NSW GOVERNMENT

NSW Environmental Trust's

Monitoring Directory

for ecological restoration and social activities


Cover images: TSRworkshop_Sth Guyra, Work crew undertaking riparian activities, Casuarina forest Capertee

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Introduction

All grant funding programs delivered by the NSW Environmental Trust seek to achieve long term beneficial outcomes for the NSW environment. To achieve this, the Trust works with all grantee organisations to monitor and report on the outcomes of their funded projects.

Regularly monitoring, evaluating and reporting on projects is beneficial for both the grantee and the Trust. For the grantee, it helps keep the project on track by showing what is working, what is not, and why, at the same time as clearly demonstrating the project's outcomes and assisting in communicating successes.

For the Trust, we use the information provided to measure the effectiveness of our programs and to inform future directions for grant programs. It helps the NSW Government better understand the needs of groups seeking the support of Trust funding and, in turn, influences future funding decisions.

Intent

This directory considers the core activities likely to be included in many Trust funded projects and defines the corresponding monitoring measures or indicators. The purpose is to guide grantees through the process of establishing and reporting on the monitoring component of their projects and help them complete the monitoring elements of their Project Implementation Plan.

Most Trust funded projects will have both environmental and social outcomes. This recognises that people are critical to the delivery and maintenance of any intended environmental improvements. Therefore, this directory includes all the relevant project measures and their definitions for both types of outcomes.

It provides guidance on the criteria to use as grantees record pre-project baseline data, as well as monitoring and assessing the effectiveness project efforts are having over time. It will ensure a consistent approach across all projects allowing the Trust to improve the evaluation of its broader programs.

Contents

The directory provides the following information:

- Activity type – standard activity types across all projects
- Measure – the relevant standard measures for each activity type (there may be more than one)
- Measure definition – an explanation of each measure
- Monitoring method – how grantees should monitor against each measure, and how often they should monitor
- Measure rationale – an explanation of why this measure is important and any relevant assumptions

INTERMEDIATE OUTCOME:		PROJECT MANAGEMENT AND PLANNING		
Activity Type	**Project Measure**	**Measure Definition**	**Monitoring Method**	**Measure Rationale / Assumption**
Develop site plans	No. of site plans developed	Plans developed during the early stages of the project that seek to both identify issues requiring attention on the site, and the subsequent detailed actions that will address them.	The content of site plans is currently left to grantees to determine. However, in future years, minimum requirements for site plans will be defined and outlined in a Site Plan Guideline (with template) by the Trust. **Measurement Frequency:** Commencement of project	Site plans are required to guide works across each work site. They will underpin all subsequent activities. They differ from the overarching Project Implementation Plan (PIP) by providing a clear list of actions for each project site based on its requirements. They should include: details on what is being addressed, where, how, by whom and when (i.e. a scope of works). Plans for ongoing maintenance of action outcomes may also be included. Relevant maps must be developed as part of a site plan. The scale of the project will determine the number of plans required (e.g. a project with 10 private properties should provide 10 site plans). Sites may also be further broken down into zones for management purposes (if applicable). Contractors may help with developing the plans during either the procurement process (i.e. when quoting) or once appointed. Site plans must be submitted with Progress Report 1. The release of Payment 2 may depend on their submission.
	Primary environmental focus	Choose the primary environmental focus that best reflects your project's focus • Water conservation and management • Improved air quality • Threatened species, populations and ecological communities • Habitat and biodiversity • Improved agricultural practices	**Measurement Frequency:** Commencement of project	The focus of your project will influence the activities you use to achieve your intended outcomes.

	Environment type (primary)	This measure refers to the 'primary' environment type where work is being conducted, meaning the environment type by greatest density and/or greatest area. Nominate one of the following: • Terrestrial (rainforest, bushland, rangeland, coastal dunes and semi-arid / desert) • Riparian (rivers, creeks and their riparian vegetation) • Wetlands (freshwater wetlands, estuarine wetlands and coastal lakes) • Marine and estuarine waters • Agricultural production areas • Urban bushland	**Measurement Frequency:** Commencement of project	The primary environment type where works is being conducted may influence the activities you use to achieve your intended outcomes.

INTERMEDIATE OUTCOME:		REGENERATION		
Activity Type	**Project Measure**	**Measure Definition**	**Monitoring Method**	**Measure Rationale / Assumption**
Weed treatment	Names of priority invasive species treated	If treating weeds or other pest species is a significant activity in the project, list up to three species that will be the major target for treatment. *<u>Related measures:</u> Treatment expectation % reduction, Area weeded.*	Prepare a weed or pest list for each project site plan including those identified at each zone. **<u>Measurement Frequency:</u>** Baseline (project commencement)	**Assumption:** Selecting priority target species (3 or less) will help the Trust identify and analyse program trends. Site plans should include the priority weed or other pest species on each site.
	Area weeded (ha)	The area over which weeds are actively being removed or managed by: • Spraying • Mechanical removal • Cutting and painting and other recognised bush regeneration techniques **This should not measure the current coverage of weed species on a site, but rather the total area treated for weeds.** Where weed management is assisting regeneration, the '*Area regenerating*' measure must also be reported against. *<u>Related measures:</u> Treatment expectation % reduction, Priority invasive species treated.*	Work zones need to be identified (and included in site plans) to determine spatial comparisons (baseline / progress / final). Monitoring activities required include: • Weed density mapping • Photo monitoring **<u>Measurement Frequency:</u>** 1) Baseline (project commencement) 2) Annually 3) End of project	**Assumption**: Weed treatment will only be carried out where: i) A native seed bank exists (to stimulate natural regeneration); ii) Where revegetation (planting) is planned; or iii) An environmental asset will be protected. **Assumption**: After completion of the project sustained long term maintenance and follow up activities by the grantee and/or project partners will occur at the site. **Note:** The area(s) to be weeded should be identified during development of the site plans.
	Treatment expectation % reduction	The treatment expectation predicts the final condition of the site once weeds have been treated. For example, your project site has a major infestation of Lantana - treatment of this species will result in a 95% reduction across the site / zones of your project area. *<u>Related measures:</u> Area weeded, Priority invasive species treated.*	Baseline condition must be recorded across the site before starting works. Weed density map (refer to 'Area weeded (ha)') will establish the baseline for periodic comparison against which you can show change. Determine the site-scale weed density, and quantify assets (native vegetation, habitat, threatened plants / communities / animals, etc.)	**Assumption**: A "reasonable" understanding of the issues / problem at the project site when initially applying for their grant **Assumption**: Treatment expectation is required where weed control is the significant on-ground component. This measure reflects the effectiveness of the weed control effort.

			Include in site plans (included as zones). Photo monitoring (before / during / final) **<u>Measurement Frequency:</u>** 1) Baseline (Project commencement) 2) Annually (status of works) 3) End of project	**Note:** Calculation of the treatment expectation requires an understanding of the baseline condition determined during development of site plans and should fit the SMART goal setting technique (Specific, Measurable, Achievable, Realistic, Timed).
Fencing	Length of fencing installed (km)	The entire length of fencing installed. *<u>Related measures:</u> Area protected by fencing*	Data captured in a map using software tools to estimate the length of the fence. Photo evidence showing the fence has been installed. Calculate manually during installation or use Google Earth or similar freeware. 1) Cross reference materials purchased with mapping and photos. 2) Include on maps once work is completed **<u>Measurement Frequency:</u>** Map update at time of installation.	**Assumption**: Fencing will only be installed where some type of environmental asset is to be protected. **Note:** This primarily has budget implications. It is also necessary for calculating the area protected by fencing.
	Area protected by fencing (ha)	The total area contained within fencing that: • Totally excludes or significantly reduces human foot and/or vehicle traffic • Ensures total stock exclusion • May allow strategic grazing of native vegetation to trigger natural regeneration from seed. If an area is protected by fencing, measures that may also be selected (and reported against, if relevant) include: • *Area regenerating* • *Area weeded* • *Treatment expectation % reduction* • *Priority invasive species treated* • *Target native species likely to benefit* • *Conservation and land management agreements* *<u>Related measures:</u> Length of fencing installed.*	• Data to be captured in a map using software tools to estimate area protected by fencing. • Manually measure at time of installation, using Google Earth or similar software. **<u>Measurement Frequency:</u>** Map update at time of installation.	**Assumption**: Fencing protects an environmental asset from degradation. **Assumption**: The larger the area protected by fencing, the larger the potential for environmental improvements to be implemented / sustained. **Note:** Boundary fencing will not be funded. Only the installation of internal fencing that is intended to create an area that protects an environmental asset is eligible.

Land stabilisation (erosion control)	Area stabilised (ha)	The area of land stabilised by your erosion control measures / strategies. These could include: • engineered structures (e.g. rock ramps, diversion banks, gully control structures, log sills / grade stabilisation structures) • revegetation • fencing • off stream stock watering	Spatial mapping of the site where site features are mapped and proposed remediation zones and actions identified. Mapping will capture the area size (ha). Photo monitoring (before / during / final) **<u>Measurement Frequency:</u>** 1) Baseline (project commencement) 2) Annually (status of works) 3) End of project	**Assumption**: The larger the area to be stabilised against erosion, the larger the potential for regeneration or revegetation to occur and prevent loss of sediment / soil.
Regeneration	Area regenerating (ha)	The area of native vegetation regenerating after removing a restricting factor through such activities as: • Weed management • Erosion control • Access restriction fencing • Vertebrate pest control • Ripping/disturbance If an area is to be fenced, then the measures '*Area protected by fencing'* and '*Length of fencing*' installed must also be reported against. If an area is to be weeded, then the measures '*Area weeded*', '*Treatment expectation % reduction*' and '*Priority invasive species treated*' must also be reported against.	The data gathered during your initial site assessment (e.g. weed species, weed density, native species likely to directly benefit, level of site resilience etc.) forms the basis of the project baseline. Periodic comparison then occurs focussing primarily upon total species regenerating. Regenerating areas would generally be mapped later in the progress of a project after interventions have been undertaken (e.g. weed control activities, fencing, stock exclusion / grazing management etc.) Results would be superimposed upon zones established as part of weed density mapping. **Measurement Frequency:** 1) Baseline: map 2) Photo monitoring (before / during / final)	**Assumption:** The area regenerating will be directly influenced by the type of threat managed through on-ground activities (e.g. weed control, erosion control, fencing, fire management etc.) **Assumption:** The purpose of implementing on-ground activities is to ultimately lead to a functional ecosystem, synonymous with habitat for native fauna. The greater the area regenerating, the greater the area of potential habitat provided for a broad range of fauna types.

Ecological / Cultural Burns *(Fire Management)*	Area treated with fire (ha)	The area burned for ecological and/or cultural purposes as part of the project. **Note**: If your project seeks to use fire as a management tool for weed control you must also select and report upon the following: related measures: *'Area weeded'* and *'Treatment expectation % reduction'*	Work zones need to be identified (and included in site plans) to enable spatial comparisons (baseline / progress / final). Monitoring activities required include: • Weed density mapping • Photo monitoring Area Treated with fire is a proxy for both weed control area and area regenerating. **Measurement Frequency:** 1) Baseline: map 2) Photo monitoring (before / during / final) 3) Annual mapping	**Assumption:** Different types of burns will result in different temporal responses and restoration of ecological function. For example, Cultural burns using low intensity cool burns may seek to reinstate a particular type of resource; or a higher intensity burn may be used to stimulate regrowth of a threatened orchid species.
N/A (Measure only)	Names of target native species likely to directly benefit	If conservation / protection of native species (flora or fauna) or its habitat is the focus of the project, list up to three priority species that will directly benefit.	List species that will directly benefit from project investment. **Measurement Frequency:** Baseline (project commencement)	Site plans should include the identification of the priority native flora or fauna species (Threatened or protected) species on or using each site. **Assumption:** Selecting priority target species (3 or less) will help the Trust identify and analyse program trends.

INTERMEDIATE OUTCOME:	REVEGETATION			
Activity Type	**Project Measure**	**Project Measures Definition**	**Monitoring Method**	**Measure Rationale / Assumption**
Seed Collection	No. of species of seed collected	Record the number of different species collected for seed propagation and use during the project.	Simple count of the total number of different plant species whose seed was collected. **<u>Measurement Frequency:</u>** Single time - at conclusion of seed collection activities.	**Assumption**: Grantees will only plan seed collection based on needs of the site (e.g. where a native seedbank no longer exists, or where the seed bank diversity has been reduced/depleted). **Assumption**: An increased diversity of species collected will result in greater diversity in seed propagation and planting, ultimately resulting in a more diverse ecosystem being re-established.
Propagation	No. of species propagated	Record the number of different species propagated and intended to be planted during the project.	Simple count of total number of different species propagated. **<u>Measurement Frequency:</u>** Single time - at conclusion of propagation activities.	**Assumption**: An increased diversity of species propagated, then planted, will ultimately result in a more diverse ecosystem being re-established, supporting a greater diversity of habitats.
Revegetation	Area revegetated (ha)	The deliberate planting of native plants, trees, shrubs and grasses. • Planting tubestock • Direct seeding of native species and with seed collected from local native vegetation *<u>Related measures:</u> No. of different species planted, No. of plants planted, Survival rate of total plantings (%).* If weeding ('*Area of weeding*'), fencing ('*Area protected by fencing', 'Length of fence installed*') and other preparatory activities are required, then they should also be selected as measures and reported against.	• Satellite imagery / maps of revegetation site(s) included in the site plans. • Use measurement tool on mapping software to measure the area planted. **<u>Measurement Frequency:</u>** 1) Define projected area to be planted at start of project 2) Record actual area at end of project	**Assumption**: Appropriate planting densities by species and stratum will be considered by the grantee and included in their site plans based on the site requirements.

	No. of different species planted	Count the number of different species planted during revegetation activities. *<u>Related measures:</u> Area revegetated, No. of plants planted and Survival rate of total plantings (%).*	Simple count of number of species planted during revegetation activities. **<u>Measurement Frequency:</u>** Single time - at conclusion of planting activities.	**Assumption**: Ecosystem diversity will be enhanced where a greater number of species are planted during revegetation activities to act as future habitat. **Assumption:** Where possible your revegetation activities should try to achieve either a biodiversity outcome or contribute to a higher likelihood of improved ecosystem function in the future. For example, select a range of species from ground, mid and upper stratum layers for planting.
	No. of plants planted	Number of native plants, trees, shrubs or grasses planted. *<u>Related measures:</u> No. of different species planted, Area revegetated and Survival rate of total plantings (%).*	Simple count of number of the plants in total planted during revegetation activities. **<u>Measurement Frequency:</u>** Single time - at conclusion of planting activities.	**Assumption**: The provenance of plants should be considered when planning for revegetation activities. In turn, this should influence seed collection activities undertaken prior to propagation and/or the supply of your planting stock.
	Survival rate of total plantings (%)	Percentage of the total plants planted that have survived. *<u>Related measures:</u> Area revegetated, No. of plants planted, No. of different species planted, Survival rate of total plantings (%).*	Simple manual count of the plantings that survive compared to the number that were planted For longer term projects (beyond three years) involving direct seeding, the grantee is expected to prepare a monitoring plan to assess the effectiveness of direct seeding efforts. **<u>Measurement Frequency:</u>** 1) Within three months of planting event 2) End of the project	**Assumption:** The survival rate indicates whether appropriate planting and maintenance methods (including time of planting, guards, ripping, etc.) were used and therefore the investment warranted. Only relevant to sites where planting occurs (not direct seeding). **Assumption:** Grantees will only plant when suitable conditions are present, thus maximising the survival rate. A survival rate of >80% is expected. **Assumption:** Survival rates for direct seeding cannot be measured/verified within the standard funding period of 3 years.

INTERMEDIATE OUTCOME:		OTHER HABITAT AND ECOSYSTEM / SPECIES IMPROVEMENT		
Activity Type	**Project Measure**	**Project Measures Definition**	**Monitoring Method**	**Measure Rationale / Assumption**
Connected environments	Area of terrestrial habitat connected (ha) Length of aquatic habitat connected (km)	The total area of habitat created by connecting existing terrestrial / aquatic habitat due to the establishment of a corridor. This project measure is derived from adding the following areas: the area of newly established vegetation corridor and/or aquatic link, together with the existing areas / length adjoining the vegetation / aquatic corridor.	• Satellite imagery / maps of site(s) showing the linkages created by the project. • Use measurement tool on mapping software to measure the area / kilometres connected. **Measurement Frequency:** 1) Define projected area to be connected at project commencement 2) Record actual at end of project	**Assumption:** Movement of terrestrial and aquatic organisms (gene flow) created by the corridor may result in some environmental benefit, however, the impact will be challenging to measure due to complexity, availability of expertise and cost of collecting data. **Note:** Measures the total area of habitat created through Trust investment to connect existing terrestrial and aquatic habitat.
Artificial habitat installation	No. of artificial habitat unit / structures installed (terrestrial or aquatic)	While natural habitats are preferable, recovery can be assisted by installing artificial habitats such as nesting boxes in trees, timber snags in rivers and/or coarse woody debris on the ground. Count the number of individual units added to your project area. *Related measures: Target species recorded using artificial habitat*	Direct count of structures installed during and at the conclusion of project. **Measurement Frequency:** 1) Annually 2) End of project.	**Assumption**: The greater the number of artificial structures installed, the greater the number of native fauna potentially supported with additional habitat, including threatened species. **Assumption:** Conservation and protection of natural habitat should be the preferred priority action, however in landscapes with significant habitat degradation and fragmentation, the creation of artificial habitat is an interim method whilst natural regeneration / regeneration occurs within that landscape.
	No. of target native species recorded using artificial habitat	Record the number target native species (likely to directly benefit from the project) using the installed artificial habitat. *Related measures: Artificial habitat units / structures installed (terrestrial or aquatic), Target native species likely to directly benefit.*	• Minimally invasive methods, such as camera trapping, time-based visual observation, surveys, camera on pole, etc should be used • Grantees must define the method they will use before installing artificial habitat. **Measurement Frequency:** 1) Nesting season 2) Non-nesting season **NOTE:** Both measurement frequencies must occur across the project duration.	**Assumption**: The greater the number of native fauna types recorded using the artificial habitat, the higher likelihood of breeding success resulting from the project investment.

Vertebrate Pest Management	No. of hits with treatment method	Reflects the number of vertebrate pests eliminated by the selected treatment method (e.g. shooting, baiting, etc). during the project).	Based upon the target species, grantees will: • Define method to establish a baseline estimation of the population. • Define method to measure the effectiveness of control activities given that the outcome of some treatment methods is more challenging to measure than others. **Measurement Frequency:** 1) Baseline (can be anecdotal or survey based) 2) Depends on species: can be measured either at end of stages (annual) or at the conclusion of the entire treatment program (end of project)	**Note:** Target species and methods are defined in PIP. **Assumption**: Removing / controlling pest vertebrate animals at a site will lead to greater natural regeneration and/or survival rate of native fauna. **Assumption**: The most resource effective pest vertebrate management strategy, that maximises the chances of success, is for the program to be coordinated across all land tenure types by all land managers.
Conservation and Land Management Agreements	No. conservation and land management agreements	Captures documented agreements established through the project to protect and conserve wildlife / flora, other environmental assets and land rehabilitation / management activities. Often includes completing agreed land management activities on the property. These agreements may be in-perpetuity or have a fixed term timeframe. Examples include: • Land for Wildlife Scheme • Any Landholder Management Agreements with Local Land Services, Local Government, or other private or non-government conservation groups • Wildlife Land Trust run by Humane Society International • Any conservation mechanism run through the NSW Biodiversity Conservation Trust *Related measures: Area protected under conservation and land management agreements*	• Simple count of number of agreements established during project. • Mapping of locations within project area **Measurement Frequency:** 1) Baseline number in force at project commencement 2) Total number established at conclusion of project	**Assumption:** Through committing to implement and maintain project activities for either a set term through a civil agreement, or one maintained *in-perpetuity*, landholders demonstrate an understanding of the need for the project and respond with action (behavioural change). Agreements become a component of the project implementation strategy. **Assumption:** An increase in the area protected under all agreements results in a higher level of certainty of positive environmental outcome achievement through a social contract.

	Area protected under conservation and land management agreements (ha)	Total area covered by the conservation and land management agreement (may be in-perpetuity or fixed term). *<u>Related measures:</u> No. of Conservation and land management agreements*	• Satellite imagery / maps of sites involved in the project across the project landscape. • Use measurement tool on mapping software to measure the total area now under conservation agreements. **<u>Measurement Frequency:</u>** 1) Define projected area to be protected at project commencement 2) Record actual area protected at end of project	As above
Waste removal	Area cleaned up through waste removal (ha)	Total area of the site that has had waste removed. The waste does not include plant refuse removed following weeding activities, but rather illegally dumped waste materials.	• Mapping of locations within project area • Measure area of waste present at site intended for clean up **<u>Measurement Frequency:</u>** 1) Baseline area at project commencement 2) Total area cleaned up at conclusion of project	**Assumption:** The greater the area from which waste is removed, the greater the potential for regeneration once the obstacles to regeneration are removed.

INTERMEDIATE OUTCOME:		BUILDING SOCIAL CAPITAL		
Activity Type	**Project Measure**	**Project Measures Definition**	**Monitoring Method**	**Measure Rationale / Assumption**
Training and awareness raising events *(workshops, field days, training etc.)*	No. of events	This includes: a) Training sessions, seminars, workshops and conferences delivered that focus on teaching skills to participants. b) Field days, festivals, cultural events, project launch events, and meetings that focus on awareness raising. *Related measures: Training and awareness raising event participants / attendees*	Direct count of number of events completed. **Measurement Frequency:** Annually	**Assumption:** The more events implemented the greater the likelihood of educating the community and influencing both behavioural changes and environmental stewardship.
	No. of participants / attendees	Captures the total number of individual participants / attendees who have attended the training and awareness raising events delivered as part of the project. *Related measures: Training and awareness raising events*	• Count of unique individuals that have been involved. • Work sign on sheets **Measurement Frequency:** Annually	**Assumption:** The number of attendees will increase the level of education and hence the likelihood of influencing behavioural changes.
Educational products / resources developed	No. developed & distributed	The emphasis of the material is to provide environmental education. Items to include: • Brochures, training and / workshop materials, posters, fact sheets • Updates / modifications of existing material to ensure it is regionally relevant • Interpretative / educational signage • Conference posters that display the results of research or scientific investigations or studies • Brief summary documents from scientific data collection, investigation reports and regional planning documents.	• Delivery of key messages from the materials **Note:** Count each resource only once. (i.e. If you print 500 brochures to distribute, this only counts as 1 product, not 500). **Measurement Frequency:** Annually	**Assumption:** Targeted messages in education resources may be relevant to both the community and the people directly involved in the project's delivery. The purpose may be to raise awareness of environmental concerns, or to influence behaviour change, or to provide specific instruction (eg safe handling of pesticides).

Project promotion	No of items delivered to promote the project	The emphasis is on simple announcements and updates, and it may include: • Promotional signage • Regularly produced newsletters • Web content published as part of the project activities • News items (e.g. newspapers, magazines, radio etc.) • Posters and flyers that advertise events and activities that are part of the project.	Examples of each type of output - for signage submit a photo or the artwork intended to be placed on the sign. **Note:** Count each resource only once (i.e. If you make five copies of the same sign, this only counts as one product, not five). **Measurement Frequency:** Annually	**Assumption:** Methods used to promote the project will foster awareness of the project's intent and potentially attract new volunteers.

INTERMEDIATE OUTCOMES:		COMMUNITY CONTRIBUTIONS		
Measure Type	**Project Measure**	**Project Measures Definition**	**Monitoring Method**	**Measure Rationale / Assumption**
Volunteer Participation *(excludes specifically focussed Aboriginal projects)*	No. of individuals	The number of individual people that are volunteering their time to work on the project.	• Count of unique individuals that have been involved. • Work sign on sheets **Measurement Frequency:** Annually	**Assumption:** This is a general measure of social engagement. Volunteering assumes increased ownership of outcomes, which in turn increases the likelihood of sustained change and continuing stewardship. **Assumption:** Aboriginal volunteers working on Country - data for Aboriginal participants on Aboriginal land (Country) will be collected via the *'Aboriginal people on Country'* Activity Type and not through this measure.
	No. of volunteer hours contributed	The total combined hours contributed to the project by volunteers.	• Total volunteer hours • This can be multiplied by a nominal hourly rate used to calculate in-kind / leveraged investment resulting from volunteer participation • Captured via the PIP **Measurement Frequency:** Annually	**Assumption:** The total number of volunteer participant hours can calculate the amount of in-kind effort expended. **Assumption:** Aboriginal volunteers working on Country - as above.
School student participation	No. of individuals	The number of students (primary and secondary) that contribute to or are involved in the project.	Class attendance sheets / head counts **Measurement Frequency:** Annually	**Assumption:** School student participation is supported by research finding a correlation between environmental education during childhood and later concern for the environment and subsequent volunteering. Students may also influence others in their families.
	No. of hours contributed by students	The total combined hours students were involved in the project. This may include "class room" learning or activities involving hands-on work.	• Total student hours • This can be multiplied by a nominal hourly rate used to calculate in-kind / leveraged investment resulting from student participation • Captured via the PIP **Measurement Frequency:** Annually	**Assumption:** The total number of student participant hours can calculate the amount of in-kind effort expended. **Assumption:** Aboriginal volunteers working on Country - as above.

Aboriginal people on Country	No. of Aboriginal people on Country	The number of Aboriginal people spending time on country.	• Count of unique individuals that have been involved. • Work sign on sheets **<u>Measurement Frequency:</u>** Annually	**Assumption:** This is a general measure of social engagement of Aboriginal people for the project on Country. **Assumption:** Collection of data relates to Aboriginal projects on Aboriginal land only. **Note:** This is monitored with the view to maintain and promote Aboriginal knowledge as well as the traditional connections to the land.
	No. of hours contributed by Aboriginal people on Country	The total combined hours contributed to the project by Aboriginal people spending time on country.	• Captured via the PIP • Work sign on sheets **<u>Measurement Frequency:</u>** Annually	**Assumption:** The total number of volunteer Aboriginal participant hours can calculate the amount of in-kind effort expended.
People employed using Trust funds	No. of people employed using Trust funds	Individuals that are employed using Trust grant funds (e.g. salary positions). This excludes contractors / consultants engaged using Trust funds.	• Count of people employed on the project. • Work sign on sheets **<u>Measurement Frequency:</u>** Annually	**Assumption:** Investment in jobs through projects results in improvements in project coordination / management, quality of outputs and likelihood of achieving project outcomes.
	No. of hours contributed by people employed using Trust funds	Total hours contributed by those staff that are funded directly from the Trust grant.	Captured via the PIP & budget **<u>Measurement Frequency:</u>** Annually	
Contractors / consultants engaged using Trust funds	No. of contractors / consultants engaged using Trust funds	The number of contractors and/or consultants that are funded using Trust grant funds. This excludes People employed using Trust funds.	• Count of unique contractors / consultants engaged on the project. • Invoice outlining performance of contractor / consultant **<u>Measurement Frequency:</u>** Annually	**Assumption:** Engagement of consultants / contractors results in higher quality work, delivery of more effective technical works / value for money and mentoring / support of grantees.

	No. of hours contributed	Total hours contributed by those contractors/consultants that are funded directly from the Trust grant.	Captured via the PIP & budget **Measurement Frequency:** Annually	
Organisations collaborating	No. of organisations actively collaborating on the project (community, government or business)	Includes informal and formal relationships established between community, business and/or government where there is an active or collaborative partnership that helps to guide and/or deliver the project. For example, organisations represented in regular project working groups or otherwise regularly contributing technical / specialist expertise.	Count of the number of organisations collaborating on the project. **Measurement Frequency:** Annually	**Assumption:** The number of organisations collaborating will reflect broader engagement and provide extra skills and expertise to the project.
Behaviour change actions	No. of organisations adopting positive environmental action	Reflects the actual number of individual organisations or businesses that report behaviour change as a result of this project.	Use hard data drawn from a combination of sources, • Time based surveys capturing changes in management decisions / policies / practices. • comparison of compliance issues before and after, revised or new policy and corporate commitment statements, etc. • A standard set of structured questions established for consistent application. **Measurement Frequency:** 1) Baseline 2) End of project 3) Time based frequency (e.g. 12, 24 months after conclusion of the project).	**Assumption:** Behavioural changes (both short and long term) at an organisational level have a powerful social / environmental impact.

	No. of individuals / participants adopting positive environmental action	Reflects the actual number of different individuals that report behaviour change as a result of this project.	Use hard data drawn from various sources, such as • Pledges; • before and after strategies, eg a standard set of structured questions established for consistent application; comparison of compliance issues etc • Ongoing engagement and participation of people in Citizen Science activities after initial involvement in project activities. **<u>Measurement Frequency:</u>** 1) Baseline 2) End of project 3) Time based survey frequency e.g. 12, 24 months after conclusion of the project.	**Assumption:** Behavioural changes (both short and long term) will be delivered through implementation of a broad range of project activities.