a proven track record with regulators and have provided environmental impact management policy advice to the World Bank and Commonwealth and State departments. Senior NRA consultants regularly work for Local, State and Commonwealth departments and agencies, providing expert witness support and technical review services. Projects have focused on biodiversity conservation and threatened species issues (eg the Black-throated Finch and the Ornamental Snake), erosion and sediment control, water quality, acid sulfate soils, response to significant pollution events, and rehabilitation standards.

NRA's ongoing success is recognised by the range of pre-qualifications and panels that NRA serves on (see **Section 5**).

Innovation

An innovator in the arena of environmental services, NRA was the first specialist environmental consultancy in north Queensland. Since its establishment in 1984, the company has continued to be innovative and has remained a sector leader. Here are some examples of how we have gauged future direction and positioned ourselves, and our clients, ahead of regulatory requirements:

- NRA pioneered the introduction of ESCPs in north Queensland and co-authored the accepted training manual for Townsville City and Cairns Regional Councils. Because of our initiative, continued investment, and demonstrated proficiency, NRA is the recognised leader in this field.
- NRA pioneered the application of specialist freshwater ecology and general ecology to the monitoring and assessment of resource development impacts to ephemeral systems in north Queensland. NRA has developed monitoring and reporting systems and maintains a database and reference specimen collection. Freshwater ecology requirements are now routine elements of regulatory policy and licensing documents, and the Queensland environmental regulator sought NRA's expertise in formulating the minimum standards expected from mining companies across the state.
- NRA was a pioneer in the development of EMSs, producing the first prototype in 1994 (two years before the EMS guidelines were released) and refining this product over years of working with a variety of clients. The system NRA developed has been deployed for clients from the mining, contracting, Local Government, and Defence sectors.
- NRA conducted the first Commonwealth *Environment Protection and Biodiversity Conservation Act* 1999 (EPBC Act) Strategic Assessment (Mount Peter Master Planned Area) and the first EPBC Act assessment requiring consideration of an EPBC Act Regional Guideline.
- NRA developed and applied intra-bore-based methods (such as control charts) to groundwater monitoring in the minerals sector in Queensland.

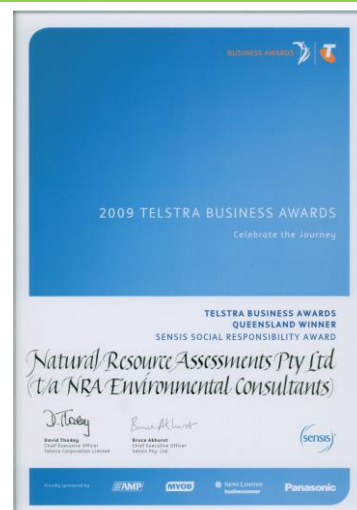
Sustainable operations and social responsibility

NRA employs a sustainable approach to its operations. We have undertaken energy audits and adopted recommendations to reduce our environmental footprint.

NRA is proud to support the communities in which we operate, and we provide direct financial support to local community groups and national and international NGOs. We also provide *pro bono* intellectual support for capacity building within these organisations.

Our leadership in social responsibility was independently recognised when NRA was the 2009 Queensland winner of the *Sensis Social Responsibility Award* at the Telstra Business Awards.

Community groups that NRA works with are in **Section 8**.



4. Capability Profiles

Planning and Approvals

NRA's experience, skills and reputation ensure we deliver statutory approvals to our clients in a timely and reliable manner with no surprises.



Mining approvals

NRA's consultants are well-versed in Local, State and Commonwealth Government environmental legislation, guidelines and policies, and have a detailed understanding of the development approvals required under legislation.

This means the burden of acquiring approvals is managed by NRA, freeing the client to focus on project development and delivery.

Services

- Advice to clients on the regulatory process
- Strategic planning and assessment of critical project timelines
- Studies required to provide supporting information for approvals
- Preparation of documentation for statutory approvals
- Consultation with regulatory agencies and other stakeholders
- Negotiation of development and licence conditions
- Management of Local, State and Commonwealth environmental approvals
- Conservation management planning
- Water management strategies and plans
- Site-based management plans
- Strategic planning and GIS mapping



Defence assets Torres Strait

Project examples

- NRA has undertaken EIS studies and approvals for major mine developments, defence assets, land developments, transport infrastructure and service utilities.
- NRA is registered with the Queensland Department of Transport and Main Roads Engineering Consultant Scheme and the Infrastructure and Building Construction Panel. Through these panels NRA routinely conducts EIAs and assists with the preparation of permit and approval documents.

Auditing and Compliance Assessment

NRA Director and Lead Scientist Tim Anderson is a certified Lead Auditor (13704).



Third-party compliance audit

NRA has undertaken numerous compliance audits for clients in various industries in Australia and internationally. We conduct compliance audits against Commonwealth and State legislation (eg EPBC Act, Queensland *Environmental Protection Act* 1994) and operational audits involving assessment of documentation, systems, and field operations against licence conditions and best practice environmental management.

NRA has undertaken several due diligence audits to determine environmental liabilities associated with purchase or lease of a wide range of ventures, from waste management facilities to coal port facilities and mining operations.

Using a client-specific communications plan, NRA manages the audit project schedule and reporting through regular contact with the client and team members.

Services

- Third-party compliance audit (Commonwealth and State approvals, environmental authorities)
- EMS audit
- Due diligence audit
- ESCP audits
- Construction EMP audits
- Site-based Management Plan audits
- Energy audits
- Environmental audits
- NGER and NPI reporting
- Sustainability studies
- Estimated Rehabilitation Cost, Financial Assurance
- REMPs
- Environmental Evaluations
- Environmental Investigations
- Environmental Protection Orders



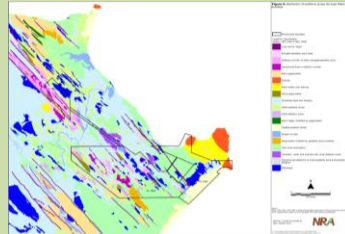
Third party compliance audit

Project examples

- Department of Defence – NRA undertook weed audits and implemented fire and weed management for Defence sites in north Queensland.
- Ernest Henry Mine and Mount Margaret Mine – NRA has undertaken third party audits against licence conditions and conducted detailed reviews of rehabilitation and associated financial assurance.

Environmental Impact Statements

NRA has been involved in EIS projects in Australia, the Torres Strait, Southeast Asia, PNG, and Italy. Our senior scientists are recognised authorities in their respective disciplines.



We conduct constraints assessments including mapping

NRA has undertaken environmental impact studies/EIS/EIA across a variety of terrestrial and marine environs and development types. Our longevity and the breadth of technical expertise across environmental disciplines mean that NRA has accumulated knowledge and experience across wet and dry topic regions (from northern Australia, the Torres Strait, PNG and Southeast Asia).

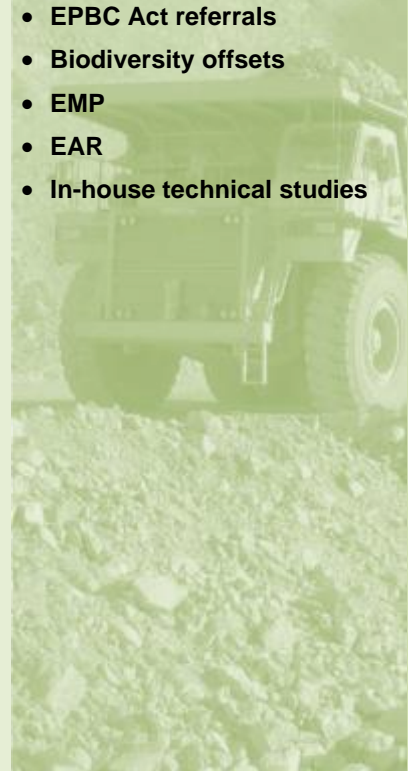
NRA's experience with EIS encompasses knowledge and skills gained from working in sectors such as:

- resource development (mining, gas)
- utilities (water, wind, electricity)
- telecommunications (optic cables, transmission towers)
- transport infrastructure (road, rail, ports)
- land development (residential, tourism).

Our senior scientists regularly work with State and Commonwealth agencies (eg Department of Defence; Department of Climate Change, Energy, the Environment and Water; Queensland Department of Environment and Science; Queensland Department of Resources; Wet Tropics Management Authority) in a consultative capacity on behalf of our clients (eg EPBC Act Referral Application, EIS reporting), or directly as technical advisers (eg strategic reviews, expert witness).

Services

- Negotiation of terms of reference and study scoping
- EIS – project management and coordination
- Specialist surveys or assessments
- Assessment of conservation values and significant residual impacts
- EPBC Act referrals
- Biodiversity offsets
- EMP
- EAR
- In-house technical studies



Threatened species assessments

Project examples

- Department of Defence Tully Training Area EIA Review.
- Houghton Pipeline Duplication Project – EAR, Project EMP, Construction EMP and EPBC Act Referral.
- Mount Peter Master Planned Area – Threatened Flora and Fauna Assessment Report.
- Yandera Copper–Molybdenum–Gold Project EIS – soils and rehabilitation component.

Flora and Fauna

NRA has provided specialist fauna and flora studies in Queensland for 40 years, conducting over 500 flora and fauna surveys across northern Australia, Southeast Asia and PNG.



Fauna trapping

One of NRA's core strengths is its team of ecological specialists. Our skills base allows NRA to provide quality baseline or routine fauna and flora assessments, including targeted species studies and BioCondition assessment.

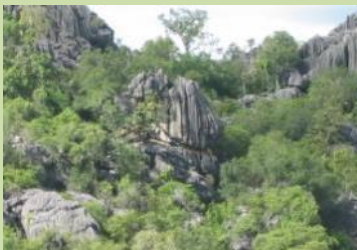
NRA has experience with environmental offsets in multiple development sectors and with State and Commonwealth government policies. NRA was involved with some of the first EPBC Act environmental offsets for threatened species and for mining clients in Queensland.

NRA has specialist skills in threatened species assessments. Significant projects include long-term Cassowary population monitoring for the Department of Defence (approximately 25 years) and NRA involvement in the Queensland Government Black-throated Finch recovery plan.

Since its introduction in the 1990s, Regional Ecosystem (RE) mapping and assessments have become an integral part of the assessment of vegetation communities. NRA has been involved in the regional scale RE verification for the Torres Strait, regional fine scale mapping of the Townsville Coastal Plains and Bogie River Hills subregions, and local scale Master Plan studies.

Services

- Baseline and targeted flora and fauna surveys
- Threatened species surveys and management plans
- Regional Ecosystem mapping and verification
- Threatened Ecological Community identification and threat assessment
- Weed surveys and management plans
- Feral animal surveys and management plans
- Long-term monitoring programs of threatened fauna populations
- BioCondition assessment
- Environmental offsets
- Riparian health assessments
- Ethnobotany
- Urban wildlife surveys and management plans
- Spotter catcher services
- Protected plant surveys



Vegetation assessments

Project examples

- Flying-fox Relocation Project – Cairns Regional Council.
- Lady Loretta Biodiversity Offset Strategy.
- Townsville Ring Road Black-throated Finch Assessment.
- Mount Cook Weed Monitoring and Assessment – Siam Weed and other weeds.
- Mount Dromedary Graphite Project Baseline Terrestrial Flora and Fauna.

Aquatic Ecology and Water Quality

For 40 years, NRA has developed its technical capacity to provide comprehensive assessment and management of water quality, freshwater ecology and stygofauna.



Stygofauna from a Queensland mine

NRA provides specialised aquatic ecology and water quality assessments to a wide range of sectors including mining, linear infrastructure, Defence assets, government departments and major property developers. We deliver targeted assessments to provide value for money while delivering the information required to inform management decisions.

Our team of qualified and experienced aquatic ecologists has a sound understanding of the technical aspects of this work and the regulatory environment in Queensland. This has been established and maintained through ongoing liaison with the regulatory agencies and other experts.

Our work addresses appropriate guidelines and standards (eg Queensland Water Quality Guidelines, ANZECC, ANZG, AUSRIVAS) together with the application of alternative innovative methods.

Understanding catchment-wide issues is critical to managing aquatic systems at the local scale. NRA has a proven ability to integrate multidisciplinary assessments into a management framework providing mitigation measures for sensitive environments.

Our team has experience deriving site-specific, regional and national water quality guideline values using reference chemistry and ecotoxicology data. These guideline values and published sediment quality values are used to interpret water quality, stream sediment, and biological datasets.

Services

- REMP
- Impact assessment
- Environmental investigation
- Water/sediment quality licence condition negotiation
- Site-specific water quality trigger value development
- Groundwater Dependent Ecosystems identification
- Surveys (eg aquatic ecology, fish, stygofauna, frog)
- Water and sediment quality assessment
- Catchment management
- River improvement plan
- Riparian condition and reach assessment
- Ecotoxicological data analysis to derive default guideline values
- Contaminant bioavailability assessment
- Direct toxicity assessment

Project examples



Aquatic macroinvertebrate sampling

- Mungana aquatic ecosystem monitoring surveys and water quality investigations (over 10 years).
- Department of Defence surface water and sediment quality monitoring (10 consecutive years).
- REMPs and regional surface water monitoring programs for APLNG Surat Basin coal seam gas operations.
- Derivation of high reliability water quality guideline values for cobalt in freshwaters, to assist water quality assessment and compliance management for a zinc mine in northern Queensland.

Soil Survey, Land Suitability and Soil Management

NRA's expert soil and earth scientists have extensive experience in research and consultancy. Their in-depth knowledge of soil and soil processes allows them to provide solutions for a diverse range of issues.



Soil erosion hazard assessment

NRA undertakes soil surveys, soil resource assessments and soil quality assessments for a range of purposes including project planning and approvals, environmental investigations, operational monitoring or rehabilitation research and implementation.

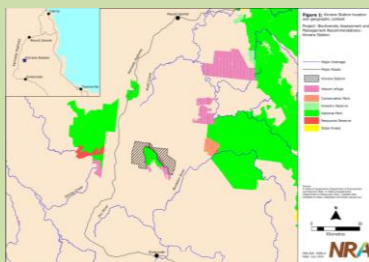
Our expert team has a broad range of knowledge and experience assisting clients from the mining and petroleum, infrastructure, property development, agricultural and government (Commonwealth, State and Local) sectors.

For mining and other major projects, soil survey (including acid sulfate soils) and land suitability/capability assessments are required as part of an EIS and are a critical component of the management of soil resources for rehabilitation and revegetation. For infrastructure projects and property development, soil surveys can identify soil constraints that may affect the choice of corridor alignment, location of major disturbance areas, feasibility of effluent irrigation or choice of landscaping options.

NRA pioneered the introduction of ESCPs in north Queensland and co-authored the training manuals for Townsville City and Cairns Regional Councils. Because of our initiative, continued investment in professional development, and demonstrated proficiency, NRA is a recognised leader in this field.

Services

- Soil survey, land capability and suitability assessments
- Soil resource assessment, soil stripping and topsoil management advice
- Acid sulfate soil assessment and management
- Soil erosion hazard assessment
- Erosion and sediment control planning and auditing
- Soil constraints analysis
- Soil management and amelioration
- Rehabilitation and revegetation planning
- Effluent irrigation feasibility, planning, management and monitoring
- Waste application to land (eg water treatment waste, waste derived composts and process water)



Constraints mapping

Project examples

- Land Technical Report (including land suitability and strategic cropping land) for Byerwen Coal Project EIS.
- ESCPs for road upgrade and associated infrastructure projects on Cape York Peninsula.
- Acid Sulfate Soil Management Plan, RAAF Base Townsville.
- Malanda Sewage Treatment Plant Effluent Irrigation Feasibility Assessment.

Land Rehabilitation and Revegetation

Rehabilitation services have been at the core of NRA's work for the past 40 years. Projects include mining, linear infrastructure (roads, power and pipelines), civil works and stream restoration.



Mine site rehabilitation monitoring

NRA's multidisciplinary team of soil, earth and ecological scientists has a wealth of experience and expertise in characterising materials and developing rehabilitation strategies that maximise the likelihood of success.

The reinstatement of pre-disturbance ecosystems, however reasonable the aspiration, is rarely achievable. Nevertheless, viable functioning vegetation communities that provide valuable ecosystem services can be created on disturbed landforms. NRA has developed detailed and innovative policy initiatives and supporting technical specifications relevant to land use, revegetation and rehabilitation, and mitigation of long-term impacts on downstream receiving environments that address real-world practicalities of land resource management.

NRA's expertise and practical application were recognised when we were commissioned to prepare the *Benchmarking Rehabilitation Standards* report (for activities associated with mining, petroleum, quarrying and municipal landfills) for the Queensland Government.

NRA has a long tradition of incorporating, where appropriate, traditional Indigenous knowledge, ethnobotany, and cultural values into rehabilitation strategies. These ideas have been successfully employed on projects in Australia and PNG.

Services

- Pre-disturbance soil resource surveys and materials characterisation
- Identification and management of revegetation constraints
- Post-mine land use plans
- Rehabilitation planning
- Closure planning
- Development of realistic completion (success) criteria
- Rehabilitation monitoring
- Research and development
- Rehabilitation manuals and specifications
- Seed collection and storage advice
- Nursery and propagation management
- Species selection
- Integration of Indigenous knowledge



Collation of Indigenous plant knowledge

Project examples

- Cape Flattery Silica Mines – Environmental management and rehabilitation for over 35 years.
- Ernest Henry Mine – Biodiversity Sustainability Rehabilitation Review and Optimisation Report.
- Ok Tedi Mining Pty Ltd, PNG – Development of the rehabilitation strategy documented in the Mine Area Rehabilitation Plan and Revegetation Manual.

Environmental Chemistry

NRA's team includes soil and earth scientists who have researched the geochemistry of acid sulfate soils and fate of contaminants in the environment. This technical background allows them to solve complex problems and provide sound solutions.



AMD affected seepage

NRA leads detailed geochemical investigations into acid mine drainage issues, including the geochemical characterisation of waste rock, other waste materials, and seepage. NRA staff are familiar with the internationally accepted testing standards documented in the GARD Guide, and we work with colleagues who are technical specialists in this field. NRA provides waste rock and seepage management advice including treatment, handling, and placement.

NRA conducts investigations into impacts of seepage on aquatic and terrestrial environments and uses its geochemical expertise to identify the source and nature of the seepage.

NRA has conducted multiple desk-based and field-based acid sulfate soils investigations and developed appropriate management plans for clients in the infrastructure, property development, and Defence sectors.

Poor groundwater monitoring leads to false alarms, which result in the waste of management resources, or failure to detect issues, which can be detrimental to the environment. NRA has developed the use of control charts for groundwater quality monitoring and compliance assessment. Control charts provide a method for reliable and relevant groundwater quality compliance assessment. This is major advantage for mine sites that have complex geology, where a traditional approach is inappropriate.

Services

- Waste rock and tailings characterisation
- Acid mine drainage (AMD) assessment and management
- Neutral and saline mine drainage assessment and management
- MEDLI modelling
- Seepage characterisation and fingerprinting
- Geochemical speciation modelling
- Application of control charts to groundwater monitoring
- Environmental incident investigations
- Acid sulfate soils assessment and management
- Soil chemical limitations to rehabilitation (metal bioavailability, sodicity or salinity)
- Soil, sediment and water chemistry

Project examples



Acid sulfate soil field assessment

- Ernest Henry Mine – Review of waste rock and seepage characterisation and waste rock dump design for rehabilitation optimisation.
- Lady Loretta Mine – Research and management program for waste rock (including assistance with disposal approach for unclassified waste rock).
- MEDLI – NRA reviewed the effluent irrigation environmental (soil and water) monitoring program for a large mining operation in north-west Queensland.

Expert Witness and Advice

NRA scientists have been engaged as expert witnesses for proceedings under Local, State and Commonwealth jurisdictions. We have recognised competencies and acknowledged investigative and reporting proficiencies.



Erosion and run-off management

NRA has provided expert witness services and expert advice on technical matters to clients from the private and public sectors. Below are some examples of this work:

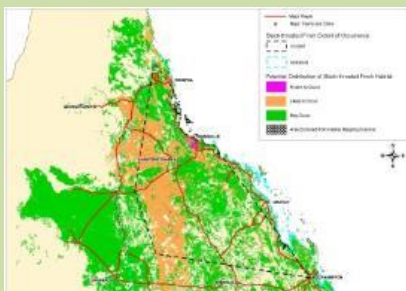
- Erosion and sediment control matters at False Cape, Cairns.
- Essential habitat for the Black-throated Finch for the Commonwealth.
- Cassowary habitat at Mission Beach for the Commonwealth.
- Cassowaries and Cassowary habitat at Mission Beach for the Queensland Government.
- Unplanned releases of mine waters for the Queensland Government.
- Rehabilitation Plans and Financial Assurances, for the Queensland Government.

Services

- Erosion and sediment control
- Financial assurance
- Water quality
- Land use
- Land rehabilitation
- Vegetation management plans
- Due diligence
- Mergers and acquisitions
- EPBC Act referrals
- Threatened species assessment and management
- Impact assessment
- Environmental investigations

Project examples

- Unplanned discharges from metalliferous and coal mines.
- Soil and sediment assessments.
- Land clearing impact assessments.
- Vegetation assessments.
- Threatened species assessments (eg Black-throated Finch, Southern Cassowary for Queensland Planning and Environment Court).



Threatened species habitat distribution map

Staff Secondment

Our clients recognise the high quality of NRA staff and have requested short, medium, and long-term secondments. NRA has provided secondments for a variety of projects over 40 years.



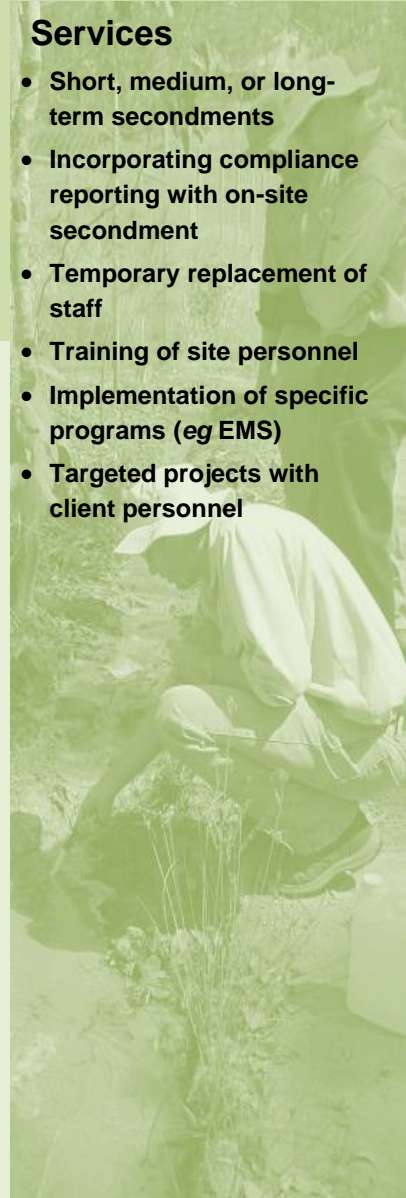
Surface water sampling

A secondment provides an opportunity for our clients to have an environmental professional on-site for a nominated period. For example, where:

- short-term assistance is required to identify or address gaps in monitoring requirements, data management, or compliance reporting, or to provide on-the-job training of site personnel
- assistance is required for the implementation of a specific program (eg EMS)
- environmental obligations must continue to be met while staff are on leave or new staff are trained.

Services

- Short, medium, or long-term secondments
- Incorporating compliance reporting with on-site secondment
- Temporary replacement of staff
- Training of site personnel
- Implementation of specific programs (eg EMS)
- Targeted projects with client personnel



Project examples



Staff on-site

- Twelve-month secondment to Department of Transport and Main Roads to assist with delivery of Cape York Region Package projects and contracts.
- Six-month secondment at Sonoma Coal Mine to assist with environmental management (eg preparation and implementation of an EMS).
- Secondments at Kagara Zinc Mt Garnet Project to assist with environmental management (eg stakeholder meetings, supervision of new environmental staff).

5. Pre-qualifications and Panels

Defence Infrastructure Panel – Environment, Heritage, and Estate Engineering 2020–2025

NRA has worked on projects for the Department of Defence since 1995, and we have developed a sound understanding of the department's operational and environmental compliance requirements. We were recently appointed to the Defence Infrastructure Panel for the following categories:

- Environmental Impact Assessment and Land Management
- Natural Heritage.

Defence Environment and Heritage Panel (2009–2014)

NRA provided project management services to Defence NQ for 1996/97 and 1998/99, successfully served on the first DEHP as a founding partner of a consortium, and provided the role of regional coordinator. NRA was successful in becoming a member of the DEHP (2009–2014) as the lead consultant. .

Local Buy's Engineering and Environmental Consultancy Services Contract

We provide services under Local Buy's Engineering and Environmental Consultancy Services Contract (BUS 262) for the following categories:

- air quality
- civil
- hazardous materials/hygiene
- marine
- natural resources
- noise and vibration
- planning, policy and cultural heritage
- waste disposal and recycling\
- water resources.

Local Buy is the Local Government Association of Queensland procurement services company. It streamlines procurement processes for councils and government entities wishing to purchase goods and services from Local Buy contractors.

Queensland Government Infrastructure and Building Construction Panel 2021–2024

NRA was appointed to the Queensland Department of Transport and Main Roads Infrastructure and Building Construction Panel.

Queensland Government Environmental and Cultural Heritage Services 2022–2023

NRA was a preferred supplier on the Queensland Department of Transport and Main Roads Environmental Services Panel established in 2007. In April 2014, NRA was appointed to the Standing Offer Agreement for the Provision of Environmental and Cultural Heritage Services for the department state-wide.

Queensland Government Engineering Consultants Scheme 2014–2023

NRA was selected as a scheme member for environmental design and engineering (air, water, soil, flora, and fauna).

Queensland Department of Resources – Environmental Professional Suppliers Panel

NRA was appointed to the Environmental Professional Suppliers Panel in February 2022.

Cairns Regional Council – Pre-qualified Suppliers

NRA was awarded the Cairns Regional Council ROPS2777 – Project Consultants – Register of Pre-qualified Suppliers for the following categories:

- aquatic engineering
- environmental engineering
- additional services.

Cassowary Coast Regional Council – Pre-qualified Suppliers

NRA is on the Register of Pre-qualified Suppliers for Trade and Professional Services for the Cassowary Coast Regional Council.





Mareeba Shire Council – Pre-qualified Suppliers

NRA was selected to be on the panel to supply services to Mareeba Shire Council (2021–2023) under the following categories:

- Environmental Engineering & Science
- Erosion & Sediment Control (including Hydromulching)
- GIS (Geographic Information System).

6. NRA Team

NRA employs multi-skilled staff with specialist qualifications in natural resource disciplines. Members of each project team are selected for their technical qualifications and relevant field experience. The skills and qualifications of NRA's staff are outlined below. Full CVs are available on request.

Staff	Key expertise	
Tim Anderson Company Director Principal Scientist MAgrSc, BAgSc(Hons), CPESC, CEnvP	<ul style="list-style-type: none"> • Project management and strategic planning • Auditing and regulatory compliance • EMS • Revegetation and terrestrial rehabilitation • Mine closure planning 	
Neil Boland Company Director Emeritus Consultant BSc	<ul style="list-style-type: none"> • Project management and strategic planning • Auditing and regulatory compliance • Waterways management (including wetlands) and stream restoration • Applied terrestrial ecology (flora and fauna) • Erosion and sediment control • Revegetation and terrestrial rehabilitation 	
Shannon Wetherall Senior Environmental Scientist BAppSc(Hons)	<ul style="list-style-type: none"> • Project management and strategic planning • Auditing and regulatory compliance • EMS • Erosion and sediment control • Aquatic ecology and water quality • Revegetation and terrestrial rehabilitation 	
Peter Buosi Principal Ecologist BAppSc(Hons)	<ul style="list-style-type: none"> • Project management and strategic planning • Applied terrestrial ecology (flora and fauna) • Weed and feral animal management • Threatened species conservation and management • Revegetation and terrestrial rehabilitation 	
Dr Lindsay Popple Senior Ecologist PhD, BSc(Hons), CEnvP	<ul style="list-style-type: none"> • Project management and strategic planning • Flora and fauna surveys • Ecological impact assessment • Threatened species survey and assessment • Species management plans 	

Staff

Key expertise

Dr John Broughton

Senior Environmental Earth Scientist

PhD, BSc(Hons)

- Environmental geochemistry
- Geology
- Acid mine drainage
- Soils (particularly acid sulfate soils)



Dr Martin Saker

Senior Environmental Scientist

PhD, BSc(Hons)

- Limnology
- Water quality monitoring program design
- Phytoplankton and cyanobacteria identification
- Lake remediation
- Ecotoxicology

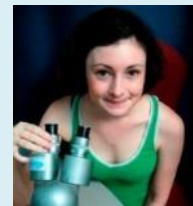


Megan Gixti

Senior Botanist

BSc

- Botany
- Protected plant surveys
- Revegetation and terrestrial rehabilitation
- Landscape geomorphology
- GIS spatial analysis and mapping



Darcy Simpson

Senior Environmental Scientist/Engineer

BSc-BEng(Env), CPESC, RPEQ

- Environmental and contaminated site assessment
- Groundwater monitoring
- Erosion and sediment control
- Acid sulfate soils
- Regulatory compliance



Angelina Bouet

Environmental Scientist

MSc, BSc

- Surface water quality monitoring
- Macroinvertebrate sampling
- Preparing technical reports
- GIS spatial analysis and mapping



Staff

Key expertise

Sophie van Vliet

Graduate Environmental Scientist

MSc, BSc

- Surface water quality monitoring
- Macroinvertebrate sampling
- Data analysis
- Assisting in the preparation of technical reports



Sarah Mills

Accounts/Administration Manager

- Project control
- Financial analysis



Nadine Hunt

Editor

BA, GDipEd

- Editing and word processing
- Quality assurance
- Marketing



Sarah Wescombe

Field and Administration Assistant

- Water sampling
- Communication and organisation
- Maintaining company agenda
- Maintaining in-house field equipment, laboratory supplies, and reference materials



Kirsty Anderson

Editor-at-large

BA(Hons)

- Editing and word processing
- Quality assurance
- Marketing



7. Associates

Our ability to respond to the needs of our clients is enhanced by our network of associates, which includes professionals in the fields of conservation economics, cross-cultural resource management, fauna surveys, and habitat assessment.

Name, title, and qualification	Key expertise	
Dr Andrew Butler Associate PhD, BSc(Hons)	<ul style="list-style-type: none"> • Project management and strategic planning • Soil science and land resource management • Revegetation and terrestrial rehabilitation • Mine closure planning • Environmental chemistry and geochemistry • Water quality 	
Dr Paul Godfrey Associate PhD, BSc(Hons)	<ul style="list-style-type: none"> • Water quality • Aquatic macroinvertebrate identification • Stygofauna • Aquatic ecology and fish surveys 	
Dr Peter Erskine Associate PhD, BSc(Hons)	<ul style="list-style-type: none"> • Ecology • Plant biology • Community development • Environmental management • Ecological monitoring 	
Andrew Perkins Associate BEcon, DipFMan	<ul style="list-style-type: none"> • Economics • Management, accounting, and financial analysis 	
Ian Perkins Associate MVSc, BVSc	<ul style="list-style-type: none"> • Property management • Resource use planning • Livestock management • Whole farm planning 	
Stuart Worboys Associate MSc, BSc(Hons)	<ul style="list-style-type: none"> • Flora survey • Vegetation mapping • Property vegetation management planning • Weed management planning 	

8. Community Engagement

NRA provides direct financial support to community groups and Australia-wide community organisations, and provides intellectual support for capacity building.

Natural Resource Management

- Director Tim Anderson has been involved with the Barron River Integrated Catchment Management Association (BRICMA) for over 20 years and has held many executive positions on the committee. He remains interested in catchment management, having been a pioneer in the field and instrumental in establishing integrated management of the Barron River catchment.
- Tim was awarded the prestigious 'Unsung Hero' Wet Tropics Management Authority Cassowary Award for being 'the visionary behind the Green Corridor Project to rejuvenate the banks of the Barron River'.
- Tim was elected for three terms to the Local Marine Advisory Committee, which enables local communities to have effective input into the management of the Great Barrier Reef Marine Park. He was also appointed by the Federal Minister to the Great Barrier Reef Consultative Committee.
- NRA Senior Botanist Megan Gixti has been involved in flora survey projects with the Australian Tropical Herbarium, James Cook University, and Melbourne University.
- Megan has assisted restoration and rehabilitation projects at Cattana Wetlands, East Trinity Reserve, Peterson Creek Yungaburra, Holloways Beach, Freshwater Creek, Barron Gorge National Park, Cedar Bay National Park, and Mount Whitfield Conservation Park.
- NRA Principal Ecologist Peter Buosi is involved with Coastal Dry Topics Landcare in Townsville, notably Mundy Creek Landcare.
- Peter is also involved with Birdlife Australia and is a founding member and research advisor to the Black-throated Finch Recovery Team. Peter is a recognised expert on Black-throated Finch ecology and conservation.



Professional

- NRA Director Neil Boland served on the committee of the International Erosion Control Association.
- Neil Boland and Tim Anderson were instrumental in setting up the northern branch of the EIANZ. They and other staff members have been involved with this association of professional environmental practitioners for over 20 years.
- Principal Ecologist Peter Buosi has been involved with the Cairns and Far North Environment Centre over the past 20 years.
- Senior Ecologist Lindsay Popple is an Honorary Research Fellow of Queensland Museum.

Community

NRA has provided ongoing financial support to a variety of local clubs:

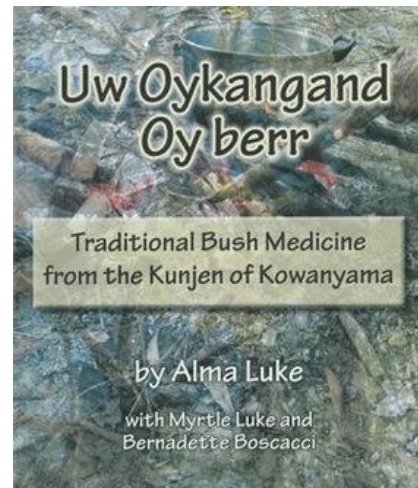
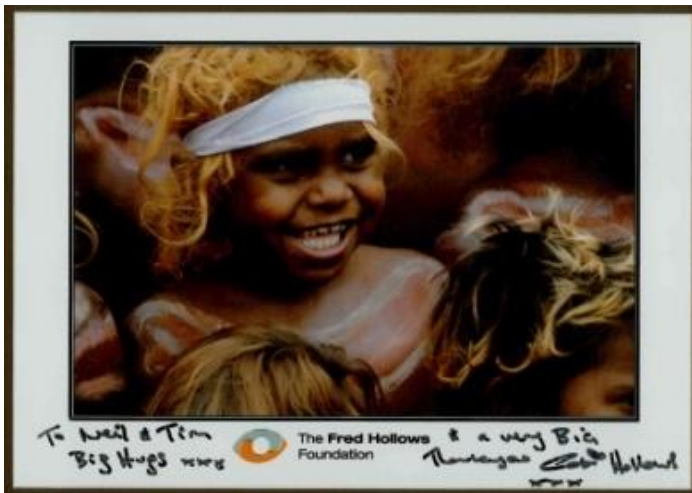
- Community tree planting – various NRA staff
- Pony Club – Neil Boland
- Hockey clubs – Tim Anderson.



Other

NRA has also provided significant financial support to the following organisations:

- Fred Hollows Foundation – we are a major supporter of this organisation with a particular focus on Aboriginal health issues.
- Royal Flying Doctor Service.
- The Frog Decline Reversal Project.
- Buk bilong Pikinini (an independent charity fostering early learning through establishing community libraries).
- *Uw Oy kangand Oy berr: Traditional Bush Medicine from the Kunjen of Kowanyama*. NRA was a proud supporter of this book, which documents bush medicine of the Oy kangand-speaking Kunjen people.



9. Corporate Information

NRA is a specialised environmental consultancy. Since the company was established 40 years ago, NRA has invested intensively in the development of specialised environmental assessment and management services. We have offices in Cairns and Townsville and a demonstrated track record of delivering a quality product on time and to budget.

Company Details

Company Name	Natural Resource Assessments Pty Ltd		
Trading Name:	NRA Environmental Consultants		
ABN/ACN	77 011 073 135	BSB:	484 799
Bank Name:	Suncorp Bank, Cairns	Account Number:	071340972

Company Office Details

Address (Street):	Level 1, 320 Sheridan Street Cairns 4870
Address (Postal):	PO Box 5678 Cairns 4870
Telephone:	07 4034 5300
Principal Contact:	Tim Anderson
Contact Title:	Director
Contact E-mail:	tim@natres.com.au

Branch Office

Address (Street):	Unit 2 Level 1, 41 Denham Street Townsville 4810
Address (Postal):	PO Box 539 Townsville 4810
Telephone:	07 4796 9444
Principal Contact:	Peter Buosi
Contact Title:	Principal Ecologist
Contact E-mail:	peter@natres.com.au

Personnel Numbers

Company-wide:	15
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Employment Conditions

Natural Resource Assessments Employee Collective Agreement 2009 satisfied the *No-Disadvantage Test* and is *Code Compliant*.

Insurance Details	Insurer	Policy Number	Expiry
Public Liability	Vero Insurance	SPX017259457	7/4/24
Workers Compensation	Workcover QLD	WPA900333772	30/6/24
Professional Indemnity	CGU Professional Risks	04MIS2229122	7/4/24

Permits

NRA holds the following permits to undertake flora and fauna surveys in Queensland:

- Animal Ethics Committee Approval (Environmental study)
- Damage Mitigation Permit (Removal and relocation of protected animals)
- General Fisheries Permit
- Registration as a Scientific User of Animals
- Rehabilitation Permit: Spotter catcher activity
- Scientific Purposes Permit for non-protected areas, Queensland
- Scientific Purposes Permit for nominated National Parks.

Health and Safety

NRA's *Occupational Health and Safety Manual* details our health and safety management procedures. Items addressed include:

- Occupational Health and Safety Requirements and Responsibilities of NRA personnel
- OH&S Management Plans:
 - Job Hazard Analysis
 - Project Health and Safety Plan
 - Office Emergency Management Plan
- Hazard Identification and Risk Management processes
- Incident Investigation and Reporting processes
- Activities management:
 - Office work
 - Field work
 - Laboratory work
- Fitness for Work
- Training
- Equipment
- Monitoring and Evaluation
- Communication and Consultation
- Change Management.

Quality Assurance

NRA is committed to providing technically accurate and practical solutions that are responsive to the ecological and social environments. We operate under an Integrated Management System that is certified to ISO 9001:2015 (Quality), ISO 14001:2015 (Environment) and ISO 45001:2018 (Safety).

**Certified Integrated
Management
System**

