

Oxley Creek Catchment Association
1996 - 2016

Biodiversity Services





BIODIVERSITY SERVICES SOCIAL ENTERPRISE

Biodiversity Services was started by the Oxley Creek Catchment Association (OCCA) in 2005 and was initially called Environmental Services. OCCA's Project Officer Shannon Mooney, suggested that OCCA start a social enterprise to undertake vegetation rehabilitation and maintenance under contract with the profits supporting OCCA's projects, and hence become less reliant on direct funding from governments and grants from other organisations. Rob Scott took on the role of Manager.

Biodiversity Services is currently funded through:

- o Project grants - funding is sourced by OCCA through a grants process and the execution of works is performed by Environmental Services in the same way as an external contractor.
- o Long-term partnerships – Environmental Services enter into a formalized relationship with the partner to perform ongoing work and continue to the extent that the customer is satisfied with outcomes. These are typically ongoing-maintenance or gradual restoration projects.

This new social enterprise was initially contracted to carry out weed control and natural regeneration works by local governments and private organisations including:

- x Logan City Council at Spring Mountain Wetland Reserve
- x Readymix at Paradise Road
- x Australand Pty Ltd at Larapinta
- x Brisbane Golf Club at Tennyson where Moolabin Creek and Rocky Water Holes wind through the grounds and where a fragmented area of bushland was successfully rehabilitated
- x Graceville Court Apartments where the residents funded the rehabilitation of a degraded waterway running through the residential complex. About 1200 locally occurring native plants were planted to provide habitat for native fauna and improve the aesthetics of the area for both residents and visitors.

In the absence of suitable space at the OCCA office, Environmental Services initially operated out of Rob Scott's backyard and vehicle but after some time was able to obtain alternative storage and additional staff. In 2006 Don Marsh was instrumental in obtaining the support of a sponsor, East Coast Commercials, who provided a very smart Nissan Navara utility as a work vehicle.

However, in the same year Environmental Services also farewelled Rob Scott who was heavily involved in establishing the social enterprise. Rob was replaced by Peter Michael supported by Andrew Wallace.



2007 was a year of great change and development for OCCA in the areas of field-work and extension capacity. The Association formalised the naming, branding and organisational development of these activities and Environmental Services was renamed as Biodiversity Services. In 2007 Biodiversity Services was involved in a wide range of projects and programs including:

- x Partnerships with the Brisbane Golf Club and Corinda Golf Course to protect and enhance areas of remnant vegetation using bush regeneration and active revegetation techniques
- x Community tree-planting and environmental awareness events in (then) Beaudesert and Logan Council parklands
- x Maintenance of Brisbane City Council's CitySmart O2 plantings at the Oxley Creek Common
- x Natural area restoration and native seed collection at industry sites including Motorway Business Park and Readymix Oxley Creek
- x Design and delivery of the Westpac Community CreekCare Partnership, bringing together the corporate and community sectors to aid the restoration of Brisbane bushland.

2008 saw notable growth in the amount and extent of the work being undertaken by Biodiversity Services under the leadership of Peter Michael ably supported by David Sparks. Projects and programs undertaken by Biodiversity Services included:

- x Partnerships for weed management and revegetation with Brisbane Golf Club, Indooroopilly Golf Club, Sanitarium, Corinda Golf Course, Graceville Park Apartments, Queensland Rail, Motorway Business Park, and Cemex (previously Readymix)
- x Tree Planting Events for Corporate Days with WestPac, Coca Cola and Delfin Lend Lease.

- x Natural Area restoration - through funding from Western Corridor Recycled Water Pipeline Community Grants, Logan City Council Envirogrants and SEQ Catchments.
- x Natural Area restoration in partnership with Brisbane City Council's Habitat Brisbane program, Logan City Council Parklands, the CreekWatch Program, and with Powerlink at Greenbank

Also in 2008, Biodiversity Services successfully obtained funding to purchase a QuikSpray motorised herbicide sprayer which has increased our efficiency, treating larger areas of weeds in a shorter time and with reduced operator fatigue and greater control.

In 2009 Peter Michael left OCCA and Rob Scott returned as Manager of Biodiversity Services and the following projects and programs continued under his guidance:

- x Partnerships with Brisbane Golf Club, Sanitarium, Graceville Park Apartments, Motorway Business Park and Holcim (previously Cemex and Readymix)
- x Tree planting events for corporate volunteering days with Coca Cola and Taylors Wines
- x Natural area restoration in partnership with Habitat Brisbane and Logan City Council

2010 saw more changes for Biodiversity Services, strengthening the significant relationships built and hard work performed by Rob Scott. , However, at the end of 2010 Rob left to pursue a vision to see the riparian zone of Oxley Creek between Beatty Road and Ipswich Road released from its tangle of weeds and providing a sound ecological corridor for wildlife.

The new management team of Robyn Gray and John Gowland aimed to bring Biodiversity Services operations to a commercially competitive level with other environmental contractors. This would offer further security to the catchment program as well as initiating and continuing 'best practice' environmental weed management and revegetation techniques. Workplace Health and Safety policies were revised, advertising commenced and tenders and quotes submitted to potential new clients. The Construction Training Centre generously allowed Biodiversity Services to locate its storage container on their site at Salisbury.

In 2010 Biodiversity Services continued long-term associations with Holcim, Indooroopilly Golf Club, Graceville Park Apartments, Brisbane Golf Club and Brisbane City Council. Larapinta Motorway Business Park, a bushland site adjacent to Oxley Creek maintained by Biodiversity Services for many years, was recently purchased by Brisbane City Council and is now a resilient and healthy bushland, a testament to the years of care by Biodiversity Services.

In 2011 Biodiversity Services continued to provide environmental services to private and public clients as well as give support to OCCA projects through weed management services, assisting with corporate planting days and coordinating the Federal Government's Green Army program participants. The year was challenging with a number of unforeseen issues beginning with the particularly wet summer, floods in January, a huge clean-up in the northern part of the

Oxley Creek catchment, and the departure of several experienced staff. John Gowland, Anthony Delfau and Robyn Gray all moved on to new opportunities.

In October, OCCA welcomed Steve Buttigieg as Biodiversity Services Manager, replacing Robyn Gray.

In 2012, Chris Jensen took over from Steve as the Manager of Biodiversity Services. Chris came at a challenging time as the environmental and economic effects of the 2011 floods continued to be felt.



Watson Road State School before and after clearing, weeding and planting

As well as undertaking projects for all tiers of government, industry and the private sector, Biodiversity Services also supported OCCA projects by preparing sites, assisting with Corporate Volunteering days, and coordinating and supervising activities. Biodiversity Services worked with the Green Army program at Granard Wetlands, Jindalee Golf Course and Oxley Creek Common and volunteer teams from Conservation Volunteers Australia at Granard Wetlands and Watson Road State School. Biodiversity Services was also engaged by Wolston and Centenary Catchments to undertake restoration activities on Jindalee Golf Course and Jindalee Recreation Reserve.

In 2013 Biodiversity Services strengthened its relationship with Wolston and Centenary Catchments and undertook revegetation and maintenance work at project sites at Jindalee Recreation Reserve and at Wood Park, Middle Park.



Before and after weeding and replanting at Wood Park, Middle Park



Jindalee Golf Club –area cleared with initial planting (left) 12 months later (right)

Biodiversity Services also moved further afield when it was contracted for a weed management project on a series of adjoining properties backing onto a watercourse near Lacey's Creek, Dayboro.

The Pallaranda Street, Tarragindi rehabilitation site was a standout project for 2012 - 2014. Meeting early project time lines was a priority for this project as the approval for the start of site construction was dependent on the timely completion of the weeding and planting phases. There was much celebration when Brisbane City Council signed off on the first stage of the project and gave approval to move to the maintenance stage. It is believed that receiving an approval from Brisbane City Council without further negotiation or modification is almost unheard of.

Biodiversity Services staff made use of the excellent suite of training opportunities coordinated by Greening Australia and funded by Brisbane City Council. As a result of this training, staff are better informed when it comes to making decisions involving the identification and management of invasive plants, appropriate native plants to replace weeds and the identification of native plants, grasses and sedges. Staff also attended Fire Ant training with Biosecurity Queensland. The training ensures that Biodiversity Services is aware of and complies with the most up to date legislation and Fire Ant identification techniques.

Staff changes continued. Will Charlton left as did Bernadette Nicotra who moved to Townsville, and Rod Curtis who began work as an electrician. All were missed for their knowledge and commitment to the environment and impeccable work ethic. In January Biodiversity Services was fortunate to gain the services of Evan Davies and his considerable botanical skills.

In 2014 Biodiversity Services continued to build relationships with Conservation Volunteers Australia and with Wolston and Centenary Catchments, our neighbouring catchment to the west undertaking work at Jindalee Recreation Reserve and at Rick Natrass Environmental Park. SEQ Catchments also engaged Biodiversity Services to provide bushland restoration works at Oxley Golf Complex as part of their 'What's your Nature' program. Biodiversity Services was contracted by Transpacific (now Cleanaway) on a multi-year project straddling the Brisbane City Council Development application process and site remediation.

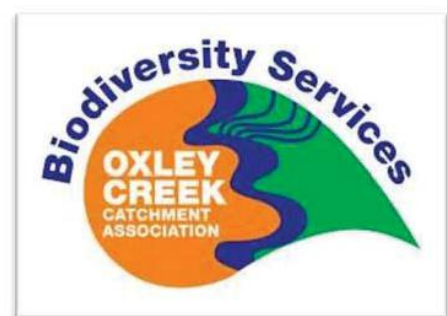
Volunteers Bill Oakes, Surendran Subramaniam and Tatiana Glukhova provided invaluable input into Biodiversity Services Quality Assurance and Governance structures to ensure that we are prepared for the Brisbane City Council Request for Tender when released.

Biodiversity Services officers brushed up on their reptile Identification knowledge through professional development opportunities made possible by Greening Australia and funded by Brisbane City Council. Evan Davies gained his accreditation for commercial herbicide spraying. Chris Jensen attended the Power-up Brisbane forums hosted by Brisbane Marketing. The information and tips learnt have helped Biodiversity Services to attract more clients and to increase our visibility.

In 2014 Biodiversity Services got a new logo which aligns with the OCCA logo and makes it very clear that, although Biodiversity Services is a commercial entity, it is closely aligned with OCCA, its values and objectives.

2015 was a year of significant growth for Biodiversity Services with the recruitment of new staff and the undertaking of larger and a greater number of projects. Alanna Kropf, Kurt Walker and Mark Cachia joined Biodiversity Services and all now work alongside Evan Davies. We said good bye and thank you to Matt Earl and Mark Cachia and at the end of the year the team was joined by Michah Chataway, Joseph Whiten, Joshua Hall and Dave Whitfield. At various times through the year the team was bolstered by energetic Griffith University students.

Significantly, in 2015 Biodiversity Services was approved for inclusion on the Brisbane City Council Ecosystem Restoration Services Preferred Supplier list for the next five years. This provides OCCA with the opportunity to tender for many council projects. Our reputation as a professional and reliable supplier of rehabilitation services continues to strengthen.





Biodiversity Services was pleased to accept a donation of spill kits from OCCA's CreekWatch Partner, Absorb Environmental Solutions. These are kept in each vehicle and allow Biodiversity Services staff to provide a rapid response should there be a chemical or other spill on site.

Also in 2015 Biodiversity Services expanded its activities to work with Energex and Brisbane City Council to undertake significant restoration over four years at Granard Wetlands. OCCA was also successful in obtaining funding from the Federal Government's '20 Million Trees' Program which will see Biodiversity Services and volunteers plant 27,500 trees and understorey species at various locations on the Oxley Creek Common, augmenting the extensive revegetation already undertaken by OCCA and others over the previous 12 years.

In 2016 Biodiversity Services upgraded some equipment, purchasing a 1500 litre water tank/trailer, a new posthole auger, brushcutter and a truck with an additional 1500 litre water tank, all of which will greatly improve the efficient delivery of restoration services.



Granard Wetlands, Marshall Road after clearing and planting in September 2009 and again in May 2016

Current Biodiversity Services projects include:

- x Wood Park, Middle Park – funded by Wolston and Centenary Catchments
- x The Fort and Tarcoola Track Bushcare sites – funded through Brisbane Catchments Network
- x Oxley Golf Complex (2 years) – funded by SEQ Catchments/Caring for Our Country
- x Granard Wetlands, Marshall Road (4 years) – Energex and Brisbane City Council

- x Cleanaway, Bowhill Road (2 years)
- x Tyamolum Campsite – Scouts Queensland
- x Oxley Creek Common – funded by the Queensland Department of Housing and Public Works
- x Graceville Park Apartments – private
- x Holcim at Paradise Road – where areas thick and inaccessible when Biodiversity Services started work are now beautiful natural open woodlands and weed free riparian areas, and 30 nest boxes installed are still functional.
- x Oxley Creek Common (4 Years) – funded by the Federal Government 20 Million Trees project
- x BMI Resource Recovery, Bowhill Road
- x Dan Stiller Memorial Reserve – Brisbane City Council Community Conservation Assistance program (2 years)
- x Kokoda Street, Darra - funded by Wolston and Centenary Catchments
- x Wau Street, Darra - funded by Wolston and Centenary Catchments
- x Russ Hall Park, Salisbury – funded by Brisbane City Council
- x Skilling Queenslanders for Work program - State Government employment initiative in conjunction with Acacia Ridge Community Support Inc and Greening Australia.
- x Speedy's Paddock, Newmarket – funded by SEQ Catchments
- x Oxley Creek Common – funded by the Federal Government 20 Million Trees program
- x St Lucia Golf Links – Brisbane City Council Community Conservation Assistance program
- x Wattle Street, Mount Crosby – Brisbane City Council Community Conservation Assistance program
- x Belah Street, Mount Crosby – funded through Brisbane City Council Community Conservation Assistance program
- x Mayfield Road, Tarragindi – Private contract
- x Oxley Creek Common – Green Army project
- x Granard Wetlands – Green Army Project



Nosworthy Park before and after infill planting by Biodiversity Services

Previous staff and those who currently work for Biodiversity Services have been a constant source of knowledge and experience. They have all been committed to ensuring the highest standard of care for the environment and are to be commended for their commitment, hard work and good humour. Our thanks go to all the Biodiversity Services staff who have been part of the journey over the years:

Managers

John Gowland
Robert Scott

Peter Michael
Robyn Gray
Steve Buttegeig
Chris Jensen

Revegetation Officers

Evan Davis
Rod Curtis

Will Charlton
Anthony Delfau
Andrew Wallace
Jeremy Bergeron
Trevor Armstrong
Thomas Goldsmith
Tamara Taylor

Laura Simmons
Bernadette Nicotra

Matt Mcinerney
Kurt Walker
Alanna Kropf
Matt Earl
Mark Cachia
Micah Chataway
Joseph Whiten

Daniel Foster
Chris Stone
Freddy Xiang
Genevieve Apted
David Whitfield
Joshua Hall
Sam Mitchell-Whittington
Karalyn Fletcher

With a well-deserved reputation for quality and cost-effective vegetation management and restoration, Biodiversity Services looks forward to continuing to serve government, industry and the community in South East Queensland for many more years and in doing so provide a steady income stream to allow OCCA to continue its work in the Oxley Creek catchment.



Dave Whitfield, Joseph Whiten, Joshua Hall and Tilly, Micah Chataway, Karalyn Fletcher