RTP Water Quality Eastern Cape York Water Quality Program – Assessing Governance and Capacity Outcomes

An evaluation of the governance and management arrangements and the extent to which the program help build capacity of partners and meet their aspirations

Prepared for the Great Barrier Reef Foundation
by Mosaic Insights
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Great Barrier Reef Foundation

MOSAIC insights

Mosaic Insights recognises and acknowledges the unique relationship and deep connection to Country shared by Aboriginal and Torres Strait Islander people, as First Peoples and Traditional Owners of Australia. We pay our respects to their Cultures, Country and Elders past and present.

Artwork by Melissa Barton. This piece was commissioned by the Alluvium Group, and tells our story of caring for Country, through different forms of waterbodies, from creeklines to coastlines. The artwork depicts people linked by journey lines, sharing stories, understanding and learning to care for country and the waterways within.

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Cover image: Brodie Gibson (CYWP) testing water quality on Daarpa Country. Photo credit: Christina Howley.

Contents

1 Executive summary 7
1.1 Governance 7
1.2 Water quality and Aquatic Ecosystem Monitoring projects 8
1.3 Fire management projects 8
1.4 Erosion control (gully and track) projects 9
1.5 Aspirations (all projects) 10
1.6 Key Recommendations 10
2 Background 12
2.1 Eastern Cape York Water Quality Program 12
2.2 Scope of the report 14
2.3 Program logic 14
3 Key Evaluation Questions 16
4 Evaluation methods 17
4.1 Methods for assessing governance and management arrangements 17
4.2 Methods for assessing building capacity and meeting partners aspirations 17
5 Findings 24
5.1 How the governance and management arrangements of the program worked for partners 24
5.2 Collaboration among the delivery networks 28
5.3 The role of the RPM and RPC 30
5.4 Skills and capacity 30
5.5 Delivery model 32
5.6 The extent to which the program built capacity of program partners and met their aspirations 34
5.7 Aspirations outcomes 60
6 Recommendations 64

Tables

Table 1. Objectives of Projects delivered through the ECYWQP 12
Table 2. Data collection methods and responsibilities 17
Table 3. Overarching questions and indicators to answer the *Capacity* KEQ 19
Table 4. Groups involved in this evaluation 20
Table 5. Examples of positive impacts on collaboration 29
Table 6. ECY comments on elements of the model to retain 34
Table 7. Summary assessment of capacity outcomes for Traditional Owners in water quality and aquatic ecosystem monitoring projects 35

Table 8. Evidence of Traditional Owners undertaking water quality and aquatic ecosystem monitoring trips 38
Table 9. Traditional Owners undertaking water quality and aquatic ecosystem monitoring 39
Table 10. Traditional Owners' use of water quality and aquatic ecosystem monitoring resources 40
Table 11. Summary assessment of capacity outcomes for Traditional Owners and partners in fire management projects 41
Table 12. Evidence of Traditional Owners trained in certified fire management 48
Table 13. Evidence of Traditional Owners undertaking/employed to do fire management 49
Table 14. Evidence of use of fire management techniques 50
Table 15. Summary assessment of capacity outcomes for Traditional Owners and partners in erosion control projects 52
Table 16. Evidence of Traditional Owners trained in erosion management activities 56
Table 17. Evidence of Traditional Owners undertaking/employed to do erosion management 56
Table 18. Evidence of use of erosion management by Traditional Owners 57

Figures

Figure 1. Program logic for to the Eastern Cape York Program (taken from *ECYWQP M&E Plan*) 15
Figure 2. Summary of responses by CY participants listing positive differences 24
Figure 3. Summary of responses by CY participants listing negative differences 26
Figure 4. Summary of responses by CY participants listing positive influences on organisational operations 26
Figure 5. CY participant responses regarding whether the delivery model was an improvement 27
Figure 6. Skills gained through the program mentioned by CY participants 31
Figure 7. CY participant's suggested components to change in future programs 33
Figure 8. Ranger navigating over the control burns. (Photo credit: Deni Kelly) 41
Figure 9. Before and after erosion control at site 8 road drain and gully, along Oaky Creek Road. (Photo credits: Jeff Shellberg) 51

Definitions

Acronym	Full name
CYWP	Cape York Water Partnership
CSC	Cooktown Shire Council
ECY	Eastern Cape York
ECYWQP	Eastern Cape York Water Quality Program
GBR	Great Barrier Reef
GBRF	Great Barrier Reef Foundation
GBRMPA	Great Barrier Reef Marine Park Authority
M&E	Monitoring and Evaluation
RTP	Reef Trust Partnership
SCYC	South Cape York Catchments
SET	South Endeavour Trust
YBM	Yuku Baja Muliku
CY	Cape York
ECYWQP M&E Plan	Eastern Cape York Water Quality Program Monitoring and Evaluation Plan

Terrestrial Laser Scanning of powerline track with Jabalbina Partners and Ergon (Photo credit: Brad Smith)

1 Executive summary

The purpose of this evaluation is to assess discrete aspects of the Eastern Cape York Water Quality Program (ECYWQP), which is funded under the Reef Trust Partnership (RTP). In particular the evaluation addressed (1) how the governance and management arrangements of the program worked for partners, and (2) the extent to which the program built *capacity* of project partners and Traditional Owner groups involved and supported their *aspirations*. The governance used in the ECYWQP is a novel approach to Reef Water Quality funded programs.

The evaluation is designed to support a broader evaluation of the ECYWQP conducted by the Great Barrier Reef Foundation (GBRF) and the Cape York Water Partnership (CYWP).

Evidence was gathered using interviews with non-Traditional Owner Group project partners, interviews and a focus group with GBRF Water Quality Program staff, and small groups discussion format with Traditional Owner groups. Program documents were reviewed for evidence of impact on participant aspirations.

1.1 Governance

The evaluation found that governance and delivery model was viewed as overwhelmingly positive, the majority of the evaluation participants stating it represented a clear improvement over previous programs. The major strengths were identified as:

- Enhanced Support and Flexibility: The program provided flexibility and autonomy compared to previous programs, enabling delivery providers to adapt approaches to local conditions and needs.
- Strengthened Traditional Owner Relationships: The model facilitated meaningful collaboration between private landowners and Traditional Owners, some of whom hadn't engaged for 40-50 years. This created new opportunities for cultural heritage protection and shared land management.
- Proper Resourcing: Many respondents indicated that, for the first time, organisations were adequately funded to hire appropriate staff, build relationships, and invest in comprehensive program delivery rather than operating on minimal resources.
- Skills Development: Significant capacity building occurred across water quality monitoring, fire management, cultural heritage engagement, and large project management. Organizations evolved from loose affiliations to incorporated entities capable of managing complex environmental projects.
- Collaborative Networks: The governance framework formalised partnerships through memorandums of understanding, enabling coordinated regional approaches that individual organizations couldn't achieve alone.
- The role of the RMP and RPC: The RPC and RPM roles were overwhelmingly viewed as positive, with participants praising their ability to coordinate projects, facilitate collaboration, and provide trusted local leadership rather than distant government management.

While the feedback was overwhelmingly positive, some challenges were identified:

- Workload Management: High demands on small teams created stress, with some individuals taking on too many roles simultaneously.
- Conflicts of Interest: Insufficient processes for identifying and managing conflicts of interest at both program and organisational levels, requiring clearer protocols from program inception.
- Collaboration Difficulties: Some forced collaborations were unsuccessful, and reaching appropriate Traditional Owner groups proved challenging in some cases.

Ultimately, participants indicated that the program achieved its primary goal of reducing sediment runoff to the Great Barrier Reef through a coordinated, well-resourced regional effort. The model's emphasis on local knowledge, trusted relationships, and flexible funding mechanisms enabled positive outcomes for the environmental and groups in in the region.

1.2 Water quality and Aquatic Ecosystem Monitoring projects

The evaluation of water quality and aquatic ecosystem monitoring projects focussed only on outcomes for Traditional Owners (i.e., non-Traditional Owner project partners were not involved). The results show that Traditional Owners' knowledge and skills were increased in water quality and aquatic ecosystem monitoring, and that projects enabled the combination of both cultural knowledge and western scientific knowledge to achieve project outcomes. It was acknowledged that developing these skills on Country was important and would enable the lessons learned to be applied elsewhere. The projects also built Traditional Owner participants' confidence in talking about water quality issues on their Country.

All Traditional Owner groups said they were motivated to participate in the project as it helps them to look after Country. Some also mentioned that it helps support livelihoods, and that they are keen to build their people's skills and knowledge to be recognised as experts in water quality and aquatic ecosystem monitoring, which would enable them to attract further funding to continue their work. Participation in the projects also helped people to understand impacts on food sources, and realise opportunities for social connections, particularly mentorship for young people.

In terms of resources, some expressed a need for more time to undertake the work (e.g., a week rather than one night), and for more equipment. There is also a need for more training, especially for young people, and resources such as boats and assistance with sharing information. Some also spoke about a desire for a holistic approach to these projects, that is, to make the connection between all elements of the ecosystem including fresh and saltwater quality, for the marine environment to be included, and the importance of teaching the holistic view to school children.

1.3 Fire management projects

All participants (both Traditional Owner and other project partners) said the fire management project they were involved with increased their knowledge and skills. In particular, their knowledge increased in the areas of safety, equipment, fire management techniques, communication skills, working with fire professionals, and the connection between fire management and erosion control. Relationship building and communication skills were seen as essential in fire management, particularly as people need to work together or communicate with neighbours about fire management activities.

Participants noted increases in both self-efficacy and collective efficacy. The role of certificates helped people feel more confident in their fire management competencies. For some, working in partnership with other organisations on fire management projects and training helped build partners' confidence and more engaging, collaborative fire management activities. Participants were motivated to work on fire management because they wanted to care for Country, and they saw improvements in the environment and community benefits, as well as benefits of working in partnership with others. The collaborative nature of everyone involved working together was seen as a very positive outcome, as was the preventative approach to fire management that is being increasingly adopted and reducing risk for the wider community.

Some participants were motivated to participate because they saw that the wider community benefited from fire management as it helps prevent wildfires in the area and reduce the mental health impacts the community experiences from the threat and impact of fires. Cost savings linked to erosion control were also identified as a motivation as this results in less funding needed to maintain firebreaks.

In terms of resources, participants were satisfied but concerned about the need for ongoing, sustained resources. Existing funding, sometimes from other projects such as track erosion projects, delivered

additional benefits, for example, track erosion projects helped build resilience into firebreaks. Access to local expertise was also an important element of participants' satisfaction with the resources.

Participants recommended ongoing and coordinated fire management work, which will require funding especially for sustained paid positions. Other recommendations included ongoing training and mentoring, particularly for Traditional Owner groups to build capacity and run fire management independently. Some people also expressed a need to improve reporting systems. The participants' feedback demonstrated that they are working towards collective objectives. This helped the projects succeed, and in some cases led to spillover effects such as increased support for fire management and improved knowledge sharing and repairing previously fractured relationships.

1.4 Erosion control (gully and track) projects

The participants (both Traditional Owners and other project partners) in the gully and track erosion control projects noted an increase in specific technical knowledge and skills among project officers, as well as mindset changes and broader knowledge dissemination outside of project staff. Participants also spoke about increasing their self-efficacy in implementing erosion management projects, particularly being able to do the work more efficiently, and independently.

While their motivation to implement erosion management projects was increased, tangible results (such as site visits that show where projects are working well, and personal experience of projects, including observations of erosion improvements post flooding events) appear to be more effective than data presentations for increasing motivation to continue these efforts. For Traditional Owners, the increased safer access to Country was also an important motivation for managing tracks.

Participants were not satisfied with access to resources, which they said were insufficient for addressing erosion control adequately. Many said that people have the knowledge and skills to deliver erosion control, but this is hampered by insufficient resources for the work, including funding. This was the basis for their recommendations that erosion control is better funded continuously in the future to reflect the increasing pressures of extreme weather events, including funding for longer term planning and programming of erosion works.

The Council Road Project garnered positive feedback from participants, demonstrating successful trials of enhanced road erosion control methods while effectively engaging and educating both the community and staff. A significant outcome of the project was the agreement by grader operators to avoid disturbing stable road verges and drains, thereby reducing soil disturbance and sediment runoff. The initiative addressed Traditional Owners' concerns regarding road and track erosion, while also creating employment opportunities for Aboriginal Corporations and Traditional Owners in conducting road surveys, identifying priorities for erosion control works, and determining locations for future projects. Participants commended the project's increased flexibility in treatment options, which stood in contrast to the limitations typically imposed by standard funding.

This flexibility enabled the application of diverse approaches and allowed for the project partners to monitor different treatments for their effectiveness in reducing erosion, as well as fostering community engagement and challenging prevailing perceptions about road erosion management. However, despite these successes, participants noted two primary challenges: the lack of funding to support ongoing improvements in road erosion management, and the difficulty in demonstrating the direct link between road erosion and negative outcomes, such as diminished Reef fish populations. Overall, the project's approach allowed partners to engage with the community more effectively and work towards changing perceptions among staff and funders regarding optimal methods for managing road erosion.

1.5 Aspirations (all projects)

The direct questions about participant aspirations were removed from the interviews and small group discussions as the ECYWQP staff felt it would be difficult for participants to define these in the interview, and some may be reluctant to speak on behalf of their group or organisation. As an alternative, the transcripts, notes, and program documents were reviewed for evidence of impact on participant aspirations. Most of the evidence related to Traditional Owner aspirations, and the projects were seen as building Traditional Owners skills, knowledge, and confidence, as well as increasing independence to implement these projects, along with growing recognition of their knowledge and skills, support for them to care for Country, an increased sense of pride and ownership of their Country, and positive flow on effects for Aboriginal Corporations. Some mentioned the projects enable genuine, not tokenistic, engagement and capacity building so that Traditional Owner groups can take on projects independently and be recognised for their knowledge and skills being on par with non-Indigenous partners. However, barriers to Traditional Owner aspirations remain, particularly the discontinuous nature of projects, which impacts on Traditional Owners aspirations for autonomy.

Water quality training day. Photo credit: ECYWQP

1.6 Key Recommendations

The Enhancing Cape York Water Quality Program (ECYWQP) evaluation found significant positive outcomes across water quality monitoring, fire management, and erosion control activities benefiting the Great Barrier Reef. The program's success was attributed to its locally managed approach with regional coordinators who possessed strong community relationships and cultural knowledge.

- Maintain the flexible, locally managed model while strengthening conflict of interest protocols and ensuring adequate staffing to prevent burnout and role overload.
- Establish comprehensive M&E processes for all desired outcomes from program inception, including clear success criteria and data collection procedures to enable timely reporting and early issue detection.

- Increase long-term investment commitments for water quality improvement projects, as sporadic funding undermines consistent efforts across regions. Sustained resources are critical given predicted increases in extreme weather events.
- Enhance information sharing with wider communities about Traditional Owners' and project partners' reef protection efforts, using appropriate communication channels and materials developed in consultation with relevant groups.
- Create more opportunities for two-way learning and mentorship between project participants to strengthen capabilities and support intergenerational knowledge transfer.

The evaluation concluded that the program's adaptive management approach has effectively improved capacity and aspirations outcomes. Continuing this responsive, flexible methodology will be essential for ongoing collaboration success in the region.

2 Background

This study was commissioned by the Great Barrier Reef Foundation (GBRF) to address discrete aspects of the Eastern Cape York Water Quality Program (ECYWQP). In particular the evaluation addressed (1) how the governance and management arrangements of the program worked for partners, and (2) the extent to which the program built *capacity* of program partners (including Traditional Owner groups involved) and supported their *aspirations*. This study was commissioned to support the broader evaluation of the Reef Trust Partnership (RTP) conducted by GBRF.

Note: 'Partners' may include project teams, people, organisations, or groups directly involved in the project through training, employment, or activities taking place on the land that they manage or own. This includes Traditional Owner groups and non-Traditional Owner groups.

2.1 Eastern Cape York Water Quality Program

Water quality impacts in Cape York are well-documented but there is insufficient empirical data on river water quality and sediment loads discharged to the Great Barrier Reef (GBR), and on the effectiveness of erosion reduction interventions. Key threats include large-scale gully erosion from grazing, erosion from roads, and significant ground-cover loss due to late dry season wildfires, all of which increase sediment and nutrient runoff. Additional factors like mining sediment pollution, peri-urban development, agriculture, logging, weed invasion, and feral animal disturbances have also degraded water quality. Currently, the Cape York region is not a priority region in Reef 2050 WQIP. This is due to a lack of data for the region's contribution to water quality and underestimation of sediment loads in Cape York rivers. Models used to predict sediment loads in rivers discharging to the Great Barrier Reef do not take into account local conditions and a long history of land use impacts on Cape York. Historically, funding for water quality management in Cape York has been limited to gully erosion projects in the Normanby Basin.

The ECYWQP aims to fill critical information gaps about sediment contribution to the GBR and at the same time reduce erosion from fire, roads, tracks, and gullies. It spans eight coastal catchments. The program seeks to define, demonstrate and document best management practices that can effectively decrease sediment loads entering GBR catchments, provide tools and skills for land managers to apply the best management practices, and identify and rank priority areas of erosion control for the future. An extensive water quality and aquatic habitat monitoring project in improving understanding of ecosystem condition and sources of sediment to the Reef. The ECYWQP consolidates multiple projects led by local organisations and land managers in the Annan, Endeavour, McIvor, Starke, Jeannie, Howick, Wakooka, and Muck catchments.

In total, the ECYWQP includes seven projects delivered by four local organisations to undertake early interventions in the 'less-disturbed' Cape York region by addressing threats to water quality in Eastern Cape York (Table 1). Combined, these activities will help build a case for future investment in the region and support local organisations, land managers, and Traditional Owners to improve land management practices to protect Cape York aquatic ecosystems.

Table 1. Objectives of Projects delivered through the ECYWQP

Project name	Delivery provider	Objective
SE Cape York Integrated Water Quality and Aquatic Ecosystem Monitoring Project	Cape York Water Partnership (CYWP)	The objective of this project is to collect data from rivers with very little prior information, to define baseline conditions, establish local Water Quality guidelines, assess and quantify potential Water Quality impacts and calculate sediment loads delivered to the GBR. Additionally, the project will assess the condition of critical coastal wetlands and

		seagrass meadows. The project aims to build skills and capacity of Indigenous rangers and Traditional Owner organisations. All field work will be conducted by Traditional Owner appointed Indigenous rangers with support and training from highly experienced scientists; increasing Traditional Owner opportunities to work on Country and manage their natural aquatic ecosystems
Integrated Fire Management for Eastern Cape York	South Cape York Catchments	The objective of this project is to support Traditional Owners and Landholders (project partners) to improve water quality through early dry season (EDS) fire management activities, in the Annan catchment and catchments to the north on freehold boundaries of Ngulun, Juunjuwarra and Daarrba Land Trusts.
Primitive Road/Track Assessment, Prioritisation and Pilot Erosion Control in Southeast Cape York	CYWP	The objective of the primitive tracks project is to survey and map erosion from small roads and tracks from the Annan to the Muck catchments, identifying priority areas for track maintenance for erosion reduction. Select priority sites then became pilot studies for implementing best management track control practices. Best Management Practices products will be developed as a part of this project.
Gully Erosion Control in the Annan Catchment	South Cape York Catchments	The objective of this project is to control gully erosion in the Annan River catchment at known accessible hotspots of gully erosion in the Oaky and Scrubby sub-catchments to significantly and measurably reduce anthropogenic fine sediment loads.
Shire Council Gravel Road Erosion Control in the Annan Catchment	South Cape York Catchments	The objectives of this project are to monitor and measure the distribution and magnitude of soil erosion caused by status-quo road maintenance activity along pilot road segments in the Oaky Creek sub-catchment; develop practical and implementable road Best Management Practices (BMPs) that could be used to reduce this erosion; implement these BMPs on pilot road segments in subsequent years; and compare results in a before-after, control-impact (BACI) study design.
Improving water quality in the Annan and Endeavor Catchments through integrated fine scale fine management and managing erosion on primitive tracks	South Endeavour Trust (SET)	The objective of this project is to improve water quality in the Annan and Endeavour catchments through reduction of bare earth on SET properties in the catchment, through fine scale fire management and controlling erosion from primitive tracks.
Fire Management & Track Erosion Control	Yuku Baja Muliku	The aim of this project is to recognise and understand impacts of current and past erosion control and fire practices in YBM Country, with objectives to map, assess and control track erosion, trial best management fire practices, monitor water quality, monitor biophysical, cultural and community-based indicators and values to inform decision making and build capacity of Traditional Owners.
Program Management	CYWP	A Program Management Team at the Cape York Water Partnership is responsible for cross-project coordination of activities, sharing knowledge and resources between project teams and external organisations, and providing support to project teams as required. Activities include: • M&E planning with GBRF, and leading evaluation process with GBRF • Liaison between GBRF and project teams • Coordination of fire planning between organisations • Coordination of track works planning between organisations • Program Level communications • Project Team support in: • Training • Issues management • Comms and Engagement • Reporting

2.2 Scope of the report

This report is one component of the broader monitoring and evaluation (M&E) activities outlined in GBRF's M&E Plan and the ECYWQP M&E Plan and focuses on: (1) the governance and management arrangements of the program, and (2) the extent to which the program met the aspirations of the partners involved and built their capacity, both individuals and organisations.

The evaluation pertains to project teams and partners involved in the program. It is limited to those who are actively participating in the on-ground works, including South Endeavor Trust (SET), Traditional Owner Groups, earth moving contractors, landowners, and Cook Shire Council (CSC). Traditional Owner groups include Juunjuwarra, Cape Melville, Flinders and Howick Islands Aboriginal Corporation (CMFHIAC), Jabalbina Aboriginal Corporation, Bulgan Warra, Waymburr & Gaamay, Yuku Baja Muliku, Daarbba, Ngulun, Naartha and Gulaal, and the Waarnthuurrn Land Trust. However, not all of these groups participated in the evaluation.

2.3 Program logic

The program logic in the ECYWQP M&E Plan (**Figure 1**) was developed by ECYWQP project leads and GBRF and feeds into the water quality component of the RTP M&E Plan. The stars refer to the relevant social components of the evaluation in this report, which were used to develop the Key Evaluation Questions (KEQs). The program logic illustrates how the activities are expected to bring about change in the intermediate and end of program outcomes (described in more detail in the *ECYWQP M&E Plan*).

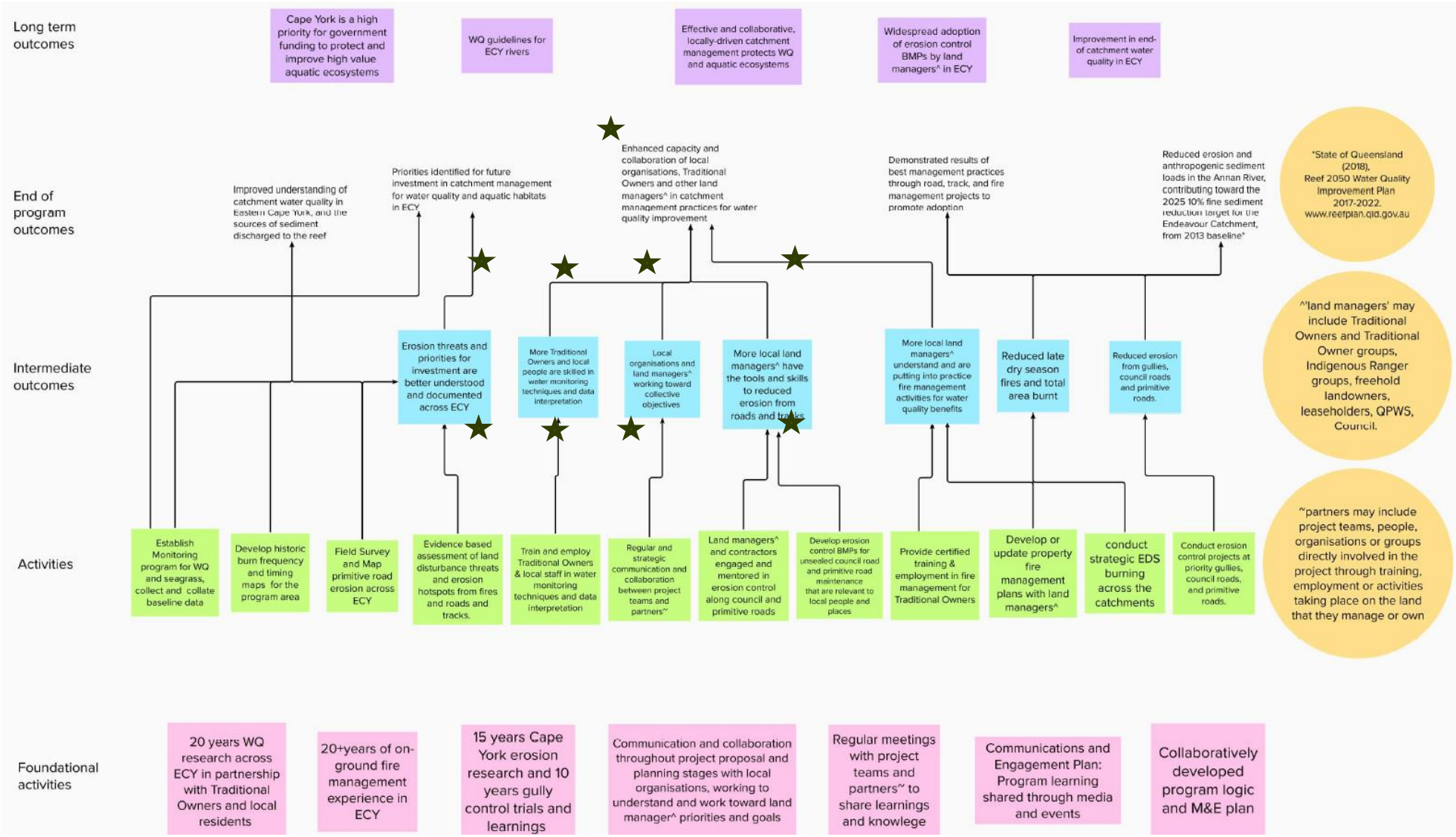

Figure 1. Program logic for to the Eastern Cape York Program (taken from *ECYWQP M&E Plan*)

3 Key Evaluation Questions

The first aspect assessed supports the overall RTP Water Quality program evaluation by providing evidence of how well the governance arrangements worked, as they were novel in Reef Water Quality funded initiatives. In table 13 of GBRF's M&E plan, three evaluation questions test this "Improved approach to implementation":

- How have transparency, accountability, efficiency, and efficacy been improved over previous programs?
- Have there been any downsides to this new implementation model?
- What has been learnt about improving program implementation and what legacy is available to future investors and program managers?

The first part of this report addresses these questions.

The second aspect of this evaluation supports the Eastern Cape York Water Quality Program M&E by addressing two of its Key Evaluation Questions:

- ECY3.2: How effective has the program been to build capacity of partners to conduct water quality monitoring and implement fire, road & track erosion, and gully management activities for water quality outcomes?
- ECY3.3: Did our approach to program planning and management incorporate and support partner aspirations? If so, how? If not, why not?

These two questions relate to understanding the extent to which the program met its goals of genuinely building capacity of partners (organisations and individuals) and meeting their aspirations. The assessment methods and measures, detailed in the ECYWQP M&E Plan, were designed to help the program managers, CYWP, gather the evidence themselves.

4 Evaluation methods

4.1 Methods for assessing governance and management arrangements

For the first part of this evaluation, the governance and management arrangements, the target sample were the regional program manager (RPM), regional program coordinator (RPC), delivery providers (DPs) (n=5), and GBRF project managers (n=5).

The methods included online interviews with RPM, RPC and DPs. Note that one of the delivery providers, Yuku Baja Muliku, could not be reached for a formal interview and was therefore not included in this aspect of the evaluation. Interviews were not attended by GBRF staff to ensure participants felt comfortable sharing feedback.

A focus group was held with four members of GBRF and a separate interview with another GBRF member (who was not available for the focus group). All these people were involved in the water quality program in various roles.

All interviews and the focus group were recorded and transcribed using Otter.ai transcription software (excluding two of the focus groups with Traditional Owner Groups where notes were taken). A coding structure was developed based on the Key Evaluation Questions and the transcripts were analysed using thematic coding (Braun and Clarke, 2019[1]). All data was de-identified, and transcripts were assigned ID numbers. The interviews were conducted between December 2023 and May 2024. An interview guide with the interview questions, along with the GBRF focus group questions is provided in Appendix A.

To help cross-check the findings, project reports (provided by GBRF) were reviewed. Relevant project information extracted on the number of partnerships, number of landholders engaged, approaches to establishing partnerships/collaboration and approaches to engaging landholders as well as any other information relevant to the delivery network reach, impact, capacity, and skills.

4.2 Methods for assessing building capacity and meeting partners aspirations

The following methods were developed:

- an **impact tracker** for CYWP staff to regularly capture information about program activities,
- **small group discussions** to capture Traditional Owner perspectives of the program,
- an end-of-program **interview/survey** of training participants,
- **interviews** with project teams and other relevant organisations, and
- a review of program records.

The responsibilities for data collection using these methods, detailed in the summary below (**Table 2**), were distributed among the CYWP team, GBRF, and the GBRF consultants (Mosaic Insights). However, due to various factors, several of these methods were not implemented. Further details on the final methods used, along with a summary of the reasons for not using certain methods, are provided below.

Table 2. Data collection methods and responsibilities

[11] Braun, V. and Clarke, V., 2019. Reflecting on reflexive thematic analysis. *Qualitative Research in Sport, Exercise and Health*, 11(4), pp.589–597. https://doi.org/10.1080/2159676X.2019.1628806.

Method	Responsibility to implement	Purpose	Method use
Impact tracker	All project team staff	For quick data entry to record and track events and activities that are intended to influence the outcomes of the program (e.g., to build capacity or support aspirations of the partners)	This method was not used as it was introduced to project teams in the third year of the program due to the timing of the development of the M&E plan. As such, it was not available when many events and activities occurred in the first two years and was therefore not adopted later on. While the program team said it appeared to be a useful tool, it was not practical for project leaders with heavy workloads to take on as a new tool part way through the duration of the program. It is recommended that future projects develop their M&E tools at the beginning of their program planning so that tools like this can be better utilised.
Small Group Discussions with Traditional Owner Groups	CYWP staff, potentially other project team staff	To gather Traditional Owner perspectives of on a range of sub-questions for each KEQ. See Tables 2 and 3.	Small group discussion template was developed by Mosaic Insights with input from CYWP. A copy of the small group discussion questions can be found in Appendix A. The method was used and implemented by CYWP staff with support from Lyndal Scobell (communications and engagement support consultant). SmaTraining). Small Group Discussion training was provided by Mosaic Insights, who met with the team in person.
Interview/Survey with program partners and participants	CYWP staff	To evaluate whether local land managers have the tools and skills to reduce erosion from roads and tracks	Interview template was developed by Mosaic Insights with input from CYWP. Interviews were conducted by CYWP staff with support from Lyndal Scobell. A copy of the partner and participants interview questions can be found in Appendix B. A survey template was developed; however, no surveys were conducted as it was identified that many participants had limited access to computers to complete online surveys and/or were unlikely to complete surveys.
Program documentation	CYWP Staff .	To record the information (E.g., training & certifications, WQ trip details, employment/ contracts, WQ monitoring resources use, management plans, progress reports, records of meetings and engagement) of Traditional Owners undertaking water quality and aquatic ecosystem monitoring techniques and data interpretation and undertaking fire management activities.	Document review

Due to the challenges in data collection, this report focusses on only the small group discussions and interviews conducted with program partners and participants.

Small group discussion and interview questions

The questions used to guide the small group discussions and interviews were developed in consultation with the ECYWQP staff. The original planned questions, based on the indicators below (Table 3) are documented in the "Assessing Capacity (ECY3.2) and Aspirations (ECY3.3) in the Eastern Cape York Water Quality Program" M&E plan, however the wording underwent further refinement by the ECYWQP team as they identified the need for additional simplification of the questions. The final questions used are provided in Appendices B and C. Some of the questions planned for local partners were also asked in the small group discussions. Where this has occurred, the results have also been included below.

Table 3. Overarching questions and indicators to answer the *Capacity* KEQ

KEQ: Capacity		
Participant type: Traditional Owner		
What do we need to know?	Indicators	Data source
Are more Traditional Owners skilled in project-related skills (e.g., water quality and aquatic ecosystem monitoring techniques and data interpretation/ fire management)?	• Perceived/actual increases in relevant knowledge and skills • Perceived increases in efficacy (i.e., self, response, collective) • Perceived increases in motivation to undertake water quality monitoring • Satisfaction with access to resources to support ongoing water quality monitoring activities.	Small group discussions
Are more Traditional Owners undertaking project-related activities (e.g., water quality and aquatic ecosystem monitoring/ fire management)?	• Number of people engaged on water quality monitoring trips • Number of Traditional Owners undertaking/employed to do water quality monitoring • Evidence of use of water quality monitoring resources	Project records Impact tracker (not used)
Participant type: Partner organisations and individuals		
What do we need to know?	Indicators	Data source
Are local organisations and managers working towards collective objectives?	• Perceived increased connections with peers/other organisations • Perceived increase in project team capacity • Increases in networking and collaboration • Increased sense of ownership of water quality outcomes • Satisfaction with participation in decision-making processes. • Evidence of new collaborations/ partnerships	Interviews
Do more local land managers have the tools and skills to reduce erosion from roads and tracks?	• Perceived/ actual increases in relevant knowledge and skills • Perceived increased in efficacy (i.e., self, response, collective) • Perceived increases in motivation to undertake soil erosion works • Satisfaction with access to resources/tools to support ongoing erosion management	Interviews

*Questions about aspirations were not asked in the primary data collection. See below for more details.

Data collection

Small group discussions and interviews were conducted between February and May 2024. The groups who participated in the evaluation are listed below (Table 4), some of whom participated in more than one discussion or interview, as there were different projects and/or teams to evaluate. The small group discussions and interviews were recorded using an audio recorder, except for three Traditional Owner group discussions (Daarrba, Juunjuwarra), for which notes were taken. All data was collected by ECYWQP staff. The audio recordings were transcribed for analysis, however several recordings suffered recording quality issues.

Change to method for identifying impacts of the program on participant *aspirations*

A decision was made to exclude the questions about aspirations from the interviews and discussions, as ECYWQP staff who were conducting the data collection felt the questions were difficult for participants to answer in an interview, as they may be too broad and difficult to answer, and some participants may be concerned that it would be inappropriate for them to represent their group or organisation. As an alternative, information relating to potential aspirations was extracted from the interview and small group transcripts and notes, and from program documents supplied.

Table 4. Groups involved in this evaluation

Group	Data collection method	Project type
Traditional Owner groups - small group discussions[2]		
Gaamay/Waymburr (1)	Small group	Track erosion
Gaamay/Waymburr (2)	Small group	Water quality and aquatic ecosystem monitoring
CMFHIAC & Wakooka LT	Small group	Water quality and aquatic ecosystem monitoring, Seagrass monitoring, Track erosion
Daarrba (1)	Small group	Fire
Daarrba (2)	Small group	Water quality and aquatic ecosystem monitoring
Jabalbinna Yalanji Aboriginal Corporation (JYAC)	Small group	Track erosion, Training in water quality and aquatic ecosystem monitoring
Juunjuwarra	Small group	Water quality and aquatic ecosystem monitoring, Seagrass monitoring, Wetlands monitoring, Track erosion, Fire
Partner organisations and individuals - interviews		
Ergon contractors	Interview	Track erosion
QFES CEO of South Cape York Catchments	Interview	Fire & some Track erosion (some fire breaks were pilot track erosion control projects)
Cook Shire Council (1)	Interview	Fire
Cook Shire Council (2)	Interview	Track erosion
Rural Fire Service	Interview	Fire
Queensland Parks and Wildlife Service	Interview	Fire
Landholder #1	Interview	Fire and Gully
Landholder #2	Interview	Gully

[2] Yuku Baja Muliku (YBM) could not be reached and did not participate in small group discussions or interviews for this project

Scott Earthmoving	Interview	Gully and Track erosion

Measuring success

Sound evaluation needs well-defined measures of success; however, "success" will be different for each KEQ. Some indicators will need to use a rubric that describes different levels of performance towards achieving the desired outcomes. The rubric below can assist program delivery providers evaluate their progress and identify areas for further improvement.

There are some terms in the rubric, such as "extensive", which are deliberately open to interpretation. This is to allow for contextual comparisons of what was achieved. For example, "extensive" in some projects might mean there are at least 10 examples, whereas smaller projects might consider 2 or 3 examples to be extensive. Another way to assess the achievements is to look at what was planned for and compare this with what was delivered. This can inform the extent to which the deliverables met the expectations.

There are some challenges in applying this rubric to this particular evaluation of the ECYWQP capacity and aspirations outcomes. First, clear, measurable targets for capacity and aspirations were not defined at the outset of the program. Second, aspirations were not discussed directly with project participants, so the evidence that aspirations have been supported comes from project documents and comments extracted from conversations about capacity outcomes. Nevertheless, there is sufficient evidence in this evaluation to apply the rubric and understand the extent to which the program has achieved the relevant outcomes.

	ECY3.2 Capacity	ECY3.3 Aspirations
Excellent	There are extensive examples of capacity building activities being undertaken. Partners report multiple examples of enhanced capacity outcomes from the program. Partners feel a strong sense of ownership and leadership of water quality actions and outcomes.	Partners express strong satisfaction that their aspirations are being supported by the program. There are extensive examples of how the program supported partner aspirations. Perceived barriers or obstacles to achievement of aspirations have been substantially reduced.
Good	There are multiple examples of capacity building activities being undertaken. Partners report some examples of enhanced capacity outcomes from the program. Partners feel a sense of ownership and leadership of water quality actions and outcomes.	Partners express satisfaction that their aspirations are being supported by the program. There are some examples of how the program supported partner aspirations. Perceived barriers or obstacles to achievement of aspirations have been reduced.
Adequate	There are several examples of capacity building activities being undertaken. Partners report early signs of enhanced capacity outcomes from the program. Partners feel some ownership and leadership of water quality actions and outcomes.	Partners indicate there is progress towards their aspirations being supported by the program. There are early signs of the program supporting partner aspirations and perceived barriers or obstacles to achievement of aspirations are beginning to diminish.
Poor	Activities are ineffective and/or cause unintended negative consequences.	Activities are ineffective and/or cause unintended negative consequences.
No evidence	No evidence exists. It is impossible to report whether the outcome was achieved or not. Since impact may be occurring, this performance rating should trigger implementation of M&E activities.	No evidence exists. It is impossible to report whether the outcome was achieved or not. Since impact may be occurring, this performance rating should trigger implementation of M&E activities.

Operation Luther Agency collaboration (Photo credit: Jason Carroll)

Monitoring Juunjuwarra wetlands with Carol Jacko, Tiara Darkan and Norma Jacko.
(Photo credit: Kim Stephan)

5 Findings

5.1 How the governance and management arrangements of the program worked for partners

Effectiveness and Impact

What did respondents identify as new or different about the program delivery model established by the RTP Water Quality Program?

All seven Eastern Cape York (ECY) interview participants identified one or more things that were new or different about the delivery model (governance framework and management arrangements). Overall, they were extremely positive about the model and the substantial difference it made to the delivery of water quality programs in their region (Figure 2).

Positive differences resulting from the delivery model

Figure 2. Summary of responses by CY participants listing positive differences

Support and skill sharing

As with the participants in the other regions, ECY participants identified the support, skill sharing ,and increased flexibility and autonomy as key positive differences resulting from the governance framework. These were frequently praised, with one participant directly linking the governance framework to this increased support:

> *'Knowing that there's a collective that you can go to, to discuss, to talk through solutions to… to even just not feel like you're just struggling through it alone was very, very helpful…. I think it was just the way that the program was set up that, that enabled that level of communication…And I*

think that comes down really to that model of the central program, with the different projects underneath it.' (ID8, RPM and DP, Other)

Flexibility and autonomy

Many examples of the benefits of the flexible approach were highlighted by ECY participants. For example, one DP believed that '*I think GBRF in a lot of ways gave this region a great gift to have that flexibility that Reef Trust was not providing these regions*.' (ID25, DP, Other). Another DP noted that the approach '*It gave us the flexibility to support an Aboriginal Corporation that we were really passionate about supporting and include them in the program*.' (ID28, DP, NRM). This resulted in a feeling that '*we could just be very honest and open with GBRF… and they worked with us to make sure that works for them. That level of flexibility on a fairly complex program of projects [has made it] much, much easier and far less stressful*.' (ID29, DP, NRM).

Relationships and opportunities for Traditional Owners

One area that differed in responses from participants in other regions was the value placed by ECY participants on boosting relationships with and opportunities for Traditional Owners. There was a sense of excitement that new ways of collaborating with Traditional Owners were made possible through the model: '*some [Traditional Owners] haven't been on these private properties in 40-50 years, if not more. So that was probably pretty exciting for them*.' (ID28, DP, NRM). Sometimes this engagement was challenging in practice but was still seen to deliver meaningful benefits. As one DP explained, '*We had a few examples where we got landowners, private freehold landowners together with Traditional Owners that hadn't talked for decades, if not more, so that was really good to kind of force some of those issues to come forward. And it was challenging, but also worthwhile*.' (ID25, DP, Other)

Other positive new differences

Four participants also highlighted the importance of the **funding** that was available through the new program. This funding had not been available through previous programs and provided a boost to businesses and projects across all dimensions including facilitating better planning, supporting other project partners by injecting resources into groups that had little capacity or resources themselves, and funding specific activities such as fire management. Three elements linked to the **localised nature of programs** that the governance model allowed were also highlighted: employing local trusted people with local knowledge, learning about other groups in the area, and being included in project design and implementation. Three other points were made by separate individuals, including **business support**, **better planning and oversight**, as well as the inclusion and achievement of **social benefits:**

> *'Right at the very day one of organising this, we were asking GBRF to weave into it, how can we get the social impacts. How can we support these groups that have got no support? And even though it was difficult to make it fit, the flexibility that GBRF had to say yep, we can make those things [happen], change around a bit [was great]. [It] made it harder to deliver the program, but overall, [we achieved] so many more social outcomes.' (ID22, DP, NRM)*

Negative differences resulting from the delivery model

Four of the seven ECY participants mentioned **new negative differences** resulting from the delivery model, and most only mentioned one (**Figure 3**).

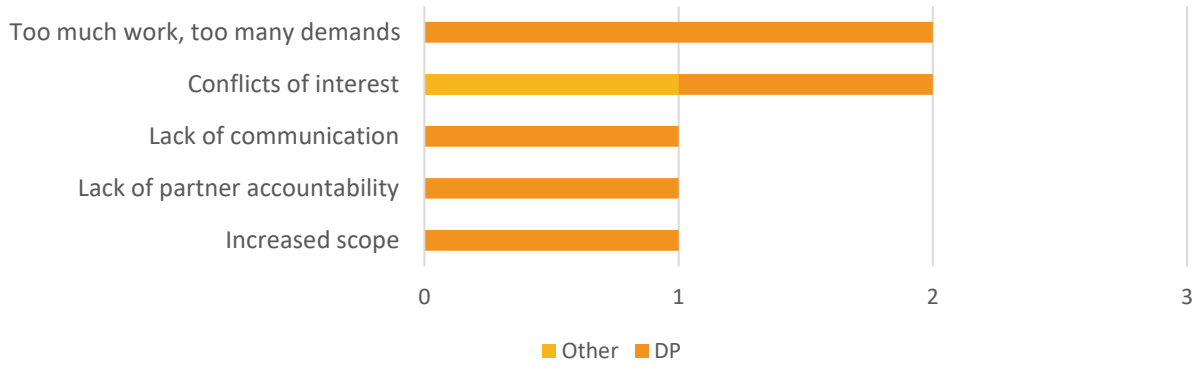

Figure 3. Summary of responses by CY participants listing negative differences

The most common negative element described by ECY participants related to the **volume of work** they were required to manage during the program. This was mentioned by two participants, with one stating that '*there was a lot of demands on a very small number of people*' (ID13, DP, Other), while the other said that '*there's too many things to do. I probably had too many roles to fill. But that's alright, we've learned from that.*' (ID25, DP, Other).

The second most commonly mentioned negative elements related to **conflicts of interest** (n=2). One participant noted that they felt a conflict of interest was not addressed, with that participant arguing that '*I don't think that conflict of interest was declared clearly enough. And it wasn't dealt with at that program management and higher level with GBRF.*' (ID25, DP, Other). Another ECY participant suggested that a better process for addressing conflicts of interest was required:

> *'[We need to be] very clear about where those conflicts are, and how they're influencing potentially the funding and where the funding gets allocated. Early and addressing those conflicts of interest from the very, very start is critical, and we didn't always get that right in this program.' (ID8, RPM and DP, Other)*

Influence of the delivery model on the way organisations operate regarding Reef Water Quality Projects

ECY participants were also very positive in general about the effect of the delivery model on their own organisational operations. Only one participant said that it did not influence their organisational operations, while six noted positive influences on their organisational operations (**Figure 4**).

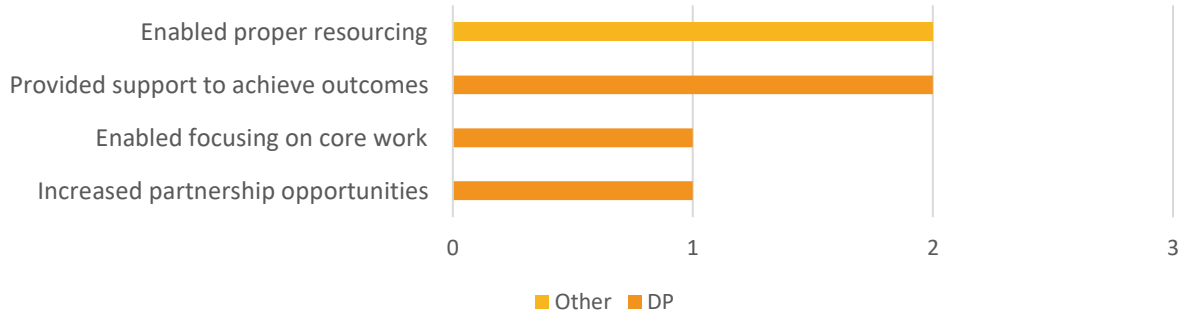

Figure 4. Summary of responses by CY participants listing positive influences on organisational operations

Only one participant said that the delivery model **did not influence operations**, as '*in terms of the actual on the ground stuff those were mainly things we had learnt previously*' (ID13, DP, Other). In contrast, all

six other participants highlighted positive influences. The most significant of these was the **impact of proper resourcing**:

> *'This is the first time that our organisation was properly resourced to be able to take the time to get the teams in, to hire the people, to employ the people to do the work well, including building on those relationships and, just investing in all the different aspects of the program that that we were required to.' (ID8, RPM and DP, Other)*

The second participant noted additional impacts this resourcing had on their organisation operations, saying that:

> *'It changes the dynamic when you then hold quite a lot of funding for a project and engaging other people. But I suppose that the degree of support and collaboration that [our] project teams were able to provide other project teams was huge because it was funded well.' (ID9, RPC and DP, Other)*

Three other comments around improved organisational practices were provided:

- **Impact of support**: *'The GBRF team were genuinely interested and engaged in the project. So, they were communicating with us constantly, which we enjoyed'* (ID22, DP, NRM)
- **Enabled focusing on core work**: *'We could focus on what we were best at rather than have to spend time and resources on things that we are not good at.'* (ID13, DP, Other)
- **Increased partnership opportunities**. **'***It helped in terms of more outreach to landowners and Indigenous groups that we hadn't worked with before … increasing that ability to partner with different groups was really good.'* (ID25, DP, Other)

Did these changes represent an improvement?

A similar pattern of responses was provided to the question as to whether the delivery model represented an improvement. Again, only one participant thought the model was neither an improvement nor a decline, while the remaining six ECY participants all stated that they believed the model was an improvement (**Figure 5**).

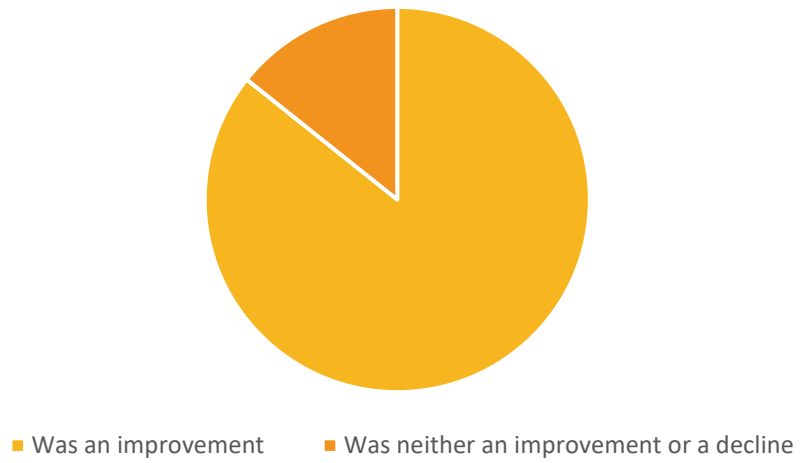

Figure 5. CY participant responses regarding whether the delivery model was an improvement

Most participants responded with a simple yes or no response to this question. However, three elaborated about why they believe the model was an improvement. Two of these participants noted that the model freed them to engage in the collaborative project approach that they always wanted to do, while the other noted that:

> *'It's probably taught us how to [take on some challenging projects] better. I don't know if we've done it perfectly in these in these projects. But we have learned a lot and I think the next time, we will be able to do these projects better and with better relationships, too.' (ID25, DP, Other)*

Single biggest change seen as a result of how this program was delivered

The single biggest change for landholders

Only one ECY participant identified a biggest change for landholders, linking this to **greater engagement in the programs** and the positive perceptions that may flow from this:

> *'Landowners normally wouldn't be involved in any way shape or form in Reef quality or quality improvements… We've sorted so many roads and tracks through small parcels all over the place and most of those people never get a look in for funding for the Great Barrier Reef. But that project reached out to a lot of small landowners, which was really good.'* (ID25, DP, Other)

The single biggest change for Delivery Providers

Four ECY participants identified a biggest change related to DPs. Two DPs noted that they became **much more confident** about the way they do some of their project work, with one also noting that *'there was a whole lot of people working hard together for a common aim. And that was great.'* (ID13, DP, Other). Another DP noted that *'it's been a great gift to develop better relationships groups like [our local Council] or some Indigenous groups. It's been really, really positive'*. (ID25, DP, Other)

One other participant said that the biggest change for DPs was the **change in their own ideas** of what is expected of a project partner: *'about how they should be treated and how we should be engaged and worked with'*. They elaborated on this experience, saying:

> *'Just recently some decisions were made on this next round. And we were very vocal about getting back on track, to not fall back into old patterns. Without going through this governance project, we may not have [done that]. We would have just thrown up our hands walked away, like we did last time. We were able to pull something back, come to some agreements and set some ground rules. That's a massive change.' (ID22, DP, NRM)*

The single biggest change for the Reef and water quality

Two participants identified **reduced sediment load** as the single biggest change for the Reef and water quality achieved through the program. As one stated *'the single biggest change is that we actually have a coordinated, well-resourced effort to reduce sediment runoff going to the Great Barrier Reef in our in these catchments in this region. It's everything. It's the whole lot.'* (ID8, RPM and DP, Other).

5.2 Collaboration among the delivery networks

How the governance framework positively influenced collaboration

All seven ECY participants believed that the governance framework **facilitated collaboration** among the delivery networks. They gave a variety of examples of where elements of the governance framework

facilitated collaboration (Table 5), but most were linked to the outcomes obtained by **formalising partnerships:**

> *'It formalised the collaborations. We went from very loosely affiliated partners who would come together and communicate often because we work in the same in a small region doing similar work…to formally working together with memorandums of understanding written between the organisations clearly stating what the roles were, what the payment fee for service structures were going to be.' (*ID8, RPM and DP, Other*)*

These formal partnerships then allowed team members to aim for higher project achievements. They were able to think about *'the bigger picture, like where are we all going with this? … It allowed us to focus on the big picture and how to get there in a way that any one organisation on its own would not have been able to do.'* (ID8, RPM and DP, Other).

Table 5. Examples of positive impacts on collaboration

New way of doing things	It's a level of collaboration across the wider region [that] we probably haven't seen before. (ID28, DP, NRM)
Connecting projects	The program management organization allows the projects to be potentially more connected than they would have been without them. (ID29, DP, NRM)
Positive working relationships	The relationships have strengthened and we're all working really well together (ID25, DP, Other)
Sharing contacts	The project management team had a lot of contacts and networks. And so did we. And so being able to merge all them was a huge benefit. I think. (ID28, DP, NRM)
On ground work and data sharing	We have different traditional owner groups out together collaborating on the ground….But the data that they're collecting is all feeding into a centralized program that has regional outcomes, because partnership is telling the bigger picture story. (ID29, DP, NRM)

How the governance framework negatively influenced collaboration

Four ECY participants mentioned experiences they had where some components of the governance framework negatively influenced collaboration. For one participant, this was that *'**forcing communication** is not always going to work well. In any setting, bringing people into a room together isn't always going to work well.'* However, they also noted this is feature of any program where collaboration is involved, and that *'I don't think we ever had massive negative outcomes, but it wasn't always easy or possible to get positive outcomes either.'* (ID8, RPM and DP, Other).

Another participant echoed these statements, noting that in their experience some project partners were **challenging to work with**. Individuals within organisations were difficult to reach, and in one case would not attend project meetings. For one participant, finding the correct Traditional Owner group to engage with proved impossible, and they eventually gave up after multiple attempts to gain information from relevant organisations.

A third participant linked collaboration difficulties to the practical reality of **different organisations having different ideas about how things should be done**. As they noted, *'it's not really related to this*

program analysis, [but] is the wider structure that we live in with actual or perceived competition for funding'. (ID9, RPC and DP, Other). The fourth negative comment around collaboration again reflected practical realities on the ground, pointing to some **pockets of community negativity and aggression**. There is no easy solution to this either, as they noted: *'it's just the general community sentiment; there's no sediment that goes through the Reef. You're all a bunch of tree hugging greenies. How do we change those perceptions at the general level? Yeah, there's big challenges there.'* (ID25, DP, other)

5.3 The role of the RPM and RPC

Only one ECY participant felt that the RPC and RPM roles were **not positive**. This DP found that the model introduced a 'weak management situation' where 'the program manager couldn't force anyone to do anything'. As they noted,

> *'If we're going to sign up a regional program manager, then there needs to be a contractual obligation for the other groups to work with that and through that at all stages, without hesitation – otherwise it just doesn't work. I think in some cases, the regional program manager was hamstrung by their inability to make an influence. And in those situations, I think, strongly think that GBRF should have stepped up more, and dealt with the contract deliverables a bit more strongly; at a very high level GBRF, not at the kind of mid-level GBRF. Yeah, that that would have changed some of the outcomes.' (ID25, DP, Other).*

In contrast, the other six ECY participants were positive about the role of the RPC and RPM. Some participants felt they were valuable in being able to '***keep people on track**, remind people when reports were due… just knowing that everybody knew what everybody else was doing for the most part, so we weren't, you know, no one project was just acting on its own. That certainly worked well*.' (ID8, RPM and DP, Other)

Others noted how these roles helped bring everyone together to facilitate collaboration. As one participant noted, *'I can't see that the level of support and collaboration and sharing of resources and learnings would have occurred amongst the four different organisations without it being held, without it being held by one program, and without it being held locally by a team that's holding that keeping that thread together.'* (ID9, RPC and DP, Other)

Other participants noted how the roles gave more authority to project partners and allowed for shared advocacy and communication to occur. As they noted, *'now we can advocate for everything that we're learning across the seven projects in four organisations and the partners of those. It gives us a platform and authority and agency to speak on behalf of all of that.'* (ID9, RPC and DP, Other)

These perceptions were echoed by DPs. As one stated, '*the different part was having the local project or program manager, who was a trusted source or trusted person within our community. Rather than in the past [where] we have had either government people or people who don't know Cape York or live on Cape [who are] trying to manage us from a distance. So, we had that a lot of trust already with within with that person in that role and that organisation. That's never happened before. It was really empowering for us.'* (ID28, DP, NRM).

5.4 Skills and capacity

Participants noted a wide range of skills that they had gained through the project, as well as helped others gain (**Figure 6**). The most common skills described were around water quality monitoring (n=4), and fire management (n=4).

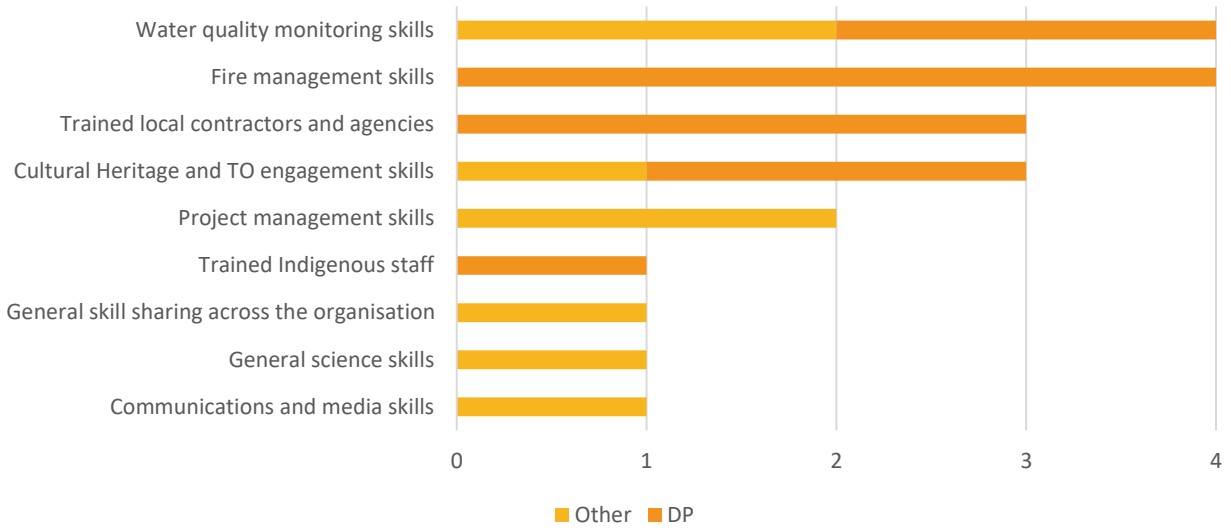

Figure 6. Skills gained through the program mentioned by CY participants

Many participants also noted how they **trained other stakeholders** as part of their project activities. A DP noted that their project requirement to hire 30% Indigenous staff on job sites resulted in substantial learnings around erosion control techniques, as well as understanding the broader project goals. Another participant noted that in addition to training local Traditional Owner groups on fire management, they also involved local agencies such as fire brigades and QPEWS crew in fire projects.

Four participants mentioned specific skills gained in **cultural heritage and Traditional Owner engagement**. The program design specifically enabled these experiences, as explained by one participant:

> *'We were able to bring in some trainers from government on the Cultural Heritage Act and have a day where we brought in our project delivery providers as well as Traditional Owners that we're working with. [We were able] to actually understand the Cultural Heritage Act, and then work together on how we move through processes to protect cultural heritage and achieve project outcomes'. (ID9, RPC and DP, Other)*

A range of other skills were mentioned, including **skill sharing** across the organisation (n=1), **general science skills** (n=1), and **communications and media** skills (n=1). Two participants also highlighted the skills they had learned which boosted their ability to **manage large projects**.

> *'We went from being a loose unincorporated affiliation and myself working as a sole trader, in a partnership with all these other organisations, to [being] an incorporated organisation that now is, I think, very, very capable of managing large environmental projects. And we have the skills to do it well. We now have strong Workplace Health and Safety, policies, procedures, [all] the governance knowledge that we've learned along the way….that's definitely capacity that we wouldn't have gained if we hadn't had people in a role who were there to support us'. (ID8, RPM and DP, Other)*

Three participants noted the ongoing challenge of finding staff to work on the projects in the region, while one participant felt they needed more training in negotiation and communication skills. However, as the previous quotes demonstrate, participants were extremely positive about the skill that they had acquired, which helped build their own capacity to manage larger projects in the future and grow their organisations. One other participant also highlighted the impact of the program in building capacity for an external organisation:

'One particular group that we worked with - this is a remote group that really haven't managed to manage their Country much in the past - through GBRF, and other investments, [we were] able to get over 40 of them employed throughout the period doing all sorts of cool stuff, and then getting into this workflow of the different projects and getting it all coordinated. [So, they had a] regular opportunity to work throughout the period, which is amazing. And from there, they were able to do governance training and get their own Indigenous Corporation functioning. We will be hiring them as of this year, they will be functioning as their own organisation, with an ongoing range of programs. I think they've got about $1.5 million to spend on Country in the next 18 months to get on do the work without us. So that's a massive outcome. It's … going to be huge leap for them. We still mentor and support them where we can, but it's a huge social outcome for their whole organisation for getting back on Country for jobs for ongoing training. There's enough money there to keep the organisation running'. (ID22, DP, NRM)

5.5 Delivery model

Legacy of the delivery model

Only a small number of participants specifically stated what they felt would be the legacy of the program, however many highlighted the key elements they felt distinguished this governance model from earlier iterations. As summarised in sections above, these included the **flexibility and support** provided by GBRF, and the **local nature** of the program which allowed people with local knowledge to help design projects with suitable networks and targets. Others highlighted the impact of the **funding** that became available. As one participant said *'we weren't involved in any of the last round of investment. So, we went from zero to everything good that's been delivered in the program, a huge amount.'* (ID22, DP, NRM).

One participant who did specifically identify a legacy was a DP, who stated that:

> *'I think the one of the legacies of this program is that we're going to have the evidence that we need moving forward to just get better investment in the area from Reef Trust.' (ID29, DP, NRM)*

Components to be changed in future programs

Four participants provided a wide range of suggested improvements for future programs (Figure 23).

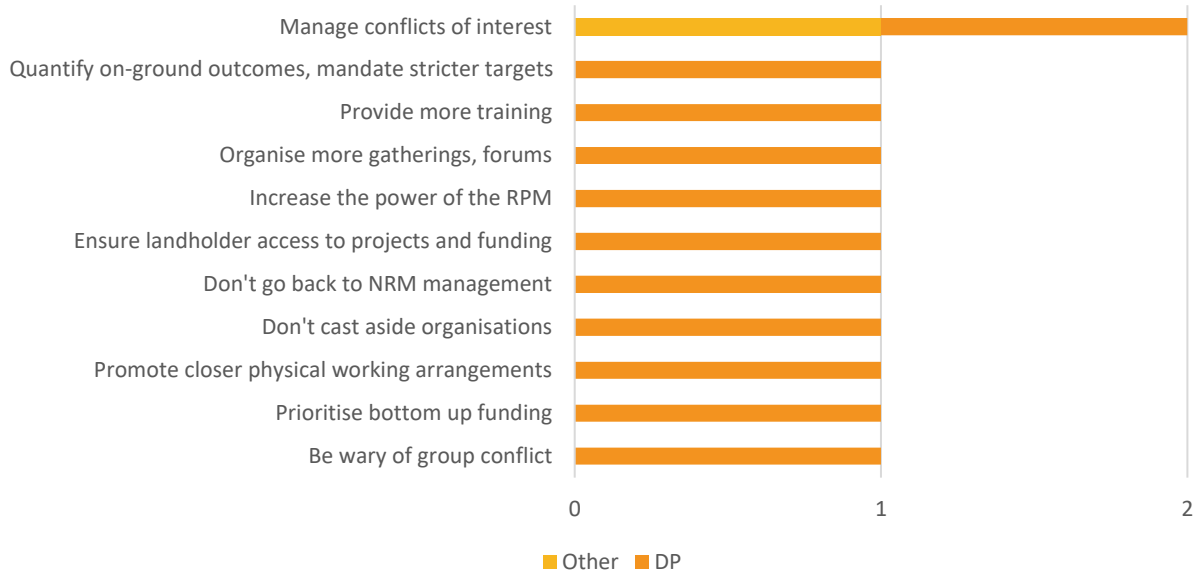

Figure 7. CY participant's suggested components to change in future programs

Only one component was mentioned by more than one participant, and that related to **management of conflicts of interest.** While one participant believed that conflicts of interest had been mostly managed well in the early days of the program, they felt that '*GBRF's own conflicts of interest weren't always properly acknowledged*'. As they noted, there are always likely to be conflicts of interest in any region, but what is important is '*being very clear about where those conflicts are, and how they're influencing potentially the funding and where the funding gets allocated*' (ID8, RPM and DP, Other).

The second participant who mentioned conflicts of interest also noted that '*we all might have some conflicts of interests*.' However, they also felt these were not adequately addressed during the program:

> *'You go back to the Reef Trust in Department of Environment, at the national and state level for water quality stuff, there are huge personal relationships and conflicts of interest between CSIRO and Reef Trust, and Townsville JCU and Reef Trust. These guys are just embedded in the system and have political influence and they just kind of get away with it all. But that's not right. So how are those conflicts of interests are managed, I think, is a really key thing of any future program. (ID25, DP, Other)*

Other participants suggested components to change in future programs included increasing the power of the RPM because '*I think in some cases, the regional program manager was hamstrung by the ability to make an influence*' (ID25, DP, other), or finding ways to enable continuity of project staff in future programs, who have accumulated a wealth of relevant knowledge, skills, and valuable relationships, and in future programs:

> *'It is disheartening. You get to the end of a project and the people that you've worked with have been cast aside by the politics of federal funding. And then you've got a new group who might not have as much confidence, starting from scratch again, starting from square one, and with a track record of - like all NRM spend an awful lot of their money on themselves - it's just the nature of the beast'. (ID13, DP, Other)*

Other comments included **more training**, closer **physical working arrangements** such as shared offices, being wary of **forcing collaborations** between groups that do not get along and ensuring **landholder access to future programs**.

> *The project reached out to a lot of small landowners, which was really good. And unfortunately, now we might go back to the scenario where the future fundings they might not see, unless they've got a really big gully on their property, where they are big property that can deal with fire, these small properties don't get a look in and they're just going to get ignored again. (ID25, DP, NRM)*

Components to be kept in future programs

Five participants each noted a different component of the program that they would like to see continued in future programs (Table 6). These were extremely diverse, ranging from the data arrangements supporting programs to the importance of the RPC and RPM roles.

Table 6. ECY comments on elements of the model to retain

Centralised data collection and storage	*If there is other programs, I'd like to see that they can still feed in and share that data with the water partnership team. That unites them, [we've] still got the whole picture, we don't have a breakaway thing that's missing (ID28, DP, NRM)*
Co-design and nuture existing relationships	*One reason I think that the things that worked worked with was so because it had come from the organization's themselves - that co-design piece - and because of the pre existing relationships between them. (ID9, RPC and DP, Other)* *Co design is critical. Having the funders listen to all the organizations that are potentially going to be working together in a region and co-designing what that program management what that collaboration looks like I think is also really critical. (ID8, RPM and DP, Other)*
Continue mandatory collaboration	*I would like to see this forced collaboration. But the - forced - actually is the absolute wrong word for it. It's the group, you know, collectively deciding that they want to formally work together. (ID8, RPM and DP, Other)*
Recruit the right people	*I think getting the right people in those roles is would make or break potentially, or certainly would, you know, decide how successful versus you know, more or less successful that role could be as well. (ID8, RPM and DP, Other)*
Retain local program manager role	*Moving forward to new programs, including the landscape repair program, I'd like to see the continuation of the local program manager. Certainly the program management of Cape York water partnership has been far, far better [because of it]. (ID29, DP, NRM)*
Retain local program coordinator role	*I think the whole model for this sort of project was a very good one. I think the having the on ground project coordinator was, was really good. (ID13, DP, Other)*

5.6 The extent to which the program built capacity of program partners and met their aspirations

The findings are presented in sections for each KEQ and sub-questions, separated by project type as follows:

1. **Water quality and aquatic ecosystem monitoring** projects
2. **Fire management** projects (with some overlaps in erosion management projects on firebreaks)
3. **Gully and track erosion management** projects. The qualitative analysis and reporting of the findings from the gully and track erosion projects have been presented together. This is because a number of the small group discussion participants (e.g. contractors) worked on both gully and track erosion management projects, and as such it was not possible to separate the findings across gully and track erosion as respondents spoke about both aspects in unison.

Each section begins with a summary of the findings, which are then further explained in more detail. Where direct quotes are reported, an interview identity code is used to protect the identity of respondents.

Capacity outcomes

The first Key Evaluation Question (ECY3.2) is: *How effective has the program been to build capacity of partners to conduct water quality and aquatic ecosystem monitoring and implement fire, road & track erosion, and gully management activities for water quality outcomes?*

Rubric

The data presented further below demonstrates numerous capacity building outcomes for project partners and Traditional Owners. A sense of participant ownership and in some instances, leadership, has been detected in the project projects. Funding issues continue to constrain the work and resources available for some project types. These results mean the ECYWQP has achieved a rubric rating of "good", noting there is variability in the project types and outcomes.

	ECY3.2 Capacity
Good	There are multiple examples of capacity building activities being undertaken. Partners report some examples of enhanced capacity outcomes from the program. Partners feel a sense of ownership and leadership of project actions and outcomes.

Water quality and aquatic ecosystem monitoring projects

A summary of the findings for the water quality and aquatic ecosystem monitoring projects is provided below (Table 7). The findings relate to Traditional Owners only. No other partner organisations or individuals were interviewed for water quality and aquatic ecosystem monitoring projects.

Table 7. Summary assessment of capacity outcomes for Traditional Owners in water quality and aquatic ecosystem monitoring projects

Indicator	**Assessment**
Perceived/actual increases in relevant knowledge and skills	Overall, participants agreed that there had been an increase in knowledge and skills on water quality and aquatic ecosystem monitoring techniques and data interpretation. The benefits of developing knowledge and skills on Country as well as combining western scientific knowledge with cultural knowledge were identified as key to the success of projects.
Perceived increases in efficacy (i.e., self, response, collective)	While there was limited data gathered from the small group discussions on this topic, one Traditional Owner group did note that the localised aspect of projects that allowed for learning on Country helped build confidence where participants felt confident when speaking about their own Country.
Perceived increases in motivation to undertake water quality and aquatic ecosystem monitoring	Overall Traditional Owner groups expressed an increased motivation for undertaking water quality and aquatic ecosystem monitoring with the reason varying across individuals. Important motivations included wanting to care for Country, wanting to create livelihood opportunities, wanting to understand water quality impacts on food sources and build social connections.

Satisfaction with access to resources to support ongoing water quality and aquatic ecosystem monitoring activities.	Overall, there was a moderate level of satisfaction with resources with opportunities for further support to be provided in the form of more time, funding, equipment, and training including opportunities for partnerships with the education sector (schools and TAFE).

Detailed assessment

Are more Traditional Owners skilled in project-related skills (e.g., water quality and aquatic ecosystem monitoring techniques and data interpretation)?

Perceived/actual increases in relevant knowledge and skills

Overall, participants agreed that there had been an **increase in knowledge and skills** on water quality and aquatic ecosystem monitoring techniques and data interpretation. Comments included increased skills in water sampling and testing (Traditional Owner Group, ID9 and ID2), seagrass monitoring and species identification (Traditional Owner Group, ID18), the use and management of technology and equipment such as cameras, GPS and probes (Traditional Owner Group, ID2, ID18).

One Traditional Owner group described how the water quality and aquatic ecosystem monitoring helped increase their understanding of the health of the system, which was important because they had a '*very strong connection*' to the river system and needed to understand whether their ecosystem was being disrupted, and if so, identify the actions needed at address any disruptions:

> *"…we have very strong connection from inland…out to the coast and that's what ties us getting from that river system to the to coastline…so I think you know, just to monitor the systems on how… to know that our ecosystem's not being disrupted in any way or there's some ways that we can put measures in place to help what's disrupting the natural ecosystem in the first place."* (Traditional Owner Group, ID6).

It was also noted that developing these **knowledge and skills on Country** was a key strength of the projects (Traditional Owner Group, ID6, ID7)and would allow for ongoing application of those skills and increased ability to assess and care for Country, even outside of the project tasks:

> *"…the accessibility to the Country is probably the key thing to us, which is why we want to keep these monitoring systems in place and learning it and that way when these fellas are up on their own on private trips [visiting Country] they can notice, with their training and level of skills, these things pop out a bit more than what they would have without the skills before time [before the project]."* (Traditional Owner Group, ID7).

The need to engage and share water knowledge with young people was also described:

> *"…[need to] keep going out and doing water testing so the young ones can learn and understand why we care for Country."* (Traditional Owner Group, ID9).

Finally, one Traditional Owner group spoke about how the project wasn't just about increasing their western scientific knowledge on water quality but rather about bringing both **cultural knowledge and western scientific knowledge together** for the greatest outcome. They also mentioned that having cultural knowledge recognised and respected alongside western scientific knowledge gave them a "*boost*" and feeling of pride in their cultural knowledge:

> *"…[the project] can bring academic ideas to your knowledge, to your cultural knowledge, I think that was beneficial. You might know a lot about your Country, the cultural knowledge and know your environment from your cultural point of view, but when you put it with being recognised by academics, it's a real boost to, you know, to you, yourself because it makes it your knowledge just as important as academic knowledge and the two should work together."* (Traditional Owner Group, ID 2).

Perceived increases in efficacy (i.e., self, response, collective)

One Traditional Owner group described how the localised nature of the project helped build their confidence as they felt **confident when speaking about their own Country**, whereas they wouldn't feel confident to speak about water quality on somebody else's Country:

> *"…being part of a community project…it was localised…I suppose being confident in your own area [own Country]… If I was doing it …on somebody else's Country, I wouldn't feel so confident."* (Traditional Owner Group, ID 2).

Perceived increases in motivation to undertake water quality and aquatic ecosystem monitoring

All Traditional Owner groups identified "***looking after Country, going on Country***" (Traditional Owner Group, ID 2) as a key benefit and motivation for undertaking water quality and aquatic ecosystem monitoring. Two groups also spoke about how they had increased motivation for water quality and aquatic ecosystem monitoring to **support livelihoods** within the groups:

> *"You could earn a living. You could earn an income from doing something that is fun and beneficial."* (Traditional Owner Group, ID 2).

One Traditional Owner group expressed a desire to continue to build their people's knowledge and skills so that they can be the recognised experts and the 'go to' people for delivering water quality and aquatic ecosystem monitoring:

> *"I'd like us to grow, in a sense, where we're attracting other fundings as well to go, oh, these guys know what they're doing"* (Traditional Owner Group, ID 6).

Two Traditional Owner groups talked about the importance of water quality and aquatic ecosystem monitoring for understanding the **impacts on food sources** and this was a motivation for continuing to monitor the water quality (Traditional Owner Group ID 9 and ID 2). Finally, a younger member of one of the Traditional Owner groups talked about how the project provided opportunities to make **social connections**, which was a motivation for them to stay participating in water quality and aquatic ecosystem monitoring: "*…meeting new faces, yarning up, making new friends*" (Traditional Owner Group, ID 2). This is an important insight given the Traditional Owner groups identified the need to better engage with young people, and this insight suggests that the social aspect may be a key motivator for young person participation.

Satisfaction with access to resources to support ongoing water quality and aquatic ecosystem monitoring activities

Overall, there was a moderate level of satisfaction with resources provided by the project with opportunities for further support water quality and aquatic ecosystem monitoring activities identified. This satisfaction was determined via comments about **recommendations for future programs:** One Traditional Owner group identified the need for **more time** to do the sampling and monitoring "*not one night [instead we need] like a week*", as well as **more equipment**, which would allow for more people to participate in learning on Country (Traditional Owner Group, ID 18). One Traditional Owner group spoke about the need for resources like boats to help with going out and understanding marine waters. They also identified the need for water quality and aquatic ecosystem monitoring to bring together understanding on the fresh and salt water, the land and the sea, and that this **understanding needs to be targeted within schools** and kids with opportunities to learn on Country not just in a classroom:

> *"…with the water quality you can study the salt water and the fresh water and start teaching kids, students… instead of just sitting in a room thinking about water and salt water."* (Traditional Owner Group, ID 2).

More training and helicopter licences, particularly for younger generations was also identified as a resource need (Traditional Owner Group, ID 2). Finally, one Traditional Owner Group identified the need for resources to help with sharing information about what they are doing, for example, developing hard copy print materials, e.g., *"a printout is good too so we can send out to land trust members to learn water knowledge … 'cause we want to share what's going on"* (Traditional Owner Group, ID 9).

Finally, one participant identified the need for *"long term water quality monitoring systems in some of these key locations that we're really making a difference"* to allow for current and future generations to see changes over time and the positive impacts of fire management (Project Partner, ID 13). This included better reporting back of the monitoring data to community and Traditional Owner groups, as well as communication materials visible within local communities to show case the work that is happening (Project Partner, ID 13).

Are more Traditional Owners undertaking water quality and aquatic ecosystem monitoring techniques?

To establish the answer to this question, program documents were reviewed for evidence, including:

- Number of people engaged on water quality and aquatic ecosystem monitoring trips
- Number of Traditional Owners undertaking/ employed to do water quality and aquatic ecosystem monitoring
- Evidence of use of water quality and aquatic ecosystem monitoring resources

Number of people engaged on water quality and aquatic ecosystem monitoring trips

Although the exact numbers of people participating these trips were not able to be determined, the program documents provide evidence of numerous trips with Traditional Owner groups throughout the course of the program (Table 8).

Table 8. Evidence of Traditional Owners undertaking water quality and aquatic ecosystem monitoring trips

Evidence	Reference Document
ECYWQP training used on the job techniques, with an 8 days seagrass monitoring boat trip with Junnjuwarra on the water surveying seagrass meadows with CYWP and CSIRO, a 5 day seagrass monitoring boat trip with CMFHI and a 1 day seagrass training and monitoring trip with YBM	ECYWQP_CYWP_MON_Progress Report 5 .docx
A Gaamay/Waymburr representative conducted a 1 day sampling trip on the Endeavour River with a CYWP scientist and Cook Shire Council.	ECYWQP_CYWP_MON_Progress Report 5 .docx
Consistent field teams (1-3 people consistently participating in the majority of trips) for monthly ambient water quality have been in action for Starcke monitoring with Juunjuwarra, Wakooka monitoring with CMFHIAC, and Endeavour monitoring with Gaamay/Waymburr Traditional Owners.	ECYWQP_CYWP_MON_Progress Report 5 .docx
A team of 2-3 CMFHI Traditional Owners have joined 2-day trips to Wakooka and Saltwater Creek to monitor water quality at key fishing sites (Nov & Dec) and attempted the retrieval of a turbidity datalogger at Muck River (June).	WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx

Gaamay/Waymburr representatives (2-3 per trip) have conducted 4x1 day sampling trips on the Endeavour River with a CYWP scientist	WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx
>30 days conducting wet season water monitoring: datalogger maintenance support, sample collection, cross-sectional velocity and SSC sampling at Annan, Endeavour, McIvor, Starcke sites - field monitoring team and provide boats under a boat hire agreement in some locations. CYWP Monitoring team staff also provided support for Rinyirru Aboriginal Corp. Healthy Water monitoring project	ECYWQP_CYWP_MON_Progress Report 5 .docx
Water quality and aquatic ecosystem monitoring field work: 13 river monitoring field trips over 19+ days- field monitoring team- data collection	WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx
Wetland Surveys: 3 days on Juunjuwarra Country in June- field monitoring team- data collection	WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx

Number of Traditional Owners undertaking/ employed to do water quality and aquatic ecosystem monitoring

The exact number of Traditional Owners participating in water quality and aquatic ecosystem monitoring was not available, however the program documents provide evidence that participation and employment has been enabled through the program (Table 9).

Table 9. Traditional Owners undertaking water quality and aquatic ecosystem monitoring

Evidence	Reference Document
30 people attended the ECYWQP water training course, with six Traditional Owner Ranger groups. Upon advertising, they had to limit the number of people who could attend so that there was time for everyone to gain hands-on skills (equipment use, collecting a sample). The demand was beyond the 30 people who attended and they have had requests for follow up training with two ranger groups.	ECYWQP_CYWP_MON_Progress Report 5 .docx and WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx
Juunjuwarra have a Water Team leader, plus a rotation of 5 water team members to support all monitoring works. Juunjuwarra Water team worked with the CYWP staff to monitor water quality at the Starcke River over monthly 2-day trips June/July/Aug/Sept. They also undertook 3 days of wetlands health assessments in June.	WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx
2 Full time Indigenous Rangers, and 21 YBM Indigenous rangers engaged through the project (including water quality and fire management mapping and burns)	ECYWQP_YBM_Progress Report 5 2024 Final.docx
27 Indigenous people employed through project, 50+ engaged in the project (however, it is unclear how many were specific to water quality and aquatic ecosystem monitoring).	WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx

Evidence of use of water quality and aquatic ecosystem monitoring resources

The program documents show that Traditional Owners have been using or planning to use the resources provided to undertake water quality and aquatic ecosystem monitoring (Table 10).

Table 10. Traditional Owners' use of water quality and aquatic ecosystem monitoring resources

Evidence	Reference Document
CYWP learnt through trainings with the YBM team, that YBM are progressing on water quality and aquatic ecosystem monitoring, with rangers having independently deployed the YBM datalogger in Saltwater Creek and becoming more comfortable with the use of this equipment.	ECYWQP - Program Management - Progress Report 5_Full report.docx
YBM have also been supporting CYWP in maintenance of equipment beneath the Big Annan bridge with provision of their boat and rangers.	ECYWQP - Program Management - Progress Report 5_Full report.docx
YBM are also now confident in the seagrass monitoring methods and plan to continue independently monitoring seagrass on YBM Country.	ECYWQP - Program Management - Progress Report 5_Full report.docx
Field staff have been gaining confidence with each trip and are able to take on more tasks with less instruction on monthly ambient water quality events from trip to trip	ECYWQP - Program Management - Progress Report 5_Full report.docx
Between Nov 2023-May 2024 YBM rangers have provided the boat and field team support for the maintenance and downloading of EXO2 and ADCP equipment on the Annan River and at Oaky Creek, as well as participating in numerous cross-sectional velocity and SSC sampling days. YBM also provided sampling assistance and boat hire for 2 days of seagrass surveys.	ECYWQP_CYWP_MON_Progress Report 5 .docx
Ngaartha and Gullal Traditional Owners have provided boats and turbidity datalogger retrieval support with CYWP WQ Project Officer at the McIvor River over the 2023/24 wet season	ECYWQP_CYWP_MON_Progress Report 5 .docx
The project team have been conducting regular calibration activities on the YSI ProDSS probe with different YBM Rangers as part of ongoing in-house mentoring and capacity building in relation to water quality and aquatic ecosystem monitoring activities. he YBM project team have been engaging with YBM biocultural indicator meetings which will help guide priorities for water quality and aquatic ecosystem monitoring activities and plans moving forward.	ECYWQP_YBM_Progress Report 5 2024 Final.docx

Fire Management Projects

Figure 8. Ranger navigating over the control burns. (Photo credit: Deni Kelly)

For the evaluation of the fire projects, the relevant Traditional Owners and project partners provided feedback, and are reported together below. There were many comments made by project partners relating to their experience of working with Traditional Owners on these projects.

Detailed assessment

Are more Traditional Owners and project partners skilled in fire management?

A summary of the main findings in this section are shown below (Table 11).

Table 11. Summary assessment of capacity outcomes for Traditional Owners and partners in fire management projects

Indicator	Assessment
Perceived/actual increases in relevant knowledge and skills	Overall, participants identified an increase in technical knowledge and skills as well as knowledge sharing across Traditional Owner knowledge and western scientific knowledge. In addition, participants observed increases in interpersonal skills such as communication skills and relationship building, which were considered critical to implementing coordinated fire management.
Perceived increases in efficacy (i.e., self, response, collective)	Overall, participants noted increases in self-efficacy but more important to the project were the increases in collective efficacy, which was critical to collaboration and delivering coordinated burns.
Perceived increases in motivation to undertake fire management	Overall, participants expressed increased motivations to work on fire management, giving reasons such as caring for Country, community and social

	benefits, seeing improvements in the environment, and seeing the benefits of working in partnership.
Satisfaction with access to resources to support ongoing fire management	Overall, participants were satisfied with the fire management resources provided by the project but identified the need for ongoing sustained resourcing, particularly for Traditional Owner groups.

Perceived/actual increases in relevant knowledge and skills

The Traditional Owner groups reported **increases in knowledge and skills**. Knowledge was shared about appropriate times of the year to burn, and how to burn in a way that supports the ecosystem, such as leaving patches of vegetation untouched so that animals still have access to food resources Traditional Owner Group, ID 8).

Other increases in specific fire management knowledge and skills were also identified, for example new skills around cutting trees safely, using fire equipment and how to be safe (wearing PPE), suitable vehicles as well as tools such as blowers, drip torches and maps, backburning when a wildfire is coming and walking the fire line with drip torch, how to use radios and satellite phones, and how report and communicate correctly using the phonetic alphabet and chain of command/lines of communication (Traditional Owner Group, ID 18).

Project partners also reported gaining knowledge through the program:

> "*…everybody involved has learned vastly more than they knew last year*" (Project Partner, ID 13).
>
> "*It was a huge learning experience for me and also obviously for the communication stuff, radio knowledge and language.*" (Project Partner, ID 12).

One participant noted that they valued their increased "*…understanding the risks that can happen if we don't do our mitigation burns*" (Project Partner, ID 12).

Knowledge was also gained on the fire germination of weed species and that "*fire mitigation is not just burning its other ways of doing things*" (Project Partner, ID 10). Bringing experienced fire professionals in to work with locals on the ground during controlled burns was identified as key to building local knowledge (Project Partner, ID 5):

> "*…when you get to do controlled burns with other more experienced [people] that's where you pick up your knowledge*" (Project Partner, ID 12).

Appreciation and use of new skills in fire meetings and planning were highlighted by some participants. These meetings enabled sharing of ideas, and learning 'how to do things in proper ways' (Traditional Owner Group, ID 8). These skills meant that participants felt they had 'better knowledge of putting it all onto paper so it falls into shape' (Traditional Owner Group, ID 8). A project partner participant also observed changes in Traditional Owners' fire management knowledge among the groups he worked with, particularly knowledge on why fire management is important:

> "*Huge for [the Traditional Owner] groups personally that were involved in fire this year, they are physically coming to me and saying 'man, I thought I knew about fire and what it did to the landscape. I knew nothing. I knew what the old people were talking about it and I did it, but now I understand why'. Now they tie together why the old people did what they did.*"(Project Partner, ID 13).

Some participants highlighted the value of interacting with other clan groups. This helped share knowledge about different ways fire management was approached, as well as facilitating shared training. This was echoed by other participants, who also believed that the project was effective in building understanding and **knowledge sharing** between Traditional Owners and landowners on the broader environmental benefits of fire management:

> *"I think the educational value of this project is really important because the discussion is now happening between landowners and Traditional Owners, that they understand that the timing of burns and the effect it has on the landscape actually affects the rivers and consequently the Reef and I think that educational message is actually being heard and understood by more people.*
>
> *We've had 30 Traditional Owners on Country burning who now understand the way whitefellas burn Country and that was at a request of the Traditional Owners to burn early [in the year/season]. So now we're all standing in a group on the side of the road, talking about why? We can see the difference between really charred, burnt, fried Country and nice clean burns and what it means to the landscape and means that we haven't destroyed everything on the ground, every habitat, so we can actually physically see that we've not hurt the Country so hard that we're driving that soil into the rivers."* (Project Partner, ID 13).

Sharing knowledge with the younger generation was also an important benefit mentioned by the Traditional Owners.

Some participants discussed the overlap between the erosion management projects and fire management, particularly with the management of firebreaks (Project Partner, ID 10), with one participant describing having increased "*knowledge that firebreaks can be built in a different way that aren't going to erode*" (Project Partner, ID 5). Finally, ongoing monitoring of sites for continued learning on the effectiveness of collaborative burning, particularly across the three-year cycles of fire seasons, as well as understanding how managing fire in one area might have flow on effects for another area, was identified as important knowledge being delivered by the project: "*We're learning a lot on how the impact of every change makes a reaction.*" (Project Partner, ID 13).

Interestingly, in addition to the technical knowledge and skills, most participants also talked about the need for the building interpersonal (or 'soft') skills when it came to successful fire management, in particular communication and relationship building skills. For example, two participants (Project Partner, ID 5 and Project Partner, ID 14) talked about how the program helped increase relationship building skills, a skill they believed to be important in fire management, particularly as people can have strong, diverging opinions and a "*lot of antagonism with fire*":

> *"It's almost impossible to try and do any fire management out there without somebody's support. I've got a lot of neighbours, and they all have different opinions about things, and I need somebody that's experienced like [project coordinator] to work through things [i.e., relationships with other people] with me."* (Project Partner, ID 14).

Another participant identified that they had gained communication skills and knowledge in how to communicate effectively across different project partners (e.g. emergency services) which ultimately allowed for large scale coordinated burns to happen with the required resources and safety measures in place (Project Partner, ID 5). This need for both the technical and interpersonal skills in fire management was summed up by one participant:

> *"You've also got to have empathy and understanding for the people that you're working with…a lot of things become too technical... and only think of the task and leave the person out, and these guys [project coordinators] don't leave the person out, they understand the personalities of people, characters, and quirks and work with that."* (Project Partner, ID 10).

Some Traditional Owner groups highlighted the impact of the program in giving young people knowledge of Country, and how they loved to see 'the look on their faces, watching them working on Country, saving species and wildlife' (Traditional Owner Group, ID 8). Finally, one participant described how through building these relationships they were observing a mindset change towards fire management, particularly among community "*it's just changed the mindset… of the residents there as well*" (Project Partner, ID 10) and:

> *"There are definitely people in the community looking and thinking about fire differently and what it does to the landscape."* (Project Partner, ID 13)

The same project partner also described situation where a landholder, who traditionally had a very negative view of fire management, had approached him after a burn to say he was very pleased with the burn.

Perceived increases in efficacy (i.e., self, response, collective)

Overall, participants reported **increases in self-efficacy**, particularly with receiving certificates helping participants feel confident in fire management (Traditional Owner Group, ID 18), having access to experience and expertise (Project Partner, ID 14) and having support from the program helped build confidence in working with neighbours and others (Project Partner, ID 14). One participant noted that they have *'more young ones looking forward to going out [and[are more confident to look after fire on Country in the right way'* (Traditional Owner Group, ID 8). Another participant also described **increases in collective efficacy** whereby delivering the project through a partnership model they had observed large increases in the partner's levels of confidence with fire management:

> *"I really firmly believe that the partners who have been involved in this [project], it's [their confidence] has changed hugely, one example of that is we went to a meeting last week…and the rural brigade members said that what they had learnt fundamentally came from what we had done with them, and it had given them confidence. They had been asking for all the training from government and it hadn't eventuated so pretty much everything they knew they had learnt from doing these projects."* (Project Partner, ID 5)

> *"I have confidence in the work that we've done collaboratively together and working together with our neighbours and Traditional Owners."* (Project Partner, ID 13).

This was mirrored in an interview with the rural fire brigade where one trainee described how lucky they were for their first experience of a controlled burn to be part of a coordinated effort where they felt supported and could learn from the experience around them, *"It was my first [controlled burn] because I'm a trainee, so it was my first experience…so I was really lucky to have everybody out there showing me what to do and how it's done"* and observing the differences in being involved in a fire that is organised vs. disorganised with better outcomes and less risks experienced in more organised burns (Project Partner, ID 12).

One participant described how observing the benefits of coordinated landscape-scale burns across private, public, and freehold land was also key to building collective efficacy across groups (Project Partner, ID 13). A Traditional Owner Group (ID8) highlighted how their fire management practices were 'better for the environment and species', noting that 'after rain there were often more birds and animals'. Similarly, this same participant described how they believed they were getting better at engaging with different stakeholders as part of project which was leading to the effective delivery of coordinated burns:

> *"We're improving. We're engaging more people; we're collaboratively working with other agencies and we're kind of interlocking the right people to the right Country to the right place at the right time."* (Project Partner, ID 13).

Similarly, another participant had observed increased positive comments from community and contractors on how confident they felt in fire management (Project Partner, ID 10). Finally, the local nature of the project, where local knowledge is unlocked to manage fire, was identified as a way that the project increased collective efficacy:

> *"A saying that I use all the time is 'local solutions to local issues' and that's what the programme provides…locals know how to sort it."* (Project Partner, ID 10).

Perceived increases in motivation

Overall, participants expressed increased motivations to work on fire management, giving reasons such as caring for Country, seeing improvements in the environment, community benefits, and seeing the benefits of working in partnership. As one participant highlighted 'I started getting out of bed earlier for

this work so that's good!' (Traditional Owner Group, ID 8). Another Traditional Owner Group reported that participating in the program helped to draw the connections with Country and their role in **caring for Country**, which is turn built motivation:

> "*There is connection with Country and learning more about it brings me back, brings [it] all together, makes me care more*." (Traditional Owner Group, ID 18).

The thought that they were contributing to **improvement to the environment** was also a source of motivation for a project partner:

> "*I've always loved nature… [now] I'm just a bit more thoughtful about things [how fire management affects water quality]" and "Just giving me more motivation really. Feeling that I need to do more*." (Project Partner, ID 14).

One Traditional Owner Group noted the value of working with SCYC in the project, while expressing a motivation to take on an increased role in the future:

> *'Over the next 5 years we want to keep working on organising our mob to keep it all running'* (Traditional Owner Group, ID 8).

For some participants, the water quality improvements resulting from good fire management were not a primary motivator for working on fire management (Project Partner, ID 12), with another person believing that it would likely be a number of years before there were any water quality outcomes from the improved fire management practices (Project Partner, ID 13). This project partner also felt that seeing the benefits of good fire management would have flow on effects to motivating younger generations of Traditional Owners to look after their Country through fire management:

> "*that motivation for them younger generation to get out and go and burn Country to look after the turtles and dugongs…like I think the flow on [for motivation for fire management] will be huge*." (Project Partner, ID 13).

Based on seeing positive outcomes from the project (e.g. reduced wildfire risks) one participant was motivated to **continue working in partnership** to manage fire as the partnership approach had helped them to 'reimagine' and better plan and coordinate fire management in their area:

> "*[The project allowed for] a new plan to burn a different area, and that was easier to do and far more effective in terms of holding fire so reimagining the whole way that fire management and mitigation is done in the area…I had couldn't have come up with that plan by myself, I needed those people in the room…many people involved and it took a lot of conversation but with a good plan people could see the value of doing what needed to be done, everyone came together and got it done and we have done that twice now … and now conversations are going really well for doing our third iteration [of the controlled burn]*." (Project Partner, ID 5).

Similarly, one participant identified that the most beneficial aspect of the project was "*the relationships that have been built across the community with regards to fire [have] been amazing*", which was a big change as previously there had been a lot of blaming and negative community sentiment around fire management (Project Partner, ID 10) and "*the program had opened people up to communication, so it's open doors and made everything more collaborative*" (Project Partner, ID 13). One participant noted that the ability and subsequent benefits of working together would not have been possible without the coordination role and support from the project:

> "*That [coordinated training on radio communications] would never have happened without these guys [project coordinators] saying, right, let's get this happening because if we were to say it to the other brigades, they're like nah, but you know when we had that [project support] so everyone was sort of like, oh, yeah, good idea and it happened*." (Project Partner, ID 12).

And another participant described how seeing the success of working together on coordinated burns was motivation to continue working collaboratively on fire management and to get better at it:

> "*…the successes and the results we've seen this year is an impetus to get better.*" (Project Partner, ID 13).

Finally, working in partnership was helping to deliver a **preventative approach** to fire management through the 'behind the scenes' work and ultimately delivering better outcomes:

> "*It means having everyone on board and on the same wavelength, which is what all these guys [project coordinators] are about. They're not about being a hero and race to a fire, got there, done that. It's about prevention first, you know which is what a lot of other guys around the area don't see, it's all the behind the scenes work that happens. I'd much rather spend hours doing behind the scenes stuff and never have to go to a fire that's threatening properties.*" (Project Partner, ID 12).

Social and community benefits, particularly mental health and wellbeing benefits, as well as the impact on young peoples' connection to Country (Traditional Owner Group, ID 8) were also identified as key motivators for continuing work in fire management:

> "*For this community to go for two years without wildfire tearing them apart, it's a huge benefit for community in terms of mental health and properties that haven't been burnt out and less people being stressed…so yeah, a deep sense of satisfaction that we were able to achieve that through the project.*" (Project Partner, ID 5)

> "*I've seen some bad fires come through and the public they're terrified so anything we can do to lessen that.*" (Project Partner, ID 12)

> "*[Fire management is] protecting our community, environmentally as well as health and wellbeing.*" (Project Partner ID, 10).

Another community benefit identified was the **cost savings** from having good erosion control on firebreaks resulting in less funding required to continually maintain firebreaks (Project Partner, ID 10). Finally, the on-ground, local nature of the project where tangible outcomes are evident was identified as another motivation for continuing to deliver fire management:

> "*Pie in the sky stuff people just think it's a waste of money, but this sort of stuff is down to Earth. It's site specific and it's community based, so that's it's not pie in the sky, so people get a better understanding of it and appreciate what's being done.*" (Project Partner, ID 10).

Satisfaction with access to resources

Overall, participants had a **high level of satisfaction with the fire management resources** provided by the project but identified the need for ongoing, sustained resourcing. One participant noted that the fire management actions they had implemented wouldn't have been possible without access to the resources provided by the project: "*I wouldn't been able to do it without [the project coordinator]*" (Project Partner, ID 14). Participants were satisfied that the project resources allowed for collaboration across stakeholders and coordinated 'landscape' burns which led to

> "*…burning like the old people, in my opinion, where we're burning landscapes rather than white fellas lines on the map.*" (Project Partner, ID 13).

Another participant highlighted the benefit of being able to use funding for the track erosion project to deliver dual outcomes for fire management by rehabilitating and building resilience into the fire breaks and not just grading the fire breaks which was the business as usual (Project Partner, ID 5). One participant noted the importance of the tickets they had gained through the program; however, they noted how they had to bring others in to help with burning because they have the more advanced

tickets that were required (Traditional Owner Group, ID 8). Another participant identified the usefulness of having access to **local technical expertise** as part of the project with the local nature of that technical expertise being critical to building trust in the expertise as well as comfort in accessing the expertise:

> *"I can ring him at any time and ask for information and they say oh, we can send you this or we can send you that. And that's not a problem there at all…and they're local people…they live in the community. They're not just up here to do this and do that, like a lot of places get these groups come in and do a job and leave again, these groups have an impact on the environment, but no impact on the community. Whereas these guys [the project coordinators], they're part of the community and have an impact on the community. They have respect in the community."* (Project Partner, ID 10).

Participants also discussed **recommendations for future programs.** They identified the need for **ongoing organised, planned and coordinated fire management** and ongoing funding and continuation of the project "*more funding for projects like this*" (Project Partner, ID 12) and "*if you can see progress in that area then that funding should just be extended rather than starting all over again*" (Project Partner, ID 10). Similarly, **sustained paid positions** (instead of relying on volunteers) to oversee the coordination of fire management was identified as a key need (Project Partner, ID 5). Other participants requested more planning workshops specifically around planning with maps, as well 'help coaching young ones to step up' (Traditional Owner Group, ID 8).

More efforts to work together and getting "*more brigades involved, getting more people together"* was another recommendation for future programs, particularly as there was a need for **'two way learning' between Indigenous rangers and Rural Fire Brigades**: "*we've got things to learn from some of the rangers and what they do*" (Project Partner, ID 12). Ongoing 'experiential training' and was also identified as need as well further stakeholder engagement, education and awareness raising among community and landowners on the benefits of fire management and that 'management of one thing leads to prevention of problems' (Project Partner, ID 12). More workshops on weather planning, fire training on country, people on the ground, and feedback from mob were identified as key future needs (Traditional Owner Group, ID 8).

The **need for ongoing practical, on Country training, mentorship and support** for Traditional Owner groups to further build capacity to management fire on Country ultimately be running fire management projects independently was identified as a need (Project Partner, ID 5 and ID 13). One participant noted the importance of having a fully equipped vehicle ready to go (Traditional Owner Group, ID 8). Overall, ongoing funding was a commonly identified need. Participants from one Traditional Owner Group (ID8) felt they had achieved the learning goals they had aspired to, but more funding was required to maintain these benefits as well as pass those learning on to their children. Similarly, while one participant agreed that the project had delivered good outcomes, they felt that overall, **more funding and resourcing** was needed to deliver fire management on a larger scale and adequately deliver on the water quality outcomes:

> *"We've had some amazing wins in some quite strategic locations I think, but I think there's a whole lot more to do and…we need that more collaborative work and we need that more funding than for Traditional Owners to be out there [on Country doing fire management]."* (Project Partner, ID 13).

Are local organisations and managers working towards collective objectives?

All participants strongly agreed that the support and coordination provided by the project had been highly effective in getting local organisations to work together and deliver positive fire management outcomes. Multiple participants mentioned that before the project started, working together in a coordinated effort has never happened:

> "*Mitigating risk is when everybody actually works together and things go better, get better outcomes…which has never happened before*." (Project Partner, ID 12).

One participant explained that they always knew that fire management required a collaborative cross agency partnership approach and that the project allowed them to implement this model and achieve success:

> *"I knew before starting the project that a planned, coordinated, multi-agency, partnership approach is what is required to manage fire in the [project area]…so that's what we did, and it worked."* (Project Partner, ID 5).

One participant identified that a new connection with Council had occurred as a result of the project (Project Partner, ID 14). Not only did working together help achieve collective objectives (e.g. mitigation of fire risk and incidence of wildfire events) but it also achieved broader outcomes of improved attitudes and support among community and improved knowledge sharing. Typically, fire management had fostered a lot of negative sentiment in the community with a blame culture and blaming of particular people for fire issues. The change in community attitudes and changing from a culture of blaming to supporting each other was considered the one of the biggest benefits of working together (Project Partner ID 14, Project Partner ID 12, Project Partner ID 10).

Are more Traditional Owners undertaking fire management activities?

To establish the answer to this question, program documents were reviewed for evidence, including:

- Number of Traditional Owners trained in certified fire management
- Number of Traditional Owners undertaking/ employed to do fire management
- Evidence of use of fire management techniques

Number of Traditional Owners trained in certified fire management

Although the exact number of Traditional Owners trained in certified fire management is not recorded in the program documentation, there is clear evidence that training has occurred for different Traditional Owner groups (Table 12). Of particular note is the attendance of Traditional Owners at the Northern Australia Fire Forum, at which Traditional Owners participated in training and workshops, and strengthened connections with other groups doing fire management work in Northern Australia. It is not clear whether this training, or other training experiences mentioned in the documents, are certified training courses.

Table 12. Evidence of Traditional Owners trained in certified fire management

Evidence	Reference Document
Employing Juunjuwarra Rangers to work on fire management. Providing fire management training.	ECYWQP - Program Management - Progress Report 5_Full report.docx
Training and employment of Traditional Owners on fire, including development of fire plan for freehold properties and on ground burning activities (for Daarbba Traditional Owners)	ECYWQP - Program Management - Progress Report 5_Full report.docx
Training and employment of Traditional Owners on fire, including development of fire plan for freehold properties and on ground burning activities (for Ngulun Land Trust)	ECYWQP - Program Management - Progress Report 5_Full report.docx
Training and employment of Traditional Owners on fire, including development of fire plan for freehold properties, on- ground burning activities (for Waarnthuurrin Land Trust)	ECYWQP - Program Management - Progress Report 5_Full report.docx
Some of the YBM project team and Traditional Owners attended the Northern Australia Fire Forum held in Darwin in February. This forum was a great opportunity for YBM to link in with other	ECYWQP_YBM_Progress Report 5 2024 Final.docx

Indigenous Fire Managers and Ranger groups across Northern Australia, learn about policy updates, the latest research into savanna fire management method, attend Q-GIS training for fire managers, participate in workshop around supporting women in fire as well as discussions on integrity and sustainable cultural futures of the carbon market on savanna fire management projects. As a result of attending this workshop the YBM project team learnt about new online tools and resources available that may assist the team to better map fires.	
Through participating in training and workshops the project team have increased their knowledge and skills in: drone work; fire management planning, mapping and reporting; biocultural planning and mapping activities; biosecurity training; compliance training; boating qualifications; water temperature logger deployment; database management; vegetation survey's; crocodile awareness training	ECYWQP_YBM_Progress Report 5 2024 Final.docx

Number of Traditional Owners undertaking/employed to do fire management

Throughout the project, Traditional Owners were employed to do fire management work, which included fire management planning and on-ground burning activities, along with meeting attendance, mentoring, inspections, and maintenance work (Table 13). While the exact number of Traditional Owners employed in this capacity is not provided, the ECYWQP worked with a number of different Traditional Owner groups.

Table 13. Evidence of Traditional Owners undertaking/employed to do fire management

Evidence	Reference Document
Employing Juunjuwarra Rangers to work on fire management. Providing fire management training.	ECYWQP - Program Management - Progress Report 5_Full report.docx
Training and employment of Traditional Owners on fire, including development of fire plan for freehold properties and on ground burning activities (for Daarbba Traditional Owners)	ECYWQP - Program Management - Progress Report 5_Full report.docx
Training and employment of Traditional Owners on fire, including development of fire plan for freehold properties and on ground burning activities (for Ngulun Land Trust)	ECYWQP - Program Management - Progress Report 5_Full report.docx
Training and employment of Traditional Owners on fire, including development of fire plan for freehold properties, on- ground burning activities (for Waarnthuurrin Land Trust)	ECYWQP - Program Management - Progress Report 5_Full report.docx
Five Indigenous staff employed casually to conduct roadside burns to prepare the sites for the June-July 2024 round of TLS topography surveys	ECYWQP_SCYC_Roads_Progress_Report 5 Final.docx
12 Ngulun/Junnjuwarra/Daarba Traditional Owners employed to causally attend fire planning meetings, as	WQ-CP-004_SCYC_Fire Progress Report 5_Final.docx

well as 26 engaging in updates, guidance, permissions etc, about the project	
The YBM Rangers and project team conduct pre and post inspection and maintenance on all YBM fire units, with the project team following up on equipment orders and providing mentoring opportunities to younger YBM Rangers to ensure safety on the fire line.	ECYWQP_YBM_Progress Report 5 2024 Final.docx

Evidence of use of fire management techniques

Fire management techniques and activities have continued to be used by many of the Traditional Owner groups working with the ECYWQP. Some Traditional Owners also expressed a desire to continue with fire management work on Country, as expressed in the program documents (Table 14).

Table 14. Evidence of use of fire management techniques

Evidence	Reference Document
A Project Satisfaction Survey was conducted on 8th July 2024 by the Project team to discuss project KEQs in detail. Through participating in training and workshops the project team have increased their knowledge and skills in: drone work; fire management planning, mapping and reporting; biocultural planning and mapping activities; biosecurity training; compliance training; boating qualifications; water temperature logger deployment; database management; vegetation survey's; crocodile awareness training; nature-based market workshop; as well as professional development workshops. The project team continue to share their knowledge with YBM Traditional Owners and Rangers through meetings and engagement in project activities where capacity building is provided through mentoring and upskilling. This includes the ongoing maintenance of the YBM and QPWS tractor; and maintenance of YBM fire units.	ECYWQP_YBM_Progress Report 5 2024 Final.docx
Daarrba LT wishes to continue with EDS burns in the paddocks to protect infrastructure which has proven successful over the past 2 years. Juunjuwarra/Ngulun LT now has a good EDS fire scar mosaic to work upon this year. There are parts of their country unburnt for over 2 years now which can be incorporated into this EDS.	WQ-CP-004_SCYC_Fire Progress Report 5_Final.docx
Our Traditional Owner partners now have an increased knowledge of fire management on their respective lands. Before the inception of this project Traditional Owners rarely, if at all, visited country to undertake land management activities. The primary reason they visited country was to hunt and gather food for their families and this is still a highly valued tradition. The challenge has been to integrate fire management and other land management practices into their mindset. So instead of just looking for signs of animal tracks we teach them to recognise signs of environmental risks to their country. (*Note: it is assumed this includes fire risks.*)	WQ-CP-004_SCYC_Fire Progress Report 5_Final.docx
This continues to be a positive capacity building experience for the YBM project team and Rangers. In preparation for planned burns the YBM Rangers conducted weed spraying using broad leaf on fire breaks covering an approximate area of 281, 694.49m2 as well as a	ECYWQP_YBM_Progress Report 5 2024 Final.docx

total of 7.25km's of slashing of fire breaks using the YBM tractor. As part of joint management some of the recently conducted planned burns have been across multiple land tenures including National Park, Free Hold and Aboriginal Free Hold blocks, some of which border with private property. As part of these planned burns the YBM project team, YBM Rangers, QPWS and land holders work together to conduct a safe controlled burn. This includes running a wet line along slashed fire breaks. The YBM project team ensured to complete all pre-burning paperwork such as maps, weather forecast details, vehicle team setups, equipment checklists and capturing weather conditions during the burn. The YBM Rangers and project team conduct pre and post inspection and maintenance on all YBM fire units, with the project team following up on equipment orders and providing mentoring opportunities to younger YBM Rangers to ensure safety on the fire line.

Gully and track erosion management projects

The findings in this section are drawn from all interviews on all erosion control projects (which includes both track and gullies) (Figure 9). All participants, including Traditional Owners, contractors, Council and property owners are reported together. One of the Traditional Owner Groups is also a contractor, which resulted in their responses referring to both perspectives.

Figure 9. Before and after erosion control at site 8 road drain and gully, along Oaky Creek Road. (Photo credits: Jeff Shellberg)

Detailed assessment

Are more Traditional Owners, contractors, landholders and land managers skilled in gully and track erosion management?

Table 15. Summary assessment of capacity outcomes for Traditional Owners and partners in erosion control projects

Indicator	Data source	Assessment
Perceived/actual increases in relevant knowledge and skills	Small group discussion and interviews	Overall, participants noted an increase in specific technical knowledge and skills among project officers, as well as changes in mindsets and broader knowledge dissemination outside of project staff.
Perceived increases in efficacy (i.e., self, response, collective)	Small group discussion and interviews	Overall, most participants felt that the project had increased self-efficacy in implementing track erosion management projects with some participants identifying improvements in response efficacy.
Perceived increases in motivation to undertake erosion management	Small group discussion and interviews	Overall, participants felt that the gully and track erosion management projects increased their motivation to implement track erosion management, particularly when tangible links could be made between the specific projects and the sediment reductions. Improving access to Country was identified as a key motivation for Traditional Owner groups and a project partner, to continue with track erosion management.
Satisfaction with access to resources to support ongoing erosion management	Small group discussion and interviews	Overall, there was a low level of satisfaction with access to resources (in particular funding) with most participants noting that current resources were insufficient for comprehensively implementing gully and track erosion management, particularly in the face of increasing pressures from climate change.

Perceived/actual increases in relevant knowledge and skills

Overall, participants noted an **increase in specific technical knowledge and skills** among project officers, as well as **mindset changes** and broader **knowledge dissemination** outside of project staff. With regards to an increase in specific **technical knowledge and skills**, participants noted increased knowledge in specific types of track erosion management techniques, for example:

- knowledge on building check dams or using specific materials on tracks (Project Partner, ID 4), and
- gravel pits, weirs (Traditional Owner Group, ID 21),
- skills such as operating machine and understanding of how a job site works (Traditional Owner Group, ID 21),
- broader knowledge on water flows and hydraulics (Project Partner, ID 16),
- specific soil types (Project Partner, ID 20), and
- property management (e.g. where to put vehicle tracks; Project Partner, ID 14).

One pilot project resulted in a lot of lessons learned, particularly around the logistics of getting machines, equipment, and skilled operators to remote sites (Traditional Owner Group, ID 21). This group also identified that the skills and experience the project provided helped to add 'another capability' to their capability statement, which provides opportunities for future work (Traditional Owner Group, ID 21). One Traditional Owner group identified an opportunity for more learning to occur on the use of digital tools and IT (e.g. remote sensing of erosion hot spots) as well as a greater understanding on what type of erosion is part of natural river processes, and what type of erosion is an issue caused by humans (Traditional Owner Group, ID 6).

Some participants also noted that participating in the program had resulted in a **change in mindsets** and a different way of looking at things when it came to track erosion management with a *"recognition of better ways to do things with more sustainable outcomes"* (Project Partner, ID 20). For example, one Project Partner participant explained:

> *"The program has helped changed a lot of mindsets on how we do things...but working the project and seeing results it has changed my mindset especially, but I can see it in Council too the mindsets are starting to change and realising they have got to think about these things [particularly with erosion control with road building]."* (Project Partner, ID 10).

These mindset changes were also seen with contractors, with one partner commenting:

> *"… working with [project coordinator] and that sort of changes your way of looking a little bit, cause five years ago I would have just dropped the blade and graded the whole thing…but after working with [project coordinator] for a while you gradually realise that if you do rip [up the grass] you are going to be back in three months fixing it [after erosion occurs]"* (Project Partner, ID 16).

Traditional Owner groups noticed **knowledge dissemination** occurring, describing that an important aspect of the project was that it promoted knowledge sharing and conversations with family, neighbouring groups, and wider community, including conversations that happened on Country:

> *"It's an awareness by talking to other people [about the work they are doing in the project], talks to young people and you know, they're talking to [other] young people about what they did and what they learned. And that's important because it's creating awareness of what's happening in the community."* (Traditional Owner Group, ID 1)

> *"[When on Country] we can educate people that we find up there [on Country] and at the same time by educating one person they educate two and then they educate 4 so it…starts putting a little bit more respect for the place rather than people just using it."* (Traditional Owner Group, ID 6).

One participant talked about how the program provided an avenue for **building organisational knowledge and practice change** within other organisations and across the sector, an outcome they believed they would not be able to achieve without the backing and authority of the project:

> *"This program provides a bigger lever to be able to reach into [other organisations] and change the bigger picture, which I wouldn't be able to do by myself. So, there were some synergies to be gained there in educating my team and in and getting better results holistically for the Cape or for the state through [influencing the organisation] that defines how we do particular activities."* (Project Partner, ID 20).

Perceived increases in efficacy (i.e., self, response, collective)

Overall, most participants felt that the project had increased **self-efficacy** in implementing gully and track erosion management projects: *"The more you do it the better at it, I had never done any work like that before"* (Project Partner, ID 16). This included getting quicker and more efficient at doing different tasks as experience was gained on what works with different tracks and gullies. One Traditional Owner group agreed that they had increased efficacy in implementing track erosion management to the point where they felt confident enough to now implement these projects independently (Traditional Owner Group, ID 21).

One participant described increases in **response efficacy** explaining how having a project site close to a town allowed for them to run bus tours to the site and demonstrate how the track erosion management was working and helping to reduce erosion and sediment run off. This was noted as a good way to build confidence in the project and the erosion management techniques being used (Project Partner, ID 20).

Perceived increases in motivation

Overall, participants felt that the gully and track erosion management projects **increased their motivation** to continue implementing gully and track erosion management, particularly when tangible links could be made between the specific projects and the sediment reductions. One participant noted that presenting figures and data (e.g. x tonnes of reduced sediment) would be ineffective at motivating staff to implement track erosion management without their being a visual link, so instead site visits were suggested, where staff can see firsthand what is working well would work better for increasing motivation (Project Partner, ID 20). Another participant noted that while they grew up spear fishing on the Reef, they had never really considered the impact of erosion and sediment on water quality in the Reef, but upon completing a project and hearing the amount of sediment that had been prevented from entering the waterway, it has made the connection more tangible and increased motivation to work on track and gully erosion management:

> "*…but until we finished [project name] and [the project coordinator] actually gave me some data that came back and said [the amount of sediment prevented from entering the waterway], that's a lot of in the scheme of things... when you picture what didn't go out in truckloads, it's a lot of silt.*" (Project Partner, ID 16).

Similarly, another participant noticed a **tangible improvement** in how the erosion management site on their property held up following a flooding event (Project Partner, ID 14). This was also reflected by a Traditional Owner group where they explained that once they saw that the track didn't erode after a flooding event that it helped motivate their rangers to continue their work on track erosion management:

> "*After the flood came through and then that track stayed pretty well protected, I think that sort of opened their eyes (the rangers) to it, oh you know it's important that we do that*." (Traditional Owner Group, ID 21).

One participant noted no change in motivation as they felt they already had a high level of motivation to manage erosion on their property before the project, however they also noted that seeing the physical improvement to the property, increased the aesthetics and likely the value of the property and that they "*hated seeing the land get wrecked*" (Landowner, ID 15). For this landowner, the retention of topsoil on their property was the motivator and the link to managing erosion for water quality was not a great concern or motivator to them (Landowner, ID 15).

Some participants noted that it was hard to demonstrate or communicate the benefits of gully and track erosion management, making it difficult to build motivation for erosion management:

> "*It's difficult to get the teams and contractors to see the benefit, because they're just doing a job as opposed to being a landowner that you've seen your livelihood erode away… Well [for contractors] it's just 'we have to spend an extra 30 grand there, but someone's providing the money so we'll just fill that hole, that erosion gully and be on our way', there's no direct impact to me, the direct impact would be their recreation, where it might hit home to say oh, we used to fish here but everything's gone now, I wonder why?*" (Project Partner, ID 20).

Traditional Owner groups identified **improved access to Country**, in particular safe access, as a key motivation for managing tracks:

> *"I think it's about maintaining the road levels of access in order for our family to be a bit more present up there [on Country]."* (Traditional Owner Group, ID 6)

> *"There are a lot of pink and yellow zones – Indigenous protected area zones – and that [track management] gives us access to it and obviously access for our burning and potential living areas."* (Traditional Owner Group, ID 21).

Satisfaction with access to resources

Overall, there was a **low level of satisfaction** with access to resources with most participants noting that current resources were insufficient for implementing track and gully management to adequately address the erosion issues. The majority agreed that managing track erosion wasn't a knowledge or skills issue but rather a resourcing issue. There was a perception that while the knowledge building on erosion management was good, it would go to waste without the resources to then implement that knowledge:

> "*And if you don't have the resources to do any of these things, it's, you know, that's just knowledge going down the drain and that it's as simple as that*." (Traditional Owner Group, ID 1).

> "*If the money is there, we can solve it [the erosion problem].*" (Project Partner, ID 4).

One project partner noted that they were satisfied with the resources provided by the project such as funding and **access to scientific knowledge** and technical support. While the partner stated that they would be able to operate a machine and do some work on their property themselves, they believed it wouldn't be as effective without guidance from the scientific data:

> "*I wouldn't be able to do the same works… I could do the machinery work to a degree…it wouldn't be that flash and it probably wouldn't work quite how it's meant to because I wouldn't have the technique to do all the leveling, [there is] a lot more science into it than anything I could do.*" (Project Partner, ID 15).

Recommendations for future programs: It also noted that resourcing needed to **reflect the increasing pressures** of extreme weather events which was escalating erosion issues:

> "*It needs constant monitoring, you know, the government has to invest in these things because whilst you're creating employment for people, you're doing a valuable, valuable service on Country, [but like XXXX said], he's seeing in his lifetime the rise in the water… the erosion changing, changing river systems.*" (Traditional Owner Group, ID 1).

Sustained grant funding programs that allow for **long term planning and programming** of works was identified as a way to address current challenges with funding (Project Partner, ID 20). Similarly, clarity on these funding arrangements was an identified need: "*Obviously funding, knowing where it's going to come from, who's going to cover what… the logistics of it*" (Traditional Owner Group, ID 6). Finally, one Traditional Owner group identified that for the skills and knowledge to be retained and built upon there had to be continuity of work:

> "*[We need] continuity, so a project a year whether it be a gully or a track or powerline, rather than just a one-off thing of oh yeah, remember that?*" (Traditional Owner Group, ID 21).

One project partner also identified the need for more funding to implement fencing to protect riparian zones (Project Partner, ID 15).

Are more Traditional Owners undertaking gully and track erosion management activities?

To establish the answer to this question, program documents were reviewed for evidence, including:

- Number of Traditional Owners trained in erosion management activities
- Number of Traditional Owners undertaking/ employed to do erosion management
- Evidence of use of erosion management by Traditional Owners

Number of Traditional Owners trained in erosion management activities

Table 16. Evidence of Traditional Owners trained in erosion management activities

Evidence	Reference Document
In May/June 2023, CYWP helped build the capacity of the Jabalbina Yalanji Aboriginal Corporation to work as a principal contractor under a signed Project Management Plan, and directly install erosion control works on their country on the ground. They are currently in progress in helping build the capacity of additional partners to implement road erosion control actions in 2024, specifically the Junjuwarra Rangers in the Starke Catchment, and Cape Melville Aboriginal Corporation and Wakooka Land Trust in the Muck/Wakooka Catchments.	WQ-CP-002_CYWP_Primitive_Roads_Progress Report 4 Final.docx
The project team have been conducting in-house upskilling and mentoring sessions with the YBM Rangers to improve their knowledge in erosion control and water quality and aquatic ecosystem monitoring activities.	ECYWQP_YBM_Progress Report 5 2024 Final.docx

Number of Traditional Owners undertaking/employed to do erosion management activities

Table 17. Evidence of Traditional Owners undertaking/employed to do erosion management

Evidence	Reference Document
28 Indigenous people were employed in various tasks: Bulgan Warra Traditional Owners and CYWP employee (x1 Brodie Gibson, x2 Craig and Les Gibson cultural heritage), Cape Melville Rangers (x 2 fee for service road surveys, x2 Traditional Owner planning and cultural heritage), Junjuwarra Rangers (x 2 fee for service road surveys, x4 planning erosion control, Jabalbina Rangers, Machine Operators, Traditional Owners (x 8), Scott Earthmoving Group, Indigenous Machine Operators (x4), Jabalbina Traditional Owner Cultural Heritage Surveys (x3),	WQ-CP-002_CYWP_Primitive_Roads_Progress Report 4 Final.docx
16 Indigenous people engaged through the project: Jabalbina and Yuku Baja Ranger teams engaged in the project and road surveying, but were paid directly by their organizations Ranger base wages. Plus, Hopevale Congress engagement (x8). People employed directly by CYWP (listed above) not included here.	WQ-CP-002_CYWP_Primitive_Roads_Progress Report 4 Final.docx

21 Indigenous people were engaged as part of the project (numbers also include in fire management tasks as well, however) - YBM Indigenous Rangers and Traditional Owners engage in the project through Traditional Owner Negotiating Committee Meetings, camps, erosion control planning & groundwork activities, workshops, management meetings, fire management mapping & burns as well as water quality and aquatic ecosystem monitoring activities.	ECYWQP_YBM_Progress Report 5 2024 Final.docx
In 2022, Scott Earthmoving Group (SEG) employed four (x4) Indigenous machine operators to work on earthmoving at Gully 2 site between October and December 2022 (Rohan Hart, Geoffrey Kulka, Demara Deeral, Shaq Ford).	ECYWQP_SCYC_Gully_Project_Progress_Report 5 Final.docx
In 2023, Scott Earthmoving Group (SEG) employed four (x4) Indigenous machine operators to work on earthmoving at Gully 3 site between May to June 2023 (Lakin Pearson, Jarret Gibson, Kai Mclean, Demara Deeral).	ECYWQP_SCYC_Gully_Project_Progress_Report 5 Final.docx
Nambal Resources, part owner of SEG, also has a 70% Indigenous work force at the Mt Amos quarry in the Annan Catchment. Therefore, the rock supplied for this gully chute job was extracted and processed by a rotating workforce of 8 Indigenous employees with connection to the region.	ECYWQP_SCYC_Gully_Project_Progress_Report 5 Final.docx
SCYC hired Peter Creek and Jarvis Darkan to help bund construction and grass seeding at Gully 3 in November and December 2023.	ECYWQP_SCYC_Gully_Project_Progress_Report 5 Final.docx
In 2024, Scott Earthmoving Group (SEG) hired Craig Gibson (Les' son and Bulgan Warra Traditional Owners) as a machinery operator for the gully on SET, Caloola. Other SEG Indigenous staff on site include: Raymond McIvor (working on both SET and TMR gully sites), Cody Larkin, and Thomas Ling. FNQ Civil have said they will keep Craig Gibson on beyond the life of the project as an excellent operator.	ECYWQP_SCYC_Gully_Project_Progress_Report 5 Final.docx

Evidence of use of erosion management by Traditional Owners

The program documents outline a range of erosion management works undertaken or planned by a number of Traditional Owner groups (Table 18).

Table 18. Evidence of use of erosion management by Traditional Owners

Evidence	Reference Document
Junjuwarra Aboriginal Corporation and Traditional Owners have been engaged as a fee-for-service to 1) conduct road surveys on their country, and 2) identify priorities for erosion control works on their key access tracks. In November 2023, CYWP and Junjuwarra went on a prioritization and scoping tour of their country to identify locations of sites and borrow pits for 2024 road erosion control works. Group agreement was achieved. This led to TLS surveys of a few sites in December 2024 to monitor both wet season erosion and future erosion control success. Track erosion control works are planned to start in June-July on Junjuwarra Country in collaboration with Cook Shire.	WQ-CP-002_CYWP_Primitive_Roads_Progress Report 4 Final.docx

The project team were able to conduct the following erosion control work activities during this reporting period: Conduct erosion control work at Pooles Road Second Gate and Hardwicke Creek with the QPWS tractor and truck. Re-evaluation of erosion control work priorities on YBM country with YBM Rangers and Traditional Owners. Conduct ongoing general maintenance and cleaning of YBM tractor. Conduct documentation of erosion area's using YBM drone and review with YBM Rangers and Traditional Owners to ensure ongoing engagement and feedback is sought around priorities and concerns of erosion control and works on YBM country. Identification, inspection, and documentation of erosion priority sites on a total of 48.83km of YBM primitive tracks. Ongoing documentation of erosion control pilot sites on YBM Ranger Block (conducted every 3 months).	ECYWQP_YBM_Progress Report 5 2024 Final.docx
Jabalbina, Yuku Baja Muliku, Bulgan Warra, Junjuwarra, and Cape Melville Traditional Owners have all been engaged in directly participating in primitive road surveys and erosion risk assessments, as well as direct erosion control projects. YBM conducted their own erosion control activities on their country. Jabalbina has been paid by CYWP as a principal contractor to install erosion control measures on their property. More collaboration and actions to come.	WQ-CP-002_CYWP_Primitive_Roads_Progress Report 4 Final.docx
Waymburr/Gamaay Traditional Owners- A Waymburr/Gamaay traditional owner, Robert Morris, who has been working on water quality and aquatic ecosystem monitoring of the Endeavour River with us, has now become a staff member in the role of primitive track project officer leading field erosion surveys. Another Waymburr/Gamaay traditional owner, Alberta Hornsby, was elected chair of the CYWP management committee at our 2023 AGM. We are extremely pleased to be working so closely with our local Traditional Owners	WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx

Are local organisations and managers working towards collective objectives?

Achievement of collective erosion control objectives

Some managers noted how the funding and project partnerships enabled them to move beyond standard methods of erosion control to trial new approaches that lead to wider, collective benefits. For example, one manager noted that being funded to use a slasher as opposed to traditional road management methods allowed for more visible sustainable outcomes that generate broader collective benefits:

> *"[The slasher method also helps for] fuel load reduction. So, if there is a fire, you don't want the fire right there at your door on your car. And [this method will also] keep the wildlife away or allow you to see the wildlife, or to see around corners so that you can see other oncoming vehicles. …also, if you just let it go back to wild, the drains will fill up with vegetation and then the water will come onto the road. So, there's a couple of different aspects [that demonstrate visible benefits of this new method]."* (Project Partner, ID 10)

Achievement of collective community relationship building objectives

Some participants noted that the new relationships and collaboration opportunities had collective benefits that spread across broader communities:

> *"The project was able to bring people together, people that really haven't really worked together before quite disparate groups bring them together for a common Vision or common*

plan and then to implement that plan… The huge benefit for the community in terms of mental health and properties that haven't been burnt out and less people have been stressed and things like that so. Because you can see the impact that it has on people, these wildfires. So yeah, deep sense of satisfaction that would achieve that through the project. And I guess the satisfaction is that it's a new way of doing things now." (Project partner, ID 5)

Many participants also noted how the program boosted confidence amongst a diverse range of people and groups in participating and leading more effective and sustainable land management. This confidence, while felt individually, could spread throughout communities and have flow on effects in building stronger and durable partnerships for future projects.

"[I'm] more confident [in] managing erosion in the country. [Seeing] people getting tickets from the machines that we'll be using for the erosion part of the job, share that with neighbouring groups' applications, and helping them incorporate [it] and give the same knowledge." (Traditional Owner, ID 1)

Achievement of collective community awareness raising objectives

The program also achieved steps towards collective objectives in raising awareness amongst staff and the community about new effective erosion control methods that also deliver sustainability benefits. While staff utilised these new learnings in their roles, the change in attitude and behaviours spread more broadly across employers and communities in the region as a result.

"There's probably been an increase in awareness in amongst the team. I've got my other engineers that I've tried to bring on the journey as well to help them see different options. It's also just educating our crews that there's different ways to do it. You know - 'we've been doing it this way for 40 years, why should we change?' - that sort of thing." (Project Partner, ID 10)

The projects also demonstrated the effectiveness of these methods, which helps change mindsets for the longer term.

*"After the flood came through that track stayed pretty well protected. I think it sort of opened their eyes to it, like, oh, you know, they support that we do that." (*Traditional Owner, ID 21*)*

Some participants noted that their engagement in projects helped them demonstrate expertise that they could use both to help their own businesses, which would also provide collective benefits across the region. For example, new relationships with property owners would help boost participation and interest in future programs and joint land management operations. Another participant noted how these projects provided collective benefits across different stakeholders:

"It's a worthwhile thing to be jointly working [together], because it benefits not just Council financially but also the community as a whole, and the Great Barrier Reef - which is the outcome that people would want anyway…. It's site specific and it's community based, so it's not pie in the sky. People get a better understanding of it and appreciate what's being done." (Project Partner, ID 10)

Enabling long term benefits related to the achievement of collective objectives

Some participants noted that entrenching the benefits derived through these collective objectives requires sharing the knowledge that was gained through the program. If these insights and learning are not share, those benefits could be easily lost;

"Personally, I like the way it was rolled out as an evidence gathering programme - a data gathering programme - and being able to provide a few showcase sites so there's something tangible. [To show that there are] some tangible things there that that will endure and provide community [benefits], and also [provide] somewhere to visit for the next 10 years and see how it is going, and how that has lasted." (Project Partner, ID 10)

5.7 Aspirations outcomes

The first Key Evaluation Question (ECY3.3) is: *Did our approach to program planning and management incorporate and support partner aspirations? If so, how? If not, why not?*

Rubric

There was insufficient information to make overall assessment statements about this evaluation question, as the aspirations of Traditional Owners and Project Partners were not defined in the small group discussions or interviews. Instead, relevant comments have been extracted from the small group discussions and project documents, based on assumptions about the Traditional Owners and Project Partners aspirations (e.g., see indicators in the summary assessment table below). Consequently, the results will need to be read with some caution, as there may be additional aspirations and related outcomes not captured in the data.

The data presented further below suggests that the program has supported project partners and Traditional Owners in achieving their aspirations (noting that the aspirations are assumed, not explicit). Notable outcomes for Traditional Owners that may be relevant to their aspirations include the opportunities to care for Country, knowledge sharing, training, and employment. These outcomes would need to be confirmed with the relevant Traditional Owners. These results mean the ECYWQP has achieved a rubric rating of "good", noting there is variability in the project types and outcomes, and that more information is needed to confirm this assessment is accurate.

	ECY3.3 Aspirations
Good	Partners express satisfaction that their aspirations are being supported by the program. There are some examples of how the program supported partner aspirations. Perceived barriers or obstacles to achievement of aspirations have been reduced.

What were/ are the aspirations of Traditional Owners/ partners?

As the aspirations of Traditional Owners and project partners were not explicitly defined (see earlier discussion in the methods), the following indicators were developed with the ECYWQP team, and relevant data sources were used to examine evidence of these indicators in the detailed assessment further below.

Indicator (assumed)	Data sources
Documentation of Traditional Owner/ partner aspirations, for example: Organisational (governance, structure, independence, funding) Access to institutional, physical, social and/or economic capital Looking after Land & Sea Country Training Employment on Country	Small group discussion (Traditional Owners) Interviews (Project Partners) Project documents

Detailed assessment

Were Traditional Owner aspirations met, and what contributed to/ supported those achievements?

Satisfaction with participation in program planning and management

One Traditional Owner group expressed satisfaction with how they participated and, importantly, led the program planning and management:

> *"What we did on that project was perfect, the way the [project coordinator] supported us with getting a project plan and putting it all together and helping us with machinery and directing us what to do and even giving us a voice to lead our own project."* (Traditional Owner Group ID 21).

Satisfaction that Traditional Owner/ partner aspirations have been incorporated and supported

Most Traditional Owner groups talked about how the programs supported them with being on Country and providing the skills to *"give something back"* with *"protecting the Country"*. Being on and caring for Country was described as providing a sense of belonging and empowerment:

> *"Presence on Country, and these fellas probably can vouch for me saying this, because I feel empowered when I get on my Country… it brings that sense of belonging that you're walking here and protecting the Country under the Western world that we're all involved with now from white man settlement to us being back on Country where our ancestors were once chased out from, in a sense being alienated to their own Country. So, I think the sense of being up there, doing this work, preserving our Country, trying to put measures in place to learn the values of what these guys [the program coordinators] have to offer us, I think that's our great goal there in our own lot, to succeed, to be able to give something back."* (Traditional Owner Group ID 6).

Perceived increase in sense of ownership towards achieving water quality outcomes

Overall, most participants agreed that the projects had led to an increased sense of ownership among Traditional Owners towards water quality outcomes:

> *"Ownership I think it's a big one. I think the more Traditional Owners we get out there and get engaged there is the feeling of ownership of Country. So realistically someone belongs to the Country as a Traditional Owner. But going out there and working on it [Country] in regard to 'I've been up there working [on Country] and then coming back to their community and speaking to everyone 'Hey, that's my land. I'm a proud [Traditional Owner Group] man or woman."* (Project Partner, ID 13).

Most Traditional Owner groups identified a sense of ownership around water quality and aquatic ecosystem monitoring and an aspiration to further build skills and knowledge, enabling them to become independent and have more ownership over conducting water quality and aquatic ecosystem monitoring. When speaking about the key benefits of water quality and aquatic ecosystem monitoring, one participant described how building skills and knowledge was helping them become independent to the point where they would be able to conduct the water quality and aquatic ecosystem monitoring without as much input from the program coordinators:

> *"… [the benefit of the program is] picking up the skills to be able to monitor the water systems and river systems to the ability of us taking it on board as our own projects or tasks, so that we can then internally do these projects without being so much caught on you, guys… if we can learn the skills of what you are doing, such as us driving along the road with the scanning machine on top of the vehicle and doing the layout… of the land and the contour… I think just building skills and capacity on learning that could benefit us as a corporation and a freehold corporation to do these things and keep on top of it."*(Traditional Owner Group ID 6).

This was also reflected by another participant who mentioned an increased sense of ownership and aspiration to implement the projects independently. Traditional Owner groups also identified the opportunity for projects to help train young people (Traditional Owner Group ID 18) and females (Traditional Owner Group ID 6):

> *"Want to be doing it ourselves and show the young ones what we are learning, and we get [better] at it."* (Traditional Owner Group ID 18).

Perceived contributions/ enablers to achievement of aspirations

One Traditional Owner Group stressed the importance of Traditional Owners being part of project in a genuine way and not just a 'tick box' exercise. For them, "*being involved with something that's looking after our Country*", where the goal is to 'fully equip' Traditional Owners so they have the confidence to do the job properly was a key aspiration for the projects:

> "*All of those things are great to be a part of, but I just don't feel like we should be a part of it just as a TO, but actually there to learn it. So, some of the outlook these days for certain tasks and projects, they just want a TO there just to cover the base and tick off the box. And I'm like, no, tick the box by fully equipping our people to be the same standards as you [program coordinators], and then it's up to them if they feel confident enough to take on any role that's coming up in order for them and us to feel confident enough that they're going to do that job properly, you know, I mean. So at the end of the day, I think it's just gaining skills, keeping it on a repetitive level where it becomes second nature eventually and we don't have to stress about sending you guys up there or you're trying to be a part of something that we can go and do in order to extract information and bring back to the you guys and then do your thing with it.*" (Traditional Owner Group ID 6).

One Traditional Owner group identified how the projects allowed opportunities for the passing of intergenerational knowledge about how to care for Country: "that intergenerational passing of knowledge was passed to [Traditional Owner] at some point in his life, so that is still continuing. So, projects like this gives that opportunity to pass on that information." (Traditional Owner Group ID 2).

What barriers/obstacles remain?

One Traditional Owner Group talked about the 'stop/start' nature of projects as a barrier to the Traditional Owner aspiration of having autonomy over the projects on their own Country. The participant described the initial excitement at the beginning of a project but that ultimately the goal of autonomy gets lost, and the project concludes with the opportunity missed:

> "*We don't want to see it end, that's been happening far, far, too many times. You have the beginning… you start something, and you get all excited and you know, yeah, we're going to finally do something and meet this need and then it stops. So you know, and we're always talking about autonomy for our [Traditional Owner Group], you know and you think with all of these projects beginning, you think well you know the outcome is autonomy so our [Traditional Owner Group] can run their own stuff on their own Country...but you start it and then you miss out that whole thing, so that thing about autonomy for your own Country becomes an unrealised dream.*" (Traditional Owner Group, ID 1).

Evidence of aspirations outcomes in project documents

The project documents were searched for evidence of aspirations outcomes, based on the following themes:

- Organisational (governance, structure, independence, funding)
- Access to institutional, physical, social and/or economic capital
- Caring for Country
- Training
- Employment on Country

The table in Appendix D copies over any text found in the reports which appears to reference aspirations and numbers. Training and employment figures and/or references are provided in rows under the aspiration themes, as additional evidence to support the evaluation.

The documents indicate the project has been successful in supporting the assumed aspirations of Traditional Owners and Project Partners in numerous ways, particularly in building their capacity (e.g., training and employment) and relationships between groups, and – importantly – supporting Traditional Owners in caring for Country.

Landslip at Cedar Bay (Photo: Tim Hughes)

6 Recommendations

This evaluation has highlighted the many ways in which the ECYWQP has led to positive outcomes for the project partners and Traditional Owners involved in water quality and aquatic ecosystem monitoring, fire management, and gully and track erosion management to improve water quality in the Great Barrier Reef.

The evaluation involved a substantial effort from ECYWQP staff, the Steering Committee, GBRF, and Mosaic Insights. During the course of this work, many lessons were learned, which have led to the following recommendations.

1. Maintain Flexible, Locally Managed Approach. Participants strongly valued having regional coordinators with strong local knowledge and community relationships rather than distant managers. This local leadership model was consistently identified as enabling culturally appropriate engagement and responsive decision-making that distant management cannot provide.
2. Strengthen Conflict of Interest Management. Develop comprehensive protocols for identifying, declaring, and managing conflicts of interest from program inception, including clear processes for addressing them at both organisational and higher levels. Establish transparent frameworks that acknowledge conflicts will exist but ensure they don't inappropriately influence funding allocation or project decisions.
3. Ensure Adequate Staffing and Resource Distribution. Design programs with realistic workload expectations and sufficient staffing to prevent individual burnout and role overload. Proper resourcing should extend beyond funding to include adequate human resources, as the program's success was attributed to organisations finally being properly resourced to do their work effectively.
4. Establish monitoring and evaluation processes for all desired outcomes at the beginning of projects. Unlike other outcomes in the ECY M&E Plan, which had established KEQs and methods, one of the challenges in this evaluation was retrofitting evaluation methods for measuring and tracking impacts on *capacity* and *aspirations* when the program was already well underway. Developing the methods for all KEQs at the beginning of new programs or projects will help to define clear objectives and success criteria, ensure everyone is aligned with all of the program's goals, program managers will understand what data needs to be collected, and adequate procedures are set up to record the data in an efficient and timely manner, such as the impact tracker that was recommended as part of this evaluation. Having these processes in place for all KEQs will facilitate easier, faster reporting and will allow for the early detection of issues or deviations from the plan, which can enable timely corrective actions.

5. Increase long-term investments in funding and resources for water quality improvement projects. Across all project types, participants identified the need for ongoing investment in the work they were undertaking to improve water quality in the Great Barrier Reef. Although Traditional Owners and project partners are keen to continue their work, the sporadic nature of funding for these efforts makes it difficult to sustain consistent efforts across the regions. Comments related to investments in time, funding, training, sustained employment, and more equipment dedicated to the long-term planning and continuation of on-ground works. As one participant explained, a long-term investment in these projects will also ensure that changes can be detected over time. Given extreme weather events are predicted to increase in the future, problems such as erosion and fires will continue in the region. Additional resources and clarity about the funding arrangements will provide project partners and Traditional Owners with greater certainty that they can help to monitor and reduce the impacts of these disasters through the on-ground work of the ECYWQP projects.

6. **Increase information sharing with the wider community about Reef water quality issues and the works being undertaken by the project partners and Traditional Owners to address the issues in Cape York.** Some participants were keen to see more information being shared with the community about the efforts of Traditional Owners and project partners to care for Country, the knowledge they have gained, and the underlying problems these projects are tackling. One Traditional Owner group mentioned that printed materials are best for them to be able to share with others. Any communication materials and messages will need to be designed in consultation with the relevant groups, organisations, or individuals to ensure they are fit for purpose and communicated through the appropriate channels.

7. **Facilitate more opportunities for "two-way learning" and mentorship.** Project partners and Traditional Owners acknowledged the value of learning from each other. Some expressed a desire for more opportunities for sharing of knowledge between all program participants. Mentorship can also provide essential support for others to improve their capabilities in project work and pass on knowledge to younger generations.

Finally, the ECYWQP has demonstrated that adaptive management of their program has helped to improve capacity and aspirations outcomes for their project partners and the Traditional Owners they work with. Continuing this flexible approach, through listening and responding to the needs of the people they work with, will help their collaborations in the region succeed.

Interview and focus group questions A

Appendix A

Interview Guide

Date:_____Interviewee Name: _____Role: _____

Purpose: We are helping to evaluate the governance of the RTP regional water quality programs. The purpose of this interview is to specifically gather insights on how the delivery arrangements (i.e. direct contracts between GBRF and delivery providers and having a local regional program manager and/or regional partnership coordinator) affected how program partners worked individually and collectively.

Reminder: This interview will be audio-recorded to ensure we capture the important points during the discussions. However, your responses will remain confidential, and no names will be included in the report provided to GBRF. You can choose whether to participate in the interview, and you may stop participating at any time.

Confidentiality

All responses will be kept confidential and used solely for the purpose of this evaluation. Researchers within Mosaic Insights will analyse the data and no names will be included in any reports. Where we use quotes from this discussion, the identity of the speaker will remain anonymous in reports to GBRF.

START RECORDING in Teams and phone/other device

CONSENT – verbal – are you happy to proceed with the interview?

A bit about you

Q: To begin, would you mind telling us a brief bit about yourself and your involvement in the GBRF water quality program?

- What is your role and key responsibilities? What organisation do you work for?
- How many years have you been involved in the program?
- How many years have you been involved in Reef water quality projects? What Reef water quality programs and projects have you been involved in previously?

Q: What was new/different about the way this program was delivered and managed in your region?

Overall success

Q: Did the way the program was delivered and managed in your region influence the way you/your organisation operated with regard to Reef Water Quality projects and activities? Yes/No

If yes, please describe what changed.

Q: Did this represent an improvement? In what ways?

Q: Did anything not work? What has challenging about the way it was delivered?

- If yes, how could this have been overcome?

For RPM or RPC ONLY Q: Did you feel like you could meet the scope of your role description? If no, why not?

Partnerships and collaboration

The next set of questions are specifically about the how the governance of this program influenced collaboration and relationships between you and other partners (whether they are RTP partners or organisations more widely).

Q: How has the governance of this program influenced or changed collaboration in your region?

- (a) Between organisations that deliver RTP projects, (b) between the organisations that deliver RTP projects and regional project manager and/or regional partnership coordinator, (c) between organisations that deliver RTP projects and all other Reef WQ stakeholders in the region?
- Can you provide examples?
- How is this different to how you have worked in the past? [OR if appropriate] How is this different to how you have worked with past Reef WQ programs?
- Does this represent an improvement or not? In what ways?
- How much do you attribute to the way the program was implemented and managed versus what may have occurred anyway or due to other factors? Was there anything particular about the RTP model of delivery that influenced this? What other factors might have contributed to this?
- Are there any factors that could be limiting further collaboration?

Skills and capacity

These next questions are about how the skills and capacity of the program partners have changed since the program began.

Q (For Scott): What changes in the skills and capacity of the regional managers/regional coordinators have you witnessed? What changes have you witnessed in the delivery providers?

Q (For GBRF team): In what areas, and how, have your skills and capacity changed? What about for others in your organisation? What changes in skills and capacity have you witnessed in the regional managers/regional coordinators? What changes have you witnessed in the delivery providers?

Q (For RPM/RPC): In what areas, and how, have your skills and capacity changed? What about for others in your organisation? What changes have you witnessed in the delivery providers?

Q (For delivery providers): In what areas, and how, have your skills and capacity changed? What about for others in your organisation?

PROMPTS FOR ALL QUESTIONS:

- Can you provide examples?
- How much of this change would you attribute to way the program was delivered and managed, as opposed to what would have happened otherwise? What other factors might have contributed to this?

Q: Are there any gaps in terms of capacity and skills that you feel need to be addressed?

- What's missing and for who?

Looking forward

Q: What components of this model of delivery would you like to see sustained, or continued in future water quality programs? Why?

Q: What components would you not like to see continued/use again? Why?

Q: What has been the single biggest change that you have seen as a result of how this program was delivered? This can be positive or negative!

- For people involved in the delivery? Why was this significant for you?
- For landholders? Why was this significant for you?
- For the Reef/WQ? Why was this significant for you?

Any other comments?

Q: Is there anything else anyone would like to share?

Thank you for your time today. Please feel free to get in touch if you think of anything else you would like to share. There will be a number of interviews conducted with delivery providers across different regions and these interviews will also be analysed to draw out key insights and findings, which will inform the future recommendations for future programs.

End of discussion/stop recording

GBRF Focus group questions

Participant information about their involvement in the GBRF water quality program

- What is your role and key responsibilities? What organisation do you work for?
- How many years have you been involved in the program?
- How many years have you been involved in Reef water quality projects? What Reef water quality programs and projects have you been involved in previously?

Q: What was new/different about the way this program was delivered and managed in your region?

Q: What changes in skills and capacity have you witnessed in the regional managers/regional coordinators? What changes have you witnessed in the delivery providers?

Q: Are there any gaps in terms of capacity and skills that you feel need to be addressed?

Q: What components of this model of delivery would you like to see sustained, or continued in future water quality programs? Why?

Q: What components would you not like to see continued/use again? Why?

Q: What has been the single biggest change that you have seen as a result of how this program was delivered? This can be positive or negative!

Q: Is there anything else anyone would like to share?

Small group discussion questions B

Appendix B

Small group discussion – guiding questions

The questions provided here are the final questions used in the evaluation, which were revised by the ECYQP team to ensure they were relevant to the different project types, and used wording that was appropriate to the project type and groups involved. The questions were split into the different project types.

MONITORING FOR WATER QUALITY BENEFITS

Q1. What monitoring activities have you done?

Q2. Why is monitoring the health of our water ecosystems important?

Direct as required for WQ, Seagrass and Wetlands

PROMPTS – Why is understanding, measuring and reporting on the health of our water systems important?

Q3a. What have you learnt from being part of the project? e.g., of how to direct this: "What have you learnt from…taking part in water quality monitoring and wetland surveys"

PROMPTS - What do you know now, that you did not know before?

PROMPTS - What new skills do you have? Are there things you can do now that you couldn't do before*

This may be over the time period of the program, or longer, simply capture that information in the conversation or notes as it arises.

Q3b. Has having a monitoring project within the ECYWQP been worth it? Why/Why not?

Q3c. What good things might come from monitoring water ecosystems on country? E.g. of how to ask - "you mentioned [insert benefit], what are other benefits?"

PROMPTS - What benefits have you seen on your country?

PROMPTS - What have the benefits been for you?

PROMPTS - What do you think the benefits will be in the future?

PROMPTS - What changes do you hope to see in 10 years?

Q4a. Are you feeling more confident about undertaking water monitoring activities? In what ways?

PROMPT – can you give me an example?

Q4b. Are there areas that you would like to feel more confident in? What is needed to support this?

PROMPT or alt question:

-Are there areas where you can identify ongoing improvement? What is needed to support this?

-Areas there areas where you do not feel so confident? Why might that be?

Q5. What has been the biggest change, as a result of this work you have been doing?

PROMPTS – For you, for others, for the environment?

This may be over the time period of the program, or longer, simply capture that information in the conversation or notes as it arises.

Q6a. What do you want to see happen for water ecosystem monitoring and improvement on your Country in the future? Why?

Q6b. How has the water monitoring project helped support this to happen? Please describe/explain/give examples. If not, what support do you need/what's missing?

Q7. Would you like to be part of any future collaborative water monitoring projects? If yes, what role would you like to play? If no, why not?

PROMPT: What would you like to take more responsibility for? What would you like to do more of? Why?

Q7b. Are there areas of water monitoring that you want others to lead?

PROMPTS: What would you like to do less of? Who? Why?

Q8. Do you have any feedback about how collaboration in the ECYWQP on water monitoring was done? How could it have been run better?

FIRE MANAGEMENT FOR WATER QUALITY BENEFITS

Q1. What fire management activities have you done?

Q2. What does good fire management mean to you?

Q3a. What have you learnt from being part of this fire project?

PROMPTS - What do you know now, that you did not know before?

PROMPTS - What new skills do you have? Are there things you can do now that you couldn't do before?

Q3b. Has having a fire management project within the ECYWQP been worth it? Why/Why not?

Q3c. What do you see as the benefits of fire management? What good things come from managing fires better on country?

PROMPTS - What benefits have you seen on your country?

PROMPTS - What have the benefits been for you?

PROMPTS - What do you think the benefits will be in the future?

PROMPTS - What changes do you hope to see in 10 years?

PROMPTS - What do you see as the connection between fire management and water quality? How do you think managing fires affects the water we have?" If nothing – that's ok. Only ask this if it has not been raised above.

Q4a. Are you feeling more confident about managing fires on your country? In what ways?

PROMPT – can you give me an example?

Q4b. Are there areas that you would like to feel more confident in? What is needed to support this?

PROMPT or alt question:

Q4c. Are there areas where you can identify ongoing improvement? What is needed to support this?

Q4d. Areas there areas where you do not feel so confident? Why might that be?

Q5. What has been the biggest change, as a result of this work you have been doing? PROMPT – For you, for others, for the environment? This may be over the time period of the program, or longer, simply capture that information in the conversation or notes as it arises.

Q6a. What do you want to see happen with regards fire management on your Country in the future? Why?

Q6b. How has the fire project helped support this to happen? Please describe/explain/give examples. If not, what support do you need/what's missing?

Q7a. Would you like to be part of any future collaborative fire management? If yes, what role would you like to play? If no, why not?

PROMPT: What would you like to take more responsibility for? What would you like to do more of? Why?

Q7b. Are there areas of fire management that you want others to lead?

PROMPTS: What would you like to do less of? Who? Why?

Q8. Do you have any feedback about how the project was run? How could it have been run better?

PROMPTS – What recommendations would you have for future fire management projects?

EROSION CONTROL FOR WATER QUALITY BENEFITS

Q1a. What track erosion activities have you done during the project?

Q2. Why is managing track erosion important?

Q3a. What have you learnt from being part of the project?

PROMPTS - What do you know now, that you did not know before?

PROMPTS - What new skills do you have? Are there things you can do now that you couldn't do before?

*only ask this if skills were not raised naturally

This may be over the time period of the program, or longer, simply capture that information in the conversation or notes as it arises.

Q3b. Has having a monitoring project within the ECYWQP been worthwhile? Why/Why not?

Q3c. What do you see as the benefits? What good things can come from managing track erosion?

PROMPTS - What benefits have you seen on your country? What have the benefits been for you? What do you think the benefits will be in the future? What changes do you hope to see in 10 years?

Q4a. Are you feeling more confident about managing erosion on your country? In what ways?

PROMPT – can you give me an example?

Q4b. Are there areas that you would like to feel more confident in? What is needed to support this?

PROMPT or alt question:

-Are there areas where you can identify ongoing improvement? What is needed to support this?

-Areas there areas where you do not feel so confident? Why might that be?

Q5. What has been the biggest change, as a result of this work you have been doing on track erosion?

PROMPTS – For you, for others, for the environment?

This may be over the time period of the program, or longer, simply capture that information in the conversation or notes as it arises.

Q7a. What do you want to see happen for managing track erosion on your Country in the future? Why?

Q7b. How has the fire project helped support this to happen? Please describe/explain/give examples. If not, what support do you need/what's missing?

Q8a. Would you like to be part of any future collaborative track erosion projects? If yes, what role would you like to play? If no, why not?

Q8b. Are there areas of managing track erosion that you want others to lead?

PROMPTS: What would you like to do less of? Who? Why?

Q5. Do you have any feedback about how collaboration in the ECYWQP on water monitoring was done? How could it have been run better?

PROMPTS – What recommendations would you have for future track erosion projects?

Partner and participant interview questions

C

Appendix C

INTERVIEW QUESTIONS

Q1. Please describe who is participating in the interview (at least the organisational name)

Q2. Please describe the participating individuals/organisation level of engagement in the Eastern Cape York Water Quality Program, as well as any other contextual/background information that could help with interpretation of the response.

> If you are unsure, you can ask the interview participants to provide you with this information, you may want to use the following questions:
>
> PROMPT: What fire management/soil erosion control activities have you worked on with SCYC/CYWP?
>
> PROMPT: What has your role been, in the partnership with SCYC/CYWP, on [fire management &/or soil erosion control[activities?

Q3. What does good [fire management &/or soil erosion management] mean to you?

Q4a. Can you tell me about any new skills or knowledge gained prom being part of this project*?

PLAIN ENGLISH: What did you learn as a part of this program*?

Q.4b What about new skills or knowledge related to managing soil erosion for water quality through [fire management & soil erosion control]? (if water quality has not come up already)

> PROMPTS - What do you know now, that you did not know before?

Q.4c Can you provide any direct examples of how that knowledge/skills have been applied?

PLAIN ENGLISH: Can you provide any examples?

Q 5. Do you feel your understanding of fire management and soil erosion control has changed since being involved in this program? If yes, please describe

Q6. How has your confidence in fire management and soil erosion control [on tracks/gullies] changed after being a part of/being a partner in, the program?

Q7. How effective or ineffective do you think the measures you've learned are, in controlling soil erosion for improved water quality? Why/Why not? This question didn't work.

PLAIN ENGLISH: Do you think the methods you learned/we undertook worked well or not? Can you explain why/why not? Did the methods you learned and used work well? Or not? Why?

Q8. Do you think working together with others in this program have helped you manage soil erosion, or other objectives, related to fire management and soil erosion control [on tracks/gullies] or made things worse? Can you give examples?

Q8b. Has being part of the fire management and [gully, track] soil erosion control project been worth it? Why/Why not?

> PROMPTS - What benefits have you seen on the land you manage?
>
> PROMPTS - What have the benefits been for you?
>
> PROMPTS - What do you think the benefits will be in the future?

PROMPTS - What changes do you hope to see in 10 years?

PROMPTS - What do you see as the connection between fire management and water quality? How do you think managing fires affects the water we have?" If nothing – that's ok. Only ask this if it has not been raised above.

Q9 Has your motivation to tackle fire management/soil erosion and water quality issues changed since participating in the program? Can you explain how?

FOLLOW UP (If there might be motivation not associated with water quality): What about your motivation to change fire management practices for other purposes?

Q10 What motivates you to work on managing soil erosion [on tracks/gullies] and improving fire management?

Q.11 What is challenging about working on fire management and soil erosion for water quality, or other benefits?

PLAIN ENGLISH: What's hard or difficult about fire management or tackling soil erosion for water quality or other benefits?

Q.12 Do you feel you have the right tools and resources to continue managing fire and soil erosion for water quality effectively? If no, what are you missing?

PLAIN ENGLISH: Do you have everything you need to keep managing fire and tackle soil erosion from tracks well? What's helpful or what's missing?

Q13. How satisfied are you with the support and resources provided by the program for soil erosion management?

PLAIN ENGLISH: Are you happy with the help and tools the program gives you for managing fire / tackling erosion on roads and tracks?

Q.14 In what ways do you think your involvement in this program has impacted you/your organisation?

Q.15 How do you think this work on fire management/track erosion/gully erosion is affecting the local environment? How is it making things better?

Q16. Can you share any other positive or negative experiences you've has as a part of the program?

Q17. What would you like to see future programs on fire management/soil erosion for water quality deliver in the future?

PLAIN ENGLISH: What do you hope future programs for fire management and soil erosion will offer?

Q18. Are you interested in continuing to work on collaborative projects to manage fire and soil erosion for improved water quality? Please describe what role/s and level of involvement you would be interested in?

PLAIN ENGLISH: Do you want to keep working with others on fire management/soil erosion and water quality projects? What kind of work would you like to do? What would future projects look like?

Q.19 Is there anything else you would like to share that you feel would be useful for us to know as part of this evaluation?

Evidence of aspirations outcomes in project documents

D

Appendix D

Theme	Text found	Document reference
Aspirations		
Organisational (governance, structure, independence, funding)	-both organisations provide ongoing support to JAC in developing their own corporation, navigating associated changes in process, applying for funding and connecting JAC with potential funders and partners.	ECYWQP - Program Management - Progress Report 5_Full report.docx
	YBM rangers have undertaken detailed seagrass monitoring training both with CYWP and JCU. They will continue to receive support from CYWP scientists in seagrass monitoring, but they say they now feel much more confident in the monitoring methods and would like to conduct this work independently.	ECYWQP_CYWP_MON_Progress Report 5 .docx
	CYWP has put a lot of time into meeting with Traditional Owner partners to understand their aspirations and how the monitoring project may, or may not, support their aspirations. These discussions have led to the development of the Monitoring Plan and are on-going. The following examples have emerged through the many discussions had in the planning stages of the ECYWQP monitoring project, and during on the ground works. YBM: supporting aspirations to better understand WQ impacts on cultural sites, and to have their own capacity to manage issues such as erosion that impact water quality. YBM has had frequent training sessions with CYWP to reach the point where they are now confident to maintain, calibrate and use their own water quality monitoring equipment. They are currently designing their own independent monitoring project and CYWP have provided support for developing the monitoring plan. YBM have requested further training for the whole YBM ranger team, but CYWP has not had the time to make this happen yet.	ECYWQP_CYWP_MON_Progress Report 5 .docx
	Although we feel that we have incorporated partner aspirations into our Monitoring Project, we are also aware that most groups would prefer to be in control of their own funding and be able to contract us to work with them, rather than the other way around. This is an aspiration we have worked towards by building capacity and providing training and other support, as well as by actively supporting their own grant	ECYWQP_CYWP_MON_Progress Report 5 .docx

Theme	Text found	Document reference
	applications with advice and many Letters of support.	
	Another success has been Cook Shire Council's voluntary stage 2 expansion of the project as part of their Reef Guardian Council Action Plan (2021-2024). CSC have received $920,000 in funding to protect the Great Barrier Reef committing a portion of this to continue alternative vegetation management on drains and batters along the entire Oaky Creek Road and Percy Road. By treating native regrowth and invasive plants on the roadside with targeted herbicide spraying rather than grading, soil disturbance and sediment runoff will be reduced. CSC and the current grader operators have agreed to not grade the stable road verges and drains of Oaky/Percy Roads this year (2024).	ECYWQP_SCYC_Roads_Progress_Report 5 Final.docx
Access to institutional, physical, social and/or economic capital	Cyclone Jasper Community Meeting: CYWP held a community meeting at Rossville to share the results of our work documenting the impacts of cyclone Jasper. over 50 adults attended. CYWP scientists presented information over about 1 hour, then held discussions for the next 2 hours. While we were only planning a 2 hour event, there was so much interest and appreciation for our knowledge that everyone stayed for 3 hours, and then we had to break it up.	ECYWQP_CYWP_MON_Progress Report 5 .docx
	Training ECYWQP water quality training Traditional Owner Ranger Groups: -Olkala -Laura -Cape Melville Flinders Howick Island -Juunjuwarra -Yuku Baja Muliku - Gulaal Plus CYWP staff (30 participants) Excellent feedback from all who attended- 30 people. A desire was expressed for the training to go for longer, from one day to two days. Participants wanted to build on the content including how to develop a monitoring plan and interpreting lab data	ECYWQP_CYWP_MON_Progress Report 5 .docx
	Relationships have been developed and/or strengthened with CMFHI Yuku Baja Muliku, Jabalbina-Yalanji and Juunjuwarra Aboriginal Corporations, as well as Waymburr, Gamaay, Ngaartha, Daarba and Gamaay Land Trusts, all of whom have been engaged and trained to	ECYWQP_CYWP_MON_Progress Report 5 .docx

Theme	Text found	Document reference
	conduct WQ monitoring work in partnership with CYWP. The result of this is a greatly increased capacity and desire to support future water quality projects. Juunjuwarra have received their first round of competitive land and sea ranger funding, off the back of projects with CYWP, SCYC and CYNRM, including the monitoring program. CYWP will support Juunjuwarra in the continuation of water quality, wetlands and seagrass monitoring on their Country.	
	This period we completed a number of small group discussions with project partners to gather feedback on the fire project as part of a larger body of work to support the ECYWQP Legacy Project. Overall, we conducted 6x discussions with the following; Juunjuwarra, Ngulun and Daarrba Land Trusts, Darnum Lessee, Cook Shire Council and Queensland Parks and Wildlife Service. Positive feedback from partners indicate that the project is making a meaningful impact by building skills and knowledge, providing resources, and fostering collaboration among stakeholders, while providing increased water quality improvements. This positive reception can serve as encouragement to continue the project's efforts and potentially expand its reach in the future.	WQ-CP-004_SCYC_Fire Progress Report 5_Final.docx
	The relationships with our traditional owner partners has continued to strengthen throughout the project. The considerable time spent together, traveling in vehicles, working and camping out on country and informal catchups has cultivated a comfortable relationship. The familiarity from working with same people each year allows all parties to recognise our collective strengths and weaknesses and then develop strategies that can best contribute to the project. The relationships with our stakeholders has developed to a point where we are now considered a valued part of the team which can provide local insights into on ground conditions, facilitate connections between landholders and agencies, assist with identifying high risk areas and provide operation support. Our traditional owner partners now have an increased knowledge of fire management on their respective lands. Before the inception of	WQ-CP-004_SCYC_Fire Progress Report 5_Final.docx

Theme	Text found	Document reference
	this project Traditional Owners rarely, if at all, visited country to undertake land management activities. The primary reason they visited country was to hunt and gather food for their families and this is still a highly valued tradition. The challenge has been to integrate fire management and other land management practices into their mindset. So instead of just looking for signs of animal tracks we teach them to recognise signs of environmental risks to their country. We have found that through regular field trips our knowledge is beginning to be absorbed. Our field workers can remember which parts of the country we burnt last year, what tools we used in that area and who was on site during that trip. It should be noted that our TO partners are receiving a lot of advice and education from other ECYWQP projects so there is a great deal of information for them to inseminate and integrate into their cultural land practices. The majority of the TO's we work with have very low numeracy and literacy skills and would struggle to learn about contemporary land management practices in a classroom setting. To have the opportunity to undertake on ground fire management activities, on their own country, is the most beneficial learning experience they could receive. Project partners from all sectors contributed to planning 2024 EDS operations that were underpinned by partner aspirations. Our TO partners have recognised the benefits of project outcomes over the past 2 years and are still aware of the risk they face particularly by arson attacks. As such, arson is the primary risk we incorporate into planning every year. On Daarrba arson poses a particular risk to infrastructure so we ensure that this is protected annually. On Ngulun and Juunjuwarra arson has the potential to impact infrastructure but also large areas of habitat and neighbouring properties. This period we were invited to attend the Cook Area Fire Management Group meeting to help identify high fire risk areas in Cook Shire. This brings together stakeholders (CSC/QFES/RFS/DNR/QPWS/SET/SCYC) so they can incorporate their aspirations for the 2024 EDS. Following this meeting we developed a burn proposal for the Annan scope of works that included stakeholder and	

Theme	Text found	Document reference
	landholder aspirations. Since this time the RFS Bushfire Mitigation Unit is utilising the burn proposal and actively communicating with stakeholders to prepare for another joint operation in the Annan scope of works.	
Caring for Country	YBM rangers gained confidence in their seagrass monitoring skills and are keen to continue monitoring independently. However, they have been unable to commit the time to complete the surveys (due partially to the loss of one of their 2 coxswains) or conduct the post-survey data analysis, thus we have only partial data (and no maps yet) to show the before and after impacts at Walker Bay.	ECYWQP_CYWP_MON_Progress Report 5 .docx
	Over the past few months CYWP have been working with GBRF and many of our project partners to apply for additional funding to continue monitoring aquatic habitats in Cape York. After detailed consultations with project partners, government organisations, etc, we have submitted detailed tenders for water quality and wetlands monitoring (and other work) under the OGBR Place-based project funding and DESI Fine-Scale WQ Monitoring funding rounds. There is widespread desire to continue and to expand the existing water quality, wetlands and seagrass monitoring across Eastern Cape York.	ECYWQP_CYWP_MON_Progress Report 5 .docx
	Ambient water quality monitoring did not continue over the 2023 dry season due to lack of communication from the Traditional Owners. The Daarpa Traditional Ownes had some internal conflicts and were unable to support field work as a result, despite clear interest from many to be involved	ECYWQP_CYWP_MON_Progress Report 5 .docx
	A monitoring plan was co-designed with Juunjuwarra rangers for them to use on their Country. The Dingaal Traditional Owners from Lizard Island were also extremely interested in continuing to monitor seagrass on their Country. Surprisingly, there is no regular seagrass monitoring on Lizard island, so this would be a fantastic role for the rangers to take on.	ECYWQP_CYWP_MON_Progress Report 5 .docx
	We continue to receive very positive feedback for the work we do with other community groups and Traditional Owners. Most of the feedback we get is while in the field working, where rangers we are working with tell us they learn something new, or that they want to	ECYWQP_CYWP_MON_Progress Report 5 .docx

Theme	Text found	Document reference
	continue the monitoring work (wetlands, seagrass, water quality) because they believe it is important to know if there are changes. Field trips are an opportunity not just to train rangers in specific monitoring skills, but to discuss why monitoring is important and what the threats to aquatic ecosystems are.. these conversations are held every trip to some degree, and often now, are led by the TOs themselves, teaching new rangers or explaining to others why their monitoring work is important.	
	Daarrba: During this reporting period CYWP have been unable to work with Daarrba as key persons we have been instructed to speak to have not provided the information we need (names of potential field staff they would like involved in the works). It is difficult to know if we are or are not meeting aspirations with this group but we do know that some are keen to continue the monitoring work. They took us out on Country as part of the aquatic vegetation ID training and would like to do more wetlands health assessments in areas threatened by mining.	ECYWQP_CYWP_MON_Progress Report 5 .docx
	Juunjuwarra Aboriginal Corporation: supporting aspirations to better understand track erosion and mining impacts on the Starcke River, document threats to wetlands and seagrass, and to have more work and opportunities to get out on Country. CYWP have used the results of some of this work to help Juunjuwarra successfully apply for additional independent projects in water quality or aquatic ecosystem management.	ECYWQP_CYWP_MON_Progress Report 5 .doc
	Throughout this reporting period we have been supporting our members and partners in planning for beyond the ECYWQP, especially those who are eager to continue monitoring on their Country. This has been the case for Juunjuwarra, who were recently granted funding for a ranger program and have applied for additional funding to continue seagrass and water quality monitoring. Jabalbina Yalanji Aboriginal Corporation is also looking to develop water quality monitoring and seagrass survey plans. We have fostered relationships between both organisations and other scientists and organisations with shared objectives, to create opportunities for monitoring beyond the ECYWQP. Additionally, CYWP ran a blue carbon workshop, to address the desire of our partners	WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx

Theme	Text found	Document reference
	to better understand and prepare for potential opportunities in blue/teal carbon.	

	in Progress Report #3 we spoke to our success in raising awareness of the work we are doing and what we are trying to address, with local Indigenous communities, researchers and government scientists, as well as raising the capacity for monitoring water quality and aquatic ecosystems, both within the local science/NRM community and the Traditional Owner ranger groups. We continue to receive very positive feedback from all those we speak with, for improving their understanding of the threats to and condition of Cape York aquatic ecosystems. Up to now we have not well documented this feedback in a way that can be measured or quantified. However, we can provide some examples that support the assumption that our stories are being heard and their message is changing people's understanding of these issues, as well as that the work we are doing with Traditional Owners has been of great value:
	
	• CYWP AGM- 10/11/23 Discussion on current progress and future work priorities- Waymburr (Endeavour river) Traditional Owner Alberta Hornsby praised the quality of the CYWP Newsletter, saying that she enjoyed reading it and it was very informative.
	
	• FB social media posts specific to Monitoring Project work:
	
	  ○ Aquatic veg training- reached 117 people, 34 reactions
	
	  ○ Water quality training day- reached ?, 32 reactions
	
	• Juunjuwarra- Juunjuwarra elders have repeatedly told us that they value the work we are undertaking with them and that they want to see it continue. They have applied for grants to allow them to conitinue monitoring water quality and seagrass on their Country.
	
	• Jabalbinna Resource Officer expressed his appreciation for our help in providing advice through the WQ Training event, saying it gave him a
		WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx

Theme	Text found	Document reference
	much clearer idea of how they could approach their own monitoring project goals. More recently they have thanked us for providing on-going support and introductions to CSIRO partners. • Training events: water quality and vegetation monitoring training events have been full to capacity, with requests for additional training and longer training events so more people could attend and more material could be covered.	
	Waymburr/Gamaay traditional owner, Alberta Hornsby, was elected chair of the CYWP management committee at our 2023 AGM. Alberta has expressed her strong support of the work that CYWP have been conducting in the monitoring project and has encouraged CYWP to continue to engage young local indigenous people and develop pathways for continued work in catchment management. Waymburr/Gamaay traditional owner, Robert Morris, who has been involved with water quality monitoring of the Endeavour River with us, has now become a staff member in the role of primitive track project officer.	WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx
	The pre fire season planning meetings were a good opportunity to discuss how the 2023 fire season progressed and the great outcomes we achieved as a team. Feedback from the TO groups was very positive as they could see the EDS fires they undertook, and how these burns lessened the spread of LDS fires across their country. They also appreciated the fire management posters developed for their respective homelands and suggested some edits regarding boundaries and delineation of freehold and joint managed national park responsibilities. All three land trusts agreed to continue partnering with the SCYC fire project. With the Waarnthuurr-in Land Trust we discussed the extensive LDS fires that impacted their country. Even with the EDS work we completed together we were unable to lessen the spread of late October fires. "There is very little we could do about the fires. Our neighbours do not do any fire management so fires are to out of control by the time they reach us" Waarnthuurr-in representative Steven Harrigan went on to say, "We would like to help	WQ-CP-004_SCYC_Fire Progress Report 5_Final.docx

Theme	Text found	Document reference
	our neighbours and have offered our support but they have different ideas on what should be done"	
Training	Quotes from evaluations conducted by Lyndal Scobel and Barb Rosendale with Traditional Owners who were involved with monitoring project activities: • We want to get trained to know more about why it's worth it, cause we want to do more of it. • I want to collect and send off data and know about different measures and learn what it all means.	ECYWQP_CYWP_MON_Progress Report 5 .docx
	CYWP has put a lot of time into meeting with Traditional Owner partners to understand their aspirations and how the monitoring project may, or may not, support their aspirations. These discussions have led to the development of the Monitoring Plan and are on-going. The following examples have emerged through the many discussions had in the planning stages of the ECYWQP monitoring project, and during on the ground works. JYAC: JYAC rangers have expressed a desire to gain better skills in water quality monitoring and have been involved in in-house training and field work, plus many phone and in-person meetings to provide advice. As described above, they will now be gaining support from CSIRO to undertake their own monitoring aspirations, and will be paid fee-for-service to support CSIRO projects.	ECYWQP_CYWP_MON_Progress Report 5 .docx
	The project team continues to work with the QPWS Ranger that has extensive local fire management experience relevant to YBM country. A positive relationship between YBM Rangers and QPWS continues to remain strong and be an overall asset to YBM's fire management. It is important to Traditional Owner's to work alongside appropriate fire experts with local knowledge. The use of the correct fire methodology helps promote healthy burns that result in mosaic patterns, promote native plants' regrowth and provide safe spaces for native animals. Joint fire management arrangements between YBM Rangers, Traditional Owners and QPWS continues to be a benefit for burning YBM country. Through	ECYWQP_YBM_Progress Report 5 2024 Final.docx

Theme	Text found	Document reference
	sharing of experience and knowledge the YBM Rangers and the project teams collective as well as individual experiences and confidence in the planning, conducting and reviewing planned burns has increased greatly. The project team additionally has attended a fire forum during this reporting period which has supported extending the team's knowledge in the fire management space relevant to YBM country.	
	JYAC- facilitated a detailed meeting & discussion between JYAC and CSIRO for collaboration on water quality and sea grass monitoring on JYAC Country. This work is now proceeding and meets aspirations for both organisations.	WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx
	Water Quality 101 training feedback • Participants were enthusiastic about the training and eager for more • Participants would like to have a longer training, over two days, with extra topics of interest including: how to design a water quality monitoring plan, how to interpret data On Ground-water quality and wetlands training feedback • CMFHIAC rangers confidence has increased over the past year, rangers have expressed appreciation for the work as it gets more people out on Country and gives rangers the opportunity to check on Country • Juunjuwarra rangers are very eager to continue the work and to move toward leading ongoing WQ monitoring themselves, with the support of CYWP. Juunjuwarra have been granted funding for land and sea rangers and are now waiting on the outcomes for a grant application to continue the monitoring work as well as other catchment management activities. Juunjuwarra are deeply appreciative of the opportunity this work and training has provided, to get more people out on Country and provide a platform to apply for further funding to manage Country.	WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx

Theme	Text found	Document reference
	• YBM rangers continue to approach CYWP for ongoing training and refreshers in water quality monitoring and have been proactive in mastering the use of water quality equipment and designing their own monitoring projects • YBM rangers have undertaken detailed seagrass monitoring training both with CYWP and JCU. They will continue to receive support from CYWP scientists in seagrass monitoring, but they say they now feel much more confident in the monitoring methods. • Waymburr/Gaamay: through participating in WQ monitoring as a fee-for-service ranger over the program, Traditional Owner Robert Morris gained insight and experience in water quality monitoring and an appreciation for the effects of erosion on water quality. This has led to Robert's employment with CYWP as track erosion project officer.	
	Many other Traditional Owner groups including Wuthathi, Rinyiruu, Mapoon Land & Sea Rangers, Olkola and HopeVale Congress, are members of the Cape York Water Partnership, receiving advice, training and support from the Partnership scientists and staff and providing feedback to CYWP about their priorities and aspirations. These are mostly long-standing relationships that have been built upon through ECYQWP work from the start of the Program. More recently, we have engaged with the new HopeVale Congress leadership and look forward to future works with that organisation and the Traditional Owners they represent. We have also had recent success in engaging with the Binthii Traditional Owners on the McIvor river, thanks to the help and knowledge of our Program Management Support Officer and indigenous liaison. The Binthii reps we have spoken with are very keen to be involved in future water monitoring efforts.	WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx
	CYWP has put a lot of time into meeting with Traditional Owner partners to understand their aspirations and how the monitoring project may, or may not, support their aspirations. These discussions have led to the development	WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx

Theme	Text found	Document reference
	of the Monitoring Plan and are on-going. The following examples have emerged through the many discussions had in the planning stages of the ECYWQP monitoring project, and during on the ground works. CMFHI: supporting aspirations for more work on Country, including addressing concerns about road and track erosion by documenting impacts on water quality (and other project works). JYAC: JYAC rangers have expressed a desire to gain better skills in water quality monitoring and have been involved in in-house training and field work, plus many phone and in-person meetings to provide advice. As described above, they will now be gaining support from CSIRO to undertake their own monitoring aspirations, and will be paid fee-for-service to support CSIRO projects. YBM: supporting aspirations to better understand WQ impacts on cultural sites, and to have their own capacity to manage issues such as erosion that impact water quality. YBM has had frequent training sessions with CYWP to reach the point where they are now confident to maintain, calibrate and use their own water quality monitoring equipment. They are currently designing their own independent monitoring project and CYWP have provided support for developing the monitoring plan. YBM have requested further training for the whole YBM ranger team, but CYWP has not had the time to make this happen yet. Daarrba: During this reporting period CYWP have been unable to work with Daarrba as key persons we have been instructed to speak to have not provided the information we need (names of potential field staff they would like involved in the works). It is difficult to know if we are or are not meeting aspirations with this group but we do know that some are keen to continue the monitoring work. They took us out on Country as part of the aquatic vegetation ID training and would like to do more wetlands health assessments in areas threatened by mining. In coming months, we will assess our budgets and ability to conduct more wetlands assessments on Daarrba Country. Juunjuwarra Aboriginal Corporation: supporting aspirations to better understand track erosion	

Theme	Text found	Document reference
	and mining impacts on the Starcke River, document threats to wetlands and seagrass, and to have more work and opportunities to get out on Country. CYWP have used the results of some of this work to help Juunjuwarra apply for additional independent projects in water quality or aquatic ecosystem management. Juunjuwarra have been granted funds through the highly competitive Land and Sea ranger funding. Although we feel that we have incorporated partner aspirations into our Monitoring Project, we are also aware that most groups would prefer to be in control of their own funding and be able to contract us to work with them, rather than the other way around. This is an aspiration we have worked towards by building capacity and providing training and other support, as well as by actively supporting their own grant applications with advice and Letters of support.	
Employment on Country	Waymburr/Gamaay traditional owner, Alberta Hornsby, was elected chair of the CYWP management committee at our 2023 AGM. Alberta has expressed her strong support of the work that CYWP have been conducting in the monitoring project and has encouraged CYWP to continue to engage young local indigenous people and develop pathways for continued work in catchment management.	ECYWQP_CYWP_MON_Progress Report 5 .docx
	Juunjuwarra rangers are eager to continue the work and to move toward leading ongoing WQ monitoring themselves, with the support of CYWP. Juunjuwarra have been granted funding for land and sea rangers and additional funding to continue the monitoring work as well as other catchment management activities.	ECYWQP_CYWP_MON_Progress Report 5 .docx
	CYWP has put a lot of time into meeting with Traditional Owner partners to understand their aspirations and how the monitoring project may, or may not, support their aspirations. These discussions have led to the development of the Monitoring Plan and are on-going. The following examples have emerged through the many discussions had in the planning stages of the ECYWQP monitoring project, and during on the ground works. CMFHI: supporting aspirations for more work on Country, including addressing concerns about	ECYWQP_CYWP_MON_Progress Report 5 .docx

Theme	Text found	Document reference
	road and track erosion by documenting impacts on water quality (and other project works).	
	February 2024- Meet with Juunjuwarra and Ngulun land trust members as a combined group to discuss how the fire project has supported their aspirations to undertake fire management on their country. Feedback from participants was very positive with a continued commitment to working together in 2024. Updates to property fire management plans were minimal and took into account what did not burn during the 2023 EDS and any LDS fires that occurred. Daarrba LT wishes to continue with EDS burns in the paddocks to protect infrastructure which has proven successful over the past 2 years. Juunjuwarra/Ngulun LT now has a good EDS fire scar mosaic to work upon this year. There are parts of their country unburnt for over 2 years now which can be incorporated into this EDS.	WQ-CP-004_SCYC_Fire Progress Report 5_Final.docx
Numbers of engaged, employed, trained		
Number of people engaged on **water quality monitoring** trips	CYWP are aware, through trainings with the YBM team, that YBM are progressing on water quality monitoring, with rangers having independently deployed the YBM datalogger in Saltwater Creek and becoming more comfortable with the use of this equipment. YBM have also been supporting CYWP in maintenance of equipment beneath the Big Annan bridge with provision of their boat and rangers. At the CYWP primitive tracks field day, YBM demonstrated increased understanding of track erosion BMPs and discussed their approach to track erosion control on YBM Country. YBM are also now confident in the seagrass monitoring methods and plan to continue independently monitoring seagrass on YBM Country.	ECYWQP - Program Management - Progress Report 5_Full report.docx
	<table><tr><td>Training All training in the current time period was "on the job", for example 8 day seagrass monitoring boat trip with Juunjuwarra, 5 day seagrass monitoring boat trip with CMFHI, and 1 day seagrass training & monitoring with YBM.</td><td>1*ECYWQP water quality training 1*aquatic vegetation identification training (3 days)</td><td>Traditional Owner Ranger Groups: -Olkola -Laura -Cape Melville Flinders Howick Island -Juunjuwarra -Yuku Baja Muliku -Gulaal Plus CYWP staff (30 participants) 12 participants: -CYWP (3) -SCYC (2) -CYNRM (2) -Rinyirru AC (2) -Wymburr (1) -SET (1) Daarpa- (1)</td><td>Field teams and Traditional Owner partners have deeper understanding of water quality science Field teams can identify and document the aquatic plant diversity at CY wetlands</td><td>Excellent feedback from all who attended- 30 people. A desire was expressed for the training to go for longer, from one day to two days. Participants wanted to build on the content including how to develop a monitoring plan and interpreting lab data The aquatic veg training had mixed feedback. Those who regularly work in wetland assessments or biodiversity surveys found it incredibly valuable. Others with less experience found it difficult to follow. We were able to document many plants previously overlooked in Rinyirru wetlands, and found incredibly diverse wetlands on Daarpa Country that had never been surveyed before</td></tr></table>	ECYWQP_CYWP_MON_Progress Report 5 .docx

Theme	Text found	Document reference
	• Juunjuwarra, Yuku Baja Muliku, Cape Melville Flinders Howick Islands, Wuthathi, and Rinyirru Aboriginal Corporation rangers have also received "on-the-job" training in wetland condition assessments (JAC and RAC) and seagrass monitoring (YBM, JAC and CMFHIAC) and are keen to continue this work. • Informal in-house training (occurs at the request of a partner, e.g. YBM to run through use of WQ equipment, trouble shoot, etc)	ECYWQP_CYWP_MON_Progress Report 5 .docx
	Consistent field teams (1-3 people consistently participating in the majority of trips) for monthly ambient water quality have been in action for Starcke monitoring with Juunjuwarra, Wakooka monitoring with CMFHIAC, and Endeavour monitoring with Gaamay/Waymburr Traditional Owners during the reporting period. Field staff have been gaining confidence with each trip and are able to take on more tasks with less instruction from trip to trip.	ECYWQP_CYWP_MON_Progress Report 5 .docx
	Between Nov 2023-May 2024: • YBM rangers have provided the boat and field team support for the maintenance and downloading of EXO2 and ADCP equipment on the Annan River and at Oaky Creek, as well as participating in numerous cross-sectional velocity and SSC sampling days. YBM also provided sampling assistance and boat hire for 2 days of seagrass surveys. • 2 CMFHI Traditional Owners joined a 5-day seagrass monitoring trip on CMFHIAC Sea Country. • Juunjuwarra Water team staff worked with the CYWP staff to maintain the Starcke River datalogger over the wet season (4 trips). 3 Juunjuwarra rangers also spent 8 days on the water surveying seagrass meadows with CYWP and CSIRO. • A Gaamay/Waymburr representative conducted a 1day sampling trip on the	ECYWQP_CYWP_MON_Progress Report 5 .docx

Theme	Text found	Document reference
	Endeavour River with a CYWP scientist and Cook Shire Council. • Ngaartha and Gullal Traditional Owners have provided boats and turbidity datalogger retrieval support with CYWP WQ Project Officer at the McIvor River over the 2023/24 wet season. To summarise, Traditional Owners have been fully engaged in a range of monitoring trips over the current reporting period.	
	The project team have become more independent in conducting these activities with support provided by Cape York Water Partnerships when required. Additionally, the project team have been conducting regular calibration activities on the YSI ProDSS probe with different YBM Rangers as part of ongoing in-house mentoring and capacity building in relation to water quality monitoring activities. The YBM project team level of confidence and independence in water quality monitoring activities on YBM country has improved significantly. The YBM project team continue to include various YBM Rangers in activities to continue to build capacity and skills in water quality monitoring. The YBM project team have been engaging with YBM biocultural indicator meetings which will help guide priorities for water quality monitoring activities and plans moving forward. The YBM project team are currently arranging an appropriate date with CYWP to conduct a presentation to YBM Rangers and Traditional Owners on water quality monitoring activities and data that has been collected on YBM country	ECYWQP_YBM_Progress Report 5 2024 Final.docx
	between May 2023 to October 2024: YBM rangers have provided the boat and field team support for the maintenance and retrieval of EXO2 and ADCP equipment on the Annan River. A team of 2-3 CMFHI Traditional Owners have joined 2-day trips to Wakooka and Saltwater Creek to monitor water quality at key fishing	WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx

Theme	Text found	Document reference
	sites (Nov & Dec) and attempted the retrieval of a turbidity datalogger at Muck River (June). • Juunjuwarra have a Water Team leader, plus a rotation of 5 water team members to support all monitoring works. Juunjuwarra Water team worked with the CYWP staff to monitor water quality at the Starcke River over monthly 2-day trips June/July/Aug/Sept. They also undertook 3 days of wetlands health assessments in June. • Gaamay/Waymburr representatives (2-3 per trip) have conducted 4x1 day sampling trips on the Endeavour River with a CYWP scientist. • Ngaartha and Gullal Traditional Owners have provided boats and turbidity datalogger retrieval support with CYWP WQ Project Officer at the McIvor River over the 2022/23 wet season and will continue to do so over the 23-24 wet season. To summarise, Traditional Owners have been fully engaged in a range of monitoring trips over the current reporting period.	
	Water Quality 101 training- CYWP hosted a water quality training event for 30 CYWP Traditional Owner partners and CYWP staff. The training covered: • Common water quality threats in Cape York: how feral pigs, animals, erosion, fire, roads etc affect water quality • Water quality monitoring – what do we measure and why • Water quality monitoring equipment options • Calibration of water quality meters for accuracy • How to collect a water quality sample • an in-depth look into Cape York Water Quality, threats to water quality, why we might monitor water quality, the monitoring conducted under the	WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx

<table>
<tr><th>Theme</th><th>Text found</th><th>Document reference</th></tr>
<tr><td></td><td>ECYWQP, including basic water quality and turbidity dataloggers.

• Q&A for CY organisations with monitoring aspirations or concerns: We were able to specifically discuss monitoring needs of partner organisations- what different methods might be appropriate for their needs, equipment options, costs, even reviewing data for some groups who had collected data but did not know how to interpret the lab results. This ensured that the training was relevant for those who attended. Some even brought their own equipment for refresher calibration/maintenance training.

• At the end we had a group evaluation of the usefulness of the training or what further training would be helpful. The response was very positive that groups had gained relevant and useful skills and knowledge.

• Upon advertising, we had to limit the number of people who could attend so that there was time for everyone to gain hands-on skills (equipment use, collecting a sample). The demand was beyond the 30 people who attended and we have had requests for follow up training with two ranger groups.</td><td></td></tr>
<tr><td></td><td>
<table>
<tr><td>Training</td><td>1*ECYWQP water quality training

1*aquatic vegetation identification training (3 days)</td><td>Traditional Owner Ranger Groups:
-Olkola
-Laura
-Cape Melville Flinders Howick Island
-Juunjuwarra
-Yuku Baja Muliku
-Gulaal
Plus CYWP staff (30 participants)

12 participants:
-CYWP (3)
-SOYC (2)
-CYNRM (2)
-Rinyirru AC (2)
-Wayburr (1)
-SET (1)
Daarpa- (1)</td><td>Field teams and Traditional Owner partners have deeper understanding of water quality science

Field teams can identify and document the aquatic plant diversity at CY wetlands</td><td>pp.
Excellent feedback from all who attended- 30 people. A desire was expressed for the training to go for longer, from one day to two days. Participants wanted to build on the content including how to develop a monitoring plan and interpreting lab data

The aquatic veg training had mixed feedback. Those who regularly work in wetland assessments or biodiversity surveys found it incredibly valuable. Others with less experience found it difficult to follow. We were able to document many plants previously overlooked in Rinyirru wetlands, and found incredibly diverse wetlands on Daarpa Country that had never been surveyed before</td></tr>
</table>

Our CYWP Program Management Support Officer is also a Traditional Owner (and environmental scientist), so we have local Traditional Owners involved in and advising on every aspect of what we do in the Monitoring Project, not just as external partners. Upon request, the Support Officer has recently received external training in advanced use of Excel, so that she can support the Monitoring</td><td>WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx</td></tr>
</table>

Theme	Text found	Document reference
	Project data analysis and continue to use and develop her science skills.	
Number of Traditional Owners undertaking/ employed to do **water quality monitoring**	We have continued to support YBM rangers through refresher training in water quality equipment maintenance that occur when requested by YBM, and on-the job training when CYWP and YBM have worked together to monitor sediment loads at the Annan bridge and Oakey Creek. The YBM rangers have gained the ability to maintain water quality equipment and monitor seagrass.	ECYWQP_CYWP_MON_Progress Report 5 .docx
	Traditional Owners participated in the following on ground activities during this reporting period: Ø Water Quality Monitoring field work: >30 days conducting wet season water monitoring: datalogger maintenance support, sample collection, cross-sectional velocity and SSC sampling at Annan, Endeavour, McIvor, Starcke sites - field monitoring team and provide boats under a boat hire agreement in some locations. CYWP Monitoring team staff also provided support for Rinyirru Aboriginal Corp. Healthy Water monitoring project	ECYWQP_CYWP_MON_Progress Report 5 .docx
	Waymburr/Gamaay traditional owner, Robert Morris, who has been involved with water quality monitoring of the Endeavour River with us, has now become a staff member in the role of primitive track project officer. Robbie continues to assist with Endeavour River monitoring activities, now as a staff member instead of fee-for service.	ECYWQP_CYWP_MON_Progress Report 5 .docx
	Use the table below to provide information about partners' participation during this reporting period. Note not all categories may be relevant for your project. **Participation** / **Number** / **Short description** Total number of indigenous people employed as part of the project (please state type of employment in the description) * / 2 / 2 Full Time Indigenous Rangers Total number of indigenous people engaged as part of the project * / 21 / YBM Indigenous Rangers and Traditional Owners engage in the project through Traditional Owner Negotiating Committee Meetings, camps, erosion control planning & groundwork activities, workshops, management meetings, fire management mapping & burns as well as water quality monitoring activities. Total number of partners (indigenous or non-indigenous) involved in project delivery (Please state names in the description) / 5 / Department of Resources; Queensland Parks & Wildlife Service; Cape York Water Partnerships, Yuku-Baja-Muliku Traditional Owners & Traditional Owner Negotiating Committee; Private Land Tenure Owners; *Use the Short description section to indicate the Traditional Owner groups involved	ECYWQP_YBM_Progress Report 5 2024 Final.docx

<table>
<tr><th>Theme</th><th>Text found</th><th>Document reference</th></tr>
<tr><td></td><td>
<table>
<tr><th>Participation</th><th>Number</th><th>Short description</th></tr>
<tr><td>Total number of indigenous people employed as part of the project (please state type of employment in the description) *</td><td>27^</td><td>1*CYWP Program Management Support officer (part time employee)

3*CMFHI AC field staff, contractor, fee for service
-Rodrick Michael
-Nathaniel Michael
-Nathan
1*CMFHI AC coordinator, fee for service
-Lucas Creek
9*Juunjuwarra field staff, fee for service
6*Ngaatha traditional owners, fee for service
1*Guulal TO, fee for service
5*Endeavour River traditional owners, fee for service
1*Daarrba traditional owners, fee for service</td></tr>
<tr><td>Total number of indigenous people engaged as part of the project *</td><td>50+</td><td>Field work, face to face meetings with aboriginal corporations and TO's in planning meetings, corporation meetings, field education trips and workshops</td></tr>
<tr><td>Total number of partners involved in project delivery (Please state names in the description)</td><td>11+</td><td>Yuju Baja Muliku, Daarrba Land Trust, CSIRO, JCU, Jabalbina Yalanji Aboriginal Corporation, Cape Melville Flinders Howick Island Aboriginal Corporation, Juunuwarra Aboriginal Corporation, Gamaay, Waymburr, Ngaatha, Gulaal,</td></tr>
</table>
*Use the Short description section to indicate the Traditional Owner groups
</td><td>WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx</td></tr>
<tr><td></td><td>Traditional Owners participated in the following on ground activities during this reporting period:

Water Quality Monitoring field work: 13 river monitoring field trips over 19+ days- field monitoring team- data collection

Wetland Surveys: 3 days on Juunjuwarra Country in June- field monitoring team- data collection

Water Quality Training (one large training, described in section 4.1, plus numerous YBM-CYWP in-house trainings)

Aquatic Plant identification Training (3-day training, described in section 4.2): TOs helped select sites for the training, welcomed the field teams, and learned the different plants found in their wetlands

Planning meetings – many. Select sites for work, discuss logistics, priorities, etc.</td><td>WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx</td></tr>
<tr><td>Number of Traditional Owners trained in certified fire management.</td><td>Employing Juunjuwarra Rangers to work on fire management. Providing fire management training.</td><td>ECYWQP - Program Management - Progress Report 5_Full report.docx</td></tr>
<tr><td></td><td>-training and employment of Traditional Owners on fire, including development of fire plan for freehold properties and on ground burning activities (for Daarbba Traditional Owners)</td><td>ECYWQP - Program Management - Progress Report 5_Full report.docx</td></tr>
<tr><td></td><td>training and employment of Traditional Owners on fire, including development of fire plan for freehold properties and on ground burning activities (for Ngulun Land Trust)</td><td>ECYWQP - Program Management - Progress Report 5_Full report.docx</td></tr>
</table>

Theme	Text found	Document reference
	training and employment of Traditional Owners on fire, including development of fire plan for freehold properties, on- ground burning activities (for Waarnthuurrin Land Trust)	ECYWQP - Program Management - Progress Report 5_Full report.docx
	Yes. A Project Satisfaction Survey was conducted on 8th July 2024 by the Project team to discuss project KEQ in detail. Through participating in training and workshops the project team have increased their knowledge and skills in: drone work; fire management planning, mapping and reporting; biocultural planning and mapping activities; biosecurity training; compliance training; boating qualifications; water temperature logger deployment; database management; vegetation survey's; crocodile awareness training; nature-based market workshop; as well as professional development workshops. The project team continue to share their knowledge with YBM Traditional Owners and Rangers through meetings and engagement in project activities where capacity building is provided through mentoring and upskilling. This includes the ongoing maintenance of the YBM and QPWS tractor; maintenance of YBM fire units; as well as retrieval, calibration, and deployment of water quality probes including the downloading of water quality probe data. A Project Satisfaction Survey was conducted by the Project team 8th July 2024 to discuss project KEQ in detail. The ways in which YBM Traditional Owner's pass on their knowledge include: • The project team providing in-housing upskill and mentoring to YBM Rangers during on the job works. • Attending relevant community events to engage with the local youth and community members. • Involving Traditional Owners and YBM Rangers in project activities, workshops, meetings and training opportunities. • Sharing retrieved data and reviewing completed fieldwork with YBM Rangers and Traditional Owners on a regular basis.	ECYWQP_YBM_Progress Report 5 2024 Final.docx

Theme	Text found	Document reference
	• Reviewing captured drone footage of YBM country with Traditional Owners and YBM Rangers. • Attend YBM TUMRA, Joint Management, TONC and AGM Meetings. • Participate in the weekly facilitation of the YBM Junior Ranger Program and facilitate workshops that link back to this project directly sharing knowledge and experience with the next generation.	
	The YBM Rangers and project team conduct pre and post inspection and maintenance on all YBM fire units, with the project team following up on equipment orders and providing mentoring opportunities to younger YBM Rangers to ensure safety on the fire line. Some of the YBM project team and Traditional Owners attended the Northern Australia Fire Forum held in Darwin in February. This forum was a great opportunity for YBM to link in with other Indigenous Fire Managers and Ranger groups across Northern Australia, learn about policy updates, the latest research into savanna fire management method, attend Q-GIS training for fire managers, participate in workshop around supporting women in fire as well as discussions on integrity and sustainable cultural futures of the carbon market on savanna fire management projects. As a result of attending this workshop the YBM project team learnt about new online tools and resources available that may assist the team to better map fires. The YBM project team also participated in the 2024 ECYWQP Fire Coordination meeting held in May to review 2023 burns and discuss relevant fire management information with project stakeholders.	ECYWQP_YBM_Progress Report 5 2024 Final.docx
Number of Traditional Owners undertaking/ employed to do **fire management**	Employing Juunjuwarra Rangers to work on fire management. Providing fire management training.	ECYWQP - Program Management - Progress Report 5_Full report.docx
	-training and employment of Traditional Owners on fire, including development of fire plan for freehold properties and on ground burning activities (for Daarbba Traditional Owners)	ECYWQP - Program Management - Progress Report 5_Full report.docx

<table>
<tr><th>Theme</th><th>Text found</th><th>Document reference</th></tr>
<tr><td rowspan="2"></td><td>training and employment of Traditional Owners on fire, including development of fire plan for freehold properties and on ground burning activities (for Ngulun Land Trust)</td><td>ECYWQP - Program Management - Progress Report 5_Full report.docx</td></tr>
<tr><td>training and employment of Traditional Owners on fire, including development of fire plan for freehold properties, on- ground burning activities (for Waarnthuurrin Land Trust)</td><td>ECYWQP - Program Management - Progress Report 5_Full report.docx</td></tr>
<tr><td></td><td>
<table>
<tr><th>Participation</th><th>Number</th><th>Short description</th></tr>
<tr><td>Total number of indigenous people employed as part of the project (please state type of employment in the description) *</td><td>5</td><td>Five indigenous staff were employed casually to conduct roadside burns to prepare the sites for the June-July 2024 round of TLS topography surveys.</td></tr>
<tr><td>Total number of indigenous people engaged as part of the project *</td><td></td><td></td></tr>
<tr><td>Total number of partners (indigenous or non-indigenous) involved in project delivery (Please state names in the description)</td><td>1</td><td>Cook Shire Council, June-July 2024</td></tr>
</table>
*Use the Short description section to indicate the Traditional Owner groups involved

[When applicable, please provide feedback on the following]
</td><td>ECYWQP_SCYC_Roads_Progress_Report 5 Final.docx</td></tr>
<tr><td></td><td>
<table>
<tr><td>RTP8: To what extent have Indigenous People and Traditional Owners been engaged with road erosion control activities?</td><td>Three (3) Traditional Owners of the Bulgun Warra clan have been engaged by SCYC as Cultural Advisors during the implementing of erosion control measures.

Six (6) Indigenous Construction Workers (Scott Earthmoving Group) have worked on the road BMP job.

In this reporting period five (5) indigenous staff have been casually employed to do roadside burns in preparation for TLS topography surveys.</td></tr>
</table>
</td><td>ECYWQP_SCYC_Roads_Progress_Report 5 Final.docx</td></tr>
<tr><td></td><td>
Use the table below to provide information about partners' participation during this reporting period. No
not all categories may be relevant for your project.
<table>
<tr><th>Participation</th><th>Number</th><th>Short description</th></tr>
<tr><td>Total number of indigenous people employed as part of the project (please state type of employment in the description) *</td><td>12</td><td>12x Ngulun/Juunjuwarra/Daarrba TO's employed to attend planning meetings (casual)</td></tr>
<tr><td>Total number of indigenous people engaged as part of the project *</td><td>26 (including employed TO's)</td><td>Face to face meetings with TO's to give updates and seek guidance on who to engage for employment. Speaking with elders about the project and gaining permissions.
Ngulun/Juunjuwarra/Daarrba/ Waarnthuurr-in TO's</td></tr>
<tr><td>Total number of partners (indigenous or non-indigenous) involved in project delivery (Please state names in the description)</td><td>13</td><td>1x Leaseholder engaged in fire planning (Darnum). Volunteered time as they did not wish to be employed
2x Rural fire brigades (Marton, Poison Ck,)
5x Agencies (CSC, QFES, RFS, QPWS, DNR)</td></tr>
</table>
*Use the Short description section to indicate the Traditional Owner groups involved
</td><td>WQ-CP-004_SCYC_Fire Progress Report 5_Final.docx</td></tr>
</table>

<table>
<tr><th>Theme</th><th>Text found</th><th>Document reference</th></tr>
<tr><td>Number of Traditional Owners trained in erosion management activities</td><td>Erosion Control YBM Data Base Activity Entries:
<table>
<tr><th>Project Activity</th><th>No. of Recorded Entries</th></tr>
<tr><td>Planning, Preparation, Documenting, Reviewing & Monitoring Erosion Activities</td><td>23</td></tr>
<tr><td>Project Erosion Meetings</td><td>3</td></tr>
<tr><td>Communication Activities</td><td>-</td></tr>
<tr><td>Erosion Drone Activities</td><td>15</td></tr>
<tr><td>Pilot Project Site Activities</td><td>6</td></tr>
<tr><td>Erosion Control Activities</td><td>2</td></tr>
<tr><td>Track Maintenance Activities</td><td>5</td></tr>
<tr><td>Machinery Equipment Maintenance</td><td>11</td></tr>
</table>
The YBM Project team attended the following training/upskilling workshops with YBM Rangers:

Biocultural Mapping Workshop
Introduction to Field Mapping & Plant ID Training
Biocultural Project Plant Collection & ID Workshop
Biosecurity Training
Croc Awareness Training
Indigenous Ranger Biosecurity Round Table Meeting
Queensland Indigenous Women's Rangers Network Forum (3-day forum)
Remote Pilot Licence (RePL) Training

YBM Team Professional Development Workshop
YBM Planning & Mapping Workshop
Indigenous Compliance Training
GBRF CRA Workshop (data management)
</td><td>ECYWQP_YBM_Progress Report 5 2024 Final.docx</td></tr>
<tr><td>Number of Traditional Owners undertaking/ employed to do erosion management</td><td>-Employment of Gaamay Waymburr Traditional Owner in a track erosion project officer role, supporting track erosion field day.</td><td>ECYWQP - Program Management - Progress Report 5_Full report.docx</td></tr>
<tr><td></td><td>Total number of indigenous people employed as part of the project (please state type of employment in the description) *

7

Cultural Advisors (x3) (Les Gibson, Craig Gibson, Sonya Gibson) Bulgun Warra clan group

2024: Construction Workers (FNQ Civil) (x4) (Craig Gibson, Raymond McIvor, Thomas Ling, Cody Larkin)</td><td>ECYWQP_SCYC_Gully_Project_Progress_Report 5 Final.docx</td></tr>
</table>

Theme	Text found	Document reference
	Traditional Owners have been engaged by SCYC to conduct cultural heritage surveys. Elder Les Gibson (Bulgan Warra) has stated that he is very happy to be working in the area after so many years away from his father's country, and is happy to work with private property owners in collaboration to ensure cultural heritage is protected. Leslie's son Craig and nephew Darren also help with the surveys. Craig Gibson has taken the lead on surveys recently after the cultural heritage training advice of his father and has led cultural surveys on the proposed quarry sites ne the SET gully with help from Sonya Gibson. In 2022, Scott Earthmoving Group (SEG) employed four (x4) Indigenous machine operators to wo on earthmoving at Gully 2 site between October and December 2022 (Rohan Hart, Geoffrey Kulk Demara Deeral, Shaq Ford). In 2023, Scott Earthmoving Group (SEG) employed four (x4) Indigenous machine operators to wo on earthmoving at Gully 3 site between May to June 2023 (Lakin Pearson, Jarret Gibson, Kai Mclean, Demara Deeral). Nambal Resources, part owner of SEG, also has a 70% Indigenous work force at the Mt Amos quarry in the Annan Catchment. Therefore, the rock supplied for this gully chute job was extracte and processed by a rotating workforce of 8 Indigenous employees with connection to the regio SCYC hired Peter Creek and Jarvis Darkan to help bund construction and grass seeding at Gully 3 November and December 2023. In 2024, Scott Earthmoving Group (SEG) hired Craig Gibson (Les' son and Bulgan Warra TO) as a machinery operator for the gully on SET, Caloola. Other SEG Indigenous staff on site include: Raymond McIvor (working on both SET and TMR gully sites), Cody Larkin, and Thomas Ling. FNQ Civil have said they will keep Craig Gibson on beyond the life of the project as an excellent operator.	ECYWQP_SCYC_Gully_Project_Progress_Report 5 Final.docx
	For the period July 2023 to December 2023. In August 2023, CYWP met with Hopevale Congress clan leaders and presented them with project goals and opportunities. Hopevale Congress leaders agreed to the project on their land and provided key contracts for distinct clan groups. CYWP then hired clan group members to help conduct the track surveys. This lead to Robbie Morris (Gamaay) being hired by CYWP to lead and conduct surveys in the northern area. Robbie has done a great job and knows the tracks and people and culture well. Traditional Owners of Eastern Yalanji (Kuku Nungal) and the Jabalbina Yalanji Aboriginal Corporation have been engaged by CYWP in a fee-for-service arrangement to conduct Cultural Heritage Survey at erosion control site and rock/gravel borrow pits. Four rock borrow pits have been surveyed and permission granted for use along Ergon Powerline Tracks (1. Trevethan Black Mountain Ergon Powerline, 2. Jabalbina Ergon Powerline Track). This ongoing stakeholder engagement has been key to project success and resource access. Junjuwarra Aboriginal Corporation and Traditional Owners have been engaged as a fee-for-service to 1) conduct road surveys on their country, and 2) identify priorities for erosion control works on their key access tracks. In November 2023, CYWP and Junjuwarra went on a prioritization and scoping tour of their country to identify locations of sites and borrow pits for 2024 road erosion control works. Group agreement was achieved. This led to TLS	WQ-CP-002_CYWP_Primitive_Roads_Progress Report 4 Final.docx

<table>
<tr><th>Theme</th><th>Text found</th><th>Document reference</th></tr>
<tr><td></td><td>surveys of a few sites in December 2024 to monitor both wet season erosion and future erosion control success. Track erosion control works are planned to start in June-July on Junjuwarra Country in collaboration with Cook Shire.

Cape Mellvile Aboriginal Corporation and Traditional Owners have been engaged as a fee-for-service to 1) conduct road surveys on their country, and 2) identify priorities for erosion control works on their key access tracks. In September 2023, CYWP and Meville Traditional Owners went on a prioritization and scoping tour of their country to identify locations of sites and borrow pits for 2024 road erosion control works. Group agreement was achieved. This led to a drone survey of one key cultural site threatened by road erosion. Track erosion control works are planned to start in June-July on both Wakooka and Cape Mellvile Country, in collaboration with National Parks QPWS and Cook Shire.</td><td></td></tr>
<tr><td></td><td><table>
<tr><th>Participation</th><th>Number</th><th>Short description</th></tr>
<tr><td>Total number of indigenous people employed as part of the project (please state type of employment in the description) *</td><td>28</td><td>Bulgan Warra TO and CYWP employee (x1 Brodie Gibso
x2 Craig and Les Gibson cultural heritage),
Cape Melville Rangers (x 2 fee for service road surveys,
TO planning and cultural heritage),
Junjuwarra Rangers (x 2 fee for service road surveys, x4
planning erosion control, Jabalbina Rangers, Machine
Operators, TOs (x 8),
Scott Earthmoving Group, Indigenous Machine Operator
(x4), Jabalbina TO Cultural Heritage Surveys (x3),</td></tr>
<tr><td>Total number of indigenous people engaged as part of the project *</td><td>16</td><td>Jabalbina and Yuku Baja Ranger teams engaged in the project and road surveying, but were paid directly by the organizations Ranger base wages. Plus Hopevale Congress engagement (x8). People employed directly by CYWP (listed above) not included here.</td></tr>
<tr><td>Total number of partners (indigenous or non-indigenous) involved in project delivery (Please state names in the description)</td><td>33, plus more to come.</td><td>South Endeavour Trust, Yuku Baja Muliku, Junjuwarra Clan, Cape Melville Aboriginal Corp, Jabalbina Aboriginal Corp, and consultation with Bulgan Warra and Wyambur clans of Gugu Yimithirr. Cook Shire Council. Private landowners Durham (Jenny Martin), Beesbike Station, Cape York Real Estate (Jamie Sail), other small landown in the Annan/Endeavour (x16), Hopevale Congress Clans (x6), and more.</td></tr>
</table>
*Use the Short description section to indicate the Traditional Owner groups involved</td><td>WQ-CP-002_CYWP_Primitive_Roads_Progress Report 4 Final.docx</td></tr>
<tr><td></td><td>RTP8: To what extent have Traditional Owners been engaged with primitive road surveys, risk assessment, and erosion control activities?

Jabalbina, Yuku Baja Muliku, Bulgan Warra, Junjuwarra, and Cape Melville Traditional Owners have all been engaged in directly participating in primitive road surveys and erosion risk assessments, as well as direct erosion control projects. YBM conducted their own erosion control activities on their country. Jabalbina has been paid by CYWP as a principal contractor to install erosion control measures on their property. More collaboration and actions to come.</td><td>WQ-CP-002_CYWP_Primitive_Roads_Progress Report 4 Final.docx</td></tr>
</table>

Theme	Text found	Document reference
	Waymburr/Gamaay Traditional Owners- A Waymburr/Gamaay traditional owner, Robert Morris, who has been working on water quality monitoring of the Endeavour River with us, has now become a staff member in the role of primitive track project officer leading field erosion surveys. Another Waymburr/Gamaay traditional owner, Alberta Hornsby, was elected chair of the CYWP management committee at our 2023 AGM. We are extremely pleased to be working so closely with our local Traditional Owners	WQ-CP-003_CYWP_MON_Progress Report 4_Nov-2023 final.docx
	The project team were able to conduct the following erosion control work activities during this reporting period: • Conduct erosion control work at Pooles Road Second Gate and Hardwicke Creek with the QPWS tractor and truck. • Re-evaluation of erosion control work priorities on YBM country with YBM Rangers and Traditional Owners. • Conduct ongoing general maintenance and cleaning of YBM tractor. • Conduct documentation of erosion area's using YBM drone and review with YBM Rangers and Traditional Owners to ensure ongoing engagement and feedback is sought around priorities and concerns of erosion control and works on YBM country. • Identification, inspection, and documentation of erosion priority sites on a total of 48.83km of YBM primitive tracks. • Ongoing documentation of erosion control pilot sites on YBM Ranger Block (conducted every 3 months).	ECYWQP_YBM_Progress Report 5 2024 Final.docx

<table>
<tr><th>Theme</th><th>Text found</th><th>Document reference</th></tr>
<tr><td>Unspecified employment figures</td><td>
<table>
<tr><th>Participation</th><th>Number</th><th>Short description</th></tr>
<tr><td>Total number of indigenous people employed as part of the project (please state type of employment in the description) *

(this period only)</td><td>21</td><td>1*CYWP Program Management Support officer (part time employee)
1*CYWP Project Officer (casual employee, supports wq monitoring)

4*Juunjuwarra field staff, fee for service (seagrass and wq)
2*CMFHIAC field staff, fee for service (seagrass surveys)
3*Ngaatha traditional owners, fee for service (WQ)
2*Guulal TOs, fee for service (WQ)
3*Daarba TOs, fee for service and boat hire (WQ)
5* YBM rangers, fee for service and boat hire (wq & seagrass)</td></tr>
<tr><td>Total number of indigenous people engaged as part of the project *</td><td>50+</td><td>Field work, face to face meetings with aboriginal corporations and TO's in planning meetings, corporation meetings, field education trips and workshops</td></tr>
<tr><td>Total number of partners involved in project delivery (Please state names in the description)</td><td>11+</td><td>Yuju Baja Muliku, CSIRO, JCU, Jabalbina Yalanji Aboriginal Corporation, Cape Melville Flinders Howick Island Aboriginal Corporation, Juunuwarra Aboriginal Corporation, Gamaay, Waymburr, Ngaatha, Gulaal, Dingaal, QPWS</td></tr>
</table>
*Use the Short description section to indicate the Traditional Owner groups
</td><td>ECYWQP_CYWP_MON_Progress Report 5 .docx</td></tr>
</table>