



KEY RESULTS

PORTS TO SUPPORT A GROWING ECONOMY



THE MARITIME SECURITY IDENTIFICATION CARD SCHEME WAS IMPLEMENTED THROUGHOUT NSW MARITIME AND THE THREE PORT CORPORATIONS FOR ALL ESSENTIAL PERSONNEL BY THE 1 JANUARY 2007 DEADLINE

FAR LEFT: The joint visit of the Queen Mary II and QEII was one of the on-water events NSW Maritime managed during the year.

LEFT: NSW Maritime Boating Officers conducted more than 40,000 on-water safety checks last year.

REGIONAL PORTS UPDATE

PORT OF EDEN TRADE REPORT

The Port of Eden is the southern-most declared port in the State, servicing the south coast of NSW and north-eastern Victoria. The port has significant capacity to service the needs of a variety of importers and exporters and is also home to a large fishing fleet.

In 2006-2007 the Port of Eden recorded a 27 per cent increase in trade to a total of 1,329,697 mass tonnes. Hard woodchip and softwood log exports continued to represent the major commodities traded. The balance comprised cargoes from naval vessels, offshore oil and gas vessels and passenger ships. Commercial vessel visits remained steady at 71 ships, and there were 23 Royal Australian Navy vessel visits.

The trade in softwood logs has matured since construction of a multi-purpose wharf in 2003 with 200,000 mass tonnes of logs exported during the year. This is expected to increase again in 2007-2008, before levelling off at an annual volume of approximately 300,000 mass tonnes per annum. The construction of a cargo storage facility, opened in April 2006 and located next to the multi-purpose wharf, has facilitated the growth of softwood log exports.

The multi-purpose wharf, including the Department of Defence munitions storage area and the new cargo storage facility, has created significant trade and employment opportunities in the Eden/Monaro. This trend is expected to continue as new trade opportunities are realised.

PORT OF YAMBA TRADE REPORT

The Port of Yamba is Australia's eastern-most sea port and is located at the mouth of the Clarence River in northern NSW. The port serves the Northern Rivers district including the towns of Grafton, Maclean, Ballina, Lismore, Casino and Coffs Harbour. It is also the home port of the State's largest prawning fleet and handles a range of imports and exports.

The Port of Yamba services the general cargo trade to Norfolk and Lord Howe Island, New Zealand and the Pacific Islands.

Trade through the port decreased by 31 per cent to a total of 9868 mass tonnes in 2006-2007. The major commodities traded include timber products, motor vehicles and petroleum products. There were 38 vessel visits this year – seven less than last year.

MANAGEMENT ARRANGEMENTS FOR THE REGIONAL PORTS

A review of the operating and management arrangements for the regional ports of Yamba and Eden was completed in September 2005. Meetings with stakeholders were held to discuss the review's outcomes and impacts on regional ports. In late 2006, it was decided that NSW Maritime should retain operational management responsibility for both ports.

OTHER PORT MATTERS

MARITIME/PORT SECURITY

The Maritime Security Identification Card (MSIC) scheme was implemented throughout NSW Maritime and the three port corporations for all essential personnel by the 1 January 2007 deadline. NSW Maritime is an approved MSIC agent for Sydney Ports Corporation and is the issuing body for NSW Maritime staff and maritime industry participants in the regional ports of Yamba and Eden.

Security plans for the regional ports of Eden and Yamba are under constant review to ensure they accurately reflect the *Maritime Transport and Offshore Facility Security Act*. Annual security exercises at these ports have been undertaken in accordance with their respective approved maritime security plans.

In cooperation with NSW Police and other Sydney port user groups, NSW Maritime is participating in the Port Precinct Security Committees for Circular Quay, King Street Wharf and Manly Wharf.

PORT SAFETY OPERATING LICENCE (PSOL)

The three port corporations of Sydney, Newcastle and Port Kembla are issued with a Port Safety Operating Licence (PSOL) which sets out performance standards in relation to:

- Channel and berth box depth maintenance
- Dangerous goods handling
- Emergency response
- Navigation aid provision
- Marine pilot licensing.

A five-yearly review of the PSOLs to ensure their terms and conditions remain relevant to the needs, goals and objectives of the port corporations and NSW Maritime was finalised in 2006. The revised PSOLs incorporate a number of changes to reflect recent legislative amendments, administrative changes and revised safety standards. The revised licences were commenced on 1 January 2007 and will remain in force for a period of five years, unless terminated earlier.

A major outcome of the review was a significant change to the marine incident response arrangements. NSW Maritime has assumed combat agency responsibility for incidents along much of the NSW coastline. The port corporations retain responsibility within their designated port area and a small area of coastal waters adjacent to their respective ports. The corporations are also required to assist with response to incidents outside their areas of responsibility.

NSW Maritime plays an active role in monitoring the effectiveness of the PSOLs through its participation in a formal auditing process. NSW Maritime receives, on behalf of the Minister, an annual report on the performance of the port corporations with respect to the terms and conditions of the PSOL. In 2006-2007, the port corporations satisfied their PSOL requirements.



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PORT CORPORATIONS CHANNEL AGREEMENT

Channel agreements provide the port corporations with a right of access over the channels and berthing boxes in port areas owned by NSW Maritime. The agreement places certain conditions on each party which include ensuring depths in channels and berthing boxes are maintained and dealing with contamination of the port.

NSW Maritime and the port corporations are currently reviewing channel agreements to ensure they are consistent with new PSOL requirements and provide all necessary rights and obligations to ensure safe and efficient port functions.

REVIEW OF MARINE PILOTAGE LEGISLATION AND GUIDELINES

NSW Maritime and the port corporations reviewed the existing marine pilotage legislation with the purpose of updating it as part of the introduction of the *Marine Safety Act 1998*. Work also began on reviewing the existing Training Code for Marine Pilots and the development of new medical standards for marine pilots in NSW.

PORT COORDINATION

The Chief Executives of NSW Maritime and the port corporations met three times during the year to consider relevant port matters. Matters considered included port safety and pilotage initiatives and reviews, port security, marine pollution response issues, reviews of port and maritime legislation and national port affairs.

NSW PORT PLANNING AND POLICY INPUT

NSW Maritime continued to provide input and advice on the major port developments that are underway at each of the three port corporations consistent with the NSW Ports Growth Plan. NSW Maritime also continued to provide advice to the State Government on port policy related matters and the coordination of ports and waterways portfolio submissions requiring input from the three port corporations.

In November 2006, the Minister for Ports and Waterways convened the Port Botany Logistics Taskforce to address inefficiencies in the transport of containers to and from Port Botany and ensure the port is equipped to handle the projected increases in container trade through the port. This initiative aimed to build on the 2005 Freight Infrastructure Advisory Board (FIAB) report and the industry/State Government Port Botany Logistics Roundtable in September 2006.

The taskforce aims to provide high level strategic advice to government and implement practical solutions to improve the Port Botany land transport logistics chain. This includes advice on port operations, stevedoring, road and rail freight operations, intermodal terminal operations, container parks, communication and coordination, system performance, capacity allocation models, planning and regulation. The taskforce is also facilitating practical solutions to efficiency issues around the port such as the use of high-efficiency vehicles.

The taskforce recognised that the full benefits of the Port Botany expansion cannot be realised without an efficient landside logistics system to support the forecast increase in trade. The taskforce also agreed that an independent review of the road rail interface with the stevedores was required. In recognition of this, the NSW Government has requested the Independent Pricing and Regulatory Tribunal (IPART) to conduct a review of the interface between land transport industries and the stevedores at Port Botany which is viewed as a key pressure point in the freight logistics chain. Specific matters to be considered by the IPART review include the vehicle booking system, rail access charges and the efficiency of the landside logistics chain.

INTERNATIONAL CONFERENCE OF CITIES AND PORTS 2006

In November 2006, NSW Maritime hosted the 10th International Conference of Cities and Ports. The conference attracted 250 delegates from 47 countries with 41 papers translated simultaneously into English, French and Spanish. A charter for the sustainable development of port cities was signed at the conclusion of the conference which also included technical tours to Melbourne and Newcastle and field inspections to Port Botany, Walsh Bay and King Street Wharf.

FAR LEFT: Shayne Wilde and Sarah Bultjens at work in NSW Maritime's State Marine Operations Centre during the *Pasha Bulker* incident.

LEFT: The *Pasha Bulker* at Nobbys Beach in June 2007.

BELOW: Software which predicts the movement of oils spills is used to improve the effectiveness of oil spill responses.

REPRESENTATION ON NATIONAL FORUMS

AUSTRALIAN MARITIME GROUP

NSW Maritime continues to represent the NSW Government on national forums such as the Australian Maritime Group (AMG), which considers various national maritime, shipping and port-related issues. In 2006-2007 a report on international and domestic shipping was completed on behalf of the AMG and NSW agreed to sign the inter-governmental agreement on the new maritime emergency response arrangements. The AMG also gave consideration to the impact of urban encroachment of ports, maritime skills shortages and the review of National Marine Safety Committee (NMSC). It has been recommended to Transport Ministers at the Australian Transport Council that the NMSC should continue for another five year period.

NATIONAL MARINE SAFETY COMMITTEE

NSW Maritime is the NSW Government's representative on the National Marine Safety Committee (NMSC) which seeks to introduce uniform practices in marine safety.

During the year initiatives progressed by the NMSC included a discussion paper on the mandatory wearing of lifejackets, a discussion paper on the future of HF radio for marine safety purposes and the public release of a guidance circular on foam buoyancy. During the year the NMSC

for Commercial Vessels (NSCV) and the following elements of the NSCV:

- NSCV – Part C, Section 6A – Intact Stability
- NSCV – Part C, Section 3, Construction – Standard for Approval
- NSCV – Part D – Review of Standard
- NSCV Section C7B Communications Equipment Discussion Paper and Recommendations.

NATIONAL PLAN MANAGEMENT COMMITTEE

NSW Maritime is the NSW representative on the National Plan Management Committee. The National Plan to Combat Pollution of the Sea by Oil and other Noxious and Hazardous Substances Plan is a national integrated Government and industry organisational framework enabling effective response to marine pollution incidents. The Australian Maritime Safety Authority manages the National Plan, working with State and Territory governments, the shipping, oil, exploration and chemical industries, and emergency services to maximise Australia's marine pollution response capability. The National Plan Management Committee provides strategic management of the National Plan.

The committee met once during the year and considered a range of issues including the implementation of new national maritime emergency response arrangements and a review of the national place of refuge guidelines.

CASE STUDY: MARINE OIL SPILL RESPONSE

NSW Maritime, on behalf of the State Government, ensures readiness to respond to marine pollution incidents under the NSW emergency management arrangements and the National Plan to Combat Pollution of the Sea by Oil and Other Noxious and Hazardous Substances.

As of 1 January 2007, NSW Maritime took on a combat agency role for responding to marine oil and chemical spills. NSW Maritime is now responsible for responding to marine oil and chemical spills in State waters between the Queensland border and Fingal Head (Port Stephens) and from Gerroa to the Victorian border. These areas include the ports of Yamba and Eden and the State waters around Lord Howe Island.

NSW Maritime also formally took on the role of combat agency for marine oil and chemical spill emergencies. An emergency is an oil or chemical spill incident, in State waters, that requires a significant and coordinated response involving a number of agencies.

NSW Maritime is working to maintain oil spill response in a state of readiness through multi-agency training and exercises.

The effectiveness of the NSW State Waters Marine Oil and Chemical Spill Contingency Plan was tested during the grounding of the *Pasha Bulker* at Nobbys Beach. The vessel was refloated on 2 July 2007 with no loss of oil.

The plan will be updated during the second half of 2007 to incorporate the new response arrangements and the relevant recommendations from the investigation into the grounding of the *Pasha Bulker*.





KEY RESULTS

SAFE AND SUSTAINABLE WATERWAYS



Vessel surveyor, Graeme Dear, checks the integrity of a vessel's hull as part of its periodic survey.

SINCE 1998, NSW MARITIME HAS PROVIDED FUNDING FOR MARITIME VOLUNTEER GROUPS THROUGH THE STATE RESCUE BOARD OF NSW

FAR LEFT: Water-skiing on the Murray River during the Southern 80 ski race which was held 10-11 February 2007.

LEFT: A classic sailing yacht racing during the 2007 Audi Sydney Harbour Regatta.

VESSEL SAFETY MANAGEMENT

INTRODUCTION OF COMPULSORY BOATING SAFETY COURSE

The need for improved education was identified following a review of the boat-driver's licensing system and boating community feedback through client surveys. As a result, NSW Maritime introduced on 1 October 2006 a compulsory Boating Safety Course for people wanting to obtain a general or personal watercraft (PWC) licence.

NSW Maritime had found most serious incidents on the water were a result of lack of awareness and/or poor judgement, so a combined effort of creating a more robust licence test process and a must-do course were put in place.

The course provides boaters with essential boating information such as safety equipment requirements, water traffic rules and emergency situation responses. The course must be completed prior to undertaking a licence test.

To provide flexibility and choice to the community, the Recreational Boating Division made it possible for the Boating Safety Course to be completed in one of three ways:

- Attending a course conducted by NSW Maritime or a volunteer marine rescue organisation such as the Royal Volunteer Coastal Patrol (RVCP) or Australian Volunteer Coast Guard Association (AVCGA)
- Viewing the course online
- Purchasing a DVD/video for viewing at home.

Since the implementation of the Boating Safety Course, more than 18,000 people have been issued with a NSW boat driver's licence. Nearly 4000 of these people passed the general licence test following the purchase of the Boating Safety Course DVD/video with a further 3600 passing after viewing the Boating Safety Course online. Approximately 2000 people attained their PWC licence test after viewing the Boating Safety Course online

or through the Boating Safety Course DVD/video.

BOATING SAFETY EDUCATION

NSW Maritime has a statutory obligation to ensure legislative compliance of waterways users and to provide education in relation to recreational and commercial vessel activities on the State's waterways.

This year's education program focused on safety equipment, particularly lifejackets, bar crossing, capsizes, hypothermia, alcohol and protection of the marine environment. Key elements of the education program included:

- Seven major statewide safety campaigns during the boating season
- Regional education campaigns and school visits reaching more than 1400 students
- Safety awareness messages supported by advertising, publications, the internet, displays at boat shows and community events and media activity across NSW
- 35,639 recreational vessel checks
- 1702 commercial vessel checks
- 3906 personal watercraft vessel checks.

INCIDENT AND FATALITY SUMMARY

In 2006-2007, 368 boating incidents were reported to NSW Maritime. When compared with 2005-2006 figures this is a slight decrease but still remains greater than the average annual rate of 320 incidents per financial year.

This year there were 23 fatalities, 56 serious injuries and 103 minor injuries. Fatalities were significantly higher than the nine recorded for the previous year and is

six greater than the annual average of 17 fatalities. Along with 2002-2003 fatality total (also 23), the 2006-2007 figure is the highest number of fatalities recorded by NSW Maritime since it began capturing incident data in 1992. A number of fatal incidents involved multiple fatalities.

Recreational vessel incidents accounted for 75 per cent of all incidents this year. Compared with 2005-2006 figures, the number of commercial vessel incidents has decreased by 14 per cent whilst the number of commercial/recreational vessel incidents reduced by 44 per cent from 52 to 29 this year.

This year's tragic loss of life occurred in 17 incidents across NSW. 69 per cent of these incidents were recreationally based, with 24 per cent involving the loss of more than one life. Capsize and fall overboard once again accounted for the majority of fatal incidents (five each) followed by collision with vessel (four) and person hit by vessel (three). Of the 17 fatal incidents reported to NSW Maritime, 35 per cent occurred in the Sydney region. Alcohol was known to be a factor in at least two of these incidents. Despite NSW Maritime's education and compliance efforts, the number of incidents on NSW waterways continued to rise. In response, NSW Maritime has planned an extensive education campaign highlighting skippers' responsibilities. The "responsibility" campaign will be rolled out at the start of the 2007-2008 boating season. NSW Maritime will also be introducing further controls on Sydney Harbour, such as a transit zone and a 15-knot speed limit in the vicinity of the Harbour Bridge, following the deaths of five people in two separate incidents involving Sydney Ferries in the first quarter of 2007.

	2005-2006				2006-2007			
	Vessel Type				Vessel Type			
	REC	COM	COM / REC	TOTAL	REC	COM	COM / REC	TOTAL
Incidents	247	72	52	371	277	62	29	368
Fatalities	8	1	0	9	21	2	0	23
Serious injuries	42	9	0	51	47	9	0	56
Minor injuries	71	17	0	88	88	15	0	103



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SAFE AND SUSTAINABLE WATERWAYS



BOATING SAFETY COMPLIANCE

Non-compliance with lifejacket regulations accounted for more than 23 per cent of all penalty notices issued during the 2006-2007 boating season.

Penalty notices for excessive speed accounted for 17 per cent of all penalty notices – a slight increase on the previous year's 16 per cent.

Failure to navigate a vessel with an appropriate boat licence made up 17 per cent of all penalty notices. A total of 151 penalty notices were issued for operating a vessel unlicensed, while a further 128 penalty notices were issued for operating a PWC without an appropriate licence.

Breaches of safety regulations such as towing a person with no observer onboard, bow riding and violation of distance-off requirements accounted for 13 per cent of all penalty notices issued.

ALCOHOL AND DRUG TESTING

In 2006-2007, more than 4500 Random Breath Tests were carried out on vessel operators by the NSW Police, resulting in 12 vessel operators charged for being over the prescribed alcohol limit. As a result of court proceedings, various licence bans were imposed. NSW Maritime continued its public education on the risks associated with alcohol and boating.

CASE STUDY: LICENSING

Boat driver's licences are compulsory for any person operating a mechanically propelled vessel at speeds of 10 knots or more, or a personal watercraft (such as Jet Skis and Seadoos) at any speed. These requirements were first introduced in 1962.

Any person wishing to operate a powerboat at speed is required to demonstrate an appropriate level of knowledge regarding the water traffic rules and safety requirements.

At 30 June 2007, NSW had 445,736 people who held a licence to drive a powerboat.

Customer surveys and feedback gathered since the year 2000 prompted changes to the boat licensing system. The changes made are designed to have a threefold effect – to improve safety on the waterways, expand awareness of maritime law, and address weaknesses in the existing licensing system.

The first stage of changes occurred in October 2005 when revamped boat licence tests were implemented. These tests established a more robust system to ensure an appropriate level of knowledge was required in order to obtain a licence.

The second stage requires people to undertake a mandatory safe boating course before applying for a licence.

FAR LEFT: NSW Maritime manages thousands of aquatic licences statewide each year ranging from powerboat events to sailing regattas.

LEFT: Narooma Bar will be the site of a trial into web cameras at ocean bars.

BELOW: Boat ramp to nowhere, Lake Lyall. The drought has had a serious impact on boating on inland waterways.

VOLUNTEER MARINE RESCUE ORGANISATIONS

Since 1998, NSW Maritime has provided funding for maritime volunteer groups through the State Rescue Board of NSW. The funding is for capital improvements such as replacement vessels, search and rescue coordination centres and capital improvements, operational support to assist in the delivery of effective rescue services and, since 2005-2006, for competency-based training for volunteers.

The volunteer groups receiving funding include the:

- Royal Volunteer Coastal Patrol
- Australian Volunteer Coast Guard
- Volunteer Rescue Association (marine units).

By the end of June 2007, a total of \$6.1M has been provided to the volunteer groups, including approximately \$1.3M in 2006-2007.

TRIAL OF CAMERAS AT OCEAN BARS

Since 1992 there have been 252 vessel incidents and 16 fatalities while crossing bars in NSW. Following a double fatality at Narooma bar in 1998, NSW Maritime undertook an education and compliance campaign on bar crossing safety. Despite these initiatives, incidents and fatalities

continued to occur resulting in the State Government introducing the compulsory wearing of lifejackets when crossing bars effective from 1 October 2003.

Since October 2003, there have been 45 incidents and two fatalities. Recognising regulation must be supported with education, NSW Maritime initiated a trial to provide predictive and real-time advice on bar conditions and safety, along with a profile of conditions at coastal bars.

The internet company Coastalwatch agreed to provide a three month trial of a web camera at the Narooma bar, free of charge, beginning in July 2007. Subject to the results of the trial, consideration will be given to installing cameras at other bars across the State.

DROUGHT EFFECTS ON BOATING

On 1 June NSW Maritime began a study into the effects the recent drought has had on boating. The study will examine the social, economic and safety impacts of the drought on inland waterways generally and boating in particular. At the time of publication, data collected from Lake Eucumbene showed the lake was currently at 12 per cent capacity, the lowest level recorded since it was first constructed in 1958. Collection of data for the drought project is expected to be complete at the end of August 2007, after which NSW Maritime will analyse the results, before publishing its findings early in 2008.

AUSTRALIAN BUILDERS PLATE

The Australian Builders Plate (ABP) is a national initiative that was developed under the auspices of the National Marine Safety Committee and approved by all Transport Ministers at an Australian Transport Council meeting in 2003. The plate is designed to help the public make an educated decision when purchasing a new recreational boat by providing essential safety information for the owner or prospective buyer on matters such as the maximum number of people the boat can carry and the maximum load of a boat, as well as buoyancy performance and engine weight and rating.

From 1 July 2006, all new recreational vessels have been required to be fitted with an Australian Builders Plate by either the manufacturer or the importer.

NSW Maritime has advised builders, manufacturers and importers of this requirement – to affix a plate prior to purchase, readily visible to the boat's operator in the cockpit or near the steering position. As of 1 January 2007 NSW Maritime has not registered new vessels without an ABP.

This change was introduced on 1 October 2006. To provide convenience and flexibility to the public across NSW, the course can be taken either by studying online, viewing a DVD/video or attending a course in person conducted by NSW Maritime or an accredited agency.

Since the introduction of the Boating Safety Course, more than 50 per cent of licensees undertook the compulsory course by studying on-line or viewing a DVD/video.

NSW Maritime believes the improved boater education delivered by this revamped licensing system will help to improve safety on the waterways of NSW.





KEY RESULTS

SAFE AND SUSTAINABLE WATERWAYS

COMMERCIAL VESSEL REGULATION TO SUPPORT NATIONAL STANDARDS

The current regulations relating to commercial vessels in NSW are made under the *Commercial Vessels Act 1979*. These will be replaced over time by new regulations based on the National Standard for Commercial Vessels (NSCV) and made under the *Marine Safety Act 1998*.

Before this can happen, various parts of the NSCV must first be drafted by the National Marine Safety Committee (NMSC) and adopted by the Australian Transport Council (ATC). Only selected parts of the NSCV are currently adopted and these include Parts A, B, D, E and sub-sections of Parts C and F.

The first part that will be introduced in NSW is Part D of the NSCV. Part D sets the safety requirements for crewing and crew competencies.

NSW Maritime began work with the Office of the Parliamentary Counsel to draft the new regulation. It is anticipated that all of the commercial vessel matters currently provided for in several regulations will be simplified into a single Commercial Vessel Regulation under the *Marine Safety Act 1998*.

CROSS MODAL STANDARDS

NSW Maritime worked collaboratively with the Ministry of Transport to amend requirements under the *Passenger Transport Act 1990* relating to drug and alcohol programs and testing of transport safety employees. Under the Act, bus and ferry operators are required to have in place drug and alcohol programs and testing regimes for their transport safety employees. Following the recommendations of the Waterfall Inquiry, amendments to drug and alcohol programs and testing regulations were proposed for the rail transport sector with new regulations introduced in 2006. In the interest of cross-modal compatibility, similar changes were proposed for the bus and ferry sector. These changes include the introduction of mandatory post-incident testing and the use of portable hand held breath test devices.

NSW Maritime consulted with the ferry sector on the proposed changes from December 2006 to April 2007, receiving submissions from three organisations. NSW Maritime will continue to work with industry and the Ministry of Transport on the introduction of these changes.

NATIONAL STANDARD FOR COMMERCIAL VESSELS

Under the NMSC's National Marine Safety Strategy, the Uniform Shipping Laws (USL) Code, which currently sets the commercial vessel standards for maritime safety in each state and territory, will be replaced by the NSCV as the principal technical standard for commercial vessels. The NSCV will provide a common national standard for the design, construction, crewing and operation of vessels.

NSW Maritime is closely involved in the drafting of the NSCV. NSW Maritime's participation occurs via its involvement as a member of the NMSC and the various working groups that operate under the NMSC umbrella. This includes technical panels and groups working on mutual recognition provisions.

NSW Maritime has also participated in the development of amendments to the USL Code which will mark the first stage of adopting the new standards. The implementation of the new standards under the NSCV is expected to occur in 2009.

SAFETY MANAGEMENT SYSTEMS

During the past year, Safety Management Systems (SMS) audits were completed for a total of 140 commercial vessels. Although many SMS are of an appropriate standard, a number were found to be unsatisfactory.

As a result of this, NSW Maritime is preparing additional information to be made available to vessel owners including a sample SMS for operators to use as a guide. In addition, more guidelines and information will be developed to address the drug and alcohol provisions of the *Passenger Transport Act 1990*. Clearer guidelines on incident testing, testing officers and sample analysis are expected to be developed in late 2007.

With the sample SMS and additional drug and alcohol information, NSW Maritime will continue to conduct information sessions for operators requiring assistance. It is anticipated that the number of audits will drop off for the second half of 2007 before increasing in 2008.

FAR LEFT: The replica *Duyfken* took part in the on-water Australia Day celebrations this year.

LEFT: A commercial vessel at work on Sydney Harbour. There were a total of 9259 commercial vessels operating in NSW as at 30 June 2007.

BELOW: In the 12 months to the end June 2007, 133 initial surveys were completed.



SURVEY

The 2006-2007 financial year ended with a slight increase in the number of vessels in survey – from 1984 vessels in June 2006 to 2056 vessels at June 2007. This is consistent with the trends experienced in the last ten years, with the largest number of vessels recorded in survey being 2491 vessels during the Sydney 2000 Olympics.

This overall increase occurred despite a downturn in the number of fishing vessels in survey, reflecting the Department of Primary Industries Fisheries Branch buy-back program and the general downturn in the industry. It should be noted that the number of vessels in survey increased although the number of commercial vessels registrations decreased slightly. Not all commercial vessels are in survey and this apparent anomaly is a result of an increase in the percentage of commercial vessels which meet the national commercial vessels standard (i.e. 'in survey').

There is a notable increase in the number of vessels applying for NSW survey being built interstate or overseas. Vessel surveyors inspected vessels under construction in Queensland, South Australia, Western Australia, Tasmania, China and New Zealand.

The vessel survey booking system was reviewed and a prototype electronic system trialled. This enabled a comprehensive specification to be written. Negotiations are at an advanced stage to procure software for an electronic booking system.

MARITIME TRAINING AND CERTIFICATION

The 2006-2007 year ended with an increase in the number of new certificates of competency issued. The number of new certificates is commensurate with the average number of applications received in the last few years. At 30 June 2007, there were 6671 certificates of competency issued.

In line with NSW Maritime's new auditing role, the audit of Registered Training Organisations (RTO) began under the Competency Based Training regime.

Two new RTOs have joined the pool of recognised maritime training providers in NSW. NSW Maritime is also encouraging some high schools and organisations such as the Sydney Heritage Fleet to undertake training of General Purpose Hands. This is designed to alleviate the shortage of skilled labour in the maritime industry.

In the coming year, NSW Maritime plans to conduct a second round of audits of RTO and work cooperatively with them to develop nationally accepted tools for competency based training.

During the year, work began to automate the calculation of sea service, with plans for the applicant to lodge an application on-line and check its progress.



VESSEL INCIDENT INVESTIGATIONS

During 2006-2007, the Maritime Incident Investigations Branch further expanded its operations to encompass investigations into port-related incidents, marine, environmental, licensing and registration offences and procedural/operational issues. Investigators from this branch were dispatched throughout NSW, conducting investigations at Yamba, Eden, Batemans Bay, Port Stephens, Lord Howe Island and the ports of Newcastle and Port Kembla. Sydney Harbour remained the busiest area.

NSW Maritime provided logistical, technical and maritime advice to the

NSW Police Marine Area Command to assist in the investigation of the two tragic fatal incidents involving ferries on Sydney Harbour in January and March 2007. Assistance was also provided to the Office of Transport Safety Investigation with its independent investigations into these two incidents. NSW Maritime also began an investigation into the facts and circumstances of the grounding of the *Pasha Bulker* at Newcastle in June 2007, with a full report to be provided at the conclusion of the investigation.

The 'MARINER' case management database was delivered after user acceptance trials were conducted in March 2007. This system is expected to further enhance the coordinated statewide approach to marine incident investigations, and provide a valuable intelligence tool to analyse incident trends and emerging safety issues.

Over the past 12 months, the Investigations Branch has:

- Conducted 59 investigations, including non-marine incident matters (licensing and registration offences such as illegal charters and environmental offences such as dumped/sunk derelict vessels, destruction of mangroves and illegal dumping into Sydney Harbour)
- Issued six penalty notices
- Issued three formal warning notices
- Issued one clean-up notice under the provisions of section 91 of the *Protection of the Environment Operations Act 1997*
- Recommended three disciplinary actions against commercial vessel masters under section 30N of the *Commercial Vessels Act 1979*
- Recommended a court attendance notice be issued to one offender
- Made over 80 safety recommendations to commercial vessel operators resulting from completed marine incident investigations.



TOP LEFT: Surf lifesavers getting into the spirit of the occasion for the 100th anniversary of their volunteer movement during Australia Day celebrations.

BOTTOM LEFT: Marine Investigators Chris Isted and Nayland Aldridge examine the details of an incident they are investigating.

CUSTOMER SERVICES

PROVISION OF SELECTED MARITIME SERVICES AT ROAD AND TRAFFIC AUTHORITY (RTA) REGISTRIES

The Minister for Ports and Waterways announced that in addition to existing methods from 21 May 2007 recreational boaters would be able to undertake their licensing and registration at any RTA motor registry across the State.

All RTA motor registries within NSW now:

- Conduct general boat and PWC licence knowledge tests
- Accept payments for general boat licence and vessel registration renewals
- Accept payment for mooring licence renewals
- Undertake changes to vessel details
- Undertake changes to customer details.

RTA registry staff received training in order to conduct services on behalf of NSW Maritime. This arrangement accords with NSW State Plan Priority S8: Increased customer satisfaction with Government services, and also the NSW Government's *Economic and Financial Statement* of February 2006.

CO-LOCATION OPPORTUNITIES – NSW MARITIME AND RTA

Following a NSW Government decision, NSW Maritime and RTA have been investigating co-location possibilities, particularly in regional areas. NSW Maritime is currently awaiting estimated fit-out and lease costs from RTA for those offices where co-location may be suitable.

The first co-location occurred on 18 May 2007 at Wagga Wagga.

This initiative accords with NSW State Plan Priority S8: Increased customer satisfaction with Government services.

CUSTOMER RESPONSE

NSW Maritime's Customer Service Infoline received a total of 83,519 calls during the year. This represents a small decrease of 829 on the previous financial year. Of the calls received, 267 (0.3 per cent) were complaints.

A comparison of complaints is shown in the table.

Both the general on-water complaints (220) and PWC complaints (44) represented a decrease of 8.3 per cent and 10.2 per cent respectively. These figures continue a downward trend, particularly with PWC complaints. NSW Maritime conducts boating education campaigns throughout the year to raise the boating public's awareness and compliance with the regulations.

Of the 44 PWC complaints, 37 or 84.1 per cent related to distance-off requirements and excessive speed.

The majority of the 220 general on-water complaints related to safety, speed or noise from vessels.

TOLL-FREE WEATHER REPORTS

NSW Maritime subsidises a telephone boating weather forecast service. This service provides access to updated weather information from anywhere in NSW for the cost of a local call.

This commitment is tied to NSW Maritime's effort to raise awareness of the need for mariners to check the weather and to check it often. A total of 93,526 calls were received for the year with a peak in January of almost 12,000 calls.

	Complaints 2005-2006	Complaints 2006-2007
Personal watercraft	49	44
General on-water	240	220
Other	13	3

TWEED ESTUARY BOATING PLAN 2006-2010

The Tweed Estuary, a significant natural resource on the far north coast of NSW, is experiencing increasing demands from both recreational and commercial operators. Following extensive consultation, a draft Tweed Estuary Boating Plan was released for public exhibition in August 2004, attracting 450 submissions. The final draft plan was presented to a meeting of representatives of all key stakeholder groups in August 2005. The final plan was approved on 9 August 2006 and released the same day. The majority of short-term strategies have been successfully implemented.

MURRAY RIVER (WENTWORTH/MILDURA) MOORING MANAGEMENT GUIDELINES

Guidelines have been drafted to ensure a consistent approach to the planning and approval of mooring sites within the boundaries of the Wentworth Shire and Mildura Rural City Councils. The guidelines include integrated decision making by the Wentworth Shire Council, Mildura Rural City Council, NSW Maritime, Parks Victoria and other relevant government agencies. The draft guidelines were completed on 28 May 2007.

CASE STUDY: AQUATIC EVENTS MANAGEMENT

NSW Maritime has a responsibility to ensure all formal aquatic events on State waters are conducted with safety as a priority. Its aquatic licence system provides the safety framework around which thousands of events are staged on our waterways.

There are however, a number of major aquatic events that place higher demands upon NSW Maritime. In Sydney, these include the annual Sydney Hobart Yacht Race start and New Year's Eve celebrations and, this year, the 75th anniversary of the Harbour Bridge celebration, while the Southern 80 ski race, which is held on the Murray River, is another example.

NSW Maritime aims to ensure these events are managed to achieve fair, equitable and safe outcomes for all stakeholders. Events such as the Sydney Hobart Yacht Race start and New Year's Eve celebrations attract tens of thousands of people onto Sydney Harbour and have a good safety record which is achieved through a combination of special event exclusion zones and navigation restrictions, on-water traffic management and safety awareness campaigns.

The success of these major aquatic events depends on clear planning, well-executed action and effective communication between NSW Maritime, other agencies and the public.



KEY RESULTS

SAFE AND SUSTAINABLE WATERWAYS

OTHER RECIPIENTS OF THE NSW MARITIME MEDAL WERE:

- Capt Ken Edwards
- Mr and Mrs Bob and Janet Foster
- Mr Peter Goadby AO
- Mr Robert Goodacre
- Mr Timothy Hone
- Mr Keith Horne
- Mr Ian Kierman AO
- The crew of the Lady Wakehurst
- Mr Stuart McKenzie
- Mr David Pescud
- Royal Volunteer Coastal Patrol Ulladulla Division
- Mr Geoffrey Shelton
- Mr Robert Toyer
- Mr Ronald Young AO

CASE STUDY: MARITIME MEDAL

NSW has more than 1.5 million people who enjoy the State's waterways and that includes more than 445,736 people who hold a licence to drive a recreational power boat. There are 213,387 registered vessels in the State.

Like so many aspects of Australian life, the NSW maritime community is not short of outstanding people who have sacrificed their own time, volunteering to help others. Much of this contribution, however, has gone unrewarded.

In late 2005 a representative on the peak advisory committee for NSW Maritime planted the seed that some form of award or recognition should be established. This idea led to the development of the NSW Maritime Medal and the first medal was awarded last year.

The NSW Maritime Medal is for outstanding contributions to the maritime community in the categories of safety, environment and community.

Maritime heroes are not just those who put their lives on the line to save others in times of crisis, but those who work tirelessly to improve State waters, or assist the community to enjoy our natural recreational areas.

The inaugural NSW Maritime Medal went to George Neilson in August 2006. George, at 89 years of age, was recognised for 70 years of involvement in rowing and contributions to the community.

George had coached more rowers than he could remember, including some who went on to win championship titles and was still coaching a women's team once a week. He rowed competitively until he was in his 30s and was presented with life membership of Balmain Rowing Club in 1956.

As well as his commitment to rowing, George was a volunteer worker for the Sydney Heritage Fleet at Darling Harbour and also spent a day a week delivering Meals on Wheels.

George Neilson was a fitting recipient of the inaugural NSW Maritime Medal and he provides an example of the type of selfless contributions being recognised each year through this award.

MARINE ENVIRONMENT PROTECTION

OIL AND CHEMICAL SPILL RESPONSE

The NSW National Plan Executive Committee (NPEC) met once during the year. NPEC is chaired by NSW Maritime and comprises senior Government and industry representatives. The role of NPEC is to manage the NSW State Waters Marine Oil and Chemical Spill Contingency Plan. NPEC's major issue during the year was the change in response arrangements for marine oil and chemical spills along the NSW coast.

On 1 January 2007, NSW Maritime took on a combat agency role for responding to marine oil and chemical spills. NSW Maritime is now responsible for responding to marine oil and chemical spills in State waters between the Queensland border and Fingal Head (Port Stephens) and from Gerroa to the Victorian border. These areas include the ports of Yamba and Eden and the State waters around Lord Howe Island.

NSW Maritime also formally took on the role of combat agency for marine oil and chemical spill emergencies. An emergency is an oil or chemical spill incident, in State waters, that requires a significant and coordinated response involving a number of agencies supporting the response. This role was formally recognised by the State Emergency Management Committee and the State Disaster Plan was updated to include this role.

The NSW port corporations have each conducted exercises during the last 12 months to test local arrangements and annual exercises were held at Eden and Yamba.

MARINE PESTS

NSW Maritime continued to participate in the development of a national ballast water management system for the prevention of introduced marine pests from ships travelling on inter-state voyages around Australia. This included working closely with the Department of Primary Industries, the Department of Environment and Climate Change and the port corporations.

FAR LEFT: Mark Raward, one of NSW Maritime's 55 Boating Service Officers, patrolling the Murray River during a major aquatic event.

LEFT: Maritime Medal recipients, Bob and Janet Foster flank the Minister for Ports and Waterways, Joe Tripodi.

BELOW: Les Graham, from the Terrigal Dive Centre, is one of the members of the Commercial Vessels Advisory Group which meets on a quarterly basis to provide feedback to NSW Maritime on a wide range of issues.

ENVIRONMENTAL SUSTAINABILITY

ENVIRONMENTAL EDUCATION

NSW Maritime promotes environmentally responsible use of the State's waterways through its website, various publications, print and electronic media and various community events. At the 2006 Sydney International Boat Show, NSW Maritime broadcast a DVD which addressed a number of environmental matters associated with boating.

A number of specific environment messages were promoted during the year including:

- Management of waste water from vessels
- The environmental impacts of vessel wash
- The protection of seagrass beds
- The impacts of the invasive weed *Caulerpa Taxifolia*.

ENVIRONMENTAL SERVICES

The Environmental Services team visited an average of 47 locations daily to remove rubbish and foreign material from Sydney Harbour. During the year, 3471 cubic metres of waste was collected, a small decline on the previous year.

VESSEL WASTE RECOVERY

To protect the marine environment from the impacts of sewage pollution from vessels and to encourage the responsible disposal of vessel waste, NSW Maritime maintains multiple pump-out facilities at King Street Wharf and Blackwattle Bay and monitors an additional three pump-out facilities at Cabarita, Birkenhead Point and The Spit. During the year, more than 7.9 million litres of waste was pumped out through these facilities. This represented a 17.7 per cent decline from the previous year.

NSW Maritime also funds fixed and mobile vessel pump-out facilities on Myall Lakes. Almost 129,000 litres was pumped out through these facilities during the year, a decrease of 13 per cent on the previous year.

ADVISORY GROUPS

RECREATIONAL VESSEL ADVISORY GROUP (RVAG)

RVAG, whose membership includes representatives from boating associations, clubs, volunteer marine rescue organisations, the boating industry and NSW Police, is the peak recreational vessels advisory group for NSW Maritime. The group provides advice on a range of recreational boating issues and raises other matters for consideration by NSW Maritime. It met on five occasions during the year.

The group was saddened during the year by the loss of one of its long-time members, Malcolm Wilson, of the Australian Volunteer Coast Guard.

Issues considered by RVAG included:

- Snorkeller's flag
- Web cameras at ocean bars
- "Skipper's responsibility" campaign
- Towing-related incidents
- Boating incidents
- Lifejacket requirements
- Overhead crossings – signage
- Boating Safety Course
- Mooring maintenance
- Recreational vessels safety equipment.

COMMERCIAL VESSELS ADVISORY GROUP (CVAG)

CVAG is the major formal conduit between the commercial vessel operators in NSW and their regulator. The group consists of representatives from the ferries, charter vessels, water taxis, dive operators, hire and drive businesses, work boats, fishing boats, sail training operators and NSW Water Police.

CVAG meetings are held quarterly and a significant number of operators attended most of the meetings during the year.

Topics covered at the meetings are wide ranging and include consideration of the impact on the industry of the National Standard for Commercial Vessels (NSCV). CVAG also addressed the requirements of drug and alcohol testing in commercial vessels, the impact of an ageing workforce on the industry and the challenges of offshore radio communications as the HF network in Australia faces significant change.

At a less strategic level, CVAG has considered a myriad of operational issues ranging from wharf access for commercial vessels and wash in Darling Harbour, to dealing with inebriated passengers onboard vessels and problems with the sewage pump-out facilities.





KEY RESULTS

IMPROVED INFRASTRUCTURE AND
ACCESS TO WATERWAYS



CONSTRUCTION CONTINUED ON THE \$860 MILLION JOINT PRIVATE SECTOR/NSW GOVERNMENT REDEVELOPMENT OF WALSH BAY DURING THE YEAR.

FAR LEFT: Senior Projects Engineer, Steve Harop, discusses the progress of the development of the Rozelle Bay maritime precinct with Paul Robinson, Executive Director Maritime Assets.

LEFT: Chief Executive, Chris Oxenbould, addresses the 2006 International Conference of Cities and Ports which was held in Sydney during November 2006.

BELOW: Progress of the Walsh Bay redevelopment is inspected by John Sturday and Luke Meads.

SYDNEY PROJECTS

MANLY WHARF REFURBISHMENT

NSW Maritime continued to fund the upgrade of Manly Wharf commuter terminal to improve lighting, ticketing facilities, staff amenities, ferry and JetCat berthing facilities, mobility impaired access and pedestrian traffic circulation at this commuter facility. The upgrade will result in better passenger waiting areas, improved harbour views and reinstatement of the heritage roof profile on the wharf's eastern side. The upgrade will complement the year 2000 improvements to wharves at Circular Quay. Capital expenditure on this project during the year totalled \$11 million.

Highlights during the year included the commissioning of the JetCat berthing facility and the opening of a new waiting area. Stakeholders affected by the works have been kept informed through a public awareness campaign involving regular briefings with Sydney Ferries staff, wharf retailers and precinct committee groups and through regular advertising and signage. The works have been substantially completed with little disruption to ferry services and people.

KING STREET WHARF

The \$1.2 billion King Street Wharf development continues to achieve praise as a tourist and leisure destination for charter vessel cruises on Sydney Harbour. The restaurant strip is now well established as a popular destination for dining for locals and visitors alike.

Development of the final three sites continued during the year. At 30 June 2007, Stage 3B, construction of new offices for American Express, was well advanced; final planning for a hotel and retail development under the freeway was completed for the Stage 3C site following its transfer to the Accor Hotels group; while Stage 4B is progressing as the new office for Macquarie Bank.

The development is scheduled for completion in 2009.

WALSH BAY

Construction continued on the remainder of this \$860 million joint private sector/ NSW Government redevelopment which combines residential, commercial, cultural and maritime facilities with public promenades and open space within the Walsh Bay precinct. The redevelopment is due for completion in 2008. The NSW Government has provided funding support for the cultural, maritime and foreshore access aspects of the redevelopment.

Major milestones for 2006-2007 included completion of the Pier 1 pedestrian bridge link, the ferry wharf on Pier 2/3 and the interpretive wall on Pier 2/3 breezeway which pictorially depicts the maritime history of the precinct. Demolition of Bond Store 1 was completed in June 2007, in preparation for the construction of a seven storey office building.

ROZELLE BAY MARITIME PRECINCT

NSW Maritime continued to work with the seven private sector proponents chosen to develop the precinct. When complete, more than \$130 million of infrastructure for a wide range of essential maritime services including covered dry boat storage, commercial/retail development, waterfront construction, boat salvage services, vessel refit and repair and maritime contracting industries will be provided on the north-western side of Rozelle Bay.

At 30 June 2007, six proponents had received permission to lodge a development application from NSW Maritime. Following public exhibition, three proponents have also received Major Project consent from the Minister for Planning during the year. The proponents being:

- Polaris Marine Constructions and Recovery Pty Ltd for a base for salvage, towage, special event and marine construction services at the north west of the bay
- Sydney Slipways Pty Ltd who will develop a \$27 million boat maintenance/ vessel refit yard capable of handling up to 2900 boat lifts per annum, at the north east of the bay
- Rozelle Bay Pty Ltd who will provide a \$63.6 million dry stack storage and marine facility for up to 670 boats, at the centre of the northern shorelines of the bay.

A fourth proposal, from Seawind Catamarans, for a multi-hull sales and service centre, was placed on public exhibition in June 2007.

NSW Maritime is funding \$9 million of works within the precinct including the reconstruction and realignment of James Craig Road as a two-lane heavy-duty road along the northern perimeter of the precinct. The anticipated completion date of the road is late 2007.





KEY RESULTS

IMPROVED INFRASTRUCTURE AND ACCESS TO WATERWAYS

HOME BUSH BAY REMEDIATION

In 2005 NSW Maritime signed a Deed of Agreement and remediation contract documents with Thiess Services for the \$100 million clean-up of dioxin-contaminated sediments on NSW Maritime owned land and waterway sites at the eastern end of Homebush Bay. NSW Maritime is contributing around \$21 million of this amount to remediate approximately 36,000 cubic metres of seabed containing about 8000 cubic metres of contaminated sediment.

Excavation and stockpiling of contaminated materials on the land site continued during the year while work to remediate the waterway contaminated sediments will commence in the coming year following the completion of a bay excavation trial.

On 26 February 2007, the Minister for Planning approved Thiess Services' application to modify their development consent to vary the sediment excavation and soil treatment methodologies. This will result in the use of silt curtains and web encapsulation barriers, rather than a bunded wall, to contain the areas to be excavated. Contaminants will be removed using the direct, rather than the indirect, thermal desorption processes in accordance with all appropriate environmental standards and monitored by the Department of Environment and Climate Change.

The contractor has scheduled the completion of all remediation works for 2009.

CASE STUDY: MANLY WHARF

The extensive capital and maintenance upgrade of the Manly Wharf commuter terminal was significantly progressed during 2006-2007 and is due for completion in late 2007.

NSW Maritime, the wharf owner, awarded a \$15 million upgrade contract to Reed Constructions in January 2006. The project, which was designed to have minimal impact on normal commuter ferry services and to take into account the heritage significance of the wharf, follows NSW Maritime's \$32 million upgrade of Circular Quay prior to the Sydney 2000 Olympics.

Prior to refurbishment, the existing Jetcat berth consisted of a manually operated hydraulic platform which intruded into the body of the wharf. This existing platform was removed to allow passenger access to the former disused southern end of the wharf, opening up extensive views of Sydney Harbour.

The wharf upgrade also includes the installation of a ferry arrestor - an additional concrete apron - designed to minimise the risk that may arise in the event of an accidental ferry impact into the southern end of the wharf.

Key elements of the upgrade include:

- Improved views through the wharf out to the harbour
- Improved commuter convenience and comfort
- Removal of the existing Jetcat platforms and installation of a new Jetcat berthing facility
- New passenger waiting areas on each side of the wharf
- Reinstated original roof profile on the eastern side of the wharf
- Improved passenger flows due to modified ramps and relocated ticket booths
- New accessibility features on the wharf for people with a disability

The wharf and commercial area have remained in operation throughout the upgrade, to minimise inconvenience to commuters and retailers, and a campaign was developed and implemented to raise public awareness that the wharf and its retail arm were remaining 'open for business' during the works.



FAR LEFT: A Jetcat leaves the new berthing facility at Manly Wharf.

LEFT: Inside the newly upgraded passenger facilities at Manly Wharf.

BOTTOM LEFT: Improved passenger flows, one of the features of the Manly Wharf upgrade.

THIS PAGE LEFT: Boating Service Officer, Anita Robinson, sets out to conduct an environmental assessment of a new mooring site.

THIS PAGE RIGHT: Port Macquarie is home to an enthusiastic sailing community which regularly stage events on the waterway.

HUNTER REGION PROJECTS

HUNTER RIVER SOUTH ARM DREDGING PROJECT

NSW Maritime, as owner of the Newcastle Port river bed, is the proponent for the proposal to extend the shipping channels in the port. The dredging will permit the expansion of coal export wharves and facilitate future development of the former BHP steelworks site. Development consent for the project was granted, subject to conditions, by the Minister for Planning in 2005 and provided a framework for dredging to be carried out in stages from the existing port area westward along the South Arm of the Hunter River to the Tourle Street Bridge. Private sector proponents for each of the individual developments are required to obtain separate development consent for their land based components and seek specific approvals for their dredging operations within the above dredging consent framework.

During the year a strategic dredging plan was prepared outlining the initial stages of the program:

- BHP Billiton (BHPB) will remove and treat approximately 650,000 cubic metres of contaminated river sediments along the southern side of the river, which is a legacy from its former steelworks operations. This work is scheduled to commence in early 2008

- Newcastle Coal Infrastructure Group (NCIG) will dredge approximately 6.1 million cubic metres including 3 million metres of clean sand to provide deep water to its proposed berths K8 and K9, with the clean sand used for fill and pre-loading on its coal terminal site. Dredging is scheduled to commence in late 2007
- Port Waratah Coal Services (PWCS) will dredge approximately 2.0 million cubic metres including 1.2 million cubic metres of clean sand in association with the development of its K7 berth. Dredging is scheduled to commence in mid 2009, following completion of the BHPB remediation dredging.

The success and timing of the dredging works relies heavily on the co-ordination of the three companies. Clarification of the common water quality and ecosystem monitoring requirements was received from the Department of Environment and Climate Change in February 2007 while approval to carry out the dredging works was given by the Commonwealth Department of the Environment and Water Resources under Part 9 of the *Environment Protection and Biodiversity Conservation Act* in May 2007. Sea dumping permits for BHPB and NCIG are currently being assessed by the Commonwealth.

NSW Maritime has a facilitation role as both landowner and proponent, through dredging licences with BHPB and with NCIG which were drafted during the year, through the issue of dredging permits in accordance with legislation.

STOCKTON BOAT HARBOUR

Stockton Boat Harbour provides moorings for approximately 20 small fishing vessels. A design was developed for a limited upgrade to the boat harbour, involving repairs to the breakwater, the removal of dilapidated mooring piles/access gangways and their replacement with new timber mooring piles providing dinghy access. A development application, accompanied by a heritage study, is to be submitted to Newcastle City Council for approval during 2007-2008.



KEY RESULTS

IMPROVED INFRASTRUCTURE AND ACCESS TO WATERWAYS

ASSET AND PROPERTY MANAGEMENT

COMMUTER WHARF HANDOVER, UPGRADING AND MAINTENANCE

In recognition of the need for an integrated approach to achieve a high standard of maintenance at all times, approval was given by the NSW Government in 2006 to transfer the ownership of all Sydney Harbour commuter ferry wharves to NSW Maritime. During 2006-2007, NSW Maritime was in negotiations with five local councils and four government agencies regarding this transfer of ownership. NSW Maritime will carry out a \$9 million program over three years to address priority wharf maintenance and upgrade needs for the wharves being transferred.

The first wharf being significantly upgraded is the Taronga Zoo Wharf. The first stage of these works was completed in June 2007 with the delivery of new aluminium access ramps to replace the existing ramps which were showing signs of corrosion.

During 2006-2007, NSW Maritime also carried out priority works on council and other State agency-owned wharves including Bayview Park jetty at Canada Bay which was converted into a commuter wharf in October 2006, Rose Bay Wharf which was affected by termite action, as well as access improvements to both Alexandra St Wharf at Hunters Hill and Huntleys Point Wharf at Gladesville.

NSW Maritime managed the recovery of Sydney Ferries Corporation's Cremorne Point pontoon after it sank during a severe storm on 8 June 2007.

New management frameworks for external wharf maintenance contracts were developed. The framework includes a detailed inspection and maintenance

BELOW RIGHT: Paul Lowbridge, of the Survey and Spatial Information branch, uses both hard and digital maps to better manage NSW Maritime's property assets.

RIGHT: NSW Maritime continued the roll out of a Safety Management System for commercial vessels across NSW which includes ferries.

FAR RIGHT: Arrestors have been installed to improve safety at Wharf 6, Circular Quay.

regime managed within a database. Maintenance plans are also being developed for all structures.

Development of a 10-year major capital works program continued in order to improve the general standard of wharf infrastructure, including improvements for disabled access for both commuter wharves and wharves used by charter vessels.

CHARTER WHARF UPGRADE AND MAINTENANCE

NSW Maritime manages 17 charter vessel wharves and another 50 structures around Sydney Harbour. Significant works carried out during the year included:

- A staged replacement of skirting and deck panels on the Circular Quay western promenade adjacent to Harbour Masters Steps and Commissioners Steps wharves
- The staged replacement of concrete deck at Beulah Street Wharf
- Upgrading of the Man 'O' War pontoons at the Opera House prior to APEC 2007.

CIRCULAR QUAY AND KING ST WHARF SAFETY IMPROVEMENTS

The installation of ferry arrestors either side of Wharf 6 Circular Quay was completed in March 2007. This work was undertaken following the recommendations of the Office of Transport Safety Investigations (OTSI) report into the March 2005 *Collaroy* ferry incident at Circular Quay No.3.

A contract was awarded for the installation of a new ferry arrestor adjacent to the southern side of No.3 King St ferry wharf, consistent with the northern side, for construction in August 2007.

A risk assessment is now complete and design underway for the installation of ferry arrestors to protect the seaward ends of all Circular Quay jetties.





WHARF SAFETY AUDIT

Under the *Marine Safety Act (MSA)*, NSW Maritime has responsibility to undertake inspections of public ferry wharves and monitor wharf safety. A 'public ferry wharf' is a wharf or associated facilities used for the purposes of public passenger services provided by ferries. This includes commuter wharves, such as Sydney Harbour ferry wharves, and wharves used by smaller commercial operators such as charter or dive vessels in regional NSW. About 260 public wharves fit this description statewide.

To provide a consistent approach to assessing ferry wharf safety, NSW Maritime has developed and trialled draft procedure for the assessment of public ferry wharf safety. During 2006-2007, inspections were undertaken of 58 wharves which included those with scheduled ferry services operating on Lake Macquarie, Brisbane Water, Pittwater, Hawkesbury and Port Hacking. NSW Maritime issued warning letters for 44 wharves for both minor and major non-compliance.

Wharf safety audit inspections have resulted in improvement works being undertaken at sites including:

- Darling Harbour charter vessel wharves
- National Parks and Wildlife Service's wharves on Sydney Harbour islands
- Sans Souci public wharf
- Windsor public wharf
- Wharves on Brisbane Water and Lake Macquarie.

SURVEY AND MAPPING

NSW Maritime commissioned a sonar system capable of searching for objects on the sea bed that might pose a hazard to navigation. The system can distinguish features such as mooring ropes, anchors, and rocks, as well as detecting differences in the seabed. The system may be used in the investigation of maritime incidents and for monitoring navigation channels.

New boating safety maps were published for the Mildura and Wentworth areas of the Murray River, while 13 new editions of boating safety maps and two new editions of coastal boating maps were also produced. A total of 50 boating safety maps and coastal boating maps are now available to the public.

During the year, 16 detailed hydrographic surveys were carried out on State waters, while new high resolution aerial photography was acquired for Sydney Harbour, Botany Bay, Newcastle, Port Hacking and Port Kembla. Aerial photography is used extensively for mapping and site investigation.

Spatial data layers were created or improved in the Geographic Information System for hire and drive plying limit areas, boat ramps, heritage sites and commuter wharves.

NEW WEBSITE FOR REGULATORY SIGNAGE

Over the last decade NSW Maritime has become the national leader in development and management of regulatory maritime signage. In order to fill a void in the Australian Standards, symbols have been developed in-house and have in turn been distributed to like agencies throughout Australia and New Zealand.

During 2006-2007, an Intranet site was launched to provide a one-stop shop for signage management. The main feature of the new site is the provision of the 550 signs in a thumb-nail format which greatly assists operations staff. The site will ultimately provide for all aspects of signage design, pricing, selection, ordering, fabrication, performance feedback, installation and maintenance.

SUPERYACHTS

In its eighth year of operation, the Rozelle Bay Superyacht Marina enjoyed a successful year including visits from superyachts ranging from 30-60 metres in length.

Sailing yacht refit, storage and mast work continued at the adjacent hard stand. Walsh Bay and the Campbells Cove jetty continued to attract high-masted vessels and superyachts for the New Years Eve celebrations and the Sydney summer period.

There were 43 superyacht visits to Sydney Harbour during the summer period, exceeding the number of visits during the 2000 Olympics. This was due to the continued support of the NSW Superyacht Industry Association in promoting the NSW superyacht industry.

ROZELLE BAY WHARF NO.4 – SEAWALL RECONSTRUCTION

A \$1 million reconstruction of a 60 metre diagonal section of seawall located near NSW Maritime's Rozelle Bay office was completed in November 2006. Works included removal of the original collapsed wall, installation of a grout mattress revetment and extension over with a new concrete deck.

DAWES POINT SEAWALL RESTORATION

NSW Maritime funded the \$0.9 million Stage Three restoration of the historic Dawes Point seawall from the Dawes Point Wharf to Pier 1, which was completed in December 2006. Due to the joint ownership of the seawall, the works were undertaken in conjunction with the adjacent Stage Two works with the Sydney Harbour Foreshore Authority. Restoration works included wall strengthening, preparation of foundations for the reinstatement of the heritage sentry box, new asphaltic cement surfacing and replacement of missing and corroded heritage balustrade sections.

MARITIME TRADE TOWERS

The Maritime Trade Tower building at 207 Kent St is NSW Maritime's major commercial asset. Following a vigorous marketing and leasing campaign during the year, the building's occupancy rate increased from 77.2 per cent at 30 June 2006 to 93.4 per cent at 30 June 2007. A Heads of Agreement was reached in June 2007 for a further lease that will increase the occupancy rate to 99 per cent.

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

SEAPLANE MANAGEMENT – ROSE BAY

Following a call for Expressions of Interest, one of the seaplane operators, Sydney Seaplanes Pty Ltd was awarded a two-year licence in March 2007 to manage, maintain, upgrade and grow the Sydney Harbour seaplane base business at Rose Bay.



KEY RESULTS

IMPROVED INFRASTRUCTURE AND ACCESS TO WATERWAYS

IMPLEMENTATION OF THE IPART REVIEW OF FORESHORE RENTALS

NSW Maritime proceeded with the second stage of the implementation of the Independent Pricing and Regulatory Tribunal of NSW (IPART) price determination for rents applicable for private occupations on Sydney Harbour. It was also the second year of the 'phase-in' of the IPART recommended rates above previous rates, consistent with government policy.

NSW Maritime continues to progress implementation, but at the same time is reviewing all leases to ensure accuracy in the apportionment of the pricing structure.

MARITIME ASSETS AND PROPERTY SYSTEM

Work continued during the year to replace the Integrated Graphical Leasing System, which was implemented in 1998 for property management. A contract for the new property management software system is expected to be awarded by the end of 2007.

INFRASTRUCTURE PROGRAMS

MARITIME INFRASTRUCTURE PROGRAM (MIP)

On behalf of the State Government, NSW Maritime administers MIP which provides grant funding for boating infrastructure projects statewide.

MIP grants are allocated on a 50:50 basis with funding shared between NSW

Maritime and local councils, other State agencies, boating or community groups. Contributions from vessel registration fees fund about half the program.

Projects are submitted by land owners, usually local councils, as part of the annual call for applications. NSW Maritime works in conjunction with councils during the year, as part of River and Estuary Management Committees or through Boating Management Plans, to identify opportunities and issues on particular waterways, including improvement to boating facilities.

In 2006-2007, a total of 55 applications for MIP grants were received for regional NSW, which resulted in 29 grants totalling \$1.2 million being offered. In addition, \$200,000 was allocated for the completion of the Carrington boat ramp in partnership with Newcastle City Council.

SHARING SYDNEY HARBOUR ACCESS PROGRAM (SSHAP)

2006-2007 was the fourth year of SSHAP for grants in Sydney Harbour. SSHAP is administered through the Department of Planning with funding and technical assistance provided by NSW Maritime. The objective of SSHAP is to improve public access to and along the foreshore of Sydney Harbour. Nine grants were offered in 2006-2007, totalling \$370,365. In addition, \$250,000 was allocated for a planned facility at Ballast Point in Sydney Harbour.

Total grants (and allocations) provided during the year through MIP and SSHAP amounted to approximately \$2 million for 38 projects and the Ballast Point and

CASE STUDY:

BETTER BOATING PROGRAM

NSW Maritime has worked for some years to promote boating facility upgrades in Sydney Harbour. This effort has been implemented through the Sharing Sydney Harbour Access Program (SSHAP) to which each year NSW Maritime makes available \$1 million in grant funding.

While this program has been successful in delivering improvements to boating facilities, it has not generated a significant number of boat ramp projects.

To address this situation, the Minister for Ports and Waterways announced in March 2007 the Better Boating Program which is a multi-million dollar program offering up to 100 per cent funding of boat ramp facilities in Sydney Harbour.

Applications for the inaugural Better Boating Program closed on 29 June 2007, and grants to the successful application will be allocated in the 2007-2008 financial year.

In addition, NSW Maritime continues to support new and improved boating facilities in regional NSW.

FAR LEFT: Lisa Anderson discusses plans with a successful applicant for a Maritime Infrastructure Program grant.

LEFT: 2007 Sydney Harbour Week Lifetime Achievement award winner, Bob Ross (centre), with Ian Kiernan AO (left) and Marcus Blackmore AM.

RIGHT: 97 per cent of navigation lights in NSW are solar powered, such as this isolated danger mark.

Carrington boat ramp allocations. The grants will allow works worth more than \$5 million to be undertaken with some of the projects also attracting co-funding from other sources.

10-YEAR BOATING FACILITIES PROGRAM

In addition to the Maritime Infrastructure Program (MIP), Sharing Sydney Harbour Access Plan (SSHAP) and Better Boating programs, NSW Maritime is developing a 10-year boating facilities program, which will assist in identifying opportunities for future improvements over the next decade and ensure the effectiveness of NSW Maritime grants programs.

The 10-Year Boating Facilities Program involves the collection of information on boating facilities throughout the State as well as discussions with local councils and other boat user groups on public recreational boating infrastructure priorities. In 2006-2007, site information was collected on more than 630 boat ramps in NSW concerning the size, age, condition and location of the facilities.

NAVIGATION AIDS

During the year, 436 navigational aids were upgraded and 261 lights were changed to LED technology. In other works, NSW Maritime converted 61 steel pipe markers to PVC markers, replaced 46 damaged/old aqua-buoys, and upgraded 54 old damaged/fibreglass buoys to new 1300 series plastic buoys. This includes installation of 73 new navigation aids throughout NSW comprising six PVC markers, eight plastic (1300 series) buoys, 17 aqua markers, four courtesy moorings and 38 lights.

Major capital upgrades included the installation of a new light with aluminium swing pole at Crookhaven Heads Lighthouse (\$25,578), upgrade of leads at Bateman's Bay (\$11,987), upgrade of leads in the Port of Eden (\$14,827), upgrade of leads in Port of Yamba (\$50,047), light upgrade/new installation of buoys in various water ways of South Coast Region (\$58,187), upgrade of Half Tide Rocks channel in Brisbane Waters (\$46,951), replacement of old timber pylons in

Brisbane Waters (\$33,517), navigation aid upgrades in Pittwater areas (\$14,089), installation of new buoys in Lane Cove River (\$14,545), upgrade of navigation aids at Port Hacking (\$14,429), upgrade of navigation aids in Lake Macquarie, Myall Lake, Port Stephens and Tuggerah Lakes (\$96,275), upgrade of navigation aids in Tweed River, Clarence River, Richmond River, Manning River, Hastings River and Wallis Lake in the North Coast (\$113,298) and new installation of five buoys in Lake Mulwala (\$5655).

A total of 406 breakdown notifications were issued – 64 per cent for lit aids and 36 per cent unlit aids (down by 17 per cent compared to 2005-2006 figures). The total number of breakdowns represents 11.6 per cent of our total navigation aid population which is currently 3206 (down by 3.4 per cent compared to 2005-2006 figures). The downward trend of breakdown is due to installation and upgrade using improved technology and appropriate maintenance strategies. Major causes of failure were attributed to light components – 44 per cent, buoy off station – 12 per cent, vandalism – 15 per cent (is up and significantly high), false alarm – six per cent, corrosion/old age – eight per cent and missing – five per cent. The contractor achieved a 100 per cent compliance rating for key contract performance targets.

TOTAL ASSET MANAGEMENT (TAM) IMPLEMENTATION

NSW Maritime submitted its suite of six TAM strategies on time to NSW Treasury for evaluation. Work continues on developing more effective information gathering and analysis to maximise asset utilisation and performance. NSW Maritime has also engaged a contractor to update and catalogue heritage items identified in the Heritage Asset Maintenance Strategy.

NSW Maritime has 31 operational centres from Tweed Heads on the Queensland/NSW border to Eden on the South Coast, and as far west as Mildura on the Murray River. NSW Maritime continues to evaluate opportunities for co-location with State and Federal Government agencies including



the development of building plans for joint facilities at Port Kembla and Huskisson.

CROSSINGS CODE

NSW Maritime is developing guidelines and an industry code to enhance the safety of crossings of navigable waters by electricity cables. The code, a technical guidance note and signage standards, are being developed in consultation with the Department of Water and Energy, EnergyAustralia, Integral Energy, Country Energy and Transgrid.

SYDNEY HARBOUR PLANNING

NSW Maritime has continued to develop several projects including measures to increase public access to the foreshore and waters of Sydney Harbour along with a range of actions supporting the working harbour concept.

KEY RESULTS

IMPROVED INFRASTRUCTURE AND ACCESS TO WATERWAYS

BELOW LEFT: The newly realigned James Craig Road is part of the Rozelle Bay maritime precinct, which is currently under development.

RIGHT: The preparation of maritime precinct documentation for Expressions of Interest is carried out by Michael Freeland.

BERRYS BAY MARITIME PRECINCT

A four-hectare land and water area at the western end of Berrys Bay, comprising part of the former BP oil storage site and the current Woodleys vessel repair facility, has been identified for development as a maritime precinct suitable for maritime commercial and recreational uses.

The precinct comprises land owned by both the State Property Authority and NSW Maritime.

The future precinct is expected to include provision of permanent public access across the sites to link the existing parkland facing Berrys Bay with the Balls Head peninsula, and the retention of the heritage nature of both sites. Registrations of Interest are expected to be sought in 2007-2008.

BERRYS BAY – FORMER QUARANTINE DEPOT

This heritage-listed site is located on land owned by the State Property Authority and NSW Maritime. During the year the site wharf was renewed and several studies prepared including a comprehensive maintenance program for the buildings on site, a site contamination analysis and a rezoning application.

Following approval to change its current Commonwealth use zoning, Registrations of Interest will be called for a mix of maritime and community use with the objective of ensuring wide-ranging access with an emphasis on continuing the long association with maritime activity.

BANK STREET PYRMONT MASTER PLAN

A Master Plan covering the area along Bank Street between the old Glebe Island Bridge and the Sydney Fish Market,

comprising land owned by NSW Maritime and four other landowners, was adopted subject to conditions by the Minister for Planning on 8 September 2006.

Under the Master Plan, a passive boating facility will be developed on NSW Maritime land near the eastern pylon of the Anzac Bridge. This will cater for small paddle/oared craft and sailing dinghies and will potentially include dragon boat storage and ancillary structures. The redevelopment will also incorporate community foreshore access and public open space. NSW Maritime has held discussions with the principal passive boating groups regarding the location and design parameters. It is intended to submit a development application for the site in 2007-2008.

BLACKWATTLE BAY REDEVELOPMENT

During the year, Registrations of Interest (ROI) were sought from the private sector for the redevelopment and lease of the southern end of Blackwattle Bay involving refurbishment of the former coal bunker wharf, development of the adjacent commercial marine wharf and construction of public foreshore access between the coal bunker wharf and the Sydney Fish Market. A development application had been approved in the previous year to construct a new building for maritime related uses within the coal bunker wharf footprint and to reinstate the former coal unloading gantry crane in a static position.

On 12 February 2007, two days prior to the close of the ROI, the coal bunker wharf partially collapsed, necessitating a revision of the ROI requirements that allowed for the wharf to be removed under a separate contract. A number of proposals were received and were revised.



The \$1.1 million wharf removal contract was awarded on 19 June 2007.

HOME BUSH BAY WEST MARITIME PRECINCT

NSW Maritime is working towards the development of a maritime precinct at Homebush Bay which will provide boat storage, launch facilities for power boats and facilities for rowing and canoeing. Negotiations have continued on the relocation of the Radio 2GB transmission tower.

CAMPBELLS COVE MARITIME PRECINCT

In December 2006, NSW Maritime completed a feasibility study for the development of a multi-berth precinct at Campbells Cove in order to provide a prestigious berthing area for high-masted superyachts which cannot pass underneath the Sydney Harbour Bridge. This proposal will be further developed in the coming year.

FORMER BALLS HEAD COAL LOADER

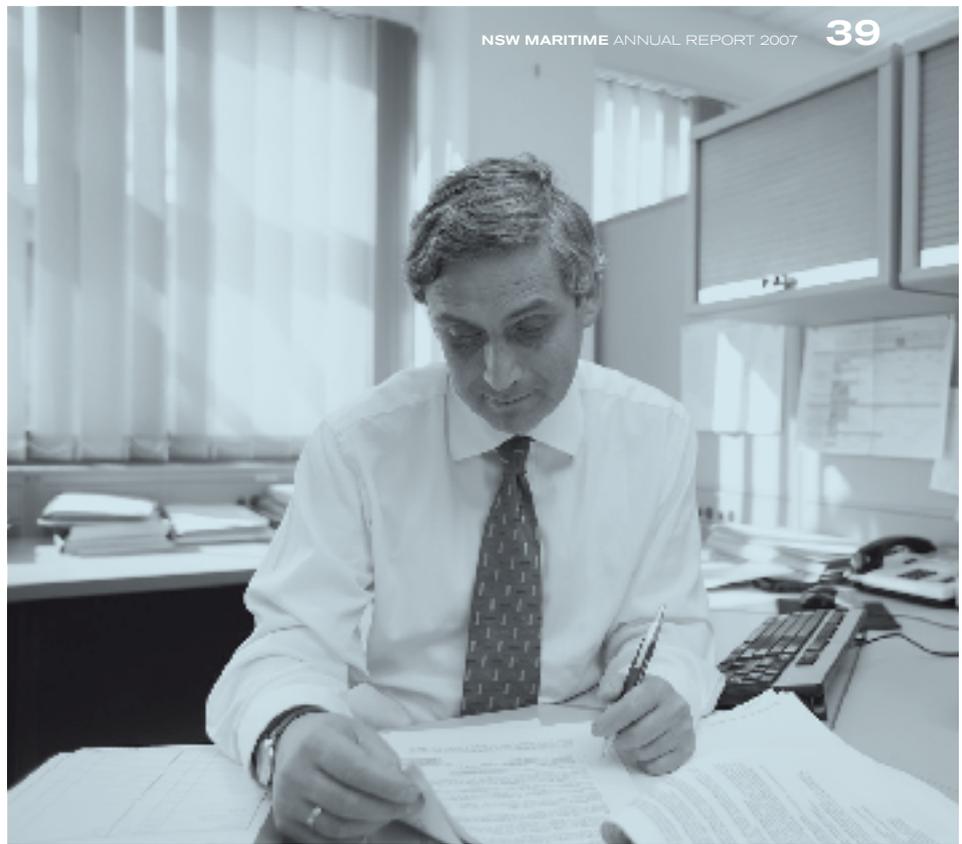
The location and size of the 166 metre-long heritage-listed former coal loader wharf at Balls Head lends itself to redevelopment as a maritime precinct for medium to large vessels in conjunction with the provision of public access along the wharf. During the year a development options study commenced which will form the basis of calling for Registrations of Interest for the site.

BALLAST POINT

The Master Plan for Ballast Point provides for redevelopment of the former Caltex site into public open space, with provision for a maritime precinct on the southern side of the site. During the year, design work began to develop the maritime precinct into a day-berthing facility and to provide sewage pump-out facilities for both recreational and commercial vessels.

BOTANY BAY PLANNING ISSUES AND PROJECTS

NSW Maritime continued to chair the Botany Bay Coastal Management Committee, which met four times during the year. NSW Maritime began detailed



monitoring of key foreshore areas of Botany Bay as well as the effect of the recently constructed groynes along Lady Robinsons Beach and in the coming year intends to focus on strategies for the Dolls Point/ Sandringham Beach area.

FORESHORE APPROVALS

PERMISSION TO LODGE A DEVELOPMENT APPLICATION

At the close of 2006-2007, NSW Maritime streamlined its policies regarding applications for marine infrastructure, to encourage infrastructure investment and reduce red tape. The resulting new Obtaining Permission to Lodge a Development Application policy focuses on core maritime issues including navigational safety, marine infrastructure and leasing agreements. The policy was publicly exhibited and was supported by more than 80 per cent of public submissions. It replaces the Land Owner's Consent Manual 1998.

APPLICATIONS FOR CONSENT

As the land owner of the bed of the major ports of NSW – Sydney Harbour and tributaries, Botany Bay, Newcastle Harbour and Port Kembla Harbour – NSW Maritime is responsible for assessing proposed developments on these lands 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.

During 2006-2007 NSW Maritime received 137 applications seeking land owner's permission to lodge a development application for works over its land, 49 more than for the preceding year. This increase can be attributed to the large number of applications relating to minor works at Woolloomooloo Finger Wharf, King St Wharf, and Walsh Bay. A total of 132 applications were determined, of which 129 were approved. The average time taken to determine permission to lodge was reduced from 19 to 13 weeks.

NSW Maritime also determined 30 applications under the *Environmental Planning and Assessment Act 1979* for water-based development on Sydney Harbour, maintenance dredging and works in unzoned waters, 11 less than in the previous year. Most applications were lodged under Part 4 of the Act, with only three under Part 5 of the Act. The change in mix of application types has resulted from the introduction of the *Sydney Regional Environmental Plan (Sydney Harbour Catchment) 2005* which has shifted many approvals to the Minister for Planning or to the local council. All but two applications were approved.

Construction approval was granted to 38 applications, compared with 33 last year.

A total of 113 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 of four from the previous year. The number of permits issued for work totalled 27, compared to 35 for the previous year.



CORPORATE SERVICES



Laura Armstrong and Dave Power of the Record and Procurement team play an important role in organising, tracking and distributing thousands of records dealing with all aspects of NSW Maritime's business.

'MARITIME PEOPLE' IS AN ORGANISATIONAL DEVELOPMENT PROGRAM WHICH EMBODIES THE CORPORATE CULTURE OF SERVICE TO OUR CUSTOMERS.

DEVELOPMENT OF OUR ORGANISATION

A major focus over the last year has been the on-going organisational development training program for staff. For managers, there has been a Leadership Development Program and for all staff there has been training in Customer Service and Ethics. A more detailed report is provided in the "Learning and Development" section of this report.

As with most public sector organisations, NSW Maritime has had an increased number of staff retirements. This presents challenges in terms of succession planning and transfer of corporate knowledge. Equally, innovative recruitment and retention strategies that better suit today's potential job applicants are being implemented. This includes participation in careers and employment expos, including a "virtual expo", and the production of a brochure entitled "Working for NSW Maritime".

JOB EVALUATION SCHEME

There was increased activity in the area of job redesign and job evaluation. Most of this flowed from resignations and retirements which resulted in a review of current business needs and structures.

LEARNING AND DEVELOPMENT

NSW Maritime is now in the second year of its program of organisational development and cultural change encompassing leadership, customer service and ethics.

The leadership program for some 30 managers used the results of surveys and personality profiling. The aim was for managers to develop their teams and individuals to meet goals and prepare for succession planning as many senior managers approach retirement.

'Maritime People' is an organisational development program which embodies the corporate culture of service to our customers. It is a three-year program for all staff across NSW. Phase One of the program 'working with customers' was successfully rolled out in 2006 and Phase Two 'skilled in service' commenced in July 2007.

In addition to the regular training courses open to employees – Induction, Authorised Officer Compliance, Staff Selection Techniques, Job Interview Skills – managers also participated in email management training to save time and reduce unnecessary e-mail traffic.

The new work-based competency system for customer service officers in the Recreational Boating and Commercial Vessels Divisions was launched in 2007. It comprises a total of 16 training modules which, upon completion, will give successful candidates a Certificate III in Government and allows for progression from the skill levels of MA3 to MA6. Trainers and assessors report new employees are achieving the necessary competencies more quickly with the new system. The Boating Service Officer (BSO) competency framework has been revised using the same format and is currently being trialled by new BSOs. On successful completion they are awarded Certificate IV in Government (Investigation).

Performance as an organisation is intrinsically linked to people's abilities and the value placed on their training to the best standards available. Programs for all employees were carried out, enabling sustained improved performance for staff and the business. Workplace trainers and assessors are currently upgrading to the new Certificate IV in Training and Assessment. Average training days per employee was 3.72, a slight increase on 0.2 days of last year.

LEGAL SERVICES

NSW Maritime has seven permanent solicitors and three support staff who provide a wide range of services to internal and external clients including the Minister, Chief Executive, NSW Maritime staff and members of the public.

Legal Services functions statewide and is involved in the enforcement and provision of advice in relation to, the marine and environmental legislation and on the management of NSW Maritime's property and planning functions. Work includes the preparation of contracts and processing *Freedom of Information Act 1989* applications, searches of NSW Maritime records, responses to subpoenas and penalty notice representations and advice in relation to landowner leasing and planning matters.

In addition to providing advice and representation in traditional areas of public sector legal practice, Legal Services 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 Legal Services is set out in the Appendices.



CORPORATE SERVICES

OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE

Average days of sick leave per employee	decreased from 5.3 to 3.8
Average days of sick leave per employee (excluding long term sick leave >15 days)	decreased from 4.73 to 3.2
Number of lost time injuries	decreased from 8 to 6 (25 per cent)
Reported non-lost time injuries	remained at 9
Total number of workers' compensation claims	decreased from 18 to 15 (17 per cent)
Days lost for workers' compensation per employee	decreased from 2.14 to 0.86 (60 per cent)
Occupational Health Safety legislation prosecutions	0

OCCUPATIONAL HEALTH AND SAFETY

NSW Maritime continued its effort to work in partnership with staff and managers to achieve this important goal.

This effort focused on advancing a safety driven culture founded on communication and increased awareness, the reporting of hazards and incidents, continuous learning from experience and implementing effective control measures for managing workplace risks. The underlying essence of this effort was consulting with staff and others to achieve improved outcomes.

The following activities were undertaken:

- The development of NSW Maritime's OHS and Injury Management Strategy, and its endorsement by the Executive
- The delivery of OHS Risk and Injury Management training to line managers
- Planning and development of actions to implement other key points of the NSW Government's OHS and Injury Management Strategy
- Inspection and compliance programs of all NSW Maritime workplaces across the State
- The implementation of OHS risk management actions to develop or review safe work procedures
- Implementing the BSO Medical Program to test fitness levels commensurate with work demands
- Delivery of health awareness and control programs in the areas of skin cancer, immunisation and influenza.

DUST DISEASE LIABILITY

NSW Maritime carries the legal responsibility for managing current and future dust diseases liabilities. Following an actuarial assessment, a provision of \$2.3 million was set aside to manage current and future claims for the 2007-2008 period.

This provision has increased from the previous \$1.96 million due to a larger than estimated number of future claims and a slightly increased average claim size.

At 30 June 2007, NSW Maritime is a respondent for three dust diseases claims. The estimated cost of these claims has been set at \$0.3 million excluding legal costs.

FAR LEFT: Barry Wright receives the 40 year service medallion from Premier Morris Iemma. Barry is one of a number of NSW Maritime employees to have received the medallion.

LEFT: NSW Maritime's receptionist, Myriam Mendez, helping to provide boating safety information.

MSB WORKERS COMPENSATION RESIDUAL LIABILITY

NSW Maritime retains legal responsibility for managing the claims run off from the Maritime Services Board (MSB) Workers' Compensation Self Insurer's Scheme, which operated from 1 July 1989 to 30 June 1995. This task requires managing the residual component of current and future workers compensation liabilities based on actuarial advice.

Total expenditure incurred during the period 2006-2007 was \$118,000. This cost represents an increase when compared to \$97,000 for the previous period.

There remain 22 active claims outstanding at 30 June 2007. During this reporting period nine new claims were lodged and six claims were finalised, all in the areas of industrial deafness and skin cancers.

Based on actuarial advice and allowing for future developments, a provision of \$1.5 million is set aside for the 2007-2008 period to manage the claims run off. This provision allows for any uncertainties in the estimation of liabilities for current and future projected claims.

Following the repeal of the MSB self-insurer licence in 1995, the total cost incurred to date for workers compensation liabilities is \$9.2 million. This is made up of weekly benefits, lump sum payments, provider fees and legal costs.

WOMEN'S ACTION PLAN

In 2006-2007, NSW Maritime appointed a new 'spokeswoman' and commenced a new development program designed to appeal to women across the organisation. The program focused on a series of seminars and a range of fundraising activities designed to highlight the Spokeswomen's Program, assist staff to manage work life balance and to support other women in challenging circumstances.

The Chief Executive supported a corporate table at the UNIFEM International Women's Day Breakfast, providing an opportunity for 10 staff to hear of the impressive work of Malalai Joya, the youngest woman in the Afghan Parliament.

The Chief Executive also hosted a table at the Young Professionals Breakfast held at Darling Harbour and was accompanied by eight female staff from various branches across NSW Maritime.

NSW Maritime has, for the first time in its history, engaged three women as Environmental Services Officers, demonstrating that there are increasing opportunities for women in various non-traditional roles. NSW Maritime also has five female BSOs, a female Riverkeeper and a female Harbour Master.

NSW Maritime was invited to provide a guest speaker for the WorkCover Female Inspectorate Network and this successful event highlighted the challenges for women in non-traditional roles in the public sector.

At the end of the financial year, three female employees represented NSW Maritime at the NSW Public Employment Office Women's Forums to discuss current and future employment opportunities within the public sector for women.

NSW Maritime was a participant in the Lucy Mentoring Program during 2007. The Lucy Mentoring Program is a leadership program with a primary focus on women in university studying business, finance, economics, accounting and law. Mohita Zaheed from the University of Sydney was mentored by Allan Young in the Commercial Vessels and Asset Management Division.

EQUAL EMPLOYMENT OPPORTUNITY

In 2006-2007, NSW Maritime's Equity and Diversity Committee developed a new three-year Equity and Diversity Plan. The committee recommended, through this new plan, the creation of an Aboriginal Employment Sub-Committee and the development for the first time of a NSW Maritime Aboriginal Employment Strategy to better position the organisation to support the *Making it our Business: Improving Aboriginal Employment in the NSW Public Sector Strategy*.

The Equity and Diversity Committee has in its membership a staff member with a hearing disability and each meeting has a sign language interpreter to provide access and opportunity for the greatest participation possible for this staff member.

Staff based at Rozelle also participated in a series of Aboriginal cultural awareness sessions to provide better support for Aboriginal and Torres Strait Islander (ATSI) trainees as they complete their 12 month Business Administration traineeships with NSW Maritime.

During the reporting period, an ATSI trainee successfully completed Certificate II in Business Administration and secured permanent employment in a government department in their home state.

MULTICULTURAL RELATIONS

An assessment of the employment information provided on NSW Maritime's website to determine its accessibility for all employment groups commenced in 2006-2007. Consequently, the details about the recognition of overseas gained qualifications were updated to bring them in line with those provided by the Premier's Department. The assessment of the site will continue in 2007-2008.

In 2006-2007, NSW Maritime also reviewed and developed more structured reporting processes around its Community Language Assistance Scheme (CLAS), ensuring that clearer reporting reflected client needs in the language services area. Through CLAS, staff provide assistance in three languages which have an identified client need. Those languages are Greek, Italian and Indonesian.

Additionally, a number of staff members have volunteered to provide language assistance as required in Farsi, Urdu, French, Norwegian, Spanish, Bengali, Croatian, Turkish, Tagalog and Sinhalese. The use of voluntary services is also monitored to identify any change in client requirements. All staff are encouraged to advise where language services could be enhanced to improve the delivery of services to customers.

DISABILITY ACTION PLAN

NSW Maritime's Disability Action Plan seeks to identify and address barriers to the access of information and services by people with a disability. The plan incorporates the consideration of accessibility during the earliest stages of infrastructure project planning. It also incorporates the consideration of providing accessibility for people with a disability to all new and major modifications of ferry wharves and similar maritime facilities.

In addition, NSW Maritime provides training to all new employees on disability awareness as part of its induction program.

PERSONNEL POLICIES AND PROCEDURES

NSW Maritime has a priority framework for the review and updating of personnel policies and procedures. In addition, in excess of 20 policies and/or procedures were reviewed and updated in response to current and emerging trends.

