

Mandingalbay Yidinji

INDIGENOUS PROTECTED AREA PLAN

2024 - 2034



Registered Native Title
Body Corporate

Prepared by Mandingalbay Yidinji Aboriginal Corporation on behalf of Mandingalbay Yidinji People



Registered Native Title
Body Corporate

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ACKNOWLEDGEMENTS

We acknowledge and pay our respects to the ancestors of Mandingalbay Yidinji People who nurtured and fought for our Country and Culture from time immemorial to the present day.

We acknowledge and thank all Mandingalbay Yidinji People who campaigned and worked for recognition of Native Title over our Country, which in turn made it possible to dedicate the Mandingalbay Yidinji Indigenous Protected Area across multiple tenures on our Country in 2011.

We express our gratitude for the tireless efforts of Mandingalbay Yidinji Traditional Owners, Rangers, and staff of Mandingalbay Yidinji Aboriginal Corporation (MYAC) and MY Rangers who have managed our Indigenous Protected Area since its dedication in 2011, and who have contributed to the development of this Management Plan.

We acknowledge and thank all our government and non-government partners who have supported collaborative management of our Indigenous Protected Area since 2011 and who have contributed to the development of this revised Management Plan.

Preparation of the IPA Management Plan was facilitated by Dermot Smyth (Smyth and Bahrtdt Consultants, Atherton) and Steve and Lisa Roeger

(Roeger Consulting Services, Tully), with guidance and direction from Dwayne Mundraby (IPA-Tourism & Infrastructure Manager, MYAC) and Dale Mundraby (Executive Director, MYAC Operational Manager).

ACRONYMS USED IN THIS DOCUMENT

DES	Department of Environment and Science (Qld)
DOGIT	Deed of Grant In Trust
ILUA	Indigenous Land Use Agreements
ILSC	Indigenous Land and Sea Corporation
IPA	Indigenous Protected Area
IRP	Indigenous Ranger Program
IUCN	International Union for the Conservation of Nature
JCU	James Cook University
MECTIP	Mandingalbay Eco Cultural Tourism and Infrastructure Project
MOU	Memorandum of Understanding
MYAC	Mandingalbay Yidinji Aboriginal Corporation
MYSPIC	Mandingalbay Yidinji Strategic Plan Implementation Committee
NIAA	National Indigenous Australians Agency
TTNQ	Tropical Tourism North Queensland
QPWS	Queensland National Parks and Wildlife Service
WTMA	Wet Tropics Management Authority

WARNING

The names and photographs of people who have passed may be contained within this document.

IMAGES

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Mandingalbay Yidinji

PEOPLE AND COUNTRY



We, the Mandingalbay Yidinji people, are the direct descendants of the Aboriginal people who have owned, occupied, cared for, and sustainably used our Country for many thousands of years.

Our Country includes a great diversity of environments including:

- Sacred sites, camping places, sacred places, and hunting areas on land and sea;
- Tidal waters, mangrove forests, islands, and creeks of Trinity Inlet;
- Rainforest mountains, valleys, and creeks of the Nesbit and Malbon Thompson Ranges;
- The coastal plain and waterways to the south of Yarrabah and into our Sea Country in the Coral Sea, including the Franklin Islands; and
- All the animals, plants, earth, water, air, and sky associated with these environments.

Mandingalbay Yidinji Country lies just to the east of Cairns across Trinity Inlet, and includes tidal mangrove forests and salt flats, the rainforest clad western slopes of the Nisbet Range, and across the peaks of the Malbon Thompson Range to the Coral Sea and nearby Frankland Islands.

Our Land and Sea Country and all the associated animals, plants, earth, sky, air, and waters are fundamental to our identity as First Nations People and Traditional Owners. Our Country has

sustained us for countless thousands of years and continues to sustain us today. Country gives us our food, shelter, medicine, language, culture, and spirituality.

Our Country also holds our Lore and Customs that guide our responsibility and vision for our management of the IPA, and the sustainable use of resources within the IPA.



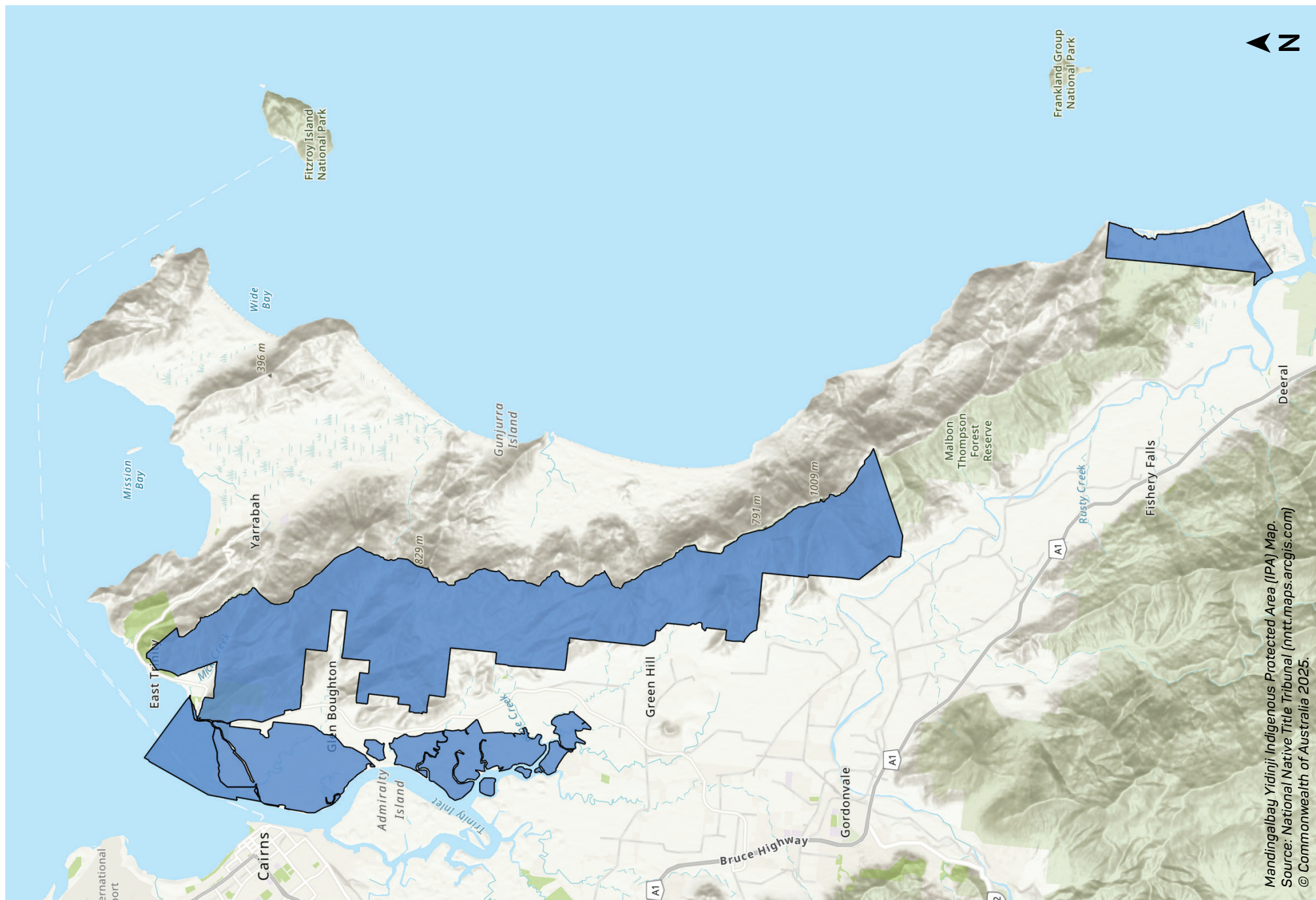


We have included as much of our Country as possible within our IPA. However, some of our Country currently lies outside the IPA, including privately owned land and much of our Sea Country. Our IPA includes the land area within the boundaries of Grey Peaks National Park, East Trinity Environmental Reserve, Giangurra Council Research and all but the southern portion of Malbon Thompson Forest Reserve. Marine areas within our IPA include

the eastern portions of Trinity Inlet Fisheries Habitat Reserve and the co-existing portions of the Queensland Government's Great Barrier Reef Coast State Marine Park. These terrestrial and marine components of our IPA are shown in the adjacent map. The total area of the IPA is 9,738 ha.

Through further negotiation with new and existing partners we will strive to bring more of our Country under IPA management over time.







Our Vision FOR COUNTRY

We meet our responsibility to Country by:

- Protecting all our sacred places;
- Maintaining and passing on our Culture, Knowledge, Customs and Practices;
- Caring for all the animals, plants, and their environments;
- Using our traditional resources sustainably and equitably;
- Repairing the damage to our Country caused by others in the past;
- Adapting our management of Country in response to known and unknown threats over time, including Climate Change, ecological changes, and socio-economic circumstances;
- Developing an economy that is respectful of our Country and Culture;
- Sharing our Country and Culture with visitors in the spirit of Reconciliation;
- Including additional areas of our Country, including Sea Country, into our IPA through negotiation and collaboration;
- Working in partnership with others who support our Vision.

Our Vision is a contemporary way of expressing our obligations to our Country and Culture. Our Vision is what guides all our goals, strategies, management activities and partnerships. Our Annual Operational Plans, Work Programs and individual projects are designed to achieve our Vision over time. Our Vision also lies behind all our negotiations and collaboration with other land and sea managers, agencies, commercial enterprises, and visitors. Our Vision also guides the training of our Rangers and other staff – it is their job to implement our plan to achieve our Vision with the guidance and input of our Elders and through practicing good governance in accordance with the *Corporations (Aboriginal and Torres Strait Islander) Act 2006* and other statutory and legislative requirements.



What is an INDIGENOUS PROTECTED AREA?



An Indigenous Protected Area (IPA) is an area of land and/or sea that:

- Traditional Owners have voluntarily dedicated as a protected area;
- Is recognised as a protected area by the Australian, State and Territory governments;
- Is managed for its cultural and natural values according to customary laws and practices in line with guidelines of the International Union for the Conservation of Nature (IUCN).

Mandingalbay Yidinji People were the first in Australia to use IPA dedication to re-establish Traditional Owner management over Country that includes existing government protected areas, achieving the goals of the IPA through Traditional Owner led collaborative governance with partner agencies.

IPA dedication is a non-legal process that does not impact on Native Title rights, the authority of government agencies or public access.

In Australia, the planning and management of IPAs are supported by the Australian Government's IPA Program, with additional support from a variety of other sources, including State and Territory conservation agencies, commercial enterprises, research institutions, non-government conservation groups, and philanthropic organisations.

The IPA Program commenced in the late 1990s in response to a desire by the Australian Government to establish protected areas in all bioregions throughout Australia, and by the desire of Aboriginal and Torres Strait Islander peoples to obtain ongoing support to manage their traditional lands and waters.

The IUCN defines a protected area as:

A clearly defined geographical space, recognised, dedicated, and managed, through legal or other effective means, to achieve long-term conservation of nature with associated ecosystem services and cultural values.

In 1997 at a national workshop to develop the IPA concept, Indigenous representatives drafted the following definition of an IPA:

An Indigenous Protected Area is governed by the continuing responsibilities of Aboriginal and Torres Strait Islander peoples to care for and protect lands and waters for present and future generations.

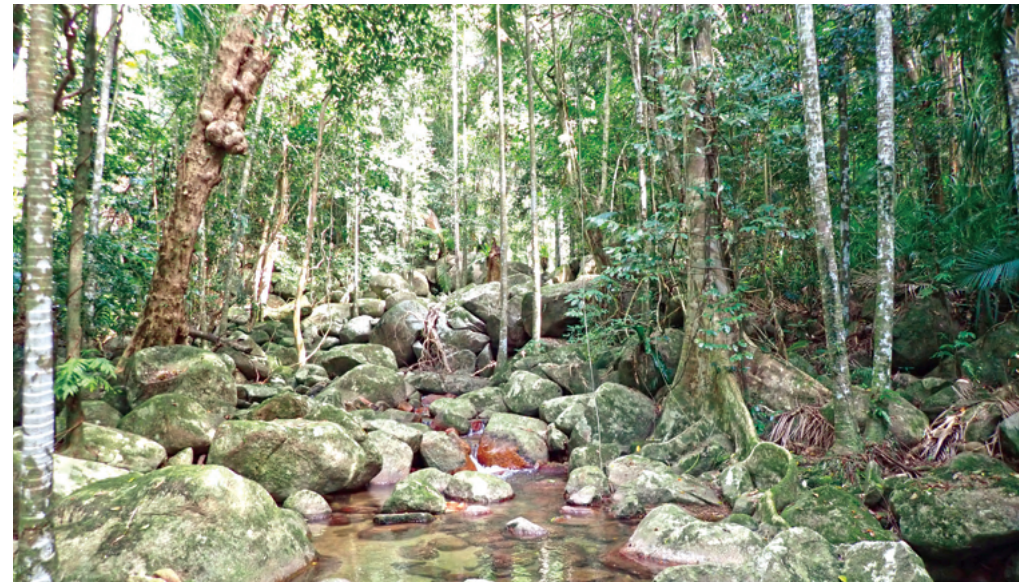
Indigenous Protected Areas may include areas of land and waters over which Aboriginal and Torres Strait Islanders are custodians, and which shall be managed for cultural biodiversity and conservation, permitting customary sustainable resource use, and sharing of benefit.

This definition includes land that is within the existing conservation estate, that is or has the ability to be cooperatively managed by the current management agency and the Traditional Owners.

The Mandingalbay Yidinji IPA applies this definition by incorporating part or all of the following existing government protected areas within the IPA's boundary:

- Grey Peaks National Park
- East Trinity Environmental Reserve
- Malbon Thompson Forest Reserve
- Ganguarra Council Reserve
- Wet Tropics World Heritage Area
- Great Barrier Reef Coast Marine Park
- Trinity Inlet Fish Habitat Area

The IPA provides a framework to join Mandingalbay Yidinji Country back together, managed through **“legal and other effectiveness means”**, consistent with the IUCN protected area definition quoted above.



Fast flowing section of Buddabadoo Creek on the lower footslopes of the eastern escarpment. Image courtesy of 3D Environmental Landscape & Vegetation Science.

The **legal means** for managing the IPA include:

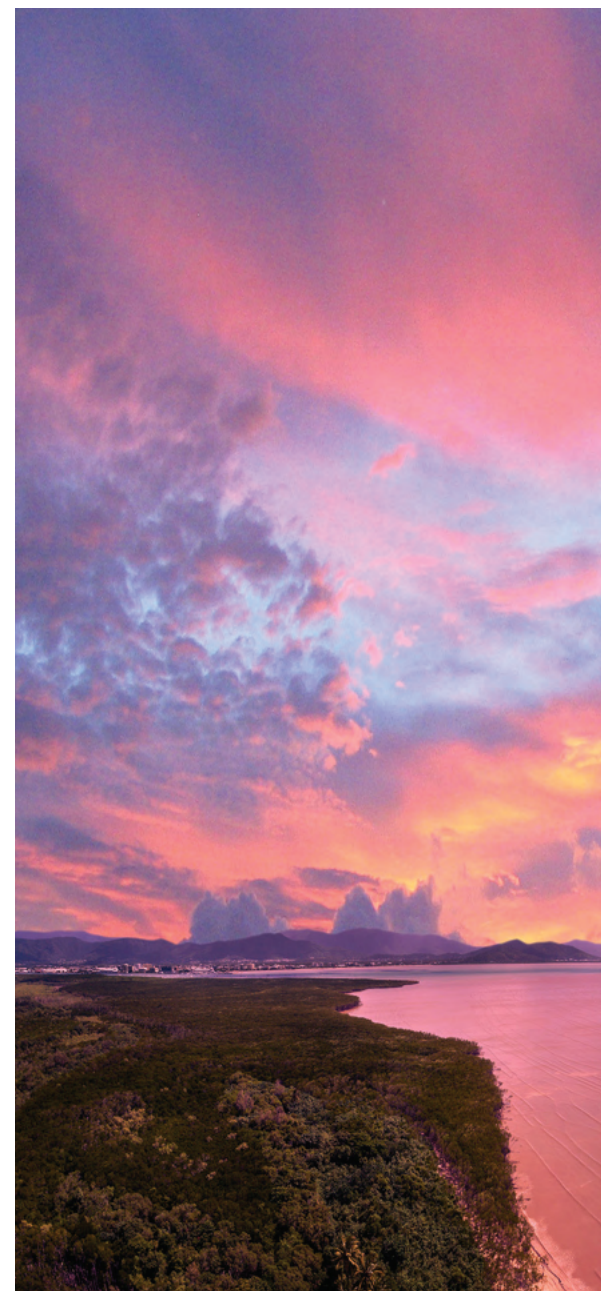
- Exclusive Native Title (above mean high tide in some coastal areas);
- Co-existing Native Title over Grey Peaks National Park and Malbon Thompson Forest Reserve, Giangurra Council Reserve, Great Barrier Reef Coast Marine Park, and Trinity Inlet Fish Habitat Area.
- Indigenous Land Use Agreements (ILUAs) between Mandingalbay Yidinji People and government agencies and others with an interest in Mandingalbay Yidinji Country. ILUAs between Mandingalbay Yidinji People and the following organisations, negotiated prior to the determination of our Native Title, have subsequently expired, and been replaced with Memorandums of Understanding (MOUs) and/or other good faith agreements:
 - Wet Tropics Management Authority
 - Queensland Department of Environment and Resource Management (now the Department of Environment and Science)
 - Cairns Regional Council
 - Ergon Energy
 - Telstra Corporation.

- Indigenous rights and interests recognised in Australian and Queensland legislation;
- Indigenous rights and interests recognised in international instruments, such as:
 - The Convention on Biological Diversity
 - The United Nations Declaration on the Rights of Indigenous Peoples.

The **other effective means** for managing the IPA include:

- Traditional Owners' ongoing activities to care for and sustainably use their Country;
- Operations of Mandingalbay Yidinji Land and Sea Rangers;
- Partnerships with Federal, State and Local Government departments and stakeholder agencies;
- Collaboration with research institutions;
- Community education and liaison;
- Ongoing planning, monitoring, evaluation, reporting and improvement.

For Mandingalbay Yidinji People, dedicating our IPA has proven to be a powerful mechanism to reestablish



our cultural authority and socio-economic ambitions over our Country, especially over areas such as East Trinity Environmental Reserve where our Native Title had been extinguished by a previous land tenure, and over other government protected areas and reserves where determination of coexisting Native Title provided highly constrained legal rights. The IPA has enabled our cultural values to remerge and to guide the management of

Country, irrespective of Native Title status, and has facilitated the development of a thriving eco-cultural tourism enterprise that is delivering economic opportunities for our people, training and employment, a rich cultural and educational experience for our visitors, and a meaningful opportunity for Reconciliation within a short distance from a major tourist destination, Cairns.

IUCN Protected Area Category

The overarching IUCN management category of Mandingalbay Yidinji IPA is Category V – Protected Landscape or Seascape, which is defined by the IUCN Protected Area Guidelines as follows:

Where the interaction of people and nature over time has produced a distinct character with significant ecological, biological, cultural and scenic value: and where safeguarding the integrity of this interaction is vital to protecting and sustaining the area and its associated nature conservation and other values.

The IUCN categories of government protected area components of the IPA are not included in their respective management documents. However, we have not experienced any management conflicts between our Category V IPA and the component protected areas since all IUCN categories, with the exception of Category 1a (Strict Nature Reserve), provide recognition of Indigenous peoples’ access to

traditional resources and involvement in governance and management. Again with the exception of 1a, all IUCN Categories are also consistent with welcoming visitors to the IPA, which provides opportunities to inform people from around Australian and overseas about the cultural and environmental values of the IPA. Our tourism operations within the IPA are carefully managed to ensure the IPA values are always protected.

Contribution to Australia’s National Reserve System (NRS)

Government protected areas within the Mandingalbay Yidinji IPA contribute individually to the NRS. The dedication, governance and management of the IPA contribute further to the NRS by:

- The inclusion of Giangurra Reserve, which was not part of the NRS prior to the dedication of the IPA;
- The recognition, transmission and nurturing of Mandingalbay Yidinji cultural values which were previously not a focus of the IPA components by their respective managing agencies;
- The integration and coordination of conservation values cross multiple tenures to enable a whole of Country management across multiple tenures – including integration of terrestrial and marine management.
- Coordination of terrestrial and marine management is particularly important in this era of climate change and sea level rise.

Contribution to Australia's National Representative System of Marine Protected Areas (NRSMPA)

The Great Barrier Reef Coast State Marine Park and the Trinity Inlet Declared Fish Habitat Area are part of the National Representative System of Marine Protected Areas (NRSMPA). By including portions of these two marine protected areas in the IPA, the NRSMPA is enhanced through the recognition of cultural values of these components and by the coordination of cultural and conservation values across adjacent marine and terrestrial environments.





Our IPA JOURNEY

Our IPA journey is a continuation of our obligation to protect Country since time immemorial – an obligation we maintained even through the trauma of colonial era dispossession, forced removal and the severe restrictions of life on Aboriginal Deed of Grant Indigenous Trust (DOGIT) communities, known as missions and/or reserves.

By the time we had the opportunity to have Native Title to our Country recognized, following the Mabo High Court decision in 1992 and the *Native Title Act* in 1993, most of our Country had been divided up into multiple government protected areas (National Park, Forest Reserve, Environmental Reserve, Council Reserve, Marine Park and Fish Habitat Area), and other areas of our Country had been converted to private residential and farm land. While our Native Title claim was eventually successful (see below), our recognised rights and interests were severely restricted by the presence of the government protected areas. Our response was to “put our country back together” by establishing an IPA that embraced all the government protected areas – something that had never before been attempted in Australia. This included the East Trinity Environmental Reserve over which our Native Title had been extinguished due to a previous land tenure. We also included mangrove forest areas

in Trinity Inlet over which exclusive Native Title that had been recognised in our determination.

Our ancestors have always protected our land and waters, and always used the resources of our Country respectfully and sustainably, so in this sense, our Country has always been a protected and utilised area. Our journey towards the formal dedication of our Country as an IPA began with lodging our Native Title claim in 2002 and has included important milestones along the way - the latest being the 2023 IPA Management Plan. Key milestones on our IPA journey, including the development of our tourism enterprise (Mandingalbay Authentic Indigenous Tours) which attracts local, national and international visitors to our IPA, are summarised below:

- 2002: Mandingalbay Yidinji People Native Title Claim lodged with the Native Title Tribunal.
- 2006: Federal Court of Australia determined that the Mandingalbay Yidinji People hold continuing exclusive and non-exclusive Native Title over parts of our traditional Country.
- 2009: Launch of our *Strategic Plan for Mandingalbay Yidinji Country*, which described the cultural and natural values of our Country, proposed the establishment of the multi- tenure IPA, and established the Mandingalbay Yidinji Strategic Plan

	Implementation Committee (MYSPIC). MYSPIC includes Traditional Owners and representatives of our partner agencies, and became the forum for negotiating the IPA over the following two years. MYSPIC continues to provide a collaborative governance structure for the ongoing management of the IPA.	2015:	Section 34 authority and control over infrastructure on Grey Peaks National Park under the <i>Nature Conservation Act 1992</i> (Qld), which provided MYAC as the 'Grantee' with legal control of the premises and infrastructure used as the base for Mandingalbay Yidinji Rangers, including but not limited to commercial activities. This is in accordance with other MYAC held authority, such as, Commercial Activity
2009:	Establishment of Djunbunji Ltd, which secured Commonwealth Government funding to support the Mandingalbay Yidinji Ranger Program. Over the next decade, Djunbunji continued to train and employ MY Rangers to manage our IPA. It is envisaged that responsibility to employ our Rangers will transfer to the MYAC during the life of this IPA Management Plan.	2016:	Between 2015 -17, MYAC secured funding from the Indigenous Land and Sea Corporation (ILSC) to develop a Strategic Property Management Plan and consultation plan with regard to development a tourism precinct in the IPA. MYAC secured further funding from the Australian and State governments to progress development of the Mandingalbay Eco Cultural Tourism & Infrastructure Project (MECTIP) – the Precinct'.
2011:	Dedication of our IPA and launch of our IPA Management Plan in December 2011. The dedication ceremony included Mandingalbay Yidinji People and representatives of Federal, State and Local Governments, resulting in formal recognition of our IPA by all tiers of Australian governments.	2018:	Development Application for the entirety of the MECTIP was approved by Cairns Regional Council.
2012:	Cummins Economics engaged to develop a Tourism Plan for our Country.	2018:	Organised and hosted <i>Beyond Borders Conference</i> in Cairns, which brought together investors, government agencies and other partners to discuss economic and social development opportunities associated with our IPA.
2013/2014:	Development of <i>Mandingalbay Yidinji Strategic Property Management Plan</i> for East Trinity Reserve.	2019:	Wet Tropics Management Authority Award for our "Deadly Dinners" tourism product, which provides visitors the opportunity to dine under the stars on our IPA. 2019: Funding for Stage 1 of 6 of our East Trinity Infrastructure Project, assuring the long-term viability of the MECTIP on our IPA.
2015:	Commercial Activity Agreement over Grey Peaks National Parks and East Trinity Reserve, which enabled the commencement of our eco-cultural tours and education programs within the National Park and Environmental Reserve.		
2015:	Trust Permit over East Trinity Environmental Reserve.		

2020: 30-year lease over the tourism infrastructure precinct on East Trinity, an essential step in controlling our own tourism enterprise within our IPA.

2020: Funding from the National Indigenous Australians' Agency and ILSC for the construction of our own 42-seater commercial vessel to transport visitors from the Cairns CBD across Trinity Inlet to our IPA, showcasing environmental and cultural values.

2021: Planning Institute of Queensland Award for the innovative design of tourism infrastructure at East Trinity on our IPA.

2021: Commenced and completed Stage 1 of tourism infrastructure at East Trinity. 2021: Launched our 42-passenger vessel that now ferries visitors across Trinity Inlet on regular eco-cultural tours on our IPA.

2022: The Djunbunji Ltd. ceased delivering the Land and Sea Ranger Program on MYAC Indigenous Protected Area.

2022: Launched our tourism products under our re-branded enterprise: *Mandingalbay Authentic Indigenous Tours*.

2022: Wet Tropics Management Authority Cassowary Award for Tourism and Presentation. 2022: Australian Institute of Architecture FNQ and Qld State Architecture Award to Phillip Follent, for design of Mandingalbay Yidinji Eco Cultural Tourism Arrival Facility.

2024: MYAC submitted an application to the Australian government, Round 1 Extension - Indigenous Ranger Program, status, unsuccessful.

2024: Endorsement and publication and launch of the *Mandingalbay Yidinji IPA Management Plan 2024 – 2034*.

2025: MYAC submitted an application to the Australian government, Round 2 Extension - Indigenous Ranger Program, status, currently being assessed.



A relict Daintree Stringy Bark emerging through a dense rainforest sub-canopy on the western fall of the range (Pine Creek Catchment). Image courtesy of 3D Environmental Landscape & Vegetation Science.

Native Title



Native Title is the contemporary legal recognition of pre-colonial Aboriginal rights and interests in land, water and resources based on ancient and continuing traditional law and practices. We lodged our Native Title claim over our traditional country in 2002.

On 24th April 2006 the Federal Court of Australia determined that the Mandingalbay Yidinji People hold continuing Native Title over parts of our traditional Country, referred to as Lots 1 to 6 in the map on the following page and explained further below:

- **LOT 1** is Giangurra Reserve, which is a 10-hectare environmental reserve managed by Cairns Regional Council (formerly Cairns City Council), over which the Federal Court has determined that Mandingalbay Yidinji People hold co-existing Native Title;
- **LOTS 2 AND 3** comprise two blocks of formerly Unallocated State Land located between the bund wall and Trinity Inlet, over which the Federal Court has determined Mandingalbay Yidinji People hold exclusive Native Title above the mean high tide level;
- **LOT 4** is an 8-hectare island in the upper reaches of Trinity Inlet near the Redbank boat ramp, over which the Federal Court has determined that Mandingalbay Yidinji People hold exclusive Native Title above the mean high tide level;
- **LOT 5** is Grey Peaks National Park, comprising about 1,000 hectares of Malbon Thompson Range, over which the Federal

Court has determined that Mandingalbay Yidinji People hold co-existing Native Title;

- **LOT 6** comprises two portions of State Forest lying to the north and south of Grey peaks National Park, totalling approximately 2,000 hectares, over which the Federal Court has determined that Mandingalbay Yidinji People hold co existing Native Title.



Exclusive Native Title

The Federal Court determination recognises our Native Title rights with respect to Lots 2, 3 and 4 (see accompanying map) as the rights in accordance with traditional laws and customs to:

...possession, occupation, use and enjoyment of the land and waters to the exclusion of all others.

Non-exclusive Native Title

The Federal Court determination recognises our Native Title rights with respect to Lots 1, 5 and 6 (see accompanying map) as the non-exclusive right to use and enjoy the land and waters, including to:

- Access and be physically present thereon in accordance with traditional laws and customs;
- Camp thereon in accordance with traditional laws and customs, not including the right to reside permanently or build permanent structures or fixtures;

- Hunt, fish and gather thereon for the purpose of satisfying personal domestic, social, cultural, religious, spiritual, ceremonial, and non-commercial communal needs in accordance with traditional laws and customs;
- Take, use, and enjoy the natural resources thereon for the purpose of satisfying personal domestic, social, cultural, religious, spiritual, ceremonial, and non-commercial communal needs in accordance with traditional laws and customs;
- Maintain and protect from physical harm, by lawful means, places therein of importance to the Native Title holders in accordance with traditional laws and customs;
- Perform social, cultural, religious, spiritual, or ceremonial activities thereon and invite others to participate in those activities in accordance with traditional laws and customs;
- Pass on Native Title in relation thereto in accordance with traditional laws and customs;
- Make decisions in accordance with traditional laws and customs concerning access thereto and use and enjoyment thereof by Aboriginal

people who are governed by the traditional laws acknowledged, and traditional customs observed by, the Native Title holders;

- Determine membership and filiation to the Native Title holders in accordance with traditional laws and customs.



A relict Daintree Stringy Bark emerging through a dense rainforest sub-canopy on the western fall of the range (Pine Creek Catchment). Image courtesy of 3D Environmental Landscape & Vegetation Science.

As noted above, the Federal Court determined that Mandingalbay Yidinji hold exclusive Native Title to Lots 2 and 3 above high tide level. The meaning of 'high tide' in the determination is the meaning given in the *Land Act 1994 (Qld)*, which defines 'high tide' as "*the ordinary high-water mark at spring tides*" – not a very precise definition.

In 1996 the Queensland Supreme Court determined that "the ordinary high-water mark at spring tides" means:

"The long-term average of the heights of two successive high waters during those periods of 24 hours (approximately once a fortnight) when the range of tide is greatest, at full and new moon".

The Supreme Court's interpretation corresponds to the definition of the tidal plane *Mean High Water Spring Tide* published in *Queensland's Official Tide Table and Boating Safety Guide*. The level of the Mean High Water Spring Tide

for Cairns is 2.57 metres above datum (i.e., 2.57 metres above the Lowest Astronomical Tide).

The Mandingalbay Yidinji Native Title determination therefore recognises exclusive possession over all areas of Lots 2, 3 and 4 that are higher than 2.57 metres above datum. Detailed topographic maps indicate that most of Lots 2 and 3 and approximately half of Lot 4 lie above 2.57 metres, and hence comprise exclusive Native Title land.

A summary of the Mandingalbay Yidinji Native Title determination is available for download in the "Supporting Documents" section (Part 17) of this Management Plan.

Great Barrier Reef Coast State Marine Park

The Trinity Inlet Section of the Great Barrier Reef Coast State Marine Park includes coastal land and water up to the level of the highest tide, known as the Highest Astronomical Tide. This means



that Mandingalbay Yidinji exclusive Native Title land in Lots 2, 3 and 4 lies entirely within the State Marine Park and the Trinity Inlet Fish Habitat Area. As a result, the areas, along with the adjacent extensive areas of mangrove, wetland, and tidal waterways, were included in our IPA during negotiations leading the IPA dedication in 2011.

Grey Peaks National Park and Malbon Thompson State Forest

The determination of co-existing native title over portions of Grey Peaks National Park and Malbon Thompson Forest Reserve was a key factor in achieving IPA status over these government protected areas. Consistent with the holistic, Country-based approach to establishing the IPA, QPWS agreed to also include in the IPA Trinity Forest Reserve (north of Malbon Thompson Forest Reserve and now part of Grey Peaks National Park), and the southern tip of Malbon Thompson Forest Reserve, over which Native Title had not been determined because of previous land tenures or other reasons.

The ILUAs covering these two protected areas provided the basis for initial collaboration between Queensland Parks and Wildlife Service,

Wet Tropics Management Authority and Mandingalbay Yidinji people. Following the expiry of the ILUAs, these commitments have continued through MOUs, other agreements, and good faith collaboration. Collaboration includes a wide range of activities including:

- Establishing MYAC Ranger base at a QPWS facility on Grey Peaks National Park in accordance with s 34 of the *Nature Conservation Act 1992 (Qld)*;
- Terrestrial and aquatic biodiversity surveys contributing to a database of the IPA;
- Land management, employment, and cultural heritage protection;
- Training and accreditation of Mandingalbay Yidinji Rangers as Conservation Officers under the *Nature Conservation Act 1992 (Qld)*;
- Collaborative fire management;
- Weed and feral animal control;
- Establishment of scientific research areas;
- Planning, including the development of this Management Plan; and
- Support for establishing our tourism enterprise on Grey Peaks National Park and East Trinity Environmental Reserve.

Giangurra Council Reserve

Giangurra Reserve (also known as Bessie Point Recreational Park) is a small triangular portion of forested, mangrove-fringed coastal land at the intersection of the East Trinity Bund Wall and Pine Creek Road (the road to Yarrabah).



Sandy bedform and banks of Pine Creek near Cassowary Crossing. Image courtesy of 3D Environmental Landscape & Vegetation Science.



Intact lowland rainforest (RE7.3.10) with a sub-canopy of fan palm (*Licuala ramsayi*). Image courtesy of 3D Environmental Landscape & Vegetation Science.

The now-expired ILUA between Mandingalbay Yidinji People and former Cairns City Council (now Cairns Regional Council - CRC) recognised the authority of Council to undertake its normal local government management activities in Giangurra Reserve (and elsewhere in the Native Title determination area) without requiring the consent from the Native Title holders. The ILUA also protected the continued public access to and enjoyment of the Reserve. Whilst our ILUA with CRC has expired, determined native title rights and interests continue, which triggers the right to be consulted in accordance with the *Native Title Act 1993*.

Through the collaborative governance of the IPA, and our bilateral relationship with Cairns Regional Council, we have developed a productive partnership which we are committed to continue to achieve sustainable use and management of the Reserve as part of our holistic approach to managing Country.

East Trinity Environmental Reserve

East Trinity is a 774-hectare Environmental Reserve, located directly across Trinity Inlet from the Cairns central business district. The Reserve

was originally a natural estuarine floodplain, covered by mangroves and salt-marsh. It was a nursery for many aquatic species and was home to many local and migratory seabirds. In the 1970s, however, the area was converted to private tenure, drained, and levelled in order to grow sugarcane and a 7km earth bund wall was constructed around the site. Floodgates were installed, where the bund wall crossed major streams, to prevent the natural flow of the tide over East Trinity.

The change of tenure meant that Native Title was permanently extinguished, even though the sugar farming venture was short-lived. The drastic environmental modifications lowered the water table, exposed the usually waterlogged soils to the air, causing a chemical reaction that released huge quantities of acid sulphate into East Trinity Environmental Reserve, which resulted in many fish kills and mangrove forest destruction.

Since the establishment of our MY Ranger program in 2010, we have been collaborating with the Queensland Government in the remediation and restoration of the lands, waters, and vegetation of East Trinity Environmental Reserve. In 2011, the Queensland

Government agreed to recognise the Reserve as part of our IPA, and our Rangers have progressively taken on more responsibility for the maintenance of the Reserve, while the Department of Environment and Science continues to monitor remediation of soils, vegetation, and waterways.

East Trinity Environmental Reserve is the entry point to the IPA for visitors who arrive on our tourism vessel from Cairns, and is also the site of our MECTIP, including visitor welcome area and observation towers.

Making a multi-tenure IPA Work

Although the IPA is managed as a single entity, the different tenures within the IPA determine the partnerships required to effectively govern and manage the IPA. While this complexity of tenures, agencies and shared authorities can be challenging to achieve Traditional Owner leadership of governance and management, it also provides access to multiple sources of funding, resources, and expertise. The keys to making these complex arrangements work are respectful relationships, shared

commitment to achieving the **Vision** and **Goals** of the IPA, and building mutual trust by doing the business of looking after Country together. This trust-building process began during the development of our *Strategic Plan for Country* in 2009, and continued during the subsequent negotiation of the IPA

over the following two years. Trust and effective collaboration between all the key IPA partners have continued to develop since dedication of the IPA in 2011, and has been reaffirmed during the consultative planning process leading to ***IPA Management Plan 2024- 2034***.



Simple structure of RE7.12.1 on eastern footslopes in the Buddabadoo Catchment with fan palm (*Licuala ramsayii*) dominant in the sub-canopy. Image courtesy of 3D Environmental Landscape & Vegetation Science.



IPA PLANNING

The development of the first *Mandingalbay Yidinji IPA Management Plan* during 2010/2011 involved negotiation with Federal and Queensland Government agencies at a time when no policies or precedents existed for multi-tenure IPAs, or IPAs that incorporated government protected areas. That planning process also involved extensive consultation with Mandingalbay Yidinji people to ensure they understood and endorsed the concept of “putting Country together” through the IPA framework.

The development of this second IPA Management Plan took place during 2022-2024, after more than a decade of trust-building and collaboration among our IPA partners, and involving Mandingalbay Yidinji people who have become familiar with the achievements, opportunities, and constraints of the IPA. This planning process therefore focused on:

- Auditing the achievements of IPA governance and management since 2011; and
- Revising and updating the existing Management Plan, confirming successful approaches, and changing emphasis in response to emerging issues where required.

The audit of IPA achievements since 2011 (summarised in Appendix 2) revealed progress had been made to achieving all the **Goals** identified in the 2011 IPA Management Plan. The audit reveals successes, challenges, opportunities, and constraints of building an Indigenous land and sea management agency from scratch and delivering governance and management outcomes in such complex organisational and jurisdictional circumstances.

Key achievements include building a professional, respected Ranger workforce that has delivered significant cultural and natural heritage management outcomes, highly productive collaboration with IPA partners and researchers, and establishing a quality, highly regarded tourism enterprise based on Mandingalbay Culture and Country, which are the heart of the IPA.

This 2024 IPA Management Plan is informed by the outcomes of the audit and by consultative workshops with Mandingalbay Yidinji People, and Mandingalbay Yidinji Rangers, as well as discussions with senior representatives of IPA partner organisations, as outlined in Part 7 (**Governance and Partnerships**) below. A schedule of planning consultation workshops and discussions is provided in Appendix 3.

The consistent messages from these consultations were praise for the considerable achievements to date, a shared commitment to continue support for the IPA into the future, and constructive

suggestions on improving governance and management outcomes.

The new IPA Management Plan is also informed by government agency documents associated with the separate government protected area components within the IPA. While none of these components has a dedicated Management Plan, several documents have assisted in identifying natural values, threats to those values and management options to address those threats. These documents include the *Grey Peaks National Park Management*

Statement, Great Barrier Reef Coast State Marine Park Estuarine Zoning Plan and the Trinity Inlet Declared Fish Habitat Area Summary, as well as species list from the relevant areas – all of which are available for download from the *Supporting Documents* section in the digital version of this IPA Management Plan.

The new IPA Management Plan was endorsed at a meeting of Mandingalbay Yidinji Traditional Owners held at the MYAC Ranger Base on 26 June 2024. The meeting involved presentation of the

Draft Plan section by section, followed by questions, answers, discussion and suggestions involving Traditional Owners, MYAC officers, Rangers, IPA Coordinator and IPA planner.

In addition to endorsing the contents of the new IPA Plan, meeting participants selected a group of Traditional Owners to oversee the finalisation of the document for publication, including selection of photographs, quotes from Traditional Owners, production of maps and graphic design.





Governance AND PARTNERSHIPS

Governance refers to the institutional arrangements and participation of knowledge- holders, rights-holders, authority-holders, and other interested parties in decision-making for the IPA. The combination of Native Title, multiple tenures, government protected areas, authorities of multiple agencies, combined with tourism, recreational fishing, and conservation interests, make the governance of Mandingalbay Yidinji IPA particularly complex and challenging.

MY IPA includes examples of three of the four protected area broad governance types recognised by the IUCN recognised:

- Governance by government agencies
- Shared governance
- Governance by Indigenous people and/or Local Communities.

Each of the government protected areas within the IPA are examples of governance by government agencies. The commitment and practice of these agencies and other partners to achieving the vision and goals of the IPA are examples of shared governance. The dedication of Mandingalbay Yidinji Country as an IPA by Mandingalbay Yidinji Aboriginal

Corporation – Registered Native Title Body Corporate, the board of which is elected by the Mandingalbay Yidinji people., and the achievements of Mandingalbay Yidinji Rangers, are examples of governance by Indigenous people and/or Local Communities.

Governance of our IPA has therefore evolved as a unique hybrid model, with Indigenous Country and Culture at its core, while also accommodating the various government protected areas that were established in a previous era when Traditional Owner rights and interests were marginalised or ignored.

The legacy of history, tenures and legislation associated with our Country means that the management partnerships with government agencies and others are critical to the success of our IPA. Most IPAs elsewhere in Australia are located on Indigenous owned land, where partners can be selectively invited to contribute to IPA governance and management. On our IPA, however, such partnerships are essential for achieving our Vision, because we rely on the authorities and resources of our partners to collaboratively implement our Management Plan. While we did not choose to have such legislative and jurisdictional complexity imposed on our Country, we are determined to make these partnerships work effectively, and we acknowledge the efforts being made by the relevant agencies to do the same. Over time, as we build our capacity and continue to demonstrate the benefit of managing our Country holistically through the tenure-blind framework of our IPA, we aspire to taking on greater

responsibility and authority currently exercised by our partners.

Most of our collaboration with our partners occurs through bi-lateral negotiations, planning and project implementation, including on-

ground activities by our Rangers and government agency personnel. To achieve coordination across all tenures and all partners, however, we are committed to bring all our partners together for annual MYSPIC meetings, convened and chaired by MYAC;

additional MYSPIC meetings can be held as required.

A summary of IPA components and their respective partner agencies and collaboration instruments are provided in the table below.

IPA COMPONENT	RESPONSIBLE PARTNER AGENCY	COLLABORATION INSTRUMENTS
Grey Peaks National Park	Department of Environment and Science Qld Parks and Wildlife Service	Co-existing Native Title and MOU (under negotiation)
Malbon Thompson Forest Reserve	Department of Environment and Science Qld Parks and Wildlife Service	Co-existing Native Title and MOU (under negotiation)
East Trinity Environmental Reserve	Department of Environment and Science Qld Parks and Wildlife Service	Trust Permit MOU (under negotiation) Development approval for tourism infrastructure
Giangurra Reserve	Cairns Regional Council	Co-existing Native Title
Great Barrier Reef Coast Marine Park	Department of Environment and Science Qld Parks and Wildlife Service	Exclusive and Co-existing Native Title and MOU
Trinity Inlet Fish Habitat Area	Department of Environment and Science Qld Parks and Wildlife Service	Exclusive and Co-existing Native Title and MOU
Wet Tropics World Heritage Area	Wet Tropics Management Authority	Co-existing Native Title

PARTNERS



PEOPLE. COUNTRY. OPPORTUNITY.



In addition to our management agency partners, we have developed similarly important partnerships with other government entities, research institutions, industry bodies and other stakeholders. These partners have played an important role in guiding and supporting our IPA journey, through

recurrent funding for IPA coordination and Rangers, special project funding, infrastructure investment, commercial tourism advice, research, monitoring, and training. These partners and their respective roles are summarised in the table below.

IPA PARTNER	IPA SUPPORT ROLE
National Indigenous Australians Agency	Recurrent funding for our Rangers and other projects, including tourism infrastructure.
Federal Department for the Environment	Funding for IPA coordination and IPA policy.
Great Barrier Reef Marine Park Authority	Accreditation for Conservation Officer training.
Indigenous Land and Sea Corporation	Funding for our tourism infrastructure, vessel and tourism manager.
Tropical Tourism North Queensland	Tourism advice and industry support.
James Cook University / Cairns Institute	Policy and research advice and collaboration.
Terrain NRM	Inclusion in regional NRM programs and projects.

The specific responsibilities of each partner agency in the management of their IPA component (National Park, Forest Reserve, Environmental Reserve, Marine Park etc.) are too numerous to describe in detail. From the IPA governance perspective, the key responsibility for each Partner Agency is to:

- Participate in bi-lateral and multi-agency collaboration, (including annual MYSPIC meetings and development of annual operational plans) to deliver IPA Goals and Strategies.
- Provide opportunities for on-ground activities for MYAC Rangers working together with agency's officers and researchers.
- Devolve management responsibilities to MYAC Rangers and Traditional Owners over time, consistent with developing capacities and IPA Goals and Strategies.
- Contribute to five-year and ten-year reviews of the IPA Management Plan and its implementation.

The initial agreements underpinning the planning, dedication, governance and management of the IPA emerged from the Mandingalbay Yidinji Native

Title determination in 2006. These Indigenous Land Use Agreements (ILUAs) between Mandingalbay Yidinji People and the State of Queensland, Tropics Management Authority, Cairns City Council (now Cairns regional Council, Ergon Energy and Telstra are set out in the *Strategic Plan for Mandingalbay Yidinji Country* (2009) and the previous *Mandingalbay Yidinji IPA Management Plan* (2011). They have not been included in the new IPA Management Plan because these ILUAs were time-limited and have expired.

However, the partnerships developed as a result of the Native Title Determination, implementation of ILUAs, and planning, dedication governance and management

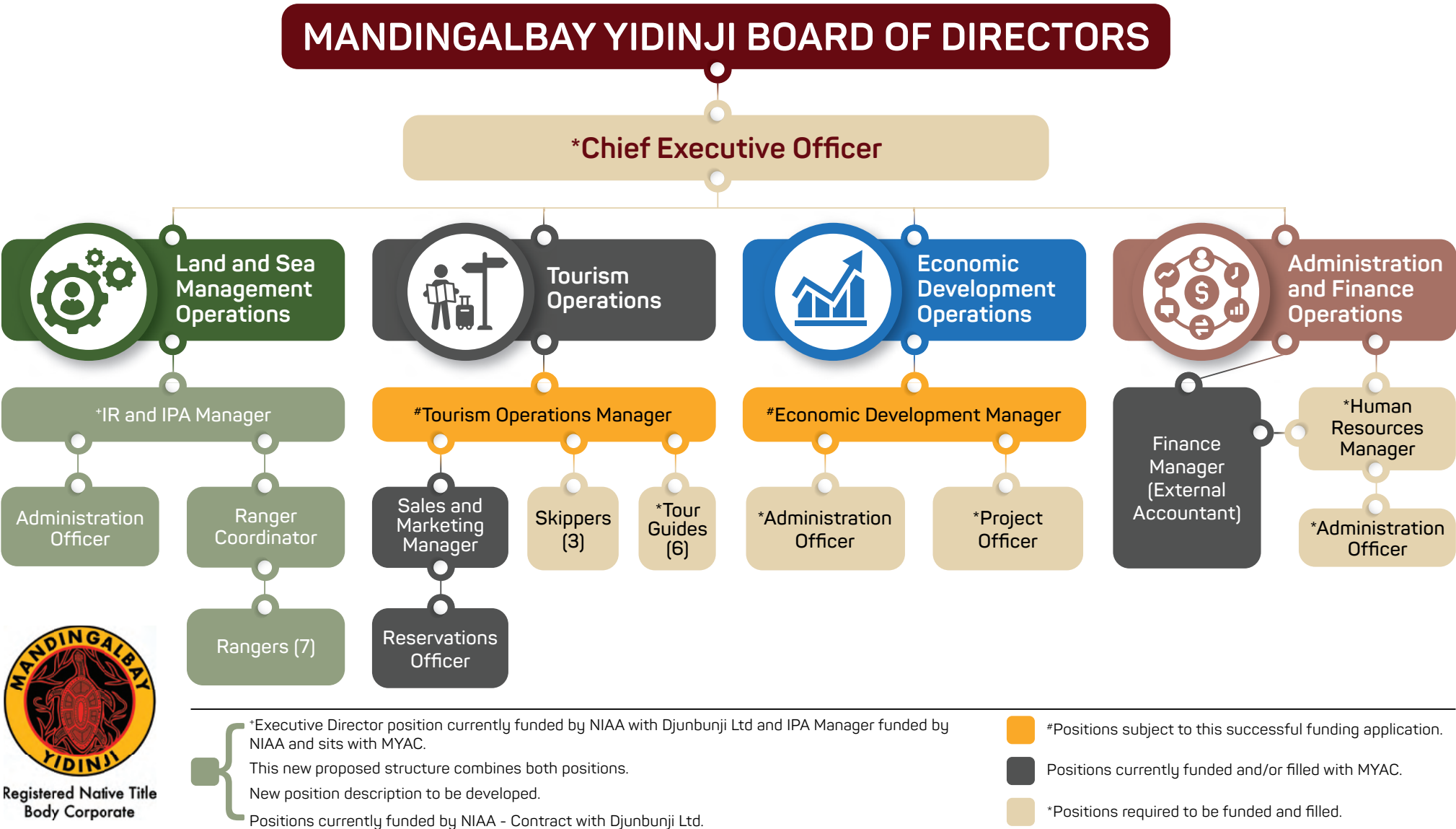
of the IPA have endured and will continue to inform the implementation of the new IPA Management Plan.

An MoU with the Queensland Department of Environment and Science is currently under negotiation and will be included in the IPA Management Plan when it becomes available. In the meantime, the commitments by all partner agencies to collaborate with MYAC in managing the IPA were enthusiastically confirmed during the development of the new IPA Management Plan. Partner agency have agreed to provide their logs for inclusion in the IMPA Management Plan as an endorsement of the Vision, Goals and Strategies of this Plan.

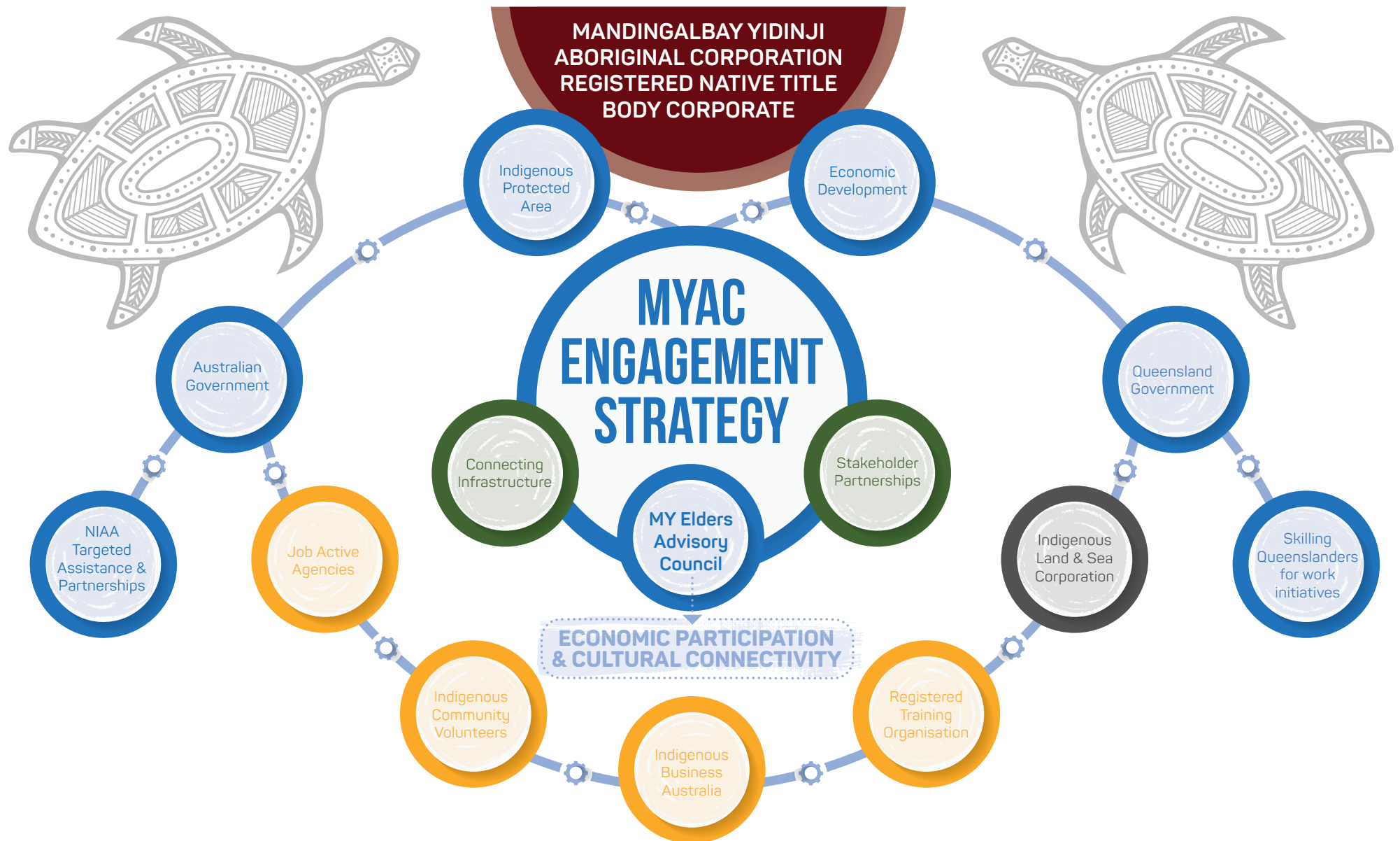


The location of the IPA within the governance structure and engagement strategies of MYAC are shown in the following diagrams.

MANDINGALBAY YIDINJI ABORIGINAL CORPORATION ORGANISATIONAL STRUCTURE



MANDINGALBAY YIDINJI INDIGENOUS ENGAGEMENT STRATEGY





GOVERNANCE AND PARTNERSHIPS GOAL

To maintain stable and effective governance of the IPA that equitably reflects and supports the rights, interests and obligations of Mandingalbay Yidinji people and stakeholders.



STRATEGIES

- Convene MYAC board meetings and Annual General Meeting as per MYAC Constitution;
- Maintain effective communication with Mandingalbay Yidinji Traditional Owners regarding the governance of MYAC, and IPA service providers;
- Convene at least one meeting per year of the Mandingalbay Yidinji Strategic Plan Implementation Committee (MYSPIC) (or its successor);
- Develop Terms of Reference for MYSPIC to guide future operations of this important coordination and advisory group;
- Maintain effective bilateral communication and collaboration with relevant partners to effectively implement strategies and projects;
- Achieve effective and efficient use of MYAC, service providers and partner agency resources for the management of the IPA;
- Ensure that governance and partnership arrangements deliver cultural, environmental, and economic benefits to Mandingalbay Yidinji people and wider region.



MONITORING AND EVALUATION

- Record and distribute minutes of Board and MYSPIC meetings to relevant parties;
- Report on key IPA achievements and challenges at each MYSPIC meeting, as appropriate;
- Report on progress towards achieving the Governance and Partnerships Goal in Annual IPA Reports;
- Identify key strategies and actions that have contributed toward achievement of Governance and Partnerships Goal;
- Assess and report on progress towards achieving Governance and Partnerships Goal in the five-year review of the IPA Management Plan.

Land and Sea RANGER PROGRAM



The Djunbunji Land and Sea Ranger Program ceased engagement in the management of our country on behalf of MYAC and Mandingalbay Yidinji People, MYAC has been actively applying for an IRP so to deliver the IPA Plan of Management.

The Ranger Program

- Three MY individuals worked together to establish the MY Land and Sea Ranger Program on behalf of MY people. The MY Ranger program started operations in 2010.
- The MY Land and Sea Rangers currently operate from a Ranger Base located in Grey Peaks National Park.

Ranger Program Vision

Our Land and Sea Ranger Program provides the on-ground services needed to look after our country and our people, helping to build a strong and independent future for us. We are proud of our Ranger's achievements; they are experienced professionals.

Building on our Rangers' success, we want to see the Rangers expanding their responsibilities to further improve outcomes and benefits for all Mandingalbay Yidinji people and the wider community of Yarrabah. Our Rangers are helping us to build resilience and independence for our people and to look after our

country and culture. We want our Rangers to help us achieve economic independence and continue to build our capacity and deliver sustainable outcomes.

Land and Sea Rangers' Role

Our Land and Sea Rangers' Role is to:

- Contribute to the maintenance and improvement of our unique cultural and natural environment;
- Support our Elders and young people to strengthen their connections to country by improving access and providing opportunities to learn about Country;
- Support our Elders to exercise their cultural authority;
- Assist in nurturing and promoting language and Indigenous knowledge in accordance with cultural protocols;
- Implement land and sea management agreements and plans including through the provision of contracted land and sea management services;

- Access training and development opportunities that improve leadership and career pathways and support engagement with emerging technologies;
- Collaborate with partner agencies;
- Support cultural tourism enterprises on Country;
- Participate in promotional and marketing activities and campaigns to support and promote our Ranger Program.

In describing the Rangers' role in 2020, Djunbunji Executive Director, Dale Mundraby, wrote:

"OUR RANGERS ARE MORE THAN RANGERS..."

- ✓ *Our Rangers are compliance officers who look after our seas and marine environment;*
- ✓ *Our Rangers are protectors of our country and natural, cultural and environmental values;*
- ✓ *Our Rangers are managers of ecological and cultural knowledge and responsible for weed and pest management activities;*
- ✓ *Our Rangers are people connectors and have positive partnerships with other agencies including the Commonwealth Government, Queensland Government, Indigenous Land and Sea Corporation, Wet Tropics Management Authority, Universities, Cairns Regional Council, Yarrabah Aboriginal Shire Council, local schools and other Indigenous communities;*
- ✓ *Our Rangers are role models and leaders in our community;*
- ✓ *Our Rangers are committed to our community and assisting those in times of need. Our Rangers are Mandingalbay Yidinji."*





Timeline – Achievements and Highlights

Our Ranger Program has been a remarkable journey since its inception in 2010. The following timeline summarises some of the major milestones and achievements.





- Rangers work with Customs to undertake surveillance and monitoring activities.
- Junior Ranger camp focusing on sharing and learning cultural knowledge.



- Rangers gain Coxswain tickets.
- Two Rangers gain their Certificate IV in Fisheries Compliance.
- Rangers gain qualifications as Deck Hands.
- Two days of cultural awareness training delivered by Rangers to QPWS.
- Rangers participate in Mangrove Watch with Cairns and Far North Environment Centre and Dr Norm Duke, and commit to ongoing data capture, including monitoring mangrove habitat twice yearly.



- MY Rangers celebrate their first decade in operation.
- Mayi-Bugan Trail signage project attracts whole community involvement. Signage project helping to keep language alive.



- Career Expo display at Yarrabah State School.



- Host a workshop on exotic pest risks to Australian mangroves.



- Ranger completes commercial Advanced Open Water Dive Certificate and PADI Rescue Diver Certificate. Funded by MYAC.
- Water and soil sampling undertaken in the East Trinity Reserve.
- Fish surveys undertaken with CSIRO, JCU and Govt. Collaborative arrangements building upon the data collected for over a decade.
- Fauna and flora surveys undertaken in collaboration with QPWS - some areas within the MY IPA surveyed for the first time.
- New seven year Indigenous Ranger Program contract for nine full time Ranger positions.

Current and Future Directions for Ranger Program

- We will take a strategic approach to our management program, identifying priorities, assessing resources, and delivering effective outcomes in line with our vision and goals.
- Delivering the services required for effective management of our IPA remains core business for the Ranger Program.
- We will work with MYAC, providing support and assistance with economic development opportunities where the Rangers expertise will enable and add value to those opportunities.
- The MY Ranger Program will continue to undertake fee for service activities consistent with the MY Ranger Program's vision and goals with a view to increasing the viability and economic independence of the Ranger program in the interest of MY people.



Overall Strategic Approach

Consultations undertaken in the development of this plan emphasised the importance of our strategic planning processes. We have many responsibilities and our ability to deliver effective outcomes is limited by resources and our overall capacity. Careful planning is essential to ensure that we are managing our primary responsibilities and delivering effective outcomes, whilst making the best use of our resources, keeping our staff safe and properly supported, and prioritising the expectations of our constituents.

The Rangers vision statement helps us to stay focused; our policies and procedures help us to maintain efficiencies and professionalism; and our planning helps to clarify and articulate the pathways we are following. Appendix eight provides a full list of in-house documents we have developed to underpin our planning, our operations, and our professional development. We have in place systems for ensuring our documents and resources are properly controlled and regularly reviewed and updated. This includes external HR support to ensure we are up to date with changing workplace awards and legislation. System parameters are also detailed in appendix eight.

IPA Management Incorporating Caring for Country, Environmental, and Cultural Activities

The MY Rangers will continue to provide the workforce required to deliver IPA Management Plan goals. We will do this through the governance and planning frameworks that we have developed for the IPA program and which are detailed elsewhere in this IPA plan. Delivering IPA management goals is fundamental core business for the Ranger Program working in the interest of the MY people.

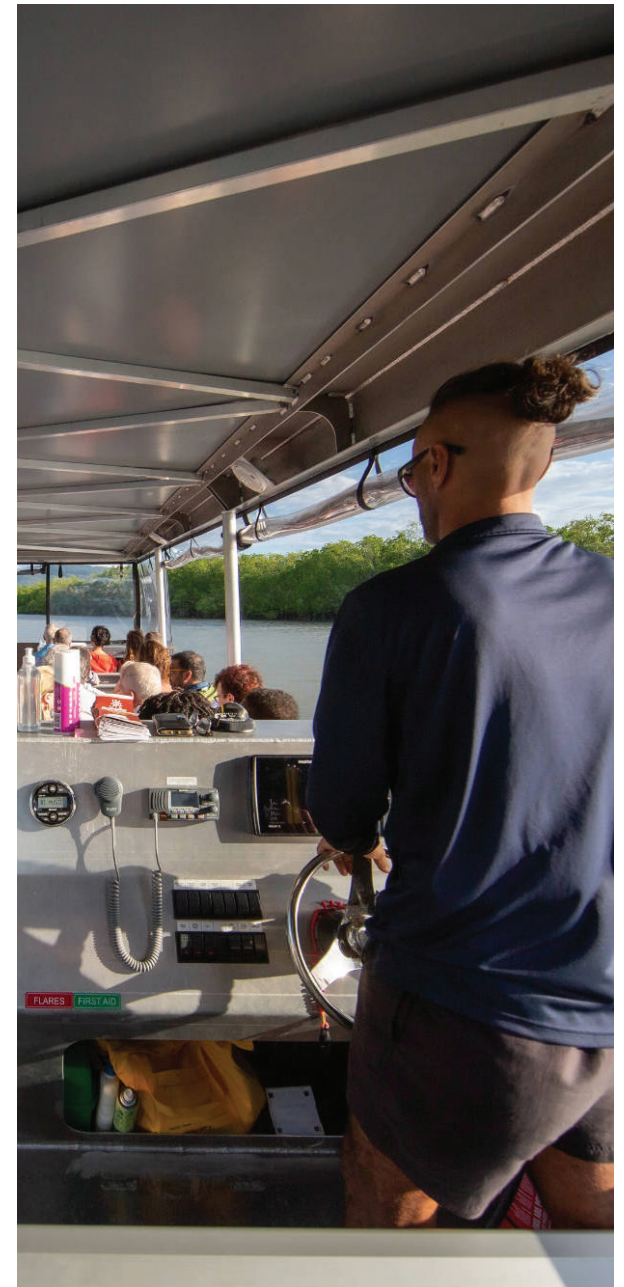
The MY Ranger Program will, with the consent of the MYAC and MY people, extend its IPA management activities beyond the IPA where appropriate and where they can be undertaken, in line with our principles of sustainability and effectiveness, and align with our overall goals and aspirations, most important with consent of MYAC, the Registered Native Title Body Corporate.

Compliance and Enforcement

During the consultation phase Rangers ability to undertake compliance and enforcement activities was considered a priority for future development. Compliance and enforcement are an integral part of a Rangers role. Managing

country is very much about managing unauthorised or illegal activities on the MY IPA and the Rangers recognise the need for effective tools and resources to enable them to undertake this work. Compliance and enforcement can sometimes come with high personal and corporate risk and sometime involve complex legal obligations. Our goal is to ensure that we have systems and procedures in place to keep our Rangers safe and to maximise our effectiveness.

Rangers' collaboration with agencies responsible for enforcement and compliance with the support of MYAC, as the trustee of determined rights and interests, including the IPA, is a critical starting point for developing and expanding capability. The MY Rangers are already working closely with QPWS primarily in respect to our land based management activities, however we are also looking to engage with them in management of our marine environment in future. Other agencies with overlapping responsibilities include the Department of Agriculture and Fisheries in respect to biosecurity and commercial and recreational fishing, and the Great Barrier Reef Marine Park Authority in respect to the neighbouring Great Barrier Reef Marine Park.



In working with these agencies, we will explore avenues for ongoing training and capacity development. We will also be seeking to engage effectively with them in continuing to develop our management systems and ongoing support arrangements including resourcing.

Infrastructure and Assets

Our Ranger base is located in Grey Peaks NP adjacent to Pine Creek Road, East Trinity. The base station includes an office building, a covered meeting area, and several sheds. The



area also includes some open space on moderately sloping terrain which accommodates and compliments MYAC commercial enterprises as well.

With the support of MYAC, DES have supported our Ranger Program with asset transfers including a tractor, mower, and slasher provided to improve our contracting capacity for East Trinity Reserve maintenance and a fire unit to improve our fire management capacity.

We do not have any immediate plans for infrastructure expansion in relation to the Ranger Program, but we will apply our strategic and business planning approaches when considering such opportunities. Any infrastructure expansion will need to be undertaken by MYAC.

We are considering options for improving our marine capacity which may include investment in a suitable vessel through MYAC. Again, such considerations will include a careful assessment of the objectives and options together with a business case to determine viability and sustainability. Some of these opportunities could include formal partnerships with contracted services and collaboration with neighbouring interests.

Economic Development

In 2015 MYAC received the Ministers approval for a Commercial Activity Agreement and Trust Permit within Grey Peaks National Park and East Trinity Reserve. These permits underpin commercial tourism activities.

The MY Rangers are supporting MYAC in accordance with our work program with delivering the Mandingalbay Authentic Indigenous Tours (www.mandingalbay.com.au) and, as part of this initiative, we help to deliver guided tour components, cultural demonstrations and performances, and practical support in running their vessel.

Our Ranger Program is also working with other tourism operators in the region such as Reef Magic based in Cairns who are conducting tours to the Great Barrier Reef. Collaborations such as these provide opportunities for professional development including training and industry exposure. They could also lead to fee for service opportunities, where our Rangers may be contracted to provide guiding and interpretation services. There is also potential to use these collaborations to expand our employment and succession opportunities.

The Rangers are currently engaged in a range of fee for service activities including:

- Biosecurity surveys and eradication campaigns such as the Yellow Crazy Ant Eradication Program; and
- Flora and fauna surveys both marine and terrestrial.

Involvement in other business or fee for service opportunities that have been under consideration include:

- Expanding marine services to include marine monitoring, compliance and enforcement;
- Marine debris management;
- Fire management;
- Research support;
- Infrastructure development and maintenance;
- Blue Carbon projects;
- Expanding weeds management;
- Nursery development, community gardens, hydroponics;
- Data and information management services.

Workforce Development

Workforce development continues to be a high priority for us and this is evident in the level of workforce capacity and professionalism achieved to date:

- 100 percent of our staff are Aboriginal;
- Most of our staff are Mandingalbay Yidinji people, traditional owners of the country we manage;

We have well developed HR policies and procedures, and our management and reporting systems are geared to foster and support high quality performance.

The following extracts from our Operations Handbook explain our approach and priorities for workforce development.

Capacity Building and Succession Planning

MYAC support capacity building of Mandingalbay Yidinji People and wider community. Capacity building strengthens the ability of our community through social cohesion and building social capital.



Succession Planning is strongly encouraged and supported through the Human Resources and Performance Development Review Policies framework. We encourage our staff to undertake professional and personal development to enhance their skills to promote progression through the classification structure into roles that require specialised skills, increased responsibility and remuneration. This also services an ability for individuals to seek and gain employment with other organisations, industry and government agencies.

Training

MYAC offers high quality and, where appropriate, accredited training for staff and volunteers to promote understanding of essential knowledge, skills and values required to work safely and effectively in our challenging and often complex environment.

Monitoring and Evaluation

The Board of Directors and Executive Director are open to receiving feedback and encourage staff and volunteers to participate in regular monitoring and evaluation of the policies, frameworks and programs and suggest improvements to the Executive Director.

We have built into our activities opportunities for client and partner feedback and recommendations with the intention of pursuing continual improvement.

Workforce Development Plan

In 2014 we undertook a Workforce Development Planning process with support and advice from Workforce Futures. The resulting plan addresses traditional human resource management elements such as recruitment, retention, career and succession planning,

performance management, culture, communications, skills development, training, staff motivation and well-being and strategic longer term planning. The plan was commissioned with a particular focus on developing tourism and hospitality capacity however, the plan is applicable to all of our workforce management. As a result of this planning process, we have adopted systems and processes which we continue to update and apply.

Women as Rangers

In consultations for this plan, options for increasing women's participation in the Ranger Program were discussed. We have achieved a good gender balance on our boards and are committed to providing opportunities for women to be employed in our Ranger Program. Achieving a balance of men and women in the workforce is important when considering cultural aspects of our work and also assists us in ensuring a balanced approach to training, mentoring, and team building.

We have chosen not to distinguish between men and women in our recruitment process however, we are considering options that will encourage women to join our team. These could



include presentations on employment opportunities in conjunction with women's events, for example, World Women's Day, or facilitating women's involvement in our youth and other activities.

Where women form a minority in a workplace, connecting with the broader Indigenous Ranger network across Ranger organisations is essential. This provides opportunities for mentoring and support that may not be available directly in the workplace. Examples of this include establishing connections and relationships through attending Ranger conferences, Ranger exchanges, and shared training workshops.

Training and Professional Development

As we continue to grow our workforce and our responsibilities are expanding, we recognise the need to be proactive with our processes for training and professional development.

To be an effective and proficient Ranger requires an ever increasing array of skills and qualifications, many of which are quite specialised, especially in a cross cultural environment. We have a responsibility to exercise a duty of care in ensuring that our new employees (and volunteers) are adequately supervised as they build the skills and experience needed to be a Ranger. Mentoring, whether formal or informal is another avenue that we use to support developing Rangers by teaming them up

with more experienced staff to maximise job satisfaction and progression.

We also devote time and energy to providing pathways for Ranger employment by providing traineeship positions and job placements for school-based trainees. These opportunities are delivered through collaboration with educational and training institutions. Separate to the work we are doing with traineeships and job placements, we have developed a Junior Ranger Program. The Junior Ranger Program is largely directed at primary school level and provides the very important function of raising cultural awareness, and inspiring our young people by nurturing pride in their identity and respect for Elders.

These are values that are applicable whatever career path the student might ultimately choose, but our involvement often inspires even primary school age students to want to become Rangers.

In addition, we have formalised our commitment to providing pathways to employment through contracting arrangements with Wugu Nyambil Workforce Development and Training, based in Yarrabah, helping us to provide volunteer positions with a view to

creating pathways for employment in our organisations.

Learning from Elders

One of the priorities identified in the consultation phase for this plan was the need to engage effectively with, and to learn from, Elders. This was seen as a high priority in our consultations with Traditional Owners and Rangers.



There are many opportunities for Elder participation already contained in projects and activities that we undertake and in the MoUs and contracts that we have in place.

Structured arrangements, however, help to strengthen this facet of our operations.

In work planning and identification of tasks, priorities for connecting with Elders are clearly stated with targets, actions, and outcomes specified. Engaging with Elders to participate in project planning and delivery, to undertake cultural awareness training, and to provide mentoring support to Rangers is included in project costing and programming.

Succession Planning

Career pathways are an important part of succession planning. This kind of investment in staff requires considerable effort and planning but provides great rewards as staff benefit from having identified development options and their likely career trajectories mapped, and the organisation benefits from improved retention of increasingly skilled staff wanting to achieve their identified goals. There are opportunities for developing career pathways within the Ranger

Program and these are prioritised in workforce development planning. Training plans for individual staff are formulated collaboratively, requiring staff to identify goals and to discuss this in the context of the Ranger Programs overall requirements and objectives.

In addition, our organisational framework is structured to support career development pathways, by providing steppingstones with increasing responsibility directly linked to experience, training, and professional development. Salaries and increments are also linked to professional development outcomes and levels of responsibility.

The existing overall workforce provides considerable potential for us to sponsor our own succession processes, however effective collaboration with partners is also essential. We maintain a focus on working with our partners to promote and support professional development of Indigenous Rangers. Collaboration in this space, includes work placements or secondments between organisations, collaboration on training and certificate courses to achieve critical mass for delivery, and building professional development networks for mentoring and support.





LAND AND SEA RANGER PROGRAM GOAL

To maintain and continually improve on our effective, professional, and sustainable Djunbunji Land and Sea Ranger Program that:

- Provides a safe, legally compliant, supportive, and inspiring workplace for Rangers and other staff;
- Successfully undertakes the roles identified in the Mandingalbay Yidinji IPA Management Plan;
- Supports and assists our organisations to develop low impact sustainable enterprises providing economic benefits.



STRATEGIES

- Review and update our Strategic Plan using a structured approach ensuring that the Strategic Plan remains relevant and current, adapting to our ongoing development requirements;
- Regularly review, update, and communicate workplace and staff protocols maintaining the implementation of safe and effective workplace health and safety including administration and operational procedures and protocols;
- Develop a staff skills and qualifications database to identify ongoing organisational requirements and staff career and development pathways. Identify and implement training and professional development requirements, in conjunction with identified staff aspirations;
- Continue to develop communication strategies for identified audiences and purposes to ensure Traditional Owners, partner agencies and other stakeholders are appropriately informed and/or consulted about the activities of Djunbunji Land and Sea Program.



Values OF COUNTRY

All aspects of Mandingalbay Yidinji Country (land, sea, freshwater, plants, rivers, mountain, people, language, beliefs, spirituality, practices and more) are inseparable, interdependent components of our Culture. This holistic complexity constitutes what we seek to protect, nurture, and pass on to future generations through our IPA. To achieve this, and to communicate our aspirations to our partners, visitors, and the wider world, we have translated this complexity into a suite of **Values** suited to the needs of our Management Plan.

Cultural Values

Summarising our cultural values risks over-simplifying something inherently indescribable, because these values are imbedded in our history, our language, our kinship system, and our worldview that are in many ways untranslatable into another language and into the dominant culture of settler Australia. Nevertheless, the following descriptors provide a glimpse of key cultural values which together approximate the complex, indivisible whole.

Holistic land and sea cultural landscape

Mandingalbay Yidinji People's concept of Country unifies land and sea into a single entity. This contrasts with the Western view of terrestrial areas as inherently separate and different from marine areas, with different tenure systems, different legislation, different access rights and different management agencies. Australia's government protected areas also separates terrestrial protected areas from marine protected areas.

Our holistic view of land and sea as Country reflects the interdependence of marine and terrestrial ecosystems, animals, plants, and human uses. This is particularly important in the current era of climate change, when rising sea levels are changing the interface between land and sea, so it makes sense to govern and manage these areas as a single entity.

Where governments have established separate World Heritage Areas for terrestrial areas of the Wet Tropics and the Coral Sea, as well as separate terrestrial national parks and marine parks on our Country, we have established a unifying IPA that brings all the imposed tenures, management regimes and management agencies under one Traditional Owner led framework. The concept of Country is therefore a key value that is not only important to our Culture; it is also of benefit to government environmental managers and the wider society.

Sacred Sites and Dreaming Tracks

Over tens of thousands of years, our Country has nurtured our successive generations and witnessed our history, which is documented in countless named locations, camping areas, hunting and fishing places, ecosystems managed by fire and seasonal harvest, and the tracks and sacred sites associated with the ancestral creation times – and all the knowledge and practices associated with these features.

We have an obligation through the management of our Country as an IPA to learn about, document and apply these tangible and intangible features. These are as important to us as protection of so-called environmental or natural values, which in reality are bound up with our Culture and history.

Animal and plant species and other resources

Our use and management of animal and plant species are based on respect and kinship. We have been aware for thousands of years that we are mutually dependent on all species.

Some species are particularly significant for food, shelter, tools, crafts and rituals, and some species have taken on special totemic significance in our kinships system. This in turn bestows special responsibilities on us to follow cultural protocols with respect to these species and other culturally important resources, and also to transmit awareness of significance and protocols to future generations.

Law, Custom, Beliefs, Spirituality, and Identity

Our Country is the source of our Law, belief systems, spirituality, and identity. When we protect Country, we are protecting these fundamental aspects of our Culture, and when we strive for sustainability of Country, we are seeking to sustain these cultural values in perpetuity.



Buddabadoo Creek. Image courtesy of 3D Environmental Landscape & Vegetation Science.

Aesthetics of Country

In addition to all of the above cultural values, our Country is beautiful and health-giving to us, as it is to our partners and our visitors. The prominent mountain range that dominates the landscape of our IPA provides an iconic scenic backdrop to Cairns, appreciated by everyone who gazes across Trinity Inlet from the city. Similarly, the serpentine mangrove creeks on the intertidal portion of our IPA provide rich experiences to everyone who explores them – over and above their ecological and cultural significance. These and other aesthetic aspects of Country provide common ground between Traditional Owners, Rangers, government agency personnel and tourists alike, from which to build mutual understanding and respect.

Environmental Values

The environmental values of Mandingalbay Yidinji IPA are connected to the broader expanse of our Country which reaches beyond the boundaries of the IPA. Mandingalbay Yidinji Country extends from Bessie Point on Trinity Bay in the north, to Mutcherro Inlet and Russell Heads in the south, bounded

by Trinity Inlet and the Mulgrave River to the west. Mandingalbay Yidinji Sea Country extends east into the Coral Sea and includes the islands of the Frankland Island Group. The Mandingalbay Yidinji People also share an interest with neighbouring groups in resource use areas extending beyond these boundaries. Mandingalbay Yidinji Country has great natural diversity. It includes tidal flats around Trinity Inlet, open forests, the rainforests of Nesbit Range and Malbon Thompson Range, beaches and headlands on the Coral Sea coast, and continental islands with sand spits, fringing reefs, and seagrass beds.

The area has a tropical climate with a pronounced summer wet season, with average temperature ranges in or 23oC to 31oC in mid-summer to 18oC to 26oC in mid-winter. Rainfall ranges from 2400 mm per year at East Trinity Environmental Reserve to over 4800 mm per year on the Malbon Thompson Range around Bell Peak North and Bell Peak South.

The cyclone season normally extends from December to April, but cyclones can occur earlier or later.

The Malbon Thompson Range and associated foothills comprise more than



Mulgrave River. Image: Shutterstock.



Frankland Island Group. Image: Shutterstock.

half of the land area of Mandingalbay Yidinji IPA. High points include May Peak (834 m), Grey Peaks (644 m), Bell Peak North (1026 m) and Bell Peak South (939 m).

More than 80 % of the land area of our IPA is uncleared and is included within the Wet Tropics World Heritage Area. The tidal waters within our IPA are part of the Great Barrier Reef State Coast Marine Park and Trinity Inlet Declared Fish Habitat Area. These areas include extensive mangrove forests, seagrass beds off the esplanade, patchy areas of saltmarsh and intertidal flats.

Key Coastal sites and areas of state significance

The Mandingalbay Yidinji IPA incorporates components of two Key Coastal Sites, and two Key Coastal Localities identified in the Wet Tropics Regional Coastal Management Plan.

Russell Heads North (Key Coastal Locality 9.1)

Key natural values include:

- A well-developed dune/swale system is associated with 'of concern' and



- endangered regional ecosystems between Russell Heads and Palmer Point. This system includes intact complex mesophyll vine forest;
- This locality is ranked as one of the most outstanding and diverse areas of the Wet Tropics lowlands. It contains a unique assemblage of vegetation communities and many rare and threatened species, such as swamp orchids, beach stone-curlews and a substantial southern cassowary population;
- The dune/swale wetland forms part of the Russell River Wetland and the entire locality is in the Wet Tropics World Heritage Area. The wetland, including the associated endangered regional ecosystems and vegetated dune system are Areas of State Significance. The wetland provides an important nutrient trap and filter for the water draining from the southern end of the Malbon Thompson Ranger to the coast;

- The area has wilderness values and high scientific importance associated with its high natural integrity – it provides possibly the only remaining opportunity within the Wet Tropics bioregion to ensure conservation of a significant freshwater wetland.

Western Malbon Thompson Range (Key Coastal Locality 9.3)

Key natural values include:

- The rugged ranges have high scenic values and contain part of the western watershed of the Malbon Thompson and Murray Prior ranges, which is a significant catchment for the Mulgrave River and Trinity Inlet. The ranges have high natural integrity and are vegetated with a mix of communities dominated by complex mesophyll vine forest with subordinate notophyll vine forests and woodlands. These forests contain 'of concern' ecosystems.
- The locality contains important southern cassowary habitat. Together with the eastern slopes of the Malbon Thompson Range, this locality has the most extensive examples of vine forest with eucalypts and acacias in the region and contains the largest surviving remnant mesophyll vine

forest in the Wet Tropics bioregion.

- Seagrass beds in the protected bays and Sturt Cove support dugong and marine turtles. Irrawaddy and Indo-Pacific humpback dolphins are found in the inshore area.

Trinity Inlet (Key Coastal Site 10)

The Port of Cairns and Trinity Inlet Wetland is listed and described on the Register of the National Estate and in the Directory of Important Wetlands in

Trinity Inlet

Australia (1996). Key values of Trinity inlet include:

- The Inlet is a remarkable landform of about 11km long and 6km wide, comprised of a natural embayment cradled between coastal ranges – a combination of habitats unique in Queensland.
- Sediment from the Barron River is delivered at an estimated rate of 38,000 cubic metres annually, providing an outstanding example



Trinity Inlet. Image: Shutterstock.

of coastal accretion in the Wet Tropics bioregion that is of particular importance as a record of recent sedimentation and coastal evolution in this region.

- Trinity Inlet's outstanding biodiversity and high natural integrity provides significant conservation values. Melaleuca open woodland, a range of mangrove communities, seagrass beds, salt marshes and tidal mudflats provide important habitat for rare and threatened plant and animal species. The mangrove forests have a greater variety of habitat and species richness than other tidal wetlands in far north Queensland.
- The inlet's wetlands are largely intact and support large populations of birds, fish and prawns. The inlet provides habitat for migratory wading birds, including species of national significance. Much of the inlet has been declared a Fish Habitat Area in recognition of the importance of the mangrove forests, freshwater wetlands, and mudflats, which function as nurseries for juvenile fish and provide important habitat for estuarine crocodiles.
- Trinity inlet has extensive seagrass beds and is one of only two major seagrass areas between Hinchinbrook Island and Cooktown.

Regional ecosystems

Mandingalbay Yidinji IPA lies within the Wet Tropics bioregion. It contains a diverse range of regional ecosystems and is an important refuge for endangered and of-concern regional ecosystems. The following information on Regional Ecosystems is derived from the following sources:

- *Baseline review for Mandingalbay Yidinji Country (2009);*
- *Management Statement for Grey peaks National Park; (2024).*

The most extensive regional ecosystem in the area is mesophyll to notophyll vine forest on granite. It covers over 25 % of the IPA, occurring mainly on the foothills and lower slopes of the Malbon Thompson Range. This regional ecosystem is not of concern. Simple notophyll vine forest on granite uplands is the next most prevalent regional ecosystem, covering over 5 % of the area. It is the dominant ecosystem along the crest of the Malbon Thompson Range. This regional ecosystem is also not of concern.



Mesophyll vine forest with dominant fan palms in Area 2 within the drainage of Buddabadoo Creek. Image courtesy of 3D Environmental Landscape & Vegetation Science.

Changes in the boundaries between individual regional ecosystems have not generally been well-documented. Between 1950 and 1992, approximately 180 ha of tidal flats off Bessie Point were colonised by mangroves, probably due to sediment accumulation. Some sclerophyll regional ecosystems on the Malbon Thompson Range have very well-developed vine forest understories, probably due to infrequent burning. These include pink bloodwood (*Corymbia intermedia*) open forest on eastern slopes, and red stringybark (*Eucalyptus*

pellita), pink bloodwood and Moreton Bay ash (*C. tessellaris*) open forest in northern sections of the Malbon Thompson Range. This may indicate a gradual replacement of sclerophyll regional ecosystems with rainforest.

Seagrass beds extend into Trinity Bay northeast and north west from the mouth of Trinity Inlet. The major seagrass community types are *Zostera capricorni* northeast of the Trinity Inlet mouth and *Halodule uninervis* northwest of Trinity Inlet mouth. A small community

of *Halophila decipiens* occurs north of the Trinity Inlet mouth.

Native plants

Current information about plant species within the IPA is based on vegetation surveys undertaken within separate government protected areas, supplemented by surveys undertaken at specific locations within the IPA.

Based on information provided in the *Grey Peaks National Park Management Statement* and vegetation surveys undertaken in East Trinity Environment Reserve and Malbon Thompson Forest Reserve, 479 terrestrial plant species have been recorded within Mandingalbay Yidinji IPA. The recorded plant species comprise:

- 2 mosses
- 5 club mosses
- 2 whisk ferns
- 31 ferns
- 3 conifers (including cycads)
- 57 monocots
- 379 dicots.

Nine fungi species have also been recorded in the IPA.



Fruiting specimen of *Annonaceae* sp. (Yarrabah R.L. Jago 8132+), considered likely to be a species new to science. Image courtesy of 3D Environmental Landscape & Vegetation Science.

The Malbon Thompson Range has the greatest number of plant records within our IPA, with approximately 295 species recorded. The most significant locations for plant species records are Little Pine Creek and the summit and upper slopes of Bell Peak North. Six species of conservation concern under Queensland's *Nature Conservation Act* (NCA) have been recorded from upland rainforest around the summit area of Bell Peak North. These are:

- 2 vulnerable tassel ferns, also listed as vulnerable under the *Commonwealth Environment Protection and Biodiversity Conservation Act 1999* (EPBC); these species grow as epiphytes in the rainforest canopy
- square tassel fern (*Huperzia prolifera*)
- *Huperzia lockyeri*
- the vulnerable vine *Parsonsia bartlettii*; this species has only been recorded in the Wet Tropics above 900m
- the rare palm *Linosyris palmeriana*
- the rare tree *Argophyllum cryptophlebum*; this species has also been recorded in rainforest at a lower altitude site in the Malbon Thompson Range.

- the rare tree *Helicia recurva*; this species has also been recorded in rainforest at several lower altitude sites in the Malbon Thompson Range.

A further three species of conservation concern under the NCA have been recorded from other areas of the Malbon Thompson Range. These are:

- the vulnerable herb *Plectranthus amoenus*
- the rare tree *Polyalthia patinata*
- the rare understorey tree *Pseuduvaria froggattii*
- the rare tree *Diploglottis harpullioides*.

Two species of conservation concern under the NCA have been recorded on coastal areas of the IPA. These are:

- the rare shrub or small tree *Macaranga polyadenia* in eucalypt woodland on the east coast
- the epiphytic antplant (*Myrmecodia beccarii*), listed as vulnerable under both the NCA and EPBC, in mangrove forest on the eastern edge of Trinity Inlet; this species grows as an epiphyte on trees in a wide range of regional ecosystems.

Lists of plants (including NCA and EPBC conservation status) recorded in

Grey Peaks National Park, East Trinity Environmental Reserve and Trinity Inlet Declared Fish Habitat Area are provided in Section 17 (*Supporting Documents*).

Native animals

Based on limited fauna surveys to date, approximately 228 terrestrial native vertebrate animal species have been recorded from Mandingalbay Yidinji IPA comprising:

- 117 fish (including 31 freshwater species)
- 7 amphibians
- 17 reptiles
- 7 mammals of conservation concern



Endangered Southern Cassowary (*Casuarus casuarus johnsonii*). Image: Shutterstock.

Conservation status of key terrestrial vertebrates in Grey Peaks National Park are indicated in the table below.

Scientific Name	Common Name	Nature Conservation Act 1992 status	Environment Protection and Biodiversity Conservation Act 1999 status	Back on Track status
ANIMALS				
<i>Casuarius casuaris johnsonii</i> (Southern population)	Southern Cassowary (Southern population)	Endangered	Endangered	Critical
<i>Nyctimystes dayi</i>	Australian laceiid	Endangered	Endangered	Low
<i>Rhinolophus philippinensis</i>	Greater Large-eared Horseshoe Bat	Endangered	Endangered	High
<i>Taudactylus acutirostris</i>	Sharp Snouted Dayfrog	Endangered	Extinct	Low
<i>Murina florium</i>	Tube-nosed Insectivorous Bat	Vulnerable	Least Concern	High
<i>Taphozous australis</i>	Coastal Sheathtail Bat	Vulnerable	Least Concern	High
<i>Aerodramus terraereginae</i>	Australian Swiftlet	Near Threatened	Least Concern	Low
<i>Dendrolagus lumholtzi</i>	Lumholtz's Tree-kangaroo	Near Threatened	Near Threatened	Low
<i>Hipposideros diadema reginae</i>	Diadem Leaf-nosed Bat	Near Threatened	Least Concern	Low
<i>Kerivoula papuensis</i>	Golden- tipped Bat	Near Threatened	Least Concern	Medium
<i>Pteropus conspicillatus</i>	Spectacled Flying-fox	Least Concern	Vulnerable	High

Source: Grey Peaks National Parks Management Statement.

Other vertebrate species recorded elsewhere in the IPA and nearby include:

- Jabiru (*Ehippiorhynchus asiaticus*)
- Eastern curlew (*Numenius madagascariensis*) – listed as endangered under the NCA and critically endangered under the EPBC Act
- Spectacled flying-fox (*Pteropus conspicillatus*) - vulnerable under the EPBC (least concern under the NCA)
- Cairns rainbowfish (*Cairnsycthis rhombosomoides*) - listed as vulnerable under the IUCN;

- Allen's stiphodon or Allen's cling-goby (*Stiphodon allenii*)
- Mulgrave goby (*Glossogobius bellendenensis*)
- Estuarine crocodile (*Crocodylus porosus*) – vulnerable under the NCA
- Green turtle (*Chelonia mydas*) – listed as vulnerable under the NCA and threatened under EPBC Act
- Dugong (*Dugon dugon*) – listed as vulnerable under the NCA.

Seventeen migratory species recorded on Mandingalbay Yidinji Country are

listed under the Bonn Convention, China-Australia Migratory Bird Agreement (CAMBA), Japan-Australia Migratory Bird Agreement (JAMBA) and/or Republic of Korea-Australia Migratory Bird Agreement (ROKAMBA) (Table 1). These agreements protect migratory species by limiting the circumstances under which migratory species are taken or traded, protecting important habitats, exchanging information and building co-operative relationships.



Australian laceid (*Nyctimystes dayi*).
Image: Shutterstock.



Lumholtz's Tree-kangaroo (*Dendrolagus lumholtzi*)
Image: Shutterstock.



Spectacled flying-fox (*Pteropus conspicillatus*).
Image: Shutterstock.

Species recorded on Mandingalbay Yidinji Country listed under international agreements are listed in the table below.

Scientific Name	Common Name	Bonn Convention	CAMBA	JAMBA	ROKAMBA
BIRDS					
<i>Charadrius mongolus</i>	Lesser Sand Plover	Yes	Yes	Yes	Yes
<i>Fregata minor</i>	Great Frigatebird		Yes	Yes	
<i>Anous stolidus</i>	Common Noddy		Yes	Yes	
<i>Sterna sumatrana</i>	Black-naped Tern		Yes	Yes	
<i>Sternula albifrons</i>	Little Tern	Yes	Yes	Yes	Yes
<i>Thalasseus bengalensis</i>	Lesser Crested Tern		Yes		
<i>Merops ornatus</i>	Rainbow Bee-eater			Yes	
<i>Actitis hypoleucos</i>	Common Sandpiper	Yes			
<i>Arenaria interpres</i>	Ruddy Turnstone	Yes	Yes	Yes	Yes
<i>Calidris ruficollis</i>	Red-necked Stint	Yes	Yes	Yes	Yes
<i>Calidris tenuirostris</i>	Great Knot	Yes	Yes	Yes	Yes
<i>Numenius madagascariensis</i>	Eastern Curlew	Yes	Yes	Yes	Yes
<i>Numenius phaeopus</i>	Whimbrel	Yes	Yes	Yes	Yes
<i>Tringa brevipes</i>	Grey-tailed Tattler		Yes	Yes	Yes
<i>Xenus cinereus</i>	Terek Sandpiper		Yes	Yes	Yes
<i>Sula leucogaster</i>	Brown Booby		Yes	Yes	
REPTILES					
<i>Crocodylus porosus</i>	Estuarine Crocodile	Yes			
<i>Chelonia mydas</i>	Green Turtle	Yes			

Source: Baseline Review for Mandingalbay Yidinji Country.



Lesser Sand Plover (*Charadrius mongolus*).
Image: Shutterstock.



Great Frigatebird (*Fregata minor*).
Image: Shutterstock.



Rainbow Bee-eater (*Merops ornatus*).
Image: Shutterstock.



Eastern Curlew (*Numenius madagascariensis*).
Image: Shutterstock.



Estuarine Crocodile (*Crocodylus porosus*).
Image: Shutterstock.



Green Turtle (*Chelonia mydas*).
Image: Shutterstock.

Fish were sampled between 2003 and 2005, and again in 2014 and 2016 in East Trinity Reserve by the Fisheries Queensland and Mandingalbay Yidinji Rangers. Ninety-two of the 105 fish species recorded in Mandingalbay Yidinji Country were recorded in tidal waterways in East Trinity Reserve. The mangroves and tidal creeks adjoining Trinity Inlet, and a section of Trinity Bay just north of the inlet mouth, are located within a Declared Fish Habitat Area under the *Fisheries Act 1994* (Qld) and managed by the Queensland Department of Environment and Science. The fauna of Trinity Inlet Declared Fish Habitat Reserve are listed in the *Wildlife of Trinity Inlet Fish Habitat Area* in Section 17 (*Supporting Documents*).

Fish surveys undertaken by the former Department of Primary Industries and

Fisheries in the Malbon Thompson Range in 2008 recorded 19 species of native fish. Further freshwater fish surveys in Hills / Firewood Creek and Charlie's Camp Creek undertaken in 2014 and 2016 found resulted in a total of 31 freshwater fish species known to live in the IPA. Of these, three Cling Goby species have been listed as **vulnerable** under the Queensland *Nature Conservation Act*, and the Opal Cling Goby has been listed as **critically endangered** under the Federal Environment Protection and Biodiversity Conservation Act. The freshwater fish surveys also revealed the presence of the Sawshell Turtle in these creeks.

The 2016 freshwater fish survey report is available for download in the "Supporting Documents" section (Part 19) of the IPA Management Plan.



East Trinity Reserve Waterway. Image: Shutterstock.



Allen's stiphodon or Allen's cling-goby (*Stiphodon allenii*). Image source: Cairns and Far North Environment Centre, Brendan Ebner & James Donaldson, CSIRO.



Mulgrave Goby (*Glossogobius bellendensis*). Image source: Douglass F. Hoese / Australian Museum.



Cairns rainbowfish (*Cairnsyichthis rhombosomoides*). Source: *Fishes of Australia*, Brad Pusey.

Threats to Values OF COUNTRY

Climate Change

Throughout our relationship with Country over thousands of years, we have lived through and adapted to previous periods of dramatic climate change, including sea level rise of over 100 metres beginning about 19,000 years ago, and stabilising about 6,000 years ago. We recognise that global and local climates are changing once again, and that these changes will have increasing impacts on our IPA.

Our Elders and Rangers are already noticing significant impacts of climate change, including changes in seasonal behaviour of animals and plants, as well as coastal erosion, unfamiliar weather patterns, and changes in seasonal flowering and fruiting of plants. Over the 10-year life of this Management Plan we expect these impacts to increase, so we will develop indicators for monitoring local climate change on our Country, and where possible implement measures to reduce and adapt to climate change impacts.

We are also concerned that seawater inundation of low-lying coastal areas will result in the need to establish living areas on higher ground for our people, including higher ground within the IPA.





CLIMATE CHANGE GOAL

To understand, monitor, and manage the impacts of Climate Change on the cultural, natural, social, and economic values of the IPA.



STRATEGIES

- Document knowledge and observations of Mandingalbay Yidinji People regarding their experience, and concerns about Climate Change;
- Develop best practice understanding of local Climate Change impacts, and develop measurable indicators, in collaboration with partner agencies;
- Communicate Climate Change understanding and impacts to Mandingalbay Yidinji People, partners, and visitors;
- Explore and develop opportunities to mitigate Climate Change impacts through Blue Carbon and other sequestration and offset investments and programs;
- Utilise funding from Federal Government's 2030 and 2050 Climate Change targets and Queensland Government's Land Restoration Fun, biodiversity credits etc. to support Climate Change monitoring and mitigation projects on the IPA.



MONITORING AND EVALUATION

- Review climate change indicators in 5-year review of IPA Management Plan;
- Document climate change observations from Mandingalbay Yidinji People and Rangers;
- Report climate change mitigation or adaptation measures at annual MYSPIC meetings;
- Incorporate climate change information in presentations to visitors.

Other threats to IPA values

Strategies to address the other threats identified below are incorporated into the management sections of this Plan, where appropriate. These threats have also been identified in the Management Statement for Grey Peaks National Park, a key component of our IPA. Other government protected areas within the IPA are not subject to agency management statements.

Pest plants and animals

Pest plants and animals are a significant threat to the cultural and environmental values of the IPA. Introduced flora and fauna can compete with native animals and plants for habitat and food resources, and make our Country more susceptible to erosion, uncontrolled fires, and the impacts of climate change. As a result, pest plants and animals are a major management focus of our Rangers and our partner agencies.

Pest plants identified in the IPA and/or neighbouring environments include:

- Guinea grass (*Megathyrsus maximus*)
- Thatch grass (*Hyparrhenia rufa*)

- Blue billygoat weed (*Ageratum houstonianum*)
- Giant sensitive weed (*Mimosa pudica*)
- Jamaica snake weed (*Stachytarpheta jamaicensis*)
- Mother-in-law's tongue (*Sansevieria trifasciata*)
- African tulip (*Spathodea campanulate*)
- Singapore daisy (*Sphagneticola trilobata*)
- Lantana (*Lantana camara*)

East Trinity Reserve has recorded 57 pest plants, as a result of its history of disturbance and subsequent neglect. Five species recorded at East Trinity Reserve are declared under the *Land Protection (Pest and Stock Route Management) Act 2002*. These are the Class 2 declared pests sicklepod (*Senna obtusifolia*) and pond apple (*Annona glabra*), and the Class 3 pests lantana (*Lantana camara*), African tulip tree (*Spathodea campanulata*) and Singapore daisy (*Sphagneticola trilobata*). Other pest plants common in East Trinity Reserve include guava (*Psidium guajava*) and a number of introduced grasses.

Pest animals identified in the IPA and/or neighbouring environments include:

Mammals

- Pigs (*Sus scrofa*)
- Horses (*Equus caballus*)
- Wild dogs (*Canis lupus familiaris*)
- Deer (*potentially several species*)

Amphibians

- Cane toads (*Rhinella marinus*)

Fish

- Black mangrove cichlid (*Tilapia mariae*)
- Guppy (*Poecilia reticulata*)
- Common platy (*Xiphophorus maculatus*)

Insects

- Asian honey bee (*Apis cerana*)

Pollution

Sources of pollution with the potential to impact cultural and environmental values of the IPA include:

- Agricultural chemical overspray
- Aerial aviation-fuel dumping
- Aircraft noise
- Oil spills and other water pollution in Trinity Inlet.

11

Traditional **RESOURCE USE**

Use of food, medicinal, water and others resource on our Country continue to be extremely important for Mandingalbay Yidinji People – not just for nutrition, health, and wellbeing, but also for maintaining connection with Country, undertaking traditional crafts, maintaining language and other cultural practices. Being on Country and using its resources are critically important for maintaining Law, customary practices, language, and traditional knowledge, and passing these values on to younger generations.

Use of traditional resources also includes practicing the appropriate protocols to ensure cultural respect and sustainability, as well as Traditional Owner and Ranger involvement in resource management and monitoring.





TRADITIONAL RESOURCE USE GOAL

To maintain sustainable use of traditional land and sea resources by Mandingalbay Yidinji People, and transmit the associated skills and knowledge to future generations.



STRATEGIES

- Maintain inventory on traditional use of land and sea resources from published and unpublished sources;
- Undertake community consultations about current use of traditional land and sea resources;
- Identify key species requiring traditional resource use management plans;
- Develop and implement traditional resource use management plans as required;
- Protect intellectual property and respect cultural protocols whenever traditional resource use information is shared with visitors and partners;
- Prepare information material to communicate traditional resource use practices to visitors and for use in schools.



MONITORING AND EVALUATION

- Report on status or need for traditional resource use management plans in Annual IPA Reports;
- Through community consultations, assess traditional resource use issues (such as access, sustainability and respect for cultural protocols), as part of 5-year review of the IPA Management Plan;
- Monitor potential impacts on traditional resource use in project planning and implementation during annual operational planning.

12

Cultural and Natural HERITAGE MANAGEMENT

Cultural and Natural Resource Management refers to all the strategies and on-ground actions aimed at protecting and maintaining the cultural and natural values of the IPA. Because these values are so closely interrelated, as explained above, the **Goals** and **Strategies** for cultural and natural heritage management are also integrated. Without exception, the protection and management of cultural heritage will enhance the protection and management of natural heritage, and *vice versa*.

Our natural heritage includes water that flows from the mountain streams to the Inlet and the sea, plants and animals that live on our land and sea country, and rock, soil, sand and mud that are the foundations of country.

Weed management is a major challenge, particularly on East Trinity Environmental Reserve, where previous land clearing, drainage, agricultural use, restricted tidal flows, and acid sulphate soil have resulted in major vegetation changes, including weed infestations. Weeds requiring control include pond apple, lantana, Singapore daisy, African tulip, guava, leucaena and Guinea grass.

Feral pig control is the primary feral animal challenge in the IPA. Our Rangers have built their own pig traps and deploy them as required to suppress pig numbers throughout the IPA.

Use of fire is a critically important management tool, linked to the protection of many interrelated values of the IPA, and an expression of our ongoing traditional management practices. We achieve our fire management objectives, using cool, late wet season controlled burns to achieve mosaic fuel reduction outcomes, in collaboration with our IPA partners. Our Rangers work with QPWS Rangers who operate under an Authority Holder Burn Plan for each fire. Burns are achieved through aerial and ground ignitions, when prevailing conditions allow, and following on-ground measures to protect cultural sites and infrastructure where appropriate.



Feral pig trap built by the Rangers to help eradicate feral pigs.



CULTURAL AND NATURAL HERITAGE MANAGEMENT GOAL

To deliver best practice cultural and natural heritage management throughout the IPA, consistent with achieving our IPA **Vision** and protecting our IPA **Values**.



STRATEGIES

- Ensure cultural protocols are respected when cultural and natural heritage management actions are implemented on Country;
- Consult and involve Elders and other Mandingalbay Yidinji People in the planning and delivery of cultural and natural heritage management projects and actions;
- Continue to map cultural sites and other places of cultural significance;
- Maintain records of cultural and natural heritage projects and activities;
- When appropriate, record and apply Traditional Knowledge in the planning and delivery cultural and natural resource management projects;
- Protect and present cultural sites in accordance with cultural protocols under the guidance of Traditional Owners;
- Undertake fire management in accordance with current Fire Management Strategy and authorities to burn, in compliance of cultural protocols, safety issues, prevailing weather conditions and policy constraints.
- Undertake weed management projects and activities in accordance with relevant Weed Management Plan, including compliance with cultural protocols, safe use of chemicals and equipment and policy constraints.
- Undertake feral animal management projects and activities, including pig control, in accordance with relevant Feral Animal Management Plan, ensuring compliance with cultural protocols, safe use of chemicals and equipment and policy constraints;
- Continue remediation of East Trinity Environmental Reserve to manage acid sulphate soils and restoration of native vegetation, in collaboration with relevant agencies;

CONTINUED FOLLOWING PAGE

- Acquire and maintain vehicles, equipment, other resources, and training necessary to implement best practice cultural and natural resource management;
- Develop plant nursery capability and capacity to meet restoration needs within the IPA and opportunities beyond the IPA, including use of bush food plantings;
- Collaborate with local biosecurity initiatives and ensure all natural resource management activities comply with current biosecurity protocols.



MONITORING AND EVALUATION

- Assess status of the cultural heritage data base when preparing IPA Annual Reports and the 5-year review of the IPA Management Plan;
- Record and report trends in weed, feral animal and fire management at annual MYSPIC meetings and in Annual IPA Reports.
- Report on successes and constraints towards achieving Goal at each annual MYSIC meeting and each Annual IPA Report.

Welcoming and MANAGING VISITORS

13

An important function of protected areas, including IPAs, is to present and interpret their values to visitors. By welcoming and managing visitors to our IPA we provide opportunities for cross-cultural understanding to people from around Australia and around the world, while also broadening the experiences and economic opportunities of Mandingalbay Yidinji People.

As proposed in our 2009 Strategic Plan for Mandingalbay Yidinji Country, and foreshadowed in our 2011 IPA Management Plan, we have spent the last decade planning for and creating a world class tourism enterprise associated with our IPA. This has involved researching markets, developing a staged tourism plan, securing investment, constructing on-site visitor facilities, and commissioning our own tourism vessel to transport our guests from Cairns city centre across Trinity Inlet to our IPA. Our tourism products and educational opportunities on our IPA include:

- Hands On Country Eco Cultural Tour – a three-hour tour including travel in our own vessel across Trinity Inlet, a welcome to Country and smoking ceremony on East Trinity Environmental Reserve, and exploring our Maya Bagan Trail in Grey Peaks National Park;
- Overnight Stays – combining our Eco Cultural Tour with overnight camping on the IPA;
- Deadly Dinners – dining on traditionally inspired food under the stars, entertained by Mandingalbay Yidinji dancers;
- Educational Tours – for school and university students;
- Private Charter – on request.

We have successfully integrated our tourism operation with the activities of our Rangers, who interpret the values of our IPA to visitors, and communicate our ongoing rehabilitation efforts to repair our Country damaged by previous land uses – such as the clearing and drainage of what is now East Trinity Environmental Reserve.

The further development of our tourism enterprise aims to become economically sustainable, contributing to the long-term viability of our IPA and prosperity of Mandingalbay Yidinji People.





MANAGING AND WELCOMING VISITORS GOAL

To deliver best practice visitor experience that authentically presents and interprets the values of Mandingalbay Country and Culture, by and for the benefit of Mandingalbay Yidinji People, while also managing uncontrolled access by visitors and their impacts.



STRATEGIES

- Implement Tourism Plan for Country through completion of Stages 2 to 6 of the East Trinity Infrastructure Project;
- Maintain and grow delivery of existing tourism products;
- Achieve economic viability and independence of our commercial tourism enterprise;
- Maintain and grow delivery of eco-cultural educational services to schools and universities;
- Grow employment education, training, and social development through our tourism enterprises, including through corporate and cruise ship tourism;
- Ensure cultural and environmental sustainability of all our visitor management activities;
- Manage the impacts of uncontrolled visitor access to the IPA, including recreational fishers;
- Inform and protect visitors through appropriate signage and supervision, including managing potential interaction with crocodiles.



MONITORING AND EVALUATION

- Report on tourism development milestones against investment commitments;
- Review and report impacts of visitors to ensure protection of IPA values;
- Share progress of tourism development at annual MYSPIC meetings in the context of overall IPA management;
- Consult with Mandingalbay Yidinji Elders, younger generation and Rangers on the impacts and benefits of visitors to the IPA.
- Review progress towards achieving Goal for Welcoming and Managing Visitors in Annual IPA Reports and the five-year review of the IPA Management Plan.

Economic and Social **DEVELOPMENT**

Our IPA provides a framework for developing our local economy and society in ways that maintain our connection to Country and Culture. We are committed to maximizing economic and social benefit to Mandingalbay Yidinji People and the local region in the implementation of all aspects of this Management Plan. While our tourism enterprise provides direct economic benefit to Mandingalbay Yidinji People, we recognise that there is a wide range of other economic and social development opportunities associated with managing our IPA in collaboration with our partners. These opportunities include:

- Ranger training and employment;
- Maritime training and employment, including boat skipper and SCUBA diving opportunities;
- Further education and research opportunities with universities and other research partners
- Cultural heritage surveys and monitoring roles, traditional knowledge recoding and language maintenance;
- Traineeships and exchanges with partner agencies.





ECONOMIC AND SOCIAL DEVELOPMENT GOAL

To enhance economic and social development for Mandingalbay Yidinji people and the Cairns region through best practice management of the IPA.



STRATEGIES

- Develop and support training and staff development pathways for all employees;
- Further develop contract environmental service arrangements for Mandingalbay Yidinji Rangers within and beyond the boundaries of the IPA;
- Further develop culturally and environmentally sustainable tourism and other commercial enterprises associated with the IPA to the benefit of Mandingalbay Yidinji People and the region;
- Engage younger generations in the management and use of the IPA through education programs, Junior Rangers and facilitating IPA visitation and use of the IPA by Mandingalbay Yidinji People.
- Continue to collaborate with stakeholders and investors to establish a world-class Tourism Precinct at East Trinity (IPA). Delivery of this project will attract over 250 jobs (construction stage), 140 jobs post construction, including several small business opportunities.



MONITORING AND EVALUATION

- Maintain a register of all training initiatives;
- Review training and employment opportunities and outcomes as part of project planning and reporting;
- Communicate all IPA education, training, and employment opportunities, including in partner agencies, to Mandingalbay Yidinji People;
- Assess progress towards achieving Economic and Social Development Goal in the five-year review of the IPA Management Plan.

Communication

We recognise that communication is an essential feature of successful protected areas, and especially in our IPA with its complex governance arrangements, cross-cultural context, and obligations to meet the needs of Traditional Owners, Rangers, younger generations, partner agencies, and domestic and international visitors.

We strive to keep Mandingalbay Yidinji People well informed about the implementation of this Management Plan and outcomes from our IPA projects, and be responsive to feedback from our People and our IPA partners.

We will continue to produce our newsletter Wait-a-While, maintain regular updates on our Facebook page and website, and continue to explore other communication opportunities as they become available. This Management Plan will be available in several formats, including as printed posters, printed booklets, and a web-based poster with clickable sections for downloading further information.

We also recognise the importance of maintaining our ancient oral storytelling tradition by providing ongoing opportunities for our Elders to pass on cultural knowledge and practices to younger generations and to visitors, when appropriate.

When the opportunities arise, we will communicate with other IPAs, Ranger Groups, and similar Indigenous initiatives around the world to exchange our experiences and provide mutual support.





COMMUNICATION GOAL

To ensure timely, effective, and transparent communication with Mandingalbay Yidinji People, with Rangers, and partner agencies regarding the governance and management of the IPA.



STRATEGIES

- Maintain regular production and distribution of the Wait-a-While newsletter;
- Utilise other communication media to enhance our communication with Mandingalbay Yidinji People, Rangers, IPA partners, visitors, and others.
- Provide timely updates to Mandingalbay Yidinji People regarding decisions made by the MYAC, Djunbunji Ltd Boards and outcomes of annual MYSPIC meetings;
- Convene workshops, open days, and field trips to enable Mandingalbay Yidinji People to contribute to and experience ongoing management projects and achievements within the IPA;
- Maintain communication and knowledge-sharing with local, regional, national and international First Nation groups, Ranger groups, and IPAs for mutual benefit;
- Include information about the IPA and its values into local school curriculum, through integration of cultural and scientific knowledge and support for Junior Rangers.



MONITORING AND EVALUATION

- Type and frequency of media products in Annual IPA Reports;
- Production and distribution of Djunbunji Ltd, MYAC board and MYSPIC minutes;
- Opportunities for storytelling on Country;
- Engagement with schools' integration of cultural and scientific knowledge and support for Junior Rangers;
- Progress towards achieving Communication Goal in the five-year review of the IPA Management Plan.

Research AND MONITORING

Research and monitoring projects and partnerships have been key features of the first decade of our IPA, and we are committed continuing this effort over the life of this Management Plan. Within the constraints of available resources, we wish to monitor the identified values of the IPA to inform best practice management, and we will seek and support research partnerships to contribute to achieving our IPA **Vision** and **Goals**.

All aspects of our Management Plan will potentially benefit from research support, including cultural heritage, language, biodiversity, economic, well-being, climate change and communication research. We recognise however, that we have to prioritise our research effort, and be selective about which research partnership offers we accept. We seek to strike a balance between setting our own research priorities and supporting the research interests of our partners and other institutions whose research can also benefit our IPA. We will prioritise research that:

- Adds to our understanding of IPA cultural and natural heritage values;
- Addresses known IPA management issues;
- Contributes to achieving IPA Management Plan Goals;
- Supports Mandingalbay Yidinji People's well-being and/or economic development;
- Contributes to innovation in IPA best practice governance and management.

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RESEARCH AND MONITORING GOAL

To facilitate best practice research and monitoring that supports the protection and management of the cultural and natural values of the IPA.



STRATEGIES

- Negotiate, implement, and monitor Research Agreements with any research institution operating within the IPA;
- Maintain research effort with existing and new research partners to continue acquiring data to contribute to the IPA Baseline Study;
- Develop a Climate Change Research and Monitoring Strategy in collaboration with partner agencies.
- Maintain water quality monitoring on East Trinity Environmental Reserve in collaboration with Qld Dept. of Environment and Science;
- Identify and address other research priorities, including in marine areas, as required to effectively manage the IPA in response to changing circumstances.



MONITORING AND EVALUATION

- Percentage of research projects covered by Research Agreements;
- Report on contribution of research projects towards achieving IPA Goals in Annual IPA Reports;
- Assess contribution of research projects to achieving IPA Vision in 5-year IPA Management Plan review;
- Report on education, training, economic and social benefits from research projects in IPA Annual Reports.

Supporting Documents AND REFERENCES

The following documents complement information provided in the IPA Management Plan's Goals, Strategies and Appendices and are available for download from the MYAC website.

- *Mandingalbay Yidinji Strategic Plan for Country 2009*
Mandingalbay_Plan.pdf (djunbunji.com.au)
- *East Trinity Property Acid Sulphate Soils Remediation Action Plan*
east-trinity-property-acid-sulphate-soils-emediation-action-plan.pdf
- *The Mandingalbay Yidinji Native Title Determination brochure:*
my-native-title-determination.pdf
- *Plants of Grey Peaks National Park:*
<https://wetlandinfo.des.qld.gov.au/wetlands/facts-maps/wildlife/?ArealD=national-park-grey-peaks&Kingdom=plants&SpeciesFilter=Native>
- *Vegetation of East Trinity Reserve*
qldherbarium2014vegetationsurveyeasttrinitysml.pdf
- *Wildlife of Trinity Inlet*
Wildlife of Trinity Inlet fish habitat area (Department of Environment, Science and Innovation) (des.qld.gov.au)



Appendix 1

Monitoring, Evaluation, Reporting and Improvement (Meri) Plan

The MERI Plan provides a framework for keeping track of progress towards achieving **Goals** of the IPA management Plan, and for reviewing/adapting **Strategies** to achieve those **goals**. In the table for each Goal, Monitoring Indicators are provided to prompt Evaluation, Reporting and Improvement responses. To be useful for the IPA Manager and Rangers, this process needs to be straightforward to implement, and beneficial to improving management of the IPA. Additional or substitute Monitoring Indicators can be included to streamline the MERI process if required.

In recognition of the governance and management context of this IPA, which overlays several terrestrial and estuarine government protected areas, this MERI Plan focuses on tracking processes to achieve goals and strategies rather than quantitative targets which in practice need to be negotiated annually with each agency partner and coordinated through meetings of the advisory group (MYSPIC). This process-focused approach provides triggers to ensure that IPA Annual Operational Plans incorporate actions to achieve IPA Goals and Strategies consistent with the annual opportunities and constraints arising from collaboration and negotiation with each partner agency.

The development of each Annual Operational Plan will facilitate a point-in-time assessment of progress towards achieving Goals and Strategies, which in turn can be adjusted to reflect the achievements and challenges of annual on-ground operations.

The MERI tables for each Goal, set out below, includes a **Trends/Comments** column to keep track of key achievements and challenges, which in turn will assist the development of subsequent Annual Operational Plans and MERI cycles. Information collected to inform each MERI cycle will be incorporated into IPA information management systems currently being developed.

This MERI approach has been developed to suit the identified needs and priorities of MYAC, including their obligations to Mandingalbay Yidinji Traditional Owners and the necessity of collaborating with partner agencies exercising authority over their respective components of the IPA. The effectiveness of this MERI approach will be considered during the proposed 5-year review of this IPA Management Plan.

The above introduction provides a text-based “Program Logic” to the MERI Plan.

Governance and Partnerships Goal

To maintain stable and effective governance of the IPA that equitably reflects and supports the rights, interests and obligations of Traditional Owners and partner agencies.

Monitoring and Evaluation

- Record and distribute minutes of Board and MYSPIC meetings to relevant parties;
- Report on key IPA achievements and challenges at each MYSPIC meeting, as appropriate;
- Report on progress towards achieving the Governance and Partnerships Goal in Annual IPA Reports;
- Identify key strategies and actions that have contributed toward achievement of Governance and Partnerships Goal;
- Assess and report on progress towards achieving Governance and Partnerships Goal in the five-year review of the IPA Management Plan.

ANNUAL & FIVE-YEAR MONITORING INDICATORS	EVALUATION	REPORTING	IMPROVEMENT	TRENDS/COMMENTS
Board & MYSPIC Meetings	Meetings held: Yes / No	Minutes circulated: Yes / No	Resolutions actioned: Yes / No	
IPA achievements and challenges	Summarised: Yes / No	Minuted: Yes / No	Challenges addressed: Yes / No	
Key strategies towards goals	Strategies evaluated: Yes / No	Minuted: Yes / No	Strategies continued / modified	
5-Year Management Plan Review	Goal evaluated	Incorporated into Review: Yes / No	Goal/Strategies continued / modified	

Land and Sea Ranger Program Goal

To maintain and continually improve on our effective, professional, and sustainable Djunbunji Land and Sea Ranger Program tha t:

- Provides a safe, legally compliant, supportive, and inspiring workplace for Rangers and other staff;
- Successfully undertakes the roles identified in the Mandingalbay Yidinji IPA Management Plan;
- Supports and assists our organisations to develop low impact sustainable enterprises providing economic benefits.

ANNUAL MONITORING INDICATORS	EVALUATION	REPORTING	IMPROVEMENT	TRENDS/COMMENTS
Annual review of WHS and HR policies and procedures	Reviews completed	Report on findings and adapt to legal and organisation requirements	Adaptive changes made & implemented: Yes / No	
Annual staff workshop with structured agenda addressing staff progress and inspiration	Staff challenges, successes, and observations considered	Report to board and staff on findings: Yes / No	Actions identified and implemented: Yes / No	
Annual identification of progress on work program	Areas of under or over achievement identified: Yes / No	Report to investor, board, and staff on findings: Yes / No	Adjustments adopted in next years workplan: Yes / No	
Annual assessment of support services provided	Annual support levels noted: Yes / No	Report to respective boards: Yes / No	Level of support supported: Yes / No	
Progress towards achieving Goal	Progress noted annually: Yes / No	Annual IPA Report: Yes / No 5-Year Plan Review: Yes / No	Key strategies: Continued / Modified	

Traditional Resource Use Goal

To maintain sustainable use of traditional land and sea resources by Mandingalbay Yidinji People, and transmit the associated skills and knowledge to future generations.

Monitoring and Evaluation

- Report on status or need for traditional resource use management plans in Annual IPA Reports;
- Through community consultations, assess traditional resource use issues (such as access, sustainability, and respect for cultural protocols), as part of 5-year review of the IPA Management Plan;
- Monitor potential impacts on traditional resource use in project planning and implementation during annual operational planning.

ANNUAL MONITORING INDICATORS	EVALUATION	REPORTING	IMPROVEMENT	TRENDS/COMMENTS
Traditional Resource Use Plans	Resource Use Plans Required: Yes / No	Reported in IPA Report: Yes / No	Resource Use Plans developed: Yes / No	
Traditional Resource Use issues	Identified: Yes / No	Included in 5-year Review	Strategies for issues: Yes / No	
Project impacts on resource use	Impact monitored: Yes / No	Included in operational planning: Yes / No	Impacts addressed: Yes / No	

Cultural and Natural Heritage Management Goal

To deliver best practice cultural and natural heritage management throughout the IPA, consistent with achieving our IPA Vision and protecting our IPA Values.

Monitoring and Evaluation

- Assess status of the cultural heritage data base when preparing IPA Annual Reports and the 5-year review of the IPA Management Plan;
- Record and report trends in weed, feral animal and fire management at annual MYSPIC meetings and Annual IPA Reports.
- Report on successes and constraints towards achieving Goal at each annual MYSIC meeting and each Annual IPA Report.

ANNUAL MONITORING INDICATORS	EVALUATION	REPORTING	IMPROVEMENT	TRENDS/COMMENTS
Cultural Heritage Data Base	Status evaluated annually: Yes / No	Annual IPA Reports: Yes / No 5-Year IPA Plan Review: Yes / No	Data Base updated: Yes / No	
Weed Management	Trends annually Effort / Outcomes	MYSPIC & IPA Reports: Yes / No	Weed strategy: Continue / Modified	
Feral Animal Management	Trends annually Effort / Outcomes	MYSPIC & IPA Reports: Yes / No	Feral strategy: Continue / Modified	
Fire Management	Trends annually Effort / Outcomes	MYSPIC & IPA Reports: Yes / No	Fire strategy: Continue / Modified	
Achieving Goal	Trends annually Effort / Outcomes	MYSPIC & IPA Reports: Yes / No	Key strategies: Continue / Modified	

Managing and Welcoming Visitors Goal

To deliver best practice visitor experience that authentically presents and interprets the values of Mandingalbay Country and Culture, by and for the benefit of Mandingalbay Yidinji People, while also managing uncontrolled access by visitors and their impacts.

Monitoring and Evaluation

- Report on tourism development milestones against investment commitments;
- Review and report impacts of visitors to ensure protection of IPA values;
- Share progress of tourism development at annual MYSPIC meetings in the context of overall IPA management;
- Consult with Mandingalbay Yidinji Elders, younger generation and Rangers on the impacts and benefits of visitors to the IPA.
- Sustainability of Tourism enterprise
- Review progress towards achieving Goal for Welcoming and Managing Visitors in Annual IPA Reports and the five-year review of the IPA Management Plan

ANNUAL MONITORING INDICATORS	EVALUATION	REPORTING	IMPROVEMENT	TRENDS/COMMENTS
Investment / Funding milestones	Milestones met: Yes / No	Report to Investor: Yes / No Annual IPA Report: Yes / No	Improvements required: Yes / No	
Impacts on IPA values	Impacts noted: Yes / No	Report to MYSPIC: Yes / No Annual IPA Report: Yes / No	Remediation: Yes / No	
Community assessment of tourism impacts / benefits	Community consultation: Yes / No	Report to MYSPIC: Yes / No Annual IPA Report: Yes / No	Remediation: Yes / No	
Enterprise sustainability	Annual financial analysis: Yes / No	Report to MYAC Board: Yes / No Report to investors: Yes / No	Changes required: Yes / No	
Progress towards achieving Goal	Progress noted annually: Yes / No	Annual IPA Report: Yes / No 5-Year Plan Review: Yes / No	Key strategies: Continued / Modified	

Economic and Social Development Goal

To enhance economic and social development for Mandingalbay Yidinji people and the Cairns region through best practice management of the IPA.

Monitoring and Evaluation

- Maintain a register of all training initiatives;
- Review training and employment opportunities and outcomes as part of project planning and reporting;
- Communicate all IPA education, training, and employment opportunities, including in partner agencies, to Mandingalbay Yidinji People;
- Assess progress towards achieving Economic and Social Development Goal in the five-year review of the IPA Management Plan.

ANNUAL AND FIVE-YEAR MONITORING INDICATORS	EVALUATION	REPORTING	IMPROVEMENT	TRENDS/COMMENTS
Training register	Register maintained: Yes / No	Training summary in Annual IPA Report: Yes / No	Training Register Continued / Modified	
Project planning	Training opportunities Considered: Yes / No	Training outcomes in project reports: Yes / No	Project planning: Continued / Modified	
Training communication to Mandingalbay Yidinji People	Opportunities communicated: Yes / No	Training communications in Annual IPA Report: Yes / No	Communications: Continues / Modified	
Progress towards achieving Goal	Progress noted annually: Yes / No	Annual IPA Report: Yes / No 5-Year Plan Review: Yes / No	Key strategies: Continued / Modified	

Climate Change Goal

To understand, monitor, and manage the impacts of Climate Change on the cultural, natural, social, and economic values of the IPA.

Monitoring and Evaluation

- Review climate change indicators in 5-year review of IPA Management Plan;
- Document climate change observations from Mandingalbay Yidinji People and Rangers;
- Report climate change mitigation or adaptation measures at annual MYSPIC meetings and IPA Reports;
- Incorporate climate change information in presentations to visitors.

FIVE-YEAR MONITORING INDICATORS	EVALUATION	REPORTING	IMPROVEMENT	TRENDS/COMMENTS
Climate change indicators	Developed & documented: Yes / No	Assessed in 5-year IPA Management Plan review	Indicators: Continued / Modified	
Community observations	Documented annually: Yes / No	Report to MYSPIC: Yes / No Annual IPA Report: Yes / No	Engagement: Continued / Modified	
Climate Change measures	Mitigation/Adaptation: Yes / No	Report to MYSPIC: Yes / No Annual IPA Report: Yes / No	Mitigation/Adaptation Continued / Modified	
Visitor presentations	Climate Change included: Yes / No	Annual IPA Report: Yes / No	Presentations: Continued / Modified	

Communication Goal

To ensure timely, effective, and transparent communication with Mandingalbay Yidinji People, with Rangers, and partner agencies regarding the governance and management of the IPA.

Monitoring and Evaluation

- Type and frequency of media products in Annual IPA Reports;
- Opportunities for storytelling on Country;
- Engagement with schools’ integration of cultural and scientific knowledge and support for Junior Rangers.
- Progress towards achieving Communication Goal in the five-year review of the IPA Management Plan.

ANNUAL MONITORING INDICATORS	EVALUATION	REPORTING	IMPROVEMENT	TRENDS/COMMENTS
Media products	Type and frequency counted: Yes / No	Noted in Annual IPA Reports: Yes / No	Media products: Continued / Modified	
Storytelling on Country	Events supported / noted: Yes / No	Annual IPA Reports: Yes / No Media products: Yes / No	Story telling events: Continued / Modified	
Cultural and Scientific knowledge in schools	Knowledge sharing events: Yes / No	Annual IPA Reports: Yes / No Media products: Yes / No	Opportunities / Events: Continued / Modified	

Research and Monitoring Goal

To facilitate best practice research and monitoring that supports the protection and management of the cultural and natural values of the IPA.

Monitoring and Evaluation

- Percentage of research projects covered by Research Agreements;
- Report on contribution of research projects towards achieving IPA Goals in Annual IPA Reports;
- Assess contribution of research projects to achieving IPA Vision in 5-year IPA Management Plan review;
- Report on education, training, economic and social benefits from research projects in IPA Annual Reports.

ANNUAL MONITORING INDICATORS	EVALUATION	REPORTING	IMPROVEMENT	TRENDS/COMMENTS
Research Agreements	Percentage of research projects: %	Annual IPA Reports: Yes / No	Addition Agreements required: Yes / No	
Contribution of research	Relevance to Goals assessed: Yes / No	Annual IPA Reports: Yes / No	Further assessment: required: Yes / No	
Research benefits	Educational, training, economic and social benefits assessed: Yes / No	Annual IPA Reports: Yes / No	Further assessment: required: Yes / No	

Appendix 2

AUDIT OF 2011 IPA MANAGEMENT PLAN IMPLEMENTATION

The table below provides examples of actions and outcomes under key strategies of the 2012 Mandingalbay Yidinji IPA Management Plan, based on an audit undertaken during the development of the 2024 IPA Management Plan.

This audit provides a summary of activities and outcomes undertaken and achieved during implementation of the previous IPA Management Plan. The audit was based on information provided by Djunbunji Pty Ltd, which was responsible for delivering Mandingalbay Yidinji IPA management from 2012 to 2023, and from consultations with Rangers, Traditional Owners and Partners closely involved in implementing the previous plan.

These processes made it clear that all “activities” were also “outcomes” from implementation of the previous plan. For example:

- Building pig traps was simultaneously a training activity and outcome, while also a necessary step towards the outcome of managing feral pig populations.
- Traditional basket-weaving and other cultural practice workshops, cross-cultural workshops and beach cleanups are all activities with implicit outcomes of cultural transmission and protection of the IPAs cultural and natural values.

- Fauna and flora surveys were plan implementation activities with multiple outcomes, including building baseline data for long-term management and monitoring, building Ranger and Traditional Owner capacities to combine traditional knowledge with western scientific methods, and establishing the presence of rare and vulnerable species requiring targeted protection and management.

All the activities/outcomes over the last 10 years have been foundational to the ongoing successful management of the IPA with our partners. During the life of the new IPA Management Plan, information management systems will be developed to improve collection of quantitative outcomes to complement the qualitative data acquired over the last ten years.

LAND AND SEA RANGER PROGRAM

Ranger training

- Pig trap building
- Biodiversity surveys
- Biosecurity training on Ganggalida Country, Burketown 2018
- Wildlife handling
- Fire workshop on Cape York
- Weed & feral animal control training
- Conferences and exchanges including to NZ
- Chemical training
- Seagrass workshop
- Crocodile spotting

- Participation in Ghost Net training video
- Turtle training camp at Mon Repos
- Ranger visit to Melsonby Station, cultural burn and rock art training with Balnggarrawarra Rangers
- Dive training at Flynn's Reef
- Indigenous Ranger Workshop at Mission Beach
- Croc Management Training
- Deckhand training with NSW TAFE on Tribal Warrior
- Marine Parks Inspector qualification Victor Bulmer

Junior Rangers

- Beach clean-up
- Junior Ranger camp 2016

Weed control

- 50 days spraying in 12 months
- Equipment and Infrastructure
- New spray truck
- MYAC Environment & Tourism Facility Granted by QPWS

Emergency Response

- Rangers clean up after Cyclone Marcia at Yeppoon

Beach Clean-up

- Gingarra Beach clean-up
- East Trinity and Bessie Point rubbish survey with Yarrabah Shire Council's Social

Reinvestment Program and Tangaroa Blue

- Healing workshop highlighting importance of reducing marine pollution – including stopping cigarette butts entering waterways and the sea.

Fire Management

- Cool burns undertaken in collaboration with QPWS.

Pig Trapping

- 20 pigs trapped at East Trinity

Dugong monitoring

- Autopsy on dead baby dugong found on Gianggurra beach, killed by propeller strike.

WELCOMING VISITORS

- Eco-infrastructure planning at East Trinity
- Stage 1 tourism infrastructure complete
- Tourism vessel constructed, launched and in service
- Cultural and commercial use of Greys Peak National Park agreement
- Big Cat tourism trips launched at CIASF 2015
- Annual Qld Indigenous Ranger Forum tour on MY Country
- Brochure and signage for Mayi Bagan Trail

TRADITIONAL RESOURCE USE

- Basket making on Country
- Greenhouse for native plants
- Uncle Maynard showcasing cultural artefacts, including Spear-making using pink tree sap base
- Build traditional humpy at St Andrews College

PARTNERSHIPS AND GOVERNANCE

- Biodiversity survey collaboration
- Collaboration with Gunggandji
- Resource Hub?
- School for Field Studies
- NAQS collaboration biosecurity & plant health
- 7x8 metre Djunbunji meeting area provided by National Parks
- New Board appointed for 2 years
- Cultural Awareness training to QPWS staff – 2 day
- Thinking beyond borders conference hosted by MYAC
- Bilateral partnerships and MYSPUIC meetings held

RESEARCH AND MONITORING

- Biodiversity surveys
- Rare, vulnerable, endangered, new species
- Three-dimensional model of Country constructed
- Hill's Creek Fish Survey 2014 and 2016
- Biosecurity and plant health surveys with NAQS
- Direct Benefit Management Plan for biodiversity offsets

- Surveillance and monitoring of MY Country with Quarantine and Customs
- Visit from CSIRO to explore tie in between science, traditional knowledge and indicator species
- Yarrabah Careers Day – partnership with Council and School
- Mangrove Watch with CAFNEC and Dr Norm Duke
- Mandingalbay Yidinji Land Claim Area Freshwater Fish Desktop Assessment

CULTURAL HERITAGE MANAGEMENT

- Visiting Country – Frankland Island trip
- DRAFT Cultural Heritage Survey and Site Management Mandingalbay Yidinji Country Management Plan 2014
- Cultural Data Base initiated

NATURAL RESOURCE MANAGEMENT

- Fire Monitoring Project – permanent transects 2014
- Fire Management Strategy 2014
- Weed and feral animal control
- Biodiversity survey

ECONOMIC AND SOCIAL DEVELOPMENT

- Eco-infrastructure planning at East Trinity
- Tourism agreement
- Cultural and commercial use of Greys Peak Nation Park agreement

- Djunbunji Facebook Page launched
- Big Cat tourism trips launched at CIASF 2015
- Strategic Property Management Plan for Eco-tourism Infrastructure December 2014
- Commercial Activity Agreement amended to include 160 clients, 15 staff and 10 guided tours per month
- Walking Track grant from WTMA
- School tours, visits from international students, other Indigenous Ranger groups
- 2 Camp sites established (Grey Peaks National Park and East Trinity)
- Demand and Feasibility survey for tourism enterprise
- Plans for viewing platforms and associated tourism infrastructure
- Two-day workshop show-casing tourism products to 40 tourism guides
- Demand for Proposed Tower Infrastructure Supplementary Report 2015
- 2018 – \$2.2 from NIAA & IL&SC for early-stage tourism infrastructure
- Tourism Park (East Trinity) Feasibility Study, Business Plan & Workforce Delivery Proposal (DRA FT)2014



Appendix 3:

CONSULTATION SCHEDULE FOR 2023/2024 IPA PLANNING

DATE	GROUP	ORGANISATION	NAME	EVENT
14/03/2023	Staff	MY Djunbunji	9 representatives	Staff Workshop
6/06/2023	MY	Community	18 representatives	MY Workshop
22/02/2023	Partners	DES - QPWS	Paul / Buŋi	Virtual
22/02/2023	Partners	DES - QPWS	Jodie / Cross	Virtual
22/02/2023	Partners	DES - QPWS	Craig / Dean	Virtual
22/02/2023	Partners	DES - Soil and Catchment Sc.	Evan / Thomas	Virtual
4/04/2023	Partners	WTMA	Scott / Buchanan	Virtual
6/04/2023	Partners	JCU	Norm / Duke	Virtual
11/04/2023	Partners	Many Rivers Organisation	Graham / Poon	Virtual
12/04/2023	Partners	TTNQ	Mark / Olsen	Virtual
12/04/2023	Partners	JCU	Stewart / Lockie	Virtual
12/04/2023	Partners	ILSC	Kath / Larsen	Virtual
12/04/2023	Partners	ILSC	Kathryn / Morton	Virtual
2/06/2023	Partners	NIAA	Marnie / Wettenhall	Virtual
8/05/2023	Partners	JCU	Alan / Dale	Virtual
28/6/2023	Partner	DES - QPWS	Dan / Schaper	Virtual
26/6/2024	MY Native Title Holders	MYAC	25 Native Title Holders	Workshop



Registered Native Title
Body Corporate