REPORT OF INVESTIGATION INTO THE TREATMENT OF CATTLE & HORSES AT CHARLES DARWIN UNIVERSITY MATARANKA STATION

VOLUME 2

INDEX

CDU CHRONOLOGY OF EVENTS

CDU

Charles Darwin University
MATARANKA STATION – ANIMAL WELFARE ISSUES

CHRONOLOGY OF EVENTS

The following outlines the events, discussions and documentation relating to the animal welfare issues arising at CDU's Mataranka Station from 2008

2008

1. **28 August 2008** – Dr Brian Heim (CDU NT Manager Primary Industries and Community Services) notified Mr Ken Suter (Senior Manager Major Projects, Finance and Asset Services) by email that the effects of 'old style' stock management and suboptimal wet season conditions were beginning to show in the condition of cattle at Mataranka Station and that this would progress unless mitigation measures were put in place. Dr Heim proposed that he take a more active role in managing the station manager and be more directly involved in management of the station and elaborated on this in a subsequent email on 2 September 2008.

2. **19 September** – Mr Will Andrew, Animal Welfare Inspector NT Department of (then) Primary Industry Fisheries and Mines (DPIFM), conducted an inspection of stock at Mataranka Station following an anonymous complaint.

3. **2 October** - Ms Plaxy Purich (Executive Officer CDU Animal Ethics Committee) was contacted by Mr Andrew (DPIFM) who inquired whether CDU Katherine Rural Campus (KRC) had an Animal Ethics Permit and was subject to regular inspections by the CDU Animal Ethics Committee (AEC). At this time KRC did not have an Animal Ethics Permit and the matter was placed on the agenda for the next AEC meeting.

4. **8 October** - Mr Andrew again inspected stock at Mataranka Station and filed a report (Attachment 1) indicating there were animal welfare concerns relating to feed shortage. The report outlines actions taken since the previous inspection on 19 September and makes recommendations for further action.

5. **14 October** – AEC held a meeting and was informed of the Animal Welfare Inspections and issues at Mataranka Station and requested that KRC lodge an Animal Ethics Permit application as soon as possible.

6. **27 February 2009** – AEC received an Animal Ethics Permit application from KRC and approved the application on 17 April 2009.

7. **4 September** - Regional Veterinary Officer Mr John Eccles and Regional Biosecurity Officer Mr Greg Scott, Department of (then) Regional Development, Primary Industry, Fisheries and Resources (DRDPIFR) Katherine, inspected cattle at Mataranka Station based on an anonymous complaint about their condition. Based on this initial inspection, which was conducted without the Station Manager, Mr Ian Gray, it was decided that a further immediate and thorough inspection of the entire property was required (report Attachment 2). This was arranged with Mr Gray for 5 September 2009. Mr Ken Suter (Major Projects, Finance and Asset Services (FAS) CDU) advised Mr Rob Brelsford-Smith (Director FAS) by email that Animal Welfare (DRDPIFR) Katherine had phoned him to say that a review of CDU Mataranka Station cattle would take place on the following day due to concerns about their condition.

8. **5 September** –Mr John Eccles and Biosecurity Officer Mr Rob Wait (DRDPIFR) visited Mataranka Station to inspect stock and question Manager Mr Gray about management practices. The inspectors found that "The overall condition of the station stock is very poor and the current management of which is an Animal Welfare issue" (see DRDPIFR reports Attachment 3) Mr Suter advised Mr Brelsford- Smith by email that inspection by DRDPIFR indicated that 424 cattle were emaciated and one weaner was sick. Mr Suter also reported that the station manager Mr Gray had advised that these cattle were receiving supplementary feeding and their poor condition was due to calving or being in calf at that time of year.

9. **7 September** – Ms Purich was contacted by Dr Brian Redunze, Chief Veterinary Officer (DRDPIFR), who advised that CDU could be prosecuted under the Animal welfare Act for animal neglect at Mataranka Station. Ms Purich was asked if she was aware of the complaint and inspection by Animal Welfare Inspectors on 4 and 5 September. Ms Purich was not at that stage aware of the complaint or inspections, but assured Dr Redunze that the matter would be fully investigated by AEC and that he would be kept informed about the situation. Ms Purich then advised Dr Jenny Carter, Manager CDU Research Office (in the absence of Prof Wasson, Chair of AEC).

10. **7 September** - Vice Chancellor Prof Barney Glover met with Dr Heim (Acting Director VET), Mr Don Zoellner (PVC VET) and Prof Charles Webb (Senior DVC) following advice from Dr Carter re animal welfare issues at Mataranka Station.

11. **8 September** – Mr Greg Scott (DRDPIFR Stock Inspector Katherine) contacted Ms Purich and asked to be included in the AEC inspection of Mataranka Station.

12. **8-11 September** – Ms Purich held numerous conversations with Mr Scott, Dr Redunze, Dr Heim and Mr Gray to determine the nature of the animal welfare issues at Mataranka Station and what was required in the AEC inspection.

13. **9 September** – Prof Glover met with Dr Heim and Mr Zoellner re Mataranka Station animal welfare issues. It was agreed that Dr Heim would update the DRDPIFR Vet re CDU actions on this matter to date.

14. **9 September** – Ms Mary Gearin-Smith, Senior Animal Welfare Officer contacted Ms Purich about animal welfare issues at Mataranka Station. Ms Gearin-Smith was advised of AEC's role and plans to inspect the Station on 17 September.

15. **10 September** – Dr Heim withdrew as Chief Investigator on the KRC Animal Ethics Application approved by AEC on 17 April due to a possible conflict of interest resulting from Dr Heim's changed work responsibilities (to Acting Director VET). Mr Tim Biggs (Team Leader Agriculture and Rural Operations Katherine) was named as Chief Investigator in Dr Heim's place. This amendment was approved by AEC on 9 October 2009.

16. **16 September** – Prof Glover met with Dr Heim, Mr Zoellner and Prof Webb and agreed that management of Mataranka Station would transfer from FAS to VET with Dr Heim as NT Manager.

17. **17 September** -The CDU Animal Ethics Committee (AEC), represented by Prof Bob Wasson (DVC Research) and Ms Purich, accompanied by Mr Gray and Mr Scott, inspected Mataranka Station on 17 September (and again on 7 October 2009) in accordance with the use of the Station for teaching and research and prepared a draft report - *2009 AEC Facility Inspection Report: Mataranka Station, Mataranka, NT 17 September* (Attachment 4). The report makes 19 observations and recommendations for action.

18. **25 September** – Dr Heim advised Prof Glover, Mr Zoellner and Dr Scott Snyder by email that Mr Greg Scott would conduct another inspection of stock at Mataranka Station that morning due to his concerns that issues identified on 17 September were not being addressed. Dr Heim indicated that he would attend a meeting with Mr Scott on 26 September to discuss this matter further. He also indicated that the Senior Veterinary Officer (Dr Sue Fitzpatrick, Senior Biosecurity Vet DRDPIFR) had advised him that provided the stock in question were being given feed and water the Chief Veterinary Officer saw no reason to pursue further action. Dr Heim further indicated that he would be speaking to all Katherine Rural Campus and station staff that afternoon to discuss the way forward.

19. **25 September**- Mr Scott, Dr John Eccles (Regional Veterinary Officer), and Mr Wait conducted a follow up visit to examine the situation with regard to animal welfare at Mataranka Station which was previously investigated on 4 and 5 September 2009.The inspection was conducted with Mr Wayne Spence, Mr Gorringe Ms Nichola Walters (Station Hand) as Manager Ian Gray was not able to be contacted prior to the inspection. The findings of the inspection are reported at Attachment 5. The inspection found that the overall condition of station stock was very poor and constituted an Animal Welfare issue. The report concluded that an immediate solution to these animal welfare issues was required.

20. **25 September** – the AEC Report from the 17 September inspection by AEC (Attachment 4) was forwarded by Ms Purich to Prof Wasson, Dr Redunze, Mr Scott, Dr Heim, Mr Biggs and Mr Gray.

21. **26 September** – Dr Heim met with Mr Scott, Dr Fitzpatrick and Mr Gray to discuss progress at Mataranka Station. Dr Fitzpatrick promulgated the criteria that CDU would be measured against in terms of care and husbandry of the cattle. Dr Eccles and Mr Wait were also present at the meeting.

22. **30 September** – Prof Glover was updated on Mataranka Station issues at a meeting with Dr Heim and Mr Zoellner.

23. **2 October** – Dr Heim sent an email to all Katherine Rural Campus and Mataranka staff to update them on the situation with animal management at Mataranka Station and asking for their support in dealing with the current situation. He also provided an Ag Note on how to approach animal welfare during dry periods for the information of staff.

24. **7 October** – Mr Gorringe sent an email to Mr Zoellner expressing concern about the state of animals at Mataranka Station and that '*all endeavours for help this far over the past few months have fallen on deaf ears*'.

25. **7 October** – Dr Heim sent an email to Mr Gorringe (copied to Mr Zoellner and Mr Tim Biggs) outlining the actions of himself and Mr Ian Gray with respect to animal welfare management at Mataranka Station, noting that these actions meet the requirements of DRDPIFR and CDU Animal Ethics Committee and acknowledging that they may differ from what Mr Gorringe himself thinks should be done. Mr Heim asks Mr Gorringe to desist from continuing to raise issues that are being dealt with.

26. **7 October** – AEC members Prof Bob Wasson, Ms Purich and Ms Susan Hutton conducted a second inspection of stock at Mataranka Station with Mr Gray in attendance.

27. **8 October** – Ms Suzanne Edwards lodged a complaint with DRDPIFR about continuing animal welfare issues at Mataranka Station, prompting an inspection of the station by Dr Fitzpatrick and Mr Wait on 9 October. The inspection report (Attachment 6) outlines the findings of the inspection and actions taken by CDU to improve animal welfare outcomes. The report noted that the condition of cattle had improved since the previous visit two weeks prior (25 September).

28. **9 October** – Prof Glover attempted to speak to Minister Karl Hampton to provide an update on the animal welfare concerns being raised at Mataranka Station and what CDU was doing to address them, but was unable to speak to the Minister. No further action was taken to contact the Minister as the matter was being actively discussed between CDU and DRDPIFR with a view to resolution.

29. **13 October** – Dr Heim gave Mr Gorringe a letter (dated 11 October), in Darwin, asking him to relocate his residence from Mataranka Station to Katherine Rural Campus in order for a full time station hand to be employed and located at Mataranka Station following recommendations from the CDU Animal Ethics Committee that additional human resources were needed at the station. As Mr Gorringe's primary job is VET lecturer it was considered more appropriate to house him in a newly refurbished house at KRC.

30. **13 October** - Mr Gorringe spoke to Prof Wasson in Darwin with regard to Mr Gorringe's concerns about the state of cattle at Mataranka Station. Prof Wasson asked Mr Gorringe to put his complaints in writing.

31. **13 October** -The AEC report on the inspections of 17 September and 7 October documenting observations/ problems identified and the actions required to address these problems was forwarded to the Vice Chancellor (*2009 AEC Facility Inspection Report: Mataranka Station, Mataranka, NT*, Attachment 7). The AEC had made three additional recommendations for action from the first inspection report (Attachment 4) and also recommended that Dr Heim be asked to prepare an action plan outlining responses to each issue raised in the AEC report and associated time frames for resolution of these issues. The AEC requested monthly progress reports on the animal welfare issues at Mataranka Station until end of February 2010 and then every three months after that.

32. **14 October** - Prof Glover and Prof Webb met with Dr Heim and discussed the proposed move of Mr Gorringe to KRC. Prof Glover and Prof Webb acknowledged that while the reason for the decision to move Mr Gorringe to Katherine was sound, that Mr Gorringe should not be moved (unless he wanted to move earlier) until recruitment of a station hand , was finalised. Prof Glover and Prof Webb were aware that the decision to move Mr Gorringe could be construed as an attempt to move someone who had made a complaint away from the area of concern and were sensitive to this possibility, while agreeing that the residence at Mataranka would be needed to house the new station hand when recruited (Prof Webb pers comm.). Dr Heim conveyed this message to Mr Gorringe by phone on 15 October. (Mr Gorringe moved to KRC on 1 February 2010).

33. **14 -16 October** – Mr Andrew Vodic (CDU NT Manager Primary Industries and Community Services) visited Katherine and Mataranka campuses to discuss animal welfare matters and actions being taken with staff and hear any additional concerns staff may have with operations at these campuses.

34. **15 October** – Prof Wasson advised Prof Glover by memo that Ms Mary Gearin-Smith, Senior Animal Welfare Officer/Manager had requested a copy of the 2009 AEC Facility Inspection Report for Mataranka Station following a complaint on this matter received by Minister Rob Knight's office.

35. **16 October** – Mr Zoellner sent a memo to all Katherine and Mataranka staff advising them of concerns about animal welfare issues at Mataranka Station and what action was being taken to address those concerns.

36. **16 October** – Dr Heim submitted a Mataranka Station Action Plan 2009-2010 (Attachment 8) in response to the AEC Report and Recommendations following the AEC inspection of Mataranka Station on 17 September 2009. This action Plan was further updated on 15 November following the second AEC inspection of Mataranka on 7 October 2009.

37. **18 October** - Mr Gorringe emailed Prof Wasson in response to their 13 October discussion. Prof Wasson requested further more specific information from Mr Gorringe, which Mr Gorringe supplied on 20 October. Prof Wasson subsequently updated Mr Gorringe by email on the action that was being taken with regard to his complaint on 28 October and 17 November 2009. (Emails at Attachment 9, photos not included).

38. **22 October** - Dr Fitzpatrick and Mr Wait conducted an inspection of Mataranka Station on 22 October. The report from this inspection (Attachment 10) dated 24 October, includes the observation that the '*actions taken by Charles Darwin University to address the animal welfare reports have not been adequate. The time taken to initiate a response when notified of the animal welfare report and consistent feeding and monitoring of livestock is a major concern*'.

39. **27 October** - An independent expert, Mr Tom Stockwell, was contracted to investigate Mr Gorringe's complaints.

40. **28 October** – Prof Glover was updated on issues regarding animal welfare at Mataranka Station at a meeting with Prof Webb, Dr Heim and Mr Zoellner.

41. **4 November** – Prof Glover travelled to Katherine and Mataranka. In an address to staff at KRC Prof Glover made it clear that the University took the circumstances that had arisen at Mataranka very seriously and that the problems were being actively addressed. The importance of the role of the Chair of AEC (Prof Wasson) was emphasised and staff and students were invited to take any concerns they had about this matter to the Chair.

42. **9 November** – Mr Gorringe forwarded Dr Heim's email to him of 7 October to Ms Elizabeth Macdonald (CDU Director Support and Equity Services) and indicated that he thought that Dr Heim's response to him constituted bullying.

43. **9 November** – The Vice Chancellor, Prof Glover, reported to CDU Council that '*problems have arisen with the welfare of a small number of livestock on Mataranka Station. The on-going drought in the region has reduced the level of available feed and water thus placing the livestock under stress. This has been compounded by aspects of the management of the cattle herd over the past year. Senior staff are working with the NT DRDPIFR on this issue and have formulated guidelines to address the current concerns and to evaluate the state of animal welfare on an ongoing basis*' (extract from Council Minutes). Prof Glover also advised Council that Terms of Reference for a review of the operations of Mataranka Station were in the process of being finalised.

44. **10 November** - Mr Stockwell submitted an interim report to CDU. Prof Wasson discussed the report with Mr Stockwell, asking him to ensure that his conclusions were based on evidence and also asked him to provide advice on the requirements of the AEC's 20 October 2009 report.

45. **13 November** – CDU received the final report from Mr Stockwell. Mr Stockwell finds prime facie evidence in support of Mr Gorringe's complaints (*Stockwell, T., 'Investigations of concerns about the Management of Cattle at Mataranka Station,' 21pp* Attachment 11).

46. **16 November** – Ms Purich received the first progress report to AEC on Mataranka Station from Mr Biggs (Attachment 12).

47. **17 November** - Mr Ian Gray, Manager of Mataranka Station, was stood down on 17 November 2009 and asked to prepare a response to Mr Stockwell's report. A letter to Mr Gray from Prof Webb, the Acting CDU Vice Chancellor, dated 17 November 2009, was hand delivered to Mr Gray by Dr Barry McKnight, on 20 November 2009.

48. **17 November** – Prof Glover spoke to Prof Webb about the preliminary findings of the Stockwell Report and the need for any allegations that are supported to be backed by clear evidence in the interests of natural justice to those accused of misconduct or poor practice.

49. **20 November** – Dr Barry McKnight (commenced as PVC VET 16 Nov 2009), Mr Vodic and Ms Macdonald met with Mr Gray in Katherine to discuss the reasons for his stand down. Mr Gray was provided with a copy of the Stockwell report and advised that he should prepare a response. Mr Gray was provided with support and accommodation in Katherine during the stand down.

50. **20 November** - While at Mataranka Station Dr McKnight was approached by Mr Gorringe who expressed his concerns about the poor condition of some of the cattle on the station. Dr McKnight, Mr Vodic and Ms Macdonald inspected the cattle with Mr Gorringe and Dr McKnight then asked Mr Gorringe to provide the cattle with what he (Mr Gorringe) thought they needed in terms of hay and Lick.

51. **20 November** – Dr McKnight, Mr Vodic and Ms Macdonald met with and appointed Mr Doug Jenkins as Acting Manager of Mataranka Station. Dr McKnight asked Mr Jenkins to conduct an immediate audit of the current situation and provide him with short term strategies/solutions to prevent further suffering of the stock in question and asked him to act on Mr Gorringe's suggestions for care of the cattle in question.

52. **25 November** - Dr Heim was asked to respond to Mr Stockwell's report (email dated 25 November 2009).

53. **26 November** – A complaint received from Ms Diane Snell (Katherine Rural Campus) about the state of horses at Mataranka Station (Attachment 13).

54. **2 December** – Dr Heim responded to Mr Stockwell's report '*Response from Dr Brian Heim to the Investigation of Mataranka Station,'* 21pp (Attachment 14).

55. **3 December** - AEC (Prof Wasson, Ms Purich, Ms Deborah Brackenreg) inspected the horses at Mataranka Station with Acting Station Manager Grant Parker.

56. **4 December** - Mr Gray responded to Mr Stockwell's report *'Response from Ian Gray to report written, in regard to investigation of concerns about the management of cattle at Mataranka Station'*, 38pp (Attachment 15).

57. **4 December** - AEC report on the state of the horses completed, including requirements for action (*Mataranka Station – Complaint Inquiry* 2pp Attachment 16).

58. **8 December** – Animal Welfare Branch Inspector Ms Mel Froysheger (Department of Housing, Local Government and Regional Services) and Mr Wait visited Mataranka Station as part of animal welfare monitoring of cattle and horses. Mr Tim Biggs hosted the Inspectors on site. The Ms Froysheger and Mr Wait gave Mr Biggs a verbal indication that they were satisfied with conditions at the station and would keep a watch over the next few months with possible additional inspections as they deemed were required.

59. **9 December** - Ms Purich spoke to Ms Froysheger about her vist to Mataranka Station on 8 December. No formal report was prepared from this visit. Ms Froysheger indicated that she was satisfied with the condition of livestock at Mataranka Station and advised that the next inspection would be random and unannounced (pers comm. Ms Purich.)

60. **9 December** – Prof Wasson sent a memo to Prof Glover summarising the investigation of the condition of livestock at Mataranka Station to date including inspections by AEC, DRDPIFR Animal Welfare Inspectors, the independent review of Mr Tom Stockwell and the responses of Mr Gray and Dr Heim to that report. Prof Wasson concluded that there was no case of misconduct against Mr Gray or Dr Heim and that Mr Gray should be reinstated, and advised that the substantive requirements of AEC with respect to both cattle and horses at Mataranka Station had been met.

61. **9 December** – Prof Wasson sent a memo to Mr Tim Biggs (Theme Leader Agriculture and Rural Operations Katherine) advising that the Vice Chancellor, Prof Glover, had determined that Mr Ian Gray should be reinstated immediately under the following conditions:

    - *Heightened supervision of Mr Gray by the NT Manager for Primary Industry and Community Services (PICS) with monitoring of the climate of staff and reports to the PVC VET*
    - *Management training for Mr Gray to be organised by PVC VET*
    - *Appointment of a pastoral consultant to work with Mr Gray each month for six months at which time this arrangement will be reviewed by the NT Manager for PICS.*

62. **10 December** - Mr Gray was re-instated as Manager of Mataranka Station (a letter to this effect from the Vice Chancellor dated 18 December 2009 was emailed to Mr Gray 20 December 2009 by Dr Janis Shaw, General Manager, PMD).

63. **10 December** – Vice Chancellor, Prof Glover, advised the CDU Finance, Risk and Review Committee that concerns with animal welfare at Mataranka Station had arisen and what actions were being taken to address this issue.

64. **11 December** – Prof Wasson sent a memo by email to all staff at Mataranka and Katherine informing them of Mr Gray's re-instatement and outlining the investigations and actions that had been taken with respect to animal welfare issues at Mataranka Station.

65. **15 December** – On or around 15 December Dr Scott Snyder and Prof Glover spoke to an officer from the Office of the Commissioner for Public Interest Disclosures (CPID) regarding a notice that may be served on CDU related to issues at Mataranka Station. CPID were at that stage considering what if any action should be taken with regard to this matter.

66. **18 December** – Ms Purich received the second progress report to AEC on Mataranka Station from Mr Biggs (Attachment 17).

2010

67. **12 January 2010** – Prof Webb, as Acting Vice Chancellor, met with Mr James O'Brien and Mr Robert Chamberlain, Office of CPID, and was served a Notice of Investigation under Section 24 Public Interest Disclosure Act. This notice related to a complaint from Mr Toby Gorringe about animal welfare issues at Mataranka Station and a claim of victimisation against him by CDU. The claim of victimisation related to Mr Gorringe attempting to access his office at Mataranka Station over the Christmas period and finding it locked, which he apparently interpreted as a deliberate exclusion of him from access to his computer and documents. This was the first time that Prof Webb was made aware of the complaint by Mr Gorringe. Prof Webb was not given information about the specific allegation being made against CDU by the Notice of Investigation at this meeting.

68. **12 January** – Prof Webb informed Prof Glover (by telephone, Prof Glover in Indonesia) about the meeting with CPID and asked Dr McKnight to investigate what had occurred with Mr Gorringe being unable to access his office. Barry McKnight later that day advised Prof Webb that Mr Gray, Manager Mataranka Station, had briefed him on what had occurred. The office at Mataranka which Mr Gorringe used was routinely left unlocked with the key in the door. Over the Christmas period Mr Gray, noticing the key in the door and believing that Mr Gorringe had relocated to Katherine and was no longer using the office, locked the office and removed the key from the door for safekeeping and security over the Christmas period.

69. **13 January** – Dr McKnight rang Mr Gorringe to update him about action being taken regarding his complaint against Dr Heim. He also confirmed that Mr Gorringe had access to his office and asked about the condition of cattle at Mataranka Station. Mr Gorringe replied that they were in good condition, with plenty of feed.

70. **13 January** - Prof Webb received an email from Mr O'Brien (CPID) regarding the allegations discussed at the meeting of 12 January and requesting documents and reports relating to the matter from CDU. Prof Webb spoke to Prof Glover about this request and they agreed to seek clarification on the specific allegations being made in order to determine which reports and documents were relevant to provide. Prof Webb subsequently spoke to Mr O'Brien about the difficulty of providing reports without knowing the context or specifics of the allegations being made and was consequently advised that the request was somewhat premature, and that CDU was not required to take further action until it had received further advice from CPID on this matter.

71. **13 January** – Memo from Dr Heim to Prof Wasson, as Chair of Animal Ethics Committee, regarding the Mataranka Station Complaint Inquiry Report about horses (4 December) outlining some practicalities regarding the recommendations in the report.

72. **14 January** – Dr McKnight sent an email to Mr Gorringe asking him to identify what aspects of Dr Heim's 7 October email to him he considered to constitute bullying.

73. **14 January** – Dr Janis Shaw (PMD) emailed Ms Fiona Roche (Acting Director Support and Equity Services) a copy of Mr Gorringe's 9 November 2009 email to Ms Elizabeth Macdonald regarding alleged bullying by Brian Heim for her information. This was the first that Ms Roche was aware of the claim (having commenced at CDU on 4 January to replace Ms Elizabeth Macdonald).

74. **19 January** – Ms Roche and Dr Shaw met to discuss the grievance claim by Mr Gorringe.

75. **19 January** - Ms Roche rang Mr Gorringe to discuss the claim and emailed Dr Heim to let him know that she was handling the claim. Dr Heim responded to say that Dr McKnight was handling the case.

76. **20 January** – Ms Roche spoke to Dr McKnight who indicated that he was still waiting for clarification from Mr Gorringe on the aspects of Dr Heim's email he found offensive (Dr McKnight email 14 January).

77. **20 January** – Ms Roche rang Mr Gorringe and explained that Dr McKnight was still waiting for clarification from him as per the email of 14 January. After some discussion Ms Roche asked Mr Gorringe if he would like her to prepare a summary of their discussion as an outline of his concerns and Mr Gorringe agreed. Ms Roche sent her summary of the discussion to Mr Gorringe who responded that it was acceptable and asked her to forward it to Dr McKnight on his behalf. Ms Roche forwarded the summary to Dr McKnight and recommended that Dr Heim and Mr Gorringe undergo mediation to resolve this dispute.

78. **20 January** – Dr McKnight acknowledged receipt of the summary of Mr Gorringe concerns and asked Ms Roche to contact Dr Heim and Mr Gorringe about mediation. Ms Roche contacted Dr Heim who suggested that he and Mr Gorringe could meet to discuss the issue without a mediator as they had previously had a good relationship.

79. **25 January** – Mr Gorringe agreed to mediation but indicated that he would like a mediator to run the mediation with Dr Heim. Ms Roche made tentative (pending availability of both parties) arrangements for a mediation session to be held in Katherine and mediated by the Katherine Employee Assistance Service on 8 February.

80. **27 January** – Video footage of cattle in very poor condition, claimed to have been taken at Mataranka Station, placed on YouTube. When the footage was taken is unknown.

81. **27 January** – Ms Purich received the third progress report to AEC on Mataranka Station from Mr Biggs (Attachment 18).

82. **1 February** – Prof Glover and Prof Webb met with Mr O'Brien and Mr Chamberlain to discuss the Notice of Investigation relating to Mataranka Station. Prof Glover agreed to provide Mr O'Brien with CDU documentation relevant to the investigation by 3 February 2010.

AEC REPORT 17 SEPTEMBER 2009 CDU ANNEXURE A1-1

A1-1

2009 AEC Facility Inspection Report:

Mataranka Station, Mataranka Northern Territory

Facility:

Date: 17th September 2009

AEC Members performing inspection: Professor Bob Wasson

For remote inspections,AEC member who organised inspection: Nil

Person(s) performing inspection on behalf of AEC and qualifications: Nil

Guest inspector: Mr Greg Scott, Department of Primary Industry, Katherine

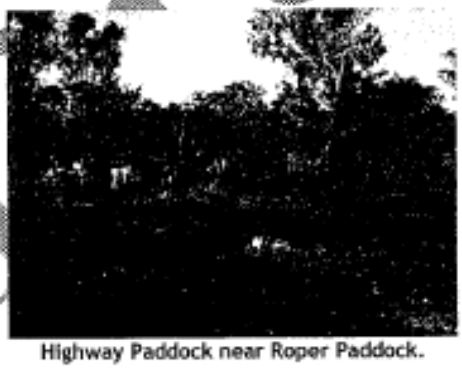
Name & position of person facilitating inspection: Ms Plaxy Pursch, Executive Officer

Facility Manager Name: Ian Gray

Licence to use premises for teaching or research involving animals number and expiry date: 002

Attachments to this document photographs.

Brief overview /description of facility:



Highway Paddock near Roper Paddock.

Mataranka Station is a 77,000 hectare training facility and commercial cattle station. It offers VET courses in commercial cattle production and horsemanship. The Station presently has 20 horses and approximately 4,500 head of cattle comprising 300 1st calf heifers, 300 replacement heifers, 400 weaners, with the remaining 2,300 steers and weaner steers. The countryside is generally open woodland with 2 creeks running through the station.

The cattle and horse facilities comprise 16 paddocks, 9 bores, 7 pen cattle yard with crush and handling facilities, and horse handling yards under a large shed. The station maintains 450 km of fence line.

There is student accommodation for 20 students, staff quarters for 4 members, plus cooks quarters, kitchen, dinning room and entertainment room, shaded small pool, 2 work sheds and two houses. The infrastructure is one tractor, two quad bikes, two fire fighting units on trailer, one truck and two 4x4 tray top vehicles.

The Overseer of the Station is Dr Brian Heim. The Manager is Mr Ian Gray who commenced in May 2009. And there is one full time station hand, Ms Nicola Walters.

Animals:

	Y/N
Identification - whether individually or in groups	Yes and No
General health and morbidity - in receipt of good husbandry procedures, and not suffering obvious injury, sickness or infestation	Yes and No
Normal behavioural patterns - sleeping, feeding, drinking, grooming, exploratory behaviour, performance and social and reproductive behaviour.	Yes
Social Contact - the number of animals in cages, pens etc and the placement of these should enable social conditions to be maintained	Yes
Monitoring - reasonable maintenance of animal wellbeing	No

Additional Comments:

Some cattle are identified with ear tags and clipping. Many tags have fallen out. Presently there is no set programme for identification of individual cattle.

Not all cattle need to be individually identified. Young steers destined for the live export market are not individually identified and tagged.

The general health and morbidity of the cattle ranges from poor to good condition. The cattle that are in poor condition are the breeders, heifers and cows that are either pregnant, calving or lactating and are experiencing the associated stresses related to these conditions, coinciding with the late dry season and over grazing of some paddocks.

The poor condition of some cattle is the result of bulls being left with the herd all year round. Bulls have now been separated from the herds.

The condition of the various herds is mixed. There are some stronger than others, and sometimes bullying occurs with the weaker being pushed away from good grass and supplement feeding areas.

As a result of the poor condition of some mothers, calves have been weened before they would normally be weened. This is to reduce the stress on the mother. Separately the mothers and calves are then fed supplementary hay, pellets and moved into paddocks with good feed.

The weakest breeders and early weened calves have been yarded. They are monitored twice daily, and administered additional vitamins and minerals.

Given cattle identification is not consistent there has not been any individual monitoring of cattle, but herds are monitored for condition and pregnancy.

Buffalo fly control requires back rubs at all water points for all stock, except weaners and steers.

Clarity could not be obtained about a vaccination programme for botulism, vibriosis and general worming. There is no plan or record of what is happening.

There is no plan for the management of ticks, i.e. spelling paddocks, treating ticks, records of infestations.

Holding facilities including, outdoor yards or paddocks:

	Y/N
Adequately staffed	No
Adequately designed	Yes
Adequately constructed	Yes
Equipped and maintained to permit effective maintenance and servicing to keep animals in good health.	Yes
Clean unlimited water	Yes
Fences, yards and gates in good working order	No
Animal waste management system in place	Yes
Other species needs, eg. wildlife not being interfered with	Yes
Secure from unauthorized access	Yes

Additional Comments:

Given the greater demand for weaning, separation of stock of various conditions, and supplementary feeding, assistance is needed to distribute the feed and monitor wellbeing of cattle in poor condition. The tyranny of distance and herd location means that the Manager needs further assistance over and above that is currently available.

Given the poor condition of the breeders, paddock location and the breeding cycle determine how far they can move without becoming too stressed.

Some herds still need to be split, segregating the weakest breeders from the strongest to commence additional feeding.

Some well grassed paddocks were burnt last year and approximately 30km of fence needs to be replaced.

Some paddocks appear to have been overgrazed, particularly but not restricted to areas close to the water sources. As the Dry progresses cattle have to move further away from the watering points, requiring greater exertion.

Outdoor Housing:

	Y/N
Adequate shelter against wind and rain	Yes
Adequate shade	Yes
Clean unlimited water	Yes
Protection from predation and vermin	Yes
Walls, yards and gates in good working order	Yes
Good general hygiene and cleanliness	Yes
Animal waste management system in place	Yes
Secure from unauthorized access	Yes

Additional Comments:

Damaged corrugated iron needing repair on the exterior yard of the cattle yards. Some temporary paneling still exists at the Cattle yards which may need replacing.

Indoor Housing:

	Y/N
Buildings compatible to needs of animals housing	N/A
Control environmental factors - good ventilation and lighting	N/A
Excludes vermin or vermin control protocol in place	N/A
Limit contamination associated with keeping of animals (feeding, water, bedding, entry of people)	N/A
Building in good repair. Surfaces washable and able to be disinfected	N/A
Kept clean and tidy	N/A
Animal waste management system in place	N/A
Adequate storage areas for food and equipment	N/A
Contingency plans to cover emergencies such as lighting breakdown, heating or cooling	N/A
Secure from unauthorized access	N/A

Additional Comments:

N/A

Food and Water:

	Y/N
Appropriate type of food	Yes
Adequate nutrition for various life stages as applicable (growing, maintenance, reproduction)	Yes
Provision to maintain food uncontaminated	Yes
Provision to maintain food fresh and unspoiled	Yes
Clean drinking water	Yes
Drinking water constantly available	Yes
For automated feed and watering systems, provision to provide feed and water in the event of a power outage	Yes

Additional Comments:

The tractor needs an overhaul and is on its last legs. This tractor is the only machine used for lifting and moving large bales of hay.

Bores and watering locations in remote paddocks are checked every two days. Some bores have back up generators.

Two sides of the feed shed are open. Hay and feed fill the shed and, in the advent of an unseasonal storm, rain would come into the open end and hay and feed would get wet and damaged.

All containers with urea as supplement lick need to have holes drilled in the bottom.

A drinking trough was leaking in the corridor paddock located next to the north west corner of Tsumengerl Paddock.

Pens and Cages:

	Y/N/?
Protected from environmental extremes	N/A
Good repair and escape proof	N/A
Constructed of durable, impervious materials	N/A
Do not cause injury to the animals	N/A
Good ventilation and lighting	N/A
Food / water access	N/A
Good general hygiene and cleaning	N/A
Animal accommodation to suit species' specific needs (numbers in cages, housing materials, environmental requirements)	N/A

Additional Comments:

N/A

Documentation

	Y/N/?
Standard operating procedures or other guidelines available	Yes
Records of monitoring of animal health and wellbeing	No
After hour contact details for emergency - the person in charge and applicants must have a system in place so that they or other responsible persons, can be contacted in the event of emergency.	No
Any adverse events recorded	No
Approved AEC applications relevant to facility available for viewing by AEC inspectors and/or facility manager	Yes
Contingency Plan for extreme events, i.e. flooding, fires, disease outbreak, etc	No

Additional Comments:

The Strategic Plan was last updated in 2001.

There are records of monitoring of animal health and wellbeing but they are two years old. There are no up-to-date records available.

There is no written emergency plan, documentation for adverse events or contingency plan for extreme events. However, there is an informal plan to contact the vet in Katherine and/or Department of Primary Industry in the case of disease outbreak.

Staffing and Veterinary Support

	Y/N
Animals must be managed and handled by appropriately skilled and experienced staff, trainees and students must be supervised by appropriately skilled and experienced staff and the staffing level must be capable of providing appropriate care of the animals.	No
Staff have access to veterinary support services	Yes

Additional Comments:

[illegible] problems	Action required to [illegible] technology transfer
Breeder cattle are stressed due to calving out of season. The optimum time for calving is November/December when feed is in plentiful supply.	Bulls are not to remain in herds throughout the year.
Individual identification is not consistent and it is difficult to monitor and record condition of individual animals.	Individually identify all breeder cattle, record and monitor husbandry activities.
Breeder cattle need supplementary feeding and monitoring.	Additional feed needs to be kept up to breeder cattle until condition improves.
Early weaner calves need supplementary feeding.	Additional feed needs to be kept up to weaner calves until condition improves.
The only tractor is unreliable and problematic. If this tractor breaks down feeding stops.	Tractor needs to be repaired or replaced.
Additional feeding and monitoring of breeders in poor condition requires additional staff help	Employ additional station hand to assist with the feeding and monitoring.
Over grazing of paddocks forcing cattle to walk father away from water source as the dry season progresses. Good feed is further and further away and more difficult for weaker cattle to improve condition.	Consider adding additional watering points to utilize good feeding areas. Spell overgrazed paddocks.
Cattle in poor and good condition together in a herd. With the weaker cattle being bullied away from the good feeding areas.	Separate the herd into cattle with similar condition.
Buffalo fly control requires back rubs at all water points for all stock, except weaners and steers.	Install buffalo fly control measures.
There is no clarity about a vaccination programme for botulism, vibriosis and general worming. There is no plan or	Develop a plan for the recording of vaccinations, worming and processing of cattle.

record of what is happening to the cattle.	
There is no plan for the management of ticks, i.e. spelling paddocks, treating ticks, records of infestations.	Develop a plan for tick management.
Urea based supplement lick containers did not have draingageholes in the bottom.	Put holes in all urea supplement lick containers to allow for good drainage in the advent of unseasonal rain.
Water trough was leaking next to Tsumengeri Paddock.	Repair water trough.
Fencing is down in paddocks with good feed and needs repair.	Repair fence as a priority.
There is risk of uncontrollable wildfire burning paddocks and fences.	A strategic rotational fire management plan needs to be implemented.
The 2001 Strategic Plan is not current.	The Strategic Plan needs to be updated and reviewed.
There is no contingency plan for extreme events.	Develop a contingency plan for extreme events.
There is no documentation with after hour contact details for emergency - the person in charge and applicants must have a system in place so that they or other responsible persons can be contacted in the event of emergency.	Develop an after hours contact list in case of emergency.
Notification of any adverse events.	Develop documentation for the reporting of any adverse events.

Additional Comments:

Given the repeated animal welfare concerns at Mataranka Station and until all plans have been developed and implemented, it would be beneficial for the Manager for Rural Operations, Dr Brian Heim to inspect the property every three months.

This report has been prepared for the Charles Darwin University Animal Ethics Committee by:

Professor Bob Wasson

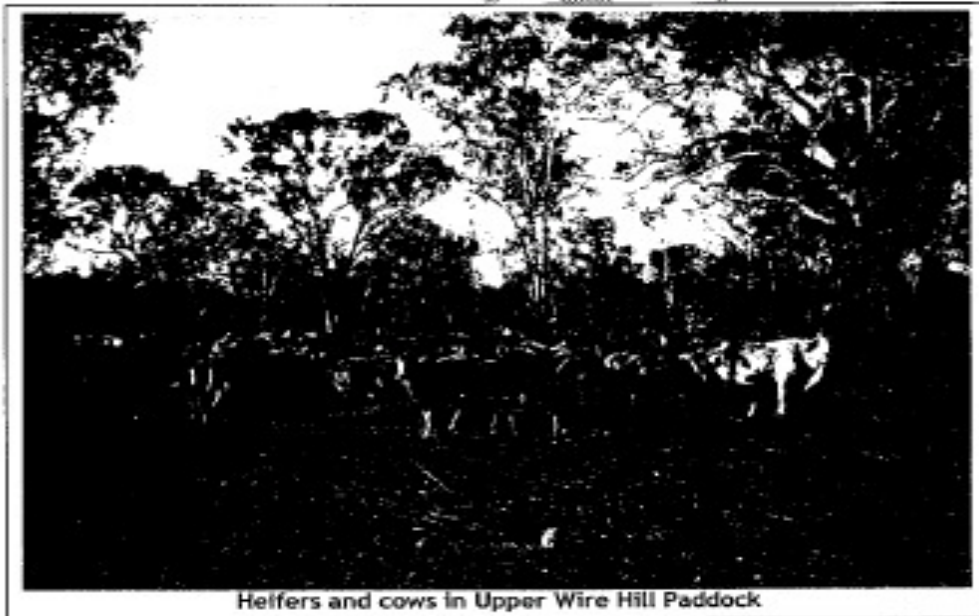
Name	Signature	Date
Plaxy Purich		
Name	Signature	Date

AEC use only

This report has been accepted by the Charles Darwin University Animal Ethics Committee

AEC Chair

Name	Signature	Date



Heifers and cows in Upper Wire Hill Paddock

Upper Wire Hill Paddock at feeding station

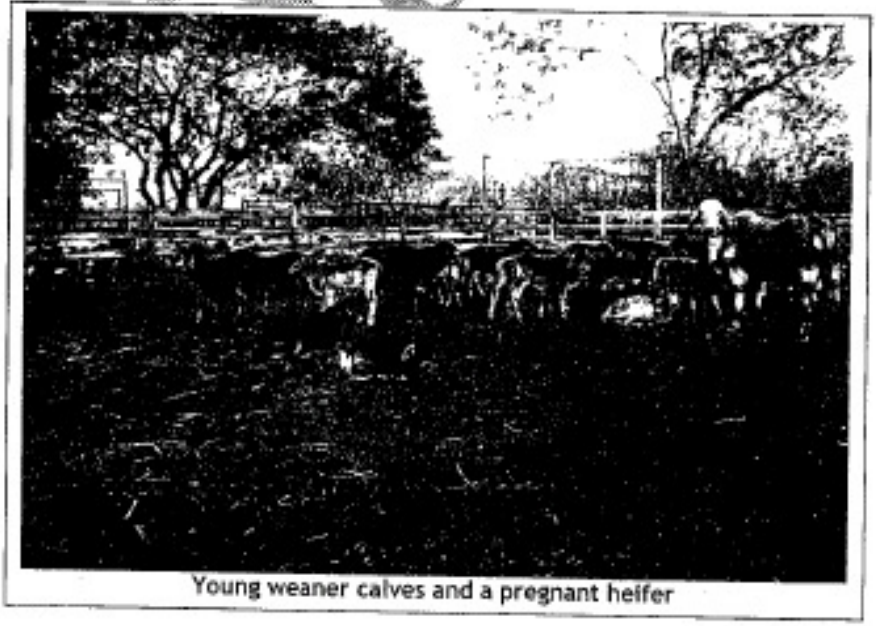
Roper Paddock next door to Highway Paddock

Highway Paddock next to Roper Paddock

Wire Hill Paddock

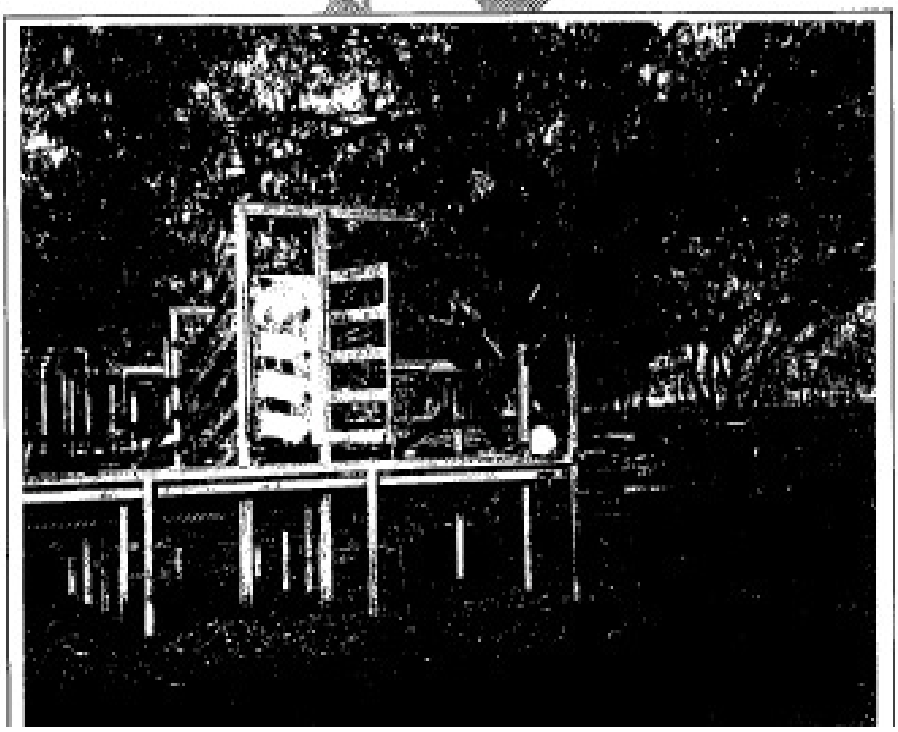
11

Young weaner calves with millet hay

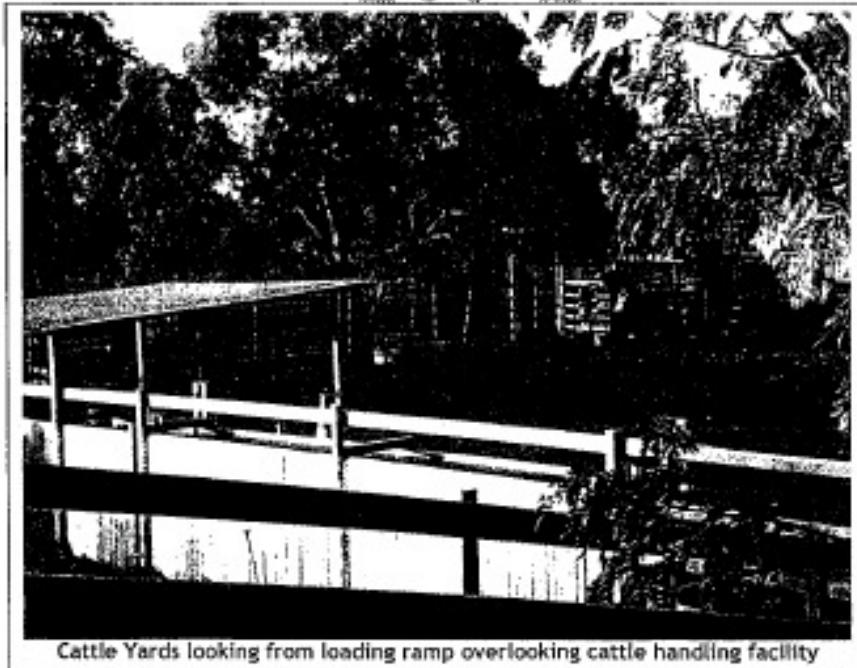


Young weaner calves and a pregnant heifer

Cattle Yard Inspection and CDU 4x4 vehicle



Young weaners, forward of photo, with young steers behind in Cattle Yards



Cattle Yards looking from loading ramp overlooking cattle handling facility

AEC REPORT 7 OCTOBER 2009 - CDU ANNEXURE A1-2

A1-2

2009 AEC Facility Inspection Report:

Mataranka Station, Mataranka Northern Territory

Facility:

Inspection Dates: 17th September and 7th October 2009

AEC Members performing inspection: Professor Bob Wasson twice and Ms Susan Hutton once on the 7th October 2009

For remote inspections,AEC member who organised inspection: Nil

Person(s) performing inspection on behalf of AEC and qualifications: Nil

Guest inspector: Mr Greg Scott, Department of Primary Industry, Katherine on the 17th September 2009

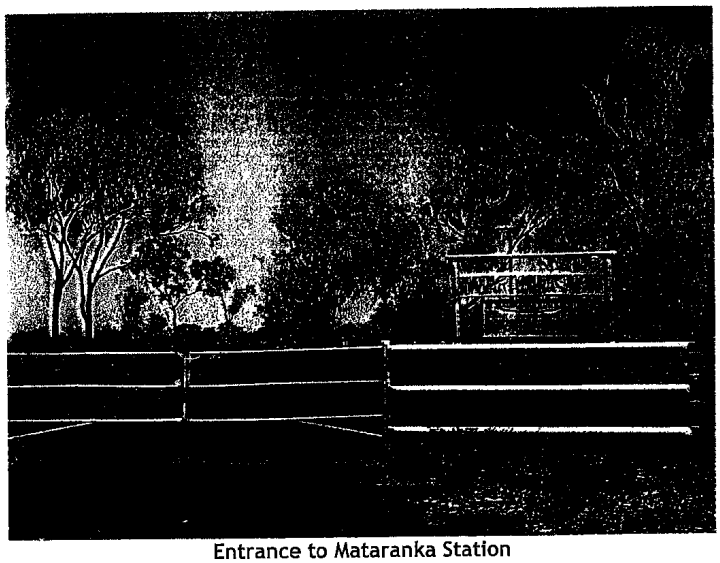
Name & position of person facilitating inspections: Ms Plaxy Purich, Executive Officer on both occasions.

Facility Manager Name: Ian Gray, Station Manager on both occasions

Licence to use premises for teaching or research involving animals number and expiry date: 002, expires 1/12/2011

Attachments to this document photographs from 17th September and 7th October.

Brief overview /description of facility:



Entrance to Mataranka Station

Mataranka Station is a 77,000 hectare training facility and commercial cattle station. It offers VET courses in commercial cattle production and horsemanship. The Station presently has 30 horses and approximately 4,500 head of cattle comprising 2,100 breeders, 300 1st calf heifers, 300 replacement heifers,500 steer and cull heifers with the remaining 1,400 being weaners. The countryside is generally open woodland with 2 creeks running through the station, one being permanent.

The cattle and horse facilities comprise 16 paddocks, 9 bores, 7 pen cattle yard with crush and handling facilities, and horse handling yards under a large shed. The station maintains 450 km of fence line.

There is student accommodation for 20 students, staff quarters for 4 members, plus cook's quarters, kitchen, dining room and entertainment room, shaded small pool, 2 work sheds and two houses. The infrastructure is one tractor, two quad bikes, one fire fighting unit on trailer and one "slip-on" unit, one truck and two 4x4 tray-top vehicles.

The Management Executive responsible for the Station oversight is Dr Brian Heim. The Manager is Mr Ian Gray who commenced in May 2009. And there is one full time station hand, Ms Nichola Walters.

Animals:

	Y/N
Identification - whether individually or in groups	Yes and No
General health and morbidity - in receipt of good husbandry procedures, and not suffering obvious injury, sickness or infestation	Yes and No
Normal behavioural patterns - sleeping, feeding, drinking, grooming, exploratory behaviour, performance and social and reproductive behaviour.	Yes
Social Contact - the number of animals in cages, pens etc and the placement of these should enable social conditions to be maintained	Yes
Monitoring - reasonable maintenance of animal wellbeing	No

Additional Comments:

Some cattle are identified with ear tags and clipping. Many tags have fallen out. Presently there is no set programme for identification of individual cattle.

Not all cattle need to be individually identified. Young steers destined for the live export market are not individually identified and tagged.

The general health and morbidity of the cattle ranges from poor to good condition, with the majority being in good condition near the end of the dry season. The cattle that are in poor condition are the breeders, heifers and cows that are either pregnant, calving or lactating and are experiencing the associated stresses related to these conditions, coinciding with the late dry season and over grazing of some paddocks.

The poor condition of some cattle is the result of inadequate access to sufficient amounts of food of an appropriate quality. This problem was exacerbated by bulls being left with the herd all year round, which permitted uncontrolled breeding. Bulls have now been separated from the herds.

Seven animals have been euthanized humanely.

The cattle in poor condition are those with body condition scores of one. The proportion of score one animals is approximately 3-5% of the entire stock on the station.

Apart from four poddy calves being milk fed, individual calves that have been weaned early less than 6 months of age don't receive individual attention for isolated cases of scouring. There was comment this was a result of a change of diet.

The condition of the various herds is mixed. There are some stronger than others, and sometimes bullying occurs with the weaker being pushed away from good grass and supplement feeding areas.

As a result of the poor condition of some mothers, calves have been weaned before they would normally be weaned. This is to reduce the stress on the mother. Separately the mothers and calves are then fed supplementary hay, pellets and moved into paddocks with good native grass feed.

The weakest breeders and early weened calves have been yarded. They are monitored twice daily, and administered additional vitamins and minerals.

Given that cattle identification is not consistent there has not been any individual monitoring of cattle, but herds are monitored for condition and pregnancy.

Buffalo fly control may require back rubs at all water points for all stock, except weaners and steers.

Clarity could not be obtained about a vaccination programme for botulism, vibriosis and general worming. There is no plan or record of what is happening.

There appears to be no formal plan for the management of ticks (Boophilus microplus), i.e. spelling paddocks, treating ticks, records of infestations. Cattle tick burden is kept to a minimum through utilisation of tick resistant genetics in the breeding herd. Ticks are endemic at the Cattle Station.

Holding facilities including, outdoor yards or paddocks:

	Y/N
Adequately staffed	No
Adequately designed	Yes
Adequately constructed	Yes
Equipped and maintained to permit effective maintenance and servicing to keep animals in good health.	Yes
Clean unlimited water	Yes
Fences, yards and gates in good working order	No
Animal waste management system in place	Yes
Other species needs, eg. wildlife not being interfered with	Yes
Secure from unauthorized access	Yes

Additional Comments:

Given the greater demand for weaning, separation of stock of various conditions, and supplementary feeding, assistance is needed to distribute the feed and monitor wellbeing of cattle in poor condition. The tyranny of distance and herd location means that the Manager needs further assistance over and above that currently available.

Given the poor condition of the breeders, paddock location and the breeding cycle determine how far they can move without becoming too stressed.

Some herds still need to be split, segregating the weakest breeders from the strongest to commence additional feeding.

Some well grassed paddocks were burnt last year and approximately 30km of fence needs to be replaced.

Some paddocks appear to have been overgrazed, particularly but not restricted to areas close to the water sources. As the Dry progresses cattle have to move further away from the watering points, requiring greater exertion.

Outdoor Housing:

	Y/N
Adequate shelter against wind and rain	Yes
Adequate shade	Yes
Clean unlimited water	Yes
Protection from predation and vermin	Yes
Walls, yards and gates in good working order	Yes
Good general hygiene and cleanliness	Yes
Animal waste management system in place	Yes/No
Secure from unauthorized access	Yes

Additional Comments:

Damaged corrugated iron needing repair on the exterior yard of the cattle yards. Some temporary paneling still exists at the Cattle yards which may need replacing.

The Station's private rubbish dump is a 2.5m deep x 8m long open pit. Within this fenced area is a pile of cattle and animal carcasses. The area is fenced but it is down in one place and the gate is not affixed to the gate posts.

Indoor Housing:

	Y/N
Buildings compatible to needs of animals housing	N/A
Control environmental factors - good ventilation and lighting	N/A
Excludes vermin or vermin control protocol in place	N/A
Limit contamination associated with keeping of animals (feeding, water, bedding, entry of people)	N/A
Building in good repair. Surfaces washable and able to be disinfected	N/A
Kept clean and tidy	N/A
Animal waste management system in place	N/A
Adequate storage areas for food and equipment	N/A
Contingency plans to cover emergencies such as lighting breakdown, heating or cooling	N/A
Secure from unauthorized access	N/A

Additional Comments:

N/A

Food and Water:

	Y/N
Appropriate type of food	Yes
Adequate nutrition for various life stages as applicable (growing, maintenance, reproduction)	Yes
Provision to maintain food uncontaminated	Yes
Provision to maintain food fresh and unspoiled	Yes
Clean drinking water	Yes
Drinking water constantly available	Yes
For automated feed and watering systems, provision to provide feed and water in the event of a power outage	Yes

Additional Comments:

The tractor needs an overhaul and is on its last legs. This tractor is the only machine used for lifting and moving large bales of hay.

Bores and watering locations in remote paddocks are checked every two days. Of the nine bores, one bore has a fixed back up generator. Two bores are run with portable generators, one diesel and one petrol. There is one spare unreliable back up petrol generator.

Two sides of the feed shed are open. Hay and feed fill the shed and, in the advent of an unseasonal storm, rain would come into the open end and hay and feed would get wet and damaged.

All containers with urea as supplement lick need to have holes drilled in the bottom to avoid poisoning when the lick gets wet or containers need to be replaced with containers with open ends.

A drinking trough was leaking in the corridor paddock located next to the north west corner of Tsumengeri Paddock.

Pens and Cages:

	Y/N
Protected from environmental extremes	N/A
Good repair and escape proof	N/A
Constructed of durable, impervious materials	N/A
Do not cause injury to the animals	N/A
Good ventilation and lighting	N/A
Food / water access	N/A
Good general hygiene and cleaning	N/A
Animal accommodation to suit species' specific needs (numbers in cages, housing materials, environmental requirements)	N/A

Additional Comments:

N/A

Documentation

	Y/N
Standard operating procedures or other guidelines available	Yes
Records of monitoring of animal health and wellbeing	No
After hour contact details for emergency - the person in charge and applicants must have a system in place so that they or other responsible persons, can be contacted in the event of emergency.	No
Any adverse events recorded	No
Approved AEC applications relevant to facility available for viewing by AEC inspectors and/or facility manager	Yes
Contingency Plan for extreme events, i.e. flooding, fires, disease outbreak, etc	No

Additional Comments:

The Strategic Plan was last updated in 2001.

There are records of monitoring of animal health and wellbeing from when the current manager was at Mataranka Station previously but this was four years ago and no records have been collected since. Collection of these records has commenced again with the re-appointment of Ian Gray to the position of Station Manager. There are no up-to-date records available as yet.

There is no written emergency plan, documentation for adverse events or contingency plan for extreme events. However, there is an informal plan to contact the vet in Katherine and/or Department of Primary Industry in the case of disease outbreak.

Staffing and Veterinary Support

	Y/N
Animals must be managed and handled by appropriately skilled and experienced staff, trainees and students must be supervised by appropriately skilled and experienced staff and the staffing level must be capable of providing appropriate care of the animals.	No
Staff have access to veterinary support services	Yes

Additional Comments:

Assistance is needed for the day to day monitoring and maintenance of cattle in poor condition. The Manager cannot do this adequately without more assistance.

There appear to be communication problems resulting in conflict between various staff members and their families at Mataranka Station which is ultimately impacting on the welfare of the cattle by stressing those attempting to remedy the poor condition of some cattle.

CONCLUSIONS

Observations/problems	Action requested by AEC Inspectors including timeframe
Breeder cattle are stressed due to calving out of season. The optimum time for calving is November/December when feed is in plentiful supply.	***Bulls are not to remain in herds throughout the year.***
Individual identification is not consistent and it is difficult to monitor and record condition of individual animals.	Individually identify all breeder cattle, record and monitor husbandry activities, ie vaccination, worming, pregnancy.
Breeder cattle need additional feeding and monitoring.	***Additional feed needs to be kept up to breeder cattle until condition improves.***
Early weaner calves need additional feeding.	***Additional feed needs to be kept up to weaner calves until condition improves.***
The only tractor is unreliable and problematic. If this tractor breaks down feeding stops.	***Tractor needs to be repaired or replaced.***
Additional feeding and monitoring of breeders in poor condition requires additional staff help	***Employ additional station hand to assist with the feeding and monitoring.***
Over grazing of some paddocks forcing cattle to walk father away from water source as the dry season progresses. Good feed is further and further away and more difficult for weaker cattle to improve condition.	• Consider adding additional watering points to utilize good feeding areas. • Spell overgrazed paddocks. • Consideration needs to be given to decreasing the number of cattle on the station.
Cattle in poor and good condition together in a herd. With the weaker cattle being bullied away from the good feeding areas.	• ***Separate the herd into cattle with similar condition.*** • Provide sufficient feeding containers to accommodate all feeding cattle.
Buffalo fly control requires back rubs at all water points for all stock, except weaners and steers.	Monitor buffalo fly control measures.
There is no clarity about a vaccination programme for botulism, vibriosis and general worming. There is no plan or record of what is happening to the cattle.	Develop a plan for the recording of vaccinations, worming and processing of cattle.

There is no plan for the management of ticks, i.e. spelling paddocks, treating ticks, records of infestations.	***Develop a plan for tick management.***
Urea based supplement lick containers did not have draingageholes in the bottom.	Put holes in all urea supplement lick containers to allow for good drainage in the advent of unseasonal rain or replace containers.
Water trough was leaking next to Tsumengeri Paddock.	Repair water trough.
There is no reliable water source because the back up generator is unreliable and old.	***Back up generator needs to be repaired or replaced***
Fencing is down in paddocks with good feed and needs repair.	***Repair fence as a priority.***
Corrugated iron is ripped and protruding away from the cattle yards.	***Repair or replace protruding corrugated iron sheet.***
There is risk of uncontrollable wildfire burning paddocks and fences.	A strategic fire-management plan needs to be implemented.
The 2001 Strategic Plan is not current.	***The Strategic Plan needs to be updated and reviewed.***
There is no contingency plan for extreme events.	Develop a contingency plan for extreme events.
There is no documentation with after hour contact details for emergency - the person in charge and applicants must have a system in place so that they or other responsible persons can be contacted in the event of emergency.	Develop an after hours contact list in case of emergency.
Notification of any adverse events.	Develop documentation for the reporting of any adverse events.
There appeared to be communication problems resulting in conflict between various staff members and their families at Mataranka Station over a prolonged period of time which is impacting directly on the welfare of the cattle.	***Address staffing issues.***
The Station's private rubbish dump and pile of animal carcasses needs to be fenced and tidied up. The area is fenced but this fence is down in one place and the gate is not affixed to the	• It is recommended to fix the fence so wildlife and feral pigs can't eat carcasses or rubbish. • Install gates. • It is also recommended that animal

gate posts.	carcasses are deposited into a deep pit with gravel and lime being placed over any incoming carcasses instead of being piled up. • The rubbish dump needs to be tidied up into respectable piles and pits around the carcasses.

Additional Comments:

Given the repeated animal welfare concerns at Mataranka Station and until all plans have been developed and implemented, it would be beneficial for the Manager for Rural Operations, Dr Brian Heim to inspect the property every three months.

The AEC will review this report in six months. In the meantime, a progress report will be required at the end of each month until the end of February 2010 and then every three months after that, until all recommendations have been remedied.

In the three weeks between inspections, some recommendations from the first visit have been actioned. These have been highlighted in bold italics in the conclusions above.

The Animal Ethics Committee recommends the Management Executive responsible for the Station oversight, Dr Brian Heim; provide an action plan outlining his responses to each recommendation and its associated timeframe for resolution.

This report has been prepared for the Charles Darwin University Animal Ethics Committee by:

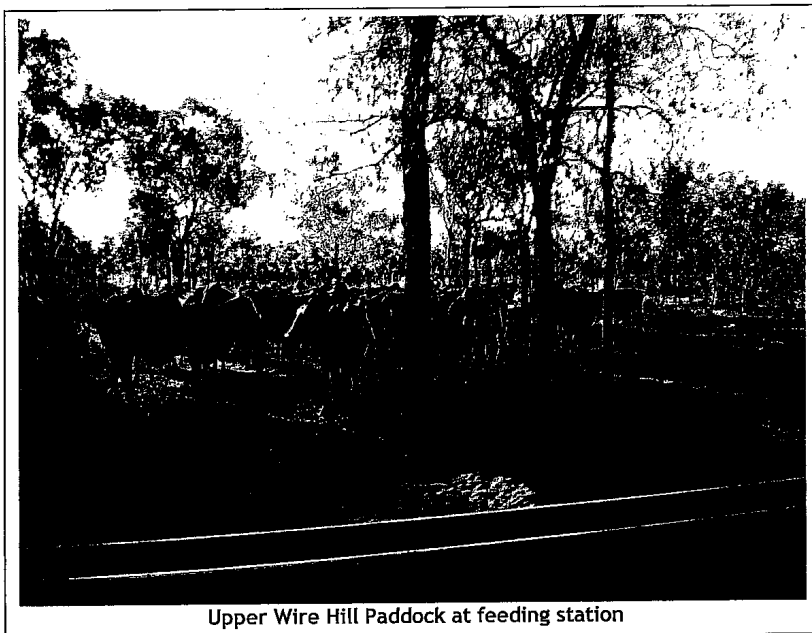
Professor Bob Wasson		
Name	Signature	Date
Ms Plaxy Purich		
Name	Signature	Date
Ms Susan Hutton		
Name	Signature	Date

AEC use only

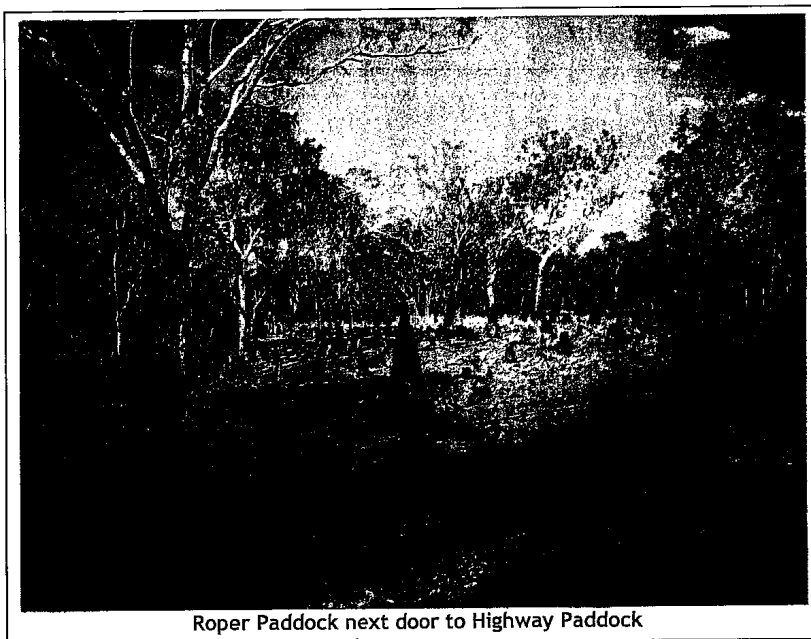
This report has been accepted by the Charles Darwin University Animal Ethics Committee

AEC Chair _____ Name _____ Signature _____ Date

Heifers and cows in Upper Wire Hill Paddock

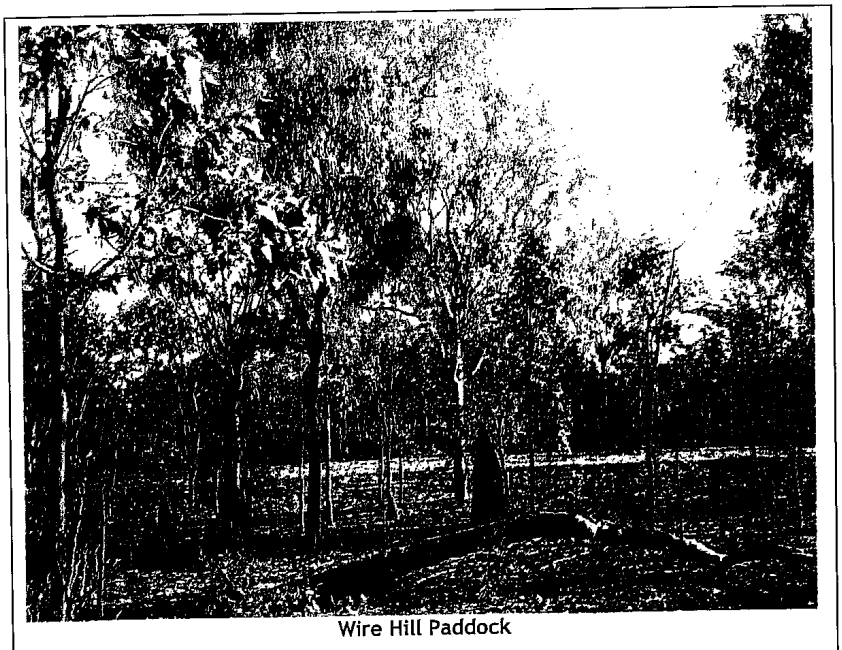


Upper Wire Hill Paddock at feeding station



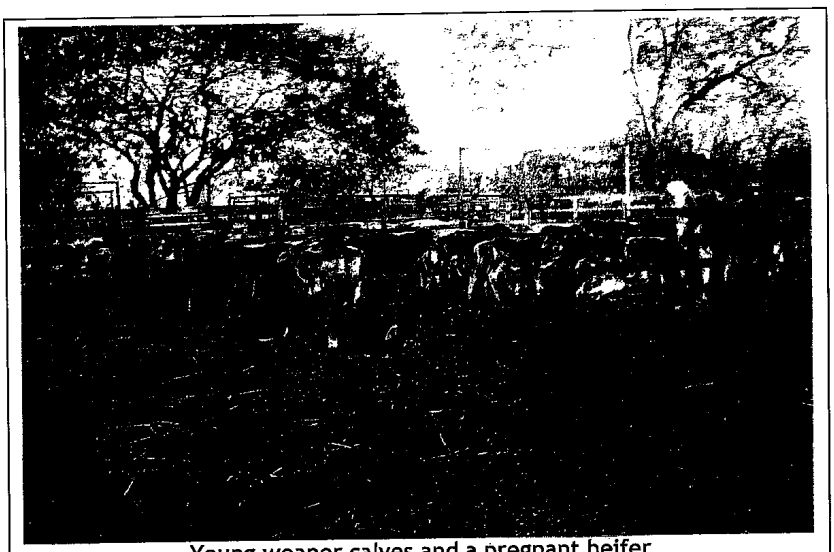
Roper Paddock next door to Highway Paddock

Highway Paddock next to Roper Paddock



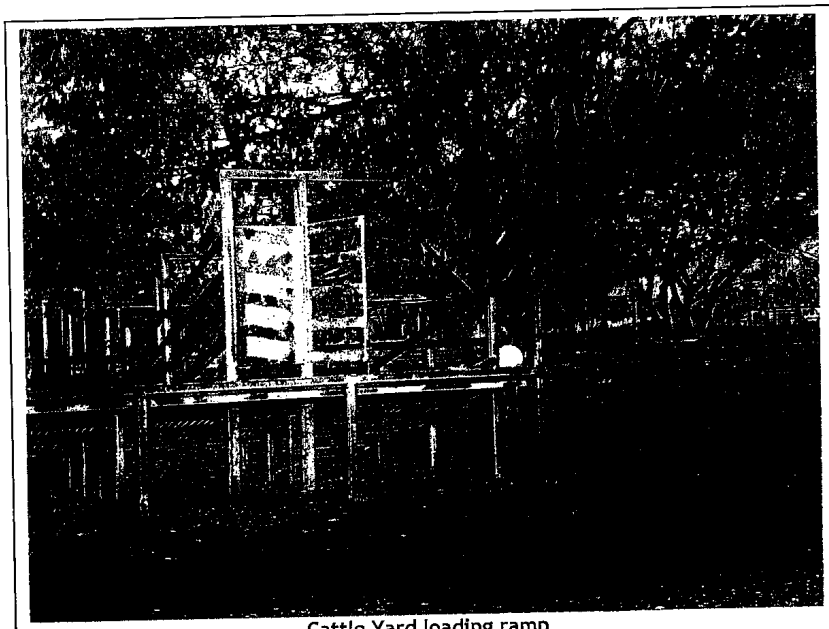
Wire Hill Paddock

Young weaner calves with millet hay



Young weaner calves and a pregnant heifer

Cattle Yard Inspection and CDU 4x4 vehicle



Cattle Yard loading ramp

Young weaners, forward of photo, with young steers behind in Cattle Yards

Cattle Yards looking from loading ramp overlooking cattle handling facility

Photos from the inspection on the 7th October 2009

Cows receiving additional feeding in Wire Hill Paddock

Early weaned calves in the Cattle Yards receiving additional feeding.

Rubbish dump area overlooking cattle carcasses

Station rubbish dump, three strand barbwire fence in back ground.

Permanent creek in Tiger Hill Paddock

Tiger Hill Paddock on left and Yellow Waterhole Paddock on right
These paddocks will be for the score 1 cattle and wearners.

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A1-3

Investigation of Concerns about the Management of Cattle at Mataranka Station

A report commissioned by the Animal Ethics Committee, Charles Darwin University.

Prepared by:
T.G.H. Stockwell, M.Agr.Sc.
10 November 2009.

Table of Contents

Investigation of Concerns about the Management of Cattle at Mataranka Station

CONCLUSIONS and SUMMARY

It is my opinion that a *prima facie* case exists for all of the five points raised in the letter of complaint by Mr Toby Gorringe.

The management of a significant proportion of the livestock on Mataranka during the dry season of 2009 has been below any acceptable industry/community production and welfare standards.

While there appears to have been significant flaws in the overall strategic and operational management of Mataranka Stn leading up to this dry season (in 2008 in particular) thus leaving the cattle herd vulnerable to poor management, recent management decisions appear:

- haphazard at best,
- ineffective with respect to the ethical and moral demands of reasonable animal husbandry and welfare,
- almost certainly putting the people and organisation at high risk of being found culpable under the Animal Welfare Act, and
- Economically unsuccessful with respect to significant loss of value of the herd and the subsequent requirement for crisis feeding strategies.

Condition of a proportion of all classes of cattle referred to in the complaints remains critical and any further systemic failure (even short term) in the supplementation program, grazing management, or the provision of drinking water will result in losses greater than already witnessed. At the time of inspection apparently reasonable levels of supplementation was in place.

Animal health, herd productivity and economic performance of the herd has been severely compromised and will take a number of years to recover to full productivity.

The manager Mr Ian Gray:

- appears earnest and hard-working in his approach,
- at the time of the inspection was operating the station single-handedly under considerable duress,
- has apparently proven skills in beef cattle reproductive techniques, and orally presented a reasonable strategic view of management for the future.

However the:

- planning and implementation of the nutritional and grazing management of the cattle,
- organisation and management of people resources
- absence of a timely response to the severe nutritional stress being placed on cattle, to the point of starvation and death, and prioritisation of activities accordingly.

has been the major contributing factor to the failure of the production system and animal welfare issues as described in the DPI reports and complaints listed by Mr Gorringe.

This investigation was able to obtain only a summary of approximate numbers per paddock and estimates of condition. There was no formal written herd, pasture, supplementation or vaccination records available on which to base production or mortality rates and the like. The only recent station operational records provided were from the diary and notebooks of station hand Nicky Walters.

The formal management response to the complaints also failed to offer any substantive further data or records to refute the claims.

With respect to nutritional management in particular, the management response was inaccurate with respect to existing nutritional knowledge and current industry practice and attitudes for the surrounding district. (A comprehensive mineral supplementation program is an essential component of cattle production in the Mataranka district and Katherine /Roper/Gulf Sturt Plateau region generally and an industry standard practice for 15 years. It is my recollection that supplementation, along with controlled mating was a normal part of Mataranka Station management up to a few years ago at least. One might reasonably expect a teaching institution to be demonstrating best practice.)

The management response labelled all complaints as "opinion". I found these opinions to be based on solid and extensive practical experience and a well developed sense of respect and care for the husbandry of livestock. It is my opinion that Mr Gorringe could be considered an expert in the husbandry of cattle.

While the management response viewed the complaint regarding the weaners as 'frivolous and vexatious", the opinions of Mr Gorringe, two other staff members, an experienced stock contractor and 2 welfare officers of DRDPIFR (DPI) viewed the management and subsequent condition of the weaners with similar alarm and concern for the welfare of the animals. The investigation saw weaners of various conditions still in the yards, saw the small eaten out paddocks, and sighted photos of distressed and dead weaners in the yards, taken during DPI inspections.

All of the complaints as described were corroborated by several staff members, with records of deaths and movements being sighted by the investigation. They also agreed with observations by other experienced people, as well as apparently students, attending Preg-testing schools on the station.

An appreciation of the gravity of the problem and willingness to act appears to have been grudging and lethargic, only implemented after numerous Animal Welfare and AEC reports.

The inability to provide any sort of management or operational records seems at odds with the CDU/NTRC role of training new industry entrants, and providing

(ccredited training for producers which stress the legal requirement for at least basic records of chemical and veterinary treatments.

From the descriptions of management structures given to the investigation, it appeared that there was no single qualified and experienced person responsible for ensuring that reasonable management of livestock, land and people, and auditing numbers and value of the herd, is occurring on Mataranka Station.

5

Investigation of the Complaints

Background

While the evidence was not explicitly sought, it appears that the herd was not well managed last year and may have gone into the 2008 09 wet season in less than optimal condition. Indeed an animal welfare complaint was apparently made in 2008 as well.

While no land system or land type mapping was available, inspection, and discussions with Mr Gray allowed a general picture to be established. The land resources on Mataranka could be described as consisting of:

- lighter sandier soil types with marginal to reasonable pasture types and yields on the western side of the highway.
- better quality soils and pastures associated with creeks and floodplains of the Roper River system interspersed with Tipperra-like land units and lower carrying capacity pasture types, on the east of the road.
- Significant tree component with areas of thick wattle scrub common, subdividing areas of more open savanna woodland
- Land units are variable with mixed pasture types occurring in most paddocks inspected.

As with the rest of the district, Mataranka Station is comprised of soil and pasture types very deficient in phosphorus. With onset of maturity from mid-wet season, pastures would also become increasingly deficient for protein in particular. With increasing utilisation, maturity and onset of hot dry weather pastures would decline to extremely poor levels of digestibility causing deficiency in energy availability as well.

The 2008 09 wet season was intense, meaning nutrition was less than optimal during the green season. The tropical grasses would have produced high yields of lower quality pasture.

The wet season finished relatively early, meaning that there would be potentially be a long dry period with pastures declining from an already mediocre level. A reasonable management response would have been to have higher levels of non-protein nitrogen (NPN) in the supplement from the late wet and in the early dry. It seems probable that while there was some wet season supplementation carried out (records of actual levels unavailable), supplementation was suspended during the early dry. If so this was not a good strategy, as low-cost supplementation at this time of the year enables the animals to maintain weight longer into the dry making late dry season supplementing less expensive and more effective.

It appears that for a number of reasons, nutritional management and good husbandry of the Mataranka herd was going to be essential in this dry season in particular. This would have been apparent to any competent cattle manager.

The Complainant, Mr Toby Gorringe

Mr Gorringe was raised in SW Queensland, one of a family of stockmen, his father being a drover and manager of considerable reputation. Toby is a farrier by trade, has managed stations and outstations having worked his way through the system including numerous head stockman positions. He has been on Mataranka Stn for about 2.5 years as a VET lecturer. A lengthy phone interview was held with Mr Gorringe on Sunday 8 November. He presented as an experienced stockperson and sincere employee.

Complaint 1.

The length of time weaners were held within the yards and holding paddocks without sufficient roughage and supplementary feeds (Lick & Calf pellets). On notification of the DPI inspectors visit the feed was made available before arrival. Normally the feed is not consistently available.

Management Response
This point is not substantiated and is based on opinion. If it refers to the first visit by the stock inspectors, it is frivolous and vexatious. The stock inspector was unable to contact Ian Gray for the first inspection on 4 September 2009 because he had the incorrect phone number. This can be corroborated by the first report from the DPI stock inspector which states:

> On receiving the complaint Mr Greg Scott tried on three occasions to contact the manager Ian Grey leaving messages on both his office and mobile phones on the 3rd and 4th of September, however there was no reply, so it was decided to visit the station.

> On 04/09/09 John Eccles R.V.O. Katherine and Greg Scott the Regional Biosecurity Officer visited Mataranka Stn, however the manager was not present.

Investigation findings

1. The animal welfare report referred to above states as follows:

> Nearly all the stock being held in the stock yards were in a stressed state and it appeared that some pellets had been fed to the weaners at some stage. However, on closer examination all the feeding troughs were found to be empty. There was some evidence that only limited amounts of hay had been fed, even though there was ample baled hay in a shed not more than 150 meters away.
> **AW report 05 09 09**

The investigation was shown photos of the weaners, including dead animals in the yards from the animal welfare inspections, and viewed weaners still in the yards at the time of the station inspection.

The animal welfare officers viewed the situation so seriously that they recommended the following.

Considering what has been observed at the station I am going to recommend that under the Animal Welfare Act the Manager Mr. Ian Grey and his supervising officer Mr Ken Suter be held accountable. Pursuant to section 67(1) of this Act both Mr. Walt and myself believe on reasonable grounds that:

(a) The animals held in the lane way and the yards have not been provided with appropriate food or water for an extended period up to the 05/09/09.

(b) That treating the animals in such a manner is likely to cause their suffering.

2. Station hand Nicky Walters produced diary notes. She described and contrasted weaner handling methods under management of D. Jenkins and I. Gray.

Early in the year, after mustering and drafting, weaners were fed in the yards for 2 days and handled on foot. They were then tailed on good feed nearby with students. They were branded and processed and walked across the road to paddocks within a week. (This approximates common industry practice.)

After the changeover in management, Kuttain and Desert Paddocks were mustered. The weaners from these musters were handled in the yards for about 2 weeks but not tailed. They then went into Tom's paddock for "ages" (17/6 to 7/8)

. "They were getting fed originally on weaner meal but had no grass left in the paddock, so then they had nothing". "They started curling up under trees and dying".

From the 7/8 to 5/9 they went to a holding paddock at Tsumengeri and then back to Tom's . 1 large bale of hay /200 head/day was being fed.

"Feed was made available before visitors came".

"Some unbranded weaners are still here in the yards and are shadows of their former selves"

(This is not common industry practice.)

3. Grant Parker corroborated Nicky Walters records and views, adding that cattle consistently went long periods without feed.

4. Stock Contractor ,Spud Thomas who also runs schools on stock handling and has worked across north Australia, was engaged to handle weaners on Mataranka by Mr. Ian Gray. He stated that he "had never seen weaners in that state before. The weaners were very weak and fragile and there were weaners down when I arrived".

   "Even moving through a gateway, you would end up with 20 in a pile and would have to help them up".

   "There wasn't any feeding program – there were woody (poor) weaners in a separate pen and they went a whole week without feed".

   Ian Gray informed Spud Thomas that the only feed available was out on the road, and that there was an AEC inspection due on Friday and he wanted them out of the yard by then.

Conclusion:

Far from being frivolous and vexatious, as described in the management response, the staff, contractor and animal welfare officers all concurred that serious mismanagement and animal cruelty has occurred with these weaners.

All of the witnesses gave credible evidence and impressed as competent stockmen and professionals with genuine concern for the animals in their care.

The station inspection and interview saw no evidence to contradict the complaint. (Photos Appendix 1.)

Complaint 2.

The Cows that were previously in the road lane were moved there, initially for sale (approx 4 months ago). When these cows were drafted off for sale by Doug Jenkins, Grant Parker and myself they were all in saleable condition and fit for transport. The sale then fell through after circumstances changed. However an unreasonable number of stock (approx 1000 head) were held for an extended period of time in the Highway lane without supplementary feed (lick) and watering on 1 trough 2 meters long.

Management response.

This point is not substantiated and is primarily based on opinion. Lick was provided to these cattle and there is no evidence presented that the available water source was insufficient. The trough is actually 3 metres long.

A photo was presented with this complaint where a animal carcass was next to a water trough. This was one of two animals that got their head caught in the guard around the float at Roper Paddock on a 6 or 9 metre long trough. The station manager used a jack to get them out (evidenced in the photo by the bent RHS section) but one animal subsequently died. Ian agrees that the carcass should have been removed quicker, but the photo was taken only one or two days after the animal was removed from the trough guard, did not recover and died. Pigs ate the carcass very quickly.

Investigation Findings

Station hand N. Walters again provided dates of movement of cattle into and out of paddocks.

These agreed with general movements as described by Manager Ian Gray. A summary of diary records appears below.

Date	Record
20 May 2009	Cows culled on colour and conformation (approx 1000) put into highway laneway
12 June 2009	About half were selected for preg testing school, already started to slip, little feed left in paddock. I Gray did not come near yards during school – Drafted off "Skinnies" before going up to be preg tested.
18 June 2009	Gate opened to Wire Hill , supplement blocks out around bottom of Wire Hill. Poor heifers and calves drafted off into paddocks around yards – no feed and started dying. About 500 were left on water with no feed
15 July 2009	Helicopter was used to shift cattle to Wire Hill
17 July 2009	Loose Lick in Wire Hill for about 3 weeks. Cows helicoptered from back from Wire Hill to Highway Lane and then walked into yards. 1 cow died on the way. "Absolutely pathetic condition for preg testing".

9

25 August 2009	Count of 424 cows back into Highway paddock where they stood until DPI intervention.
	Grant and students walked cows to Wire Hill but gates were left open. About 40 walked back looking for calves etc and were put in with bulls in Ammo Paddock. Subsequently cows have started calving and going down. Recently dingoes have been attacking the rear end of cattle but not killing immediately, leaving them to die a slow death. 32 deaths recorded between 15/9 and 8/10, mostly at yards, in Highway paddock and in Desert paddock at Tsumengeri Water, where poor cows from Highway Paddock (and preg test school?) had gone. 14 animals were recorded as euthanized between 30/9 and 8/10.

The story summarised in these diary records corroborates the complaint and were repeated by other staff members. It is understood that students also wrote a letter of complaint which was not seen by the investigation, however notes from a group discussion with Mr Heim over the letter were provided.

At best Highway Paddock might be expected to carry 45 head for 12 months (say 50) with year round supplementation. This equates to 18,250 grazing days or 1000 head for 18 days and about 6 days within a grazing radius of 3km. (A general rule of thumb states that when cattle are walking more than 3km maintenance requirements are marginal). Clearly the level of stocking grossly exceeds this level. This is further evidenced by the present condition of the pasture remaining in the paddock, the severe loss of weight of the cows, and the levels of mortality.

A long narrow paddock exacerbates the overgrazing as animals quickly have to walk further and further to obtain dry matter, hence using more and more energy. The animals declined to a stage where they were no longer capable of walking out far enough to get a feed and were starving on the water point. (The water trough is indeed about 3 m long, but nearly a metre is unavailable due to the float cover. The pressure is good and compared to the pasture situation is a less critical concern. However the trough was dug out at the base making it too high for calves to access water. At the time of day when cattle come onto water, the limited trough space also puts weaker cows at risk of being knocked over. While enough water would have been provided by the trough the length available was far from ideal).

The condition of the cows and the absolute overgrazing of the paddock was dealt with in the Animal Welfare reports from DPI.

Photos taken at 0.5 to 1.0 km intervals (see Appendix 1.) during the station inspection confirmed the severe overgrazing, such that any cattle remaining in this paddock for more than 2-3 weeks would have been increasingly malnourished, and declining rapidly in weight and condition.

The management response provided no information to refute the issues of the complaint. The questioning of the veracity of the location and intent of a photo of one cow seems minor compared to the scale of weight loss due to overgrazing and starvation. No levels of supplementation were provided. Mineral and NPN supplementation is of no benefit where dry matter is limiting or non-existent within the grazing radius.

Conclusion

The evidence in pasture condition, subsequent animal condition, station hand records, and animal welfare reports is compelling.

This complaint appears clearly justified.

In May/June of this year, these cows were in good enough condition to sell. From this point, they have been, on average, starved to the point of death and beyond.

With 32 deaths and 15 animals euthanized as recorded by one person over a 3 week period, and the number of cows visibly still in vulnerable condition, one can only guess at the real mortality figure but a figure of 100-200 seems probable. This will not be known until mustering figures are recorded in 2010.

Apart from the animal welfare considerations, this represents an estimated direct loss of $40 -$100,000, without considering the live weight loss of survivors, subsequent reduction in productivity and the like.

Complaint 3.

The cattle for the 2nd preg-testing school held at Mataranka were sourced from the cattle held in the Highway Lane. These cattle due to insufficient supplement and feed were in a declining condition and therefore should not have undergone the management practice of preg-testing. It is clear and understood in industry that pregtesting and poor nutrition can cause abortion and early calving especially in Bos indicus cattle. If more information is required on this point please contact the participants of this preg-testing school.

Management response

This point is not substantiated and is based on opinion. While it is true that a portion of the cattle were in poor body condition, weak cattle were drafted off and not used for the pregnancy testing course.

Contrary to the claim above, there is little evidence in the literature that pregnancy testing is deleterious to the health of cattle when conducted appropriately. There is also no clear evidence that it causes abortion.

> ***The Effects of Palpation***
> *It is generally understood that rectal palpation does not effect the survivability of embryos. There seems to be a 5 percent embryonic loss, from day 28 - 60, regardless of whether cows are palpated or not. Through palpation, producers can identify open cows or problem breeders and can cull cows that do not meet herd requirements.*
>
> *Lamb, C. Embryonic Mortality in Cattle from the Beef Cattle Handbook, University of Wisconsin-Extension, Cooperative Extension. (http://www.iowabeefcenter.org/pdfs/bch/02220.pdf)*

> ***Pregnancy Diagnosis (Chpt 37)***
> *The occurrence of embryonic death in cattle is high during the first months of pregnancy, perhaps because of loss of abnormal embryos or failure of maternal recognition of pregnancy. Owners frequently misinterpret this course of events and conclude that the test for pregnancy… affected the embryo and directly or indirectly resulted in termination of pregnancy. (p. 295)*
>
> *It is difficult to separate fetal attrition that might be caused by rectal palpation from spontaneous fetal loss that would occur in nonpalpated animals. Therefore, in light of the information currently available, it seems reasonable to conclude that if rectal palpation is a cause of fetal death, the incidence is probably low and the value of information gained is greater than the risk of iatrogenic fetal loss. However, clinicians must be aware of the possibility of negative effects of rectal palpation on early pregnancies and conduct examinations meticulously, cautiously, and with dispatch. (p. 300)*

Youngquist, R. Current Therapy in Large Animal Theriogenology, WB Saunders, Philadelphia, 1997.

Gentle pregnancy testing technique including notifying students of the potential to cause abortion if pregnancy testing is done with excessive vigour is stressed throughout the length of the course in order to avoid problems. I can demonstrate in both the notes for the course and the PowerPoint presentation that accompanies the theory where this is discussed and can confirm that I continue to stress it during the course. In addition, during courses I limit the number of students using a given animal to two which is in line with recommendations made for use of cattle in pregnancy testing and artificial insemination training.

While pregnancy testing done by inexperienced individuals can result in abortion, this is a management concern in regard to loss of production, not a health or welfare concern for the animal. There is no evidence that pregnancy testing causes early calving in Bos indicus or other breeds of cattle.

Investigation Findings

The evidence supplied in relation to these cows and subsequent findings for Complaint 2 are relevant to this complaint. Evidence was collected from external witnesses who attended the Preg testing course. These included station managers and experienced stockmen.

Comments included:
"When I saw the cattle I thought - Holy Sh*t! The cattle were extremely poor and I had doubts about preg testing them. We let some extra ones through without testing them because they were so poor"

"They were extremely poor like shorthorns before supplementation – and the poor ones had already been drafted off by Nicky".

The investigation was also made aware that students involved in either the preg testing school &/or shifting poor cows made a written complaint which was subsequently addressed by Mr. Brian Heim in a meeting with the students. Notes provided from this meeting record Mr Heim stating that the situation was not dissimilar to that on neighbouring commercial properties and was a normal state of affairs in the NT industry. In 30 years in the NT industry I can not recall a mob of cows that been subjected to such mismanagement with respect to nutrition and grazing let alone then stressing them further by using them for the preg test school.

Mr Heim provides publication extracts in the management response stating scientific opinion that good quality pregnancy diagnosis does not affect pregnancy or cause abortion. While it is a widely-held industry view that pregnancy diagnosis can cause losses, the evidence from Dr Heim can be accepted without detracting from major issue of concern. The condition of the cows was such that pregnant cows were unlikely to either carry a calf to term, or to support the calf after birth. Especially in higher *Bos indicus* content cattle, survival is the main driving force and cows will commonly walk away from new-born calves in an attempt to survive. The condition of many cows in this group would fit these criteria. (Photos Appendix 1.)

Conclusions

(is clear that the majority of cows used for the preg testing school were not in suitable condition for the process. Whether the preg testing caused subsequent reproductive losses or not seems secondary to the ongoing mistreatment of these animals, the unnecessary suffering and loss of weight, and associated periods of starvation in yards and grazed out holding paddocks. A similar conclusion was reached by experienced station managers, staff of Mataranka Stn and NTRC, and apparently to students new to the NT.

Complaint 4.

I'm aware that out of season calves is being blamed by management for the poor condition of cows. However this doesn't explain the poor condition of dry cattle such as the Bulls in Ammo paddock and the weaner steers that were previously held in Bottom Beswick. These cattle have all gone without supplementary feed such as lick. The available standing feed in the 2 above mentioned paddocks is reasonable considering the time of year but cattle still require supplement. It is this lack of supplement that is causing the decline in condition of all stock

Management Response

This point is not substantiated and is based on opinion. It indicates that all cattle have gone without lick which is fundamentally incorrect. Further, supplementation with lick in North Australia is a management decision, not a requirement. In an ideal world with no financial constraints, constant supplementation would be useful. However, real world practices do not allow it. Strategic supplementation in short bursts is common practice and there is no suggestion in literature that constant supplementation is a requirement. Mr Gorringe indicates that there was reasonable standing feed in the paddocks which contradicts his assertion. The decline in condition is normal because of the declining nutritive value of the feed. Lick helps to decrease this but does not necessarily stop it.

> *Rainfall in the NT is both seasonal and variable. Pasture quantity and quality change accordingly and, as a result, so does the condition of grazing animals. It is normal for grazing animals to gain weight during the wet season and maintain or lose it during the dry season. In normal seasons, most animals in a herd would be expected to maintain at least a strong store body condition (BCS) score of 3/7.*
>
> *Saville, P. et al, Agnote: Welfare of Extensively Managed Livestock During Dry Periods, NT Dept of Primary Industry, Fisheries and Mines, 2008.*

With the exception of bulls that had to be trapped to muster them out of paddocks, the bulls in Ammo Paddock were in an average body condition score of 2 to 2.5 (1-5 scale). Bulls that would not muster and had to be trapped in order to remove them from original paddocks had a lower BCS.

The steers in Bottom Beswick were only in the creek corridor for approximately four weeks until they could be moved into a more permanent location when fences were repaired.

Investigation Findings

All staff and contractors interviewed on this question agreed with the facts of complaint 4, with similar examples and stories being recounted. Spud Thomas was asked to work some steers and heifers after his work with the weaners.

He found the steers in "Little Roper to be badly mannered and weak in the paddock." He thought while feed was not abundant it was adequate but was told by Mr Gray that there was no lick in the paddock due to the horses being in there as well.

"The steers were weak and shelly and falling down in the paddock."

He also found the Heifers in Parnell paddock to be in poor condition. "If one gets bumped it goes over and can't get up"

The investigation did not have time to get to the paddocks in question but did view bulls and assorted cattle in Ammo Paddock. While the bulls were not in very poor condition they were certainly in no condition to go into a breeding herd for a 4 months joining period.

Discussions with management and staff revealed insufficient records to attempt any meaningful calculation of actual supplement intakes on a per head or herd basis.

The management response that
"*supplementation with lick in North Australia is a management decision, not a requirement. In an ideal world with no financial constraints, constant supplementation would be useful. However, real world practices do not allow it. Strategic supplementation in short bursts is common practice*"
is, for the Mataranka District, incorrect and inconsistent with modern industry practice.

- Botulism vaccination,
- wet season supplementation with a phosphorus based supplement, and
- dry season supplementation with a urea-based supplement

are 3 essential pillars of economic and sustainable cattle production in this region of the NT.

It has been best-practice and widely adopted by industry for over a decade. Strategic supplementation may be a successful practice on better quality grazing country, where NIRS technology can be used to track the diet quality of animals and manage supplementation programs on that basis. However rarely is it ever in "short bursts". The overall condition of cattle on Mataranka this year proves this point.
Failure to implement a reasonable supplementation program for the Mataranka herd has significantly contributed to the crisis situation which the station finds itself in. Failing to adequately plan and invest in a reasonable supplementation program has caused the capital value of the herd to decline significantly.
As mentioned previously, the high intensity wet season and early finish meant below average quality pasture was available during this dry season. Any reasonable management regime would have been aware of this situation and planned accordingly. (Photos Appendix 1.)

Conclusion

In all likelihood cattle have been significantly under-supplemented during 2009. The management philosophy on the role of supplementation as outlined in the response to the complaint, is inappropriate for the nutritive value of pastures on Mataranka in 2009, does not meet district industry practice, much less Best-Practice. This might reasonably be expected from an institution charged with training new industry participants.

(ɔmplaint 5.

Recumbent stock are not being dealt with in a timely manner. If management decides to give a downer some time to see if they will recover they should at least be provided with some water and maybe some feed if available. There have been on a number of occasions, stock left in a recumbent state over a period of days without access to at least water, which only adds to their suffering through dehydration and decreases their chances of recovery. If recumbent stock aren't going to be supplied at least water for recovery then they need to be humanely destroyed immediately to prevent further suffering.

Management Response
This point is not substantiated. Ian Gray reports that identified downer cows that are suffering are immediately euthanized. If an animal appears to have a chance at recovery, it is given water. If recovery does not occur within 24 hours it is euthanized. On

extensive pastoral properties it is not possible to observe all of the cattle all of the time so there is always the possibility that animals will go down and not be observed for a significant period of time. This is unavoidable. It was made clear to staff that if they see a recumbent animal in distress they are empowered to euthanize it if trained appropriately or if not they should immediately notify someone who is.

Investigation Findings

Staff members corroborated the substance of the complaint with numerous examples.
Staff members stated that until recently (mid-September?) they had not been permitted to shoot animals. Until then it was stated, reported downers were not dealt with in a timely manner or died before being euthanized.
Some staff members exhibited considerable distress when discussing these issues, and I was given no reason to doubt the sincerity of their claims.
According to Spud Thomas:
"Cows went down while drafting, outside near the hayshed, in road paddock near the trough and in paddocks further out. They were still in the same spots 3 or 4 days later - It is just bad management".

Several downer cows were seen during the inspection of various paddocks. One cow had a water container beside her (recently drained I suspect – which I refilled and the cow continued to drink). Once a cow is in an emaciated condition and is "down" near a water point, there is little chance of recovery unless she can be shifted to a hospital paddock nearby where good pasture or feed is available without bullying from stronger stock. Even if she does manage to regain her feet, the distance required to get to decent feed will generally ensure a further deterioration. While it is far preferable not to let cows get into this condition, once they are down, it is arguably "kinder" to euthanise than no leave at the mercy of predators such as dogs and crows etc.

Conclusion

While there was no actual evidence seen of downer cows that were without water at the time of inspection, it seems reasonable on the balance of probabilities that the treatment of downer cattle was haphazard and ineffective.
Given the litany of poor welfare management described for previous complaints, it seems entirely probable that little attention would be paid to downer animals, when others were routinely left without feed. A management system which

starved animals to death, then left them for crows, dogs and ants to finish off is frankly distressing in the highest order.

Other Issues:
In the course of interviews, numerous other examples of concern were cited:

- of paddock stock being left without water,
- stock being left in a race or small holding yard,
- bulls being left in a yard for 7 days without feed,
- unwillingness or inability of management to work with others,.
- no extra staff had been put on although there was apparently competent people offering their services.

Personnel & Structural Issues.
There is no doubt in my mind that all of the people I spoke with were sincere in their views. Brian Heim was unavailable for an interview during the investigation but provided a written response to the complaints on behalf of himself and Ian Gray.

Both Toby Gorringe and Nicky Walters showed good knowledge of their jobs and cattle husbandry, while displaying an empathy for the livestock they worked with.

Grant Parker and Spud Thomas I believe went out of their way to try and improve the situation on Mataranka, again out of their regard for the livestock.

Ian Gray appears a likeable, earnest and hard-working person, and is regarded to have very good skills in reproductive technologies for beef cattle. He presented a cognoscente global view of management and a reasonable strategic direction for Mataranka Stn. However the evidence appears overwhelming that on-the-ground outcomes under his operational management have been unacceptable by any standard of herd productivity or animal welfare.

A position which has responsibility for the day to day management of livestock must

- Be aware and sensitive to the individual or mob needs of the livestock he is entrusted to manage.
- Plan and implement sustainable grazing, nutrition and husbandry management programs
- Successfully lead, effectively delegate work to, and maintain the respect of, staff members. (In my experience the ability to be flexible and work with a range of people, personality types, interests, education levels, in hot and stressful situations, to get to the desired outcome is perhaps the most important trait a manager of a cattle station in the NT can have. This would seem to be even more important in a teaching institution where a constant stream of new people pass through.)

A failure in such basic principles of livestock management and husbandry has occurred on Mataranka and

- the health and welfare of the Mataranka livestock has paid a heavy price.
- Staff members have been traumatised by the events
- CDU's reputation as a quality trainer for industry is potentially severely compromised
- Financial losses from the cattle operation will be significant.

- Had the CVO proceeded (or if he so decides in future) with action under the Animal Welfare Act, I suspect that CDU would be liable for even more significant financial liability and loss of reputation.

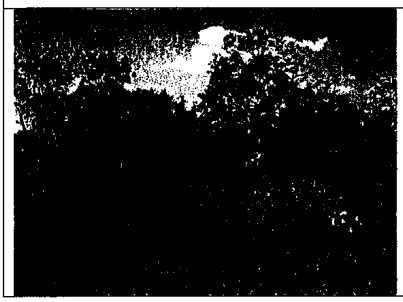
Line management for Mataranka Stn. seems to have been variable in structure and personnel, and there appears to be few solid records on which to base management decisions or review performance.
The management response to the complaints as supplied by Brian Heim portrayed an apparent attitude of

- loyalty to the on-ground manager, but
- lack of appreciation of the gravity or extent of the welfare issues, despite the seriousness of the animal welfare reports prepared by welfare officers of the DPI and the concerns of staff and other qualified people.

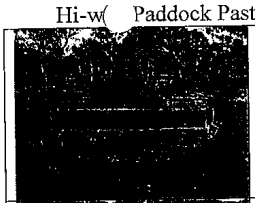
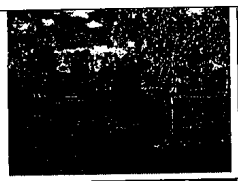
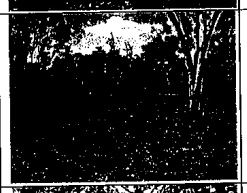
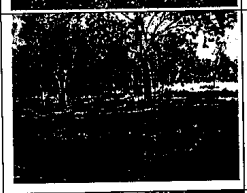
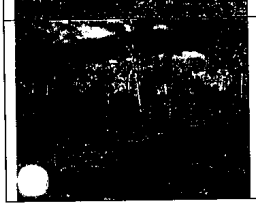
Within the CDU/NTRC system as described, is not clear where the responsibility and accountability for the significant public assets under its management sits, nor was it clear how any real audit of stock numbers and losses might be carried out with a degree of accuracy.

There appears to have been a cumbersome and slow almost grudging approach to issues raised with respect to livestock welfare. Clearly justifiable concerns (as confirmed by Animal Welfare and AEC reports) by qualified staff (as well as students) were dealt with ineffectively such that complaint letters and external reports were required.

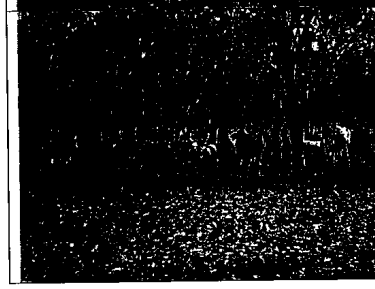
Appendix 1. Photos 4 November 2009.

	**Complaint 1.** Weaners in yard at time of inspection . Weaners had both hay and water available. Mob condition described as poor to weak. (Complaint 1)
	Tom's paddock – where weaners had apparently been held for long periods without feed. There is no edible feed in this paddock. Cattle must be very hungry to eat a paddock down to this level.
	**Complaint 2.** Cow in poor to emaciated condition in Wire Hill ex Hiway Paddock.
	Cows in Wire Hill Paddock grazing in adequate pasture

Hi-w(Paddock Pasture transect photos

	Trough in Hiway Paddock		100% utilisation at trough area Hiway Paddock.
	0.5 km 100 % utilisation		1.0 km 95% utilisation – indigestible stem material remaining
	1.5 km 90% utilisation indigestible stem material of *H. contortus* remaining		2.0 km 95% util'n in patches indigestible stem material of *H. contortus* remaining
	3.0 km – 95% utilisation		4.0 km - 95% util'n in patches indigestible stem material of *H. contortus* remaining
	5.0 km - 95% util'n in patches indigestible stem material of *H. contortus* remaining		7.0 km - 95% utilisation End of paddock.

19

	Complaint 3. Emaciated downer cow in Desert Paddock ex Hi Way Paddock. With water container but no feed. Providing feed in a paddock situation is problematical due to bullying by stronger cattle. Prognosis for survival is poor, and left in this situation is vulnerable to predator attack and ignoble death.
	Cows in emaciated to fair condition in Desert Paddock ex Hiway Paddock.
	Emaciated to poor cows in Desert Paddock ex Hiway Paddock
	Poor "woody" calves on cows in Desert Paddock.
	Cows and calves in Desert Paddock. Nutritional load on these cows will increase with calf growth. Calves are showing signs of ill-thrift due to poor condition of majority of cows.

20

	Complaint 4 Poor conditioned young bull in Ammo Paddock
	Mature bulls in Ammo paddock. Front bull is in fair condition. Rear bull is poor. For reasonable reproductive performance particularly in a time-controlled mating season, bulls will need to be in good to excellent condition
	Weak cows and heifers with bulls in Ammo Paddock.

EMAIL OF TOM STOCKWELL 2 NOVEMBER 2009

Brian Heim

From: Tom Stockwell [sunday.creek.stn@bigpond.com]
Sent: Monday, 2 November 2009 8:36 AM
To: Toby Gorringe; Ian Gray; Brian Heim; Grant Parker; Nichola Walters
Subject: Investigation of Concerns about the Management of Cattle at Mataranka Station
Attachments: Mataranka Visit Letter.doc

Dear all ,
Sorry for the rushed nature of this but please find attached a proposed timetable and outline for undertaking this process. Please let me know if there are issues with the plan. If any of the above addresses are incorrect, I would appreciate it if the message could be forwarded to the correct one.

Yours,
Tom Stockwell.
Sunday Creek Stn
RSD MS 1953
Katherine, NT. 0852
ph 08 89759924; Fx 08 89759848 ; Mobile 0427 759924 (rarely in range - (even worse with next g rubbish)

Bev & Tom Stockwell
Sunday Creek Stn
MS 1953
Via Katherine, NT 0852
PH: 08 89759924 FX:08 89759848
Mobile: 0427759924
sunday.creek.stn@bigpond.com
ABN 38728673582

2 November 2009

TO: CDU Staff
Mataranka
Ian Gray, Toby Gorringe, Grant Parker

ref Investigation of Concerns about the Management of Cattle at Mataranka Station

As you are aware Prof Bob Wasson has asked me to undertake an investigation into the concerns of cattle management on Mataranka Station, requiring a report by November 7.

I would like to conduct the investigation in the following manner if possible.

1. Talk to people at Mataranka individually.

2. Inspect the cattle, land and facilities at Mataranka.

3. Talk with Brian Heim at NTRC.

4. Talk with DRDIFR staff who have previously made reports.

5. Report to Prof. Wasson by November 7.

A proposed timetable is overleaf. I would be grateful if we could meet this timetable as I have a small window available to do this within the timeframe.

I have been provided with copies of all the documentation, but would appreciate the following being available for the meetings.

1. detailed map of Mataranka Station

2. Herd and station records as available for the 2008 and 2009 years.

3. Any other records or information you think will be useful.

Please let me know if there are any issues with this plan. I will be unavailable during normal business hours but can be contacted after hours at the numbers above or email is good at any time.

Otherwise I look forward to meeting with you in a couple of days.

Date	Time	Person	Activity
Wednesday 4th November	10.30am to 11.00am	Toby Gorringe	Discuss issues raised in emailed letter of October 20.
	11.00 to 12.00 noon	Ian Gray	As above Discuss contents of AEC reports, Animal Welfare Reports and management responses to date. Review and discuss recent (2008, 2009) herd and station records (husbandry, productivity, mortality, sale data, inputs, supplement etc)
	12-noon to 1215	Grant Parker	Discuss issues raised in emailed letter of October 20
	1215 to 1230	Nichola Walters/ other staff	Discuss issues raised in emailed letter of October 20
	1230 – 4 pm	Tom Stockwell	Inspection of Mataranka Station.
Thursday 5th November	0800 am	Brian Heim	Discuss issues raised in emailed letter of October 20 Discuss contents of AEC reports, Animal Welfare Reports and management responses to date. Review and discuss recent (2008, 2009) herd and station records (husbandry, productivity, mortality, sale data, inputs, supplement etc)
	1000	DRDPIFR	Discuss reports

Sincerely,

Tom Stockwell

TERMS OF REFERENCE FOR INSPECTION OF MATARANKA STATION

Charles Darwin UNIVERSITY Australia

Bwasson 26 Oct 08.06

Charles Darwin University
Darwin NT 0909 Australia
www.cdu.edu.au
ABN 54 093 513 649
CRICOS 00300K

Dear Tom

Re: Terms of Reference for Investigation of Concerns about the Management of Cattle at Mataranka Station.

As discussed, Charles Darwin University (CDU) has received a letter from a staff member expressing concern about the state of some of the University's cattle at the Mataranka Station, as well as allegations of poor management practices that have contributed to this state.

The University is seeking independent expert assistance in assessing these claims, as well as potentially in formulating an approach to addressing any issues that are substantiated.

The letter from the staff member presents five areas of concern. The full letter is provided as an attachment.

The letter and allegations have not been received or made through any formal University process. Therefore, in dealing with these allegations, the following is proposed:

- Steps be taken to determine if a prima facie case exists for any or all of the allegations. To this end, it is proposed that the independent expert undertake field work and interview relevant people identified in the letter as well as those otherwise involved in management of the herd, as well as the Mataranka Station manager Mr Ian Gray and his line manager Dr Brian Heim. The independent expert should also consider a report of the CDU Animal Research Ethics Committee on the same topic, reports by the DPI, and the (CDU) Station Management Plan. The expert is to provide findings relevant to determining if a prima facie case exists in a report to the Vice Chancellor within two weeks of completing the field work and interview.

- If upon receiving the report the Vice Chancellor is satisfied that a prima facie case exists for any or all of the allegations, subsequent actions will be taken. These actions may see the Vice Chancellor seek advice on how to rectify any deficiencies in the herd and management practice. The Vice Chancellor may also commence actions in relation to performance or conduct through existing CDU processes.

The University is seeking a proposal from you to provide the independent expert assistance described above. The University would like to receive your proposal by the beginning of next week
In considering this, please note that if the Vice Chancellor does rely on your advice in determining that a prima facie case exists, then it may be necessary to provide the report to CDU staff members or others for response.

If you require any additional information to assist in responding, please contact me directly.

Yours sincerely

Bob Wasson

Professor R.J.Wasson
DVC R&I
Chair, CDU Animal Research Ethics Committee
22/10/2009

Deputy Vice Chancellor of Research & International

Telephone: 08 8946 6868 **Facsimile:** 08 8946 6587 **Email:** bob.wasson@cdu.edu.au

ADVICE TO THE AEC & CDU ANNEXURE A1-11

A1-11

Advice to the Animal Ethics Committee and CDU Senior Management on the Investigation of Mataranka Station Management
From Dr Brian Heim

Preamble and Declaration of Potential Conflict of Interest

It is impossible for me to be entirely without bias in regard to Mataranka Station because I have been intimately familiar with it, both from a management and personal perspective, for over six years. However, in this document I will attempt to be as impartial and objective as possible in regard to the conclusions contained within the report from Mr Stockwell and the manner in which the investigation was conducted. There is no way for me to refrain from expressing opinion in some areas, but I will attempt to logically support and underpin any opinions I express.

I have read and digested the report from Mr Stockwell several times and have had sufficient time to reflect upon and consider the information and conclusions expressed. This is not easy for me because I am named as a contributory cause to some of the animal welfare issues. Therefore, I must declare a potential conflict of interest which must be acknowledged and considered when reading the remainder of this document. It is my expectation that my ethics and professionalism will be apparent in my assessment and comments.

Impression of the Overall Validity and Reliability of the Investigation and Report

It is my opinion that the investigation and report resulted in several pertinent points being raised. However, I find the language used in parts of the report to be unnecessarily emotive and inflammatory. I am also of the opinion that the report missed the mark in several areas and therefore can be misleading to its reader. I believe that the investigation was conducted hastily, in a biased manner and superficially. Therefore, the conclusions must be viewed as warranting serious consideration but with healthy scepticism as to their veracity.

The investigation was conducted on complaints that were not dissimilar to those which had been raised previously with the Dept of Primary Industries (DPI) and the CDU Animal Ethics Committee (AEC). It is not surprising that a similar result was achieved. However, Mr Stockwell came to some serious conclusions that appear to be erroneous, ostensibly because his investigation was incomplete.

In his investigation, Mr Stockwell spoke primarily to the complainant and those who would be considered to be sympathetic to the views of the complainant. He spoke only for approximately one hour to Mr Gray who has advised me that approximately half of that time was spent discussing land types on the station and other general information. This occurred prior to Mr Stockwell speaking to others and Mr Gray was never given a chance to rebut or comment on their statements. Mr Stockwell did not speak to me at all. Instead, he relied on a brief written response. He misinterpreted my intent in the response and did not take the time to verify his impressions.

Advice Regarding the *Conclusions and Summary* in the Report

The opening statement of the report would imply only the intent to establish a *prima fascie* case which may explain why Mr Stockwell did not conduct an in-depth investigation and produce a comprehensive report. One of the criticisms of the use of *prima fascie* evidence is that what may appear to be evident from a certain presentation of the facts does not mean that the matter has any truthful validity. I maintain that a significant number of Mr Stockwell's findings and conclusions fall into this category. If the goal of the investigation was only to determine whether a *prima fascie* case exists, I question the need for this given the fact that two bodies independent of the University, the DPI and AEC, had already conducted investigations. If the goal was to conclusively investigate the issues raised, it was a failure.

Considering the serious nature of the complaint, I am surprised by the brevity of what was provided to me as the terms of reference (ToR) for Mr Stockwell's investigation. Upon my request for written ToR, I was given the following:

Description
Review and analyse supplied documents and maps
Visit Mataranka Station for inspection and personal interviews
Analyse findings and prepare report in e-format.

I would expect that further verbal instructions to clarify the vague description above were given to Mr Stockwell. However, I am unaware of what those instructions were.

In many respects, I am concerned by the conduct of the investigation and the actions taken afterward. Mr Stockwell treated the investigation as if it were based on new information when the claims were the same as had been raised with the DPI seven weeks prior. These same issues had been raised with the CDU AEC and both entities were satisfied that appropriate steps to mitigate and rectify the situation were in place. Both entities had interviewed many of the same people and reached a conclusion that further support needed to be provided to Mr Gray to assist in rectifying the situation. Through ongoing monitoring they had been advised of progress, had conducted follow-up visits, and were satisfied that management was progressing adequately. I fail to see where Mr Stockwell's report was of any additional benefit and, if it is to be believed and endorsed, it is actually a condemnation of the collective judgement of both DPI and AEC.

Mr Stockwell notes the appearance of "*significant flaws in the overall strategic and operational management of Mataranka Stn leading up to this dry season (in 2008 in particular),*" but adds nothing further as to the impact it had on the current situation. He very negatively characterises "*recent management decisions*" but nowhere defines what he means by recent. This level of ambiguity makes it impossible to come to a conclusion about the veracity of the report. The comment regarding flaws in strategic and operational management, in 2008 in particular, will be pursued later in this document.

It is difficult to determine how Mr Stockwell was able to develop his first dot point list regarding recent management decisions. He carefully states that:

> recent management decisions appear:
> - haphazard at best,
> - ineffective with respect to the ethical and moral demands of reasonable animal husbandry and welfare
> - almost certainly putting the people and organisation at high risk of being found culpable under the Animal Welfare Act, and
> - Economically unsuccessful with respect to loss of value of the herd and the subsequent requirement for crisis feeding strategies

Given the superficial level of his investigation, it was prudent to use the word *appear*. I would argue that his first two dot points are controversial and unsubstantiated by the full text of his report. The last two dot points are accurate but were already apparent following the investigations by the DPI and AEC and had already been acknowledged by CDU.

His next two paragraphs regarding the critical condition of a proportion of cattle and the compromise to herd efficiency are accurate and had already been acknowledged and acted upon as is evident in his recognition that *at the time of his inspection apparently reasonable levels of supplementation was* [sic] *in place*.

I believe that Mr Stockwell's characterisation of Mr Gray is accurate but incompletely states his proven skills and knowledge in livestock management in the beef cattle sector. In my opinion, his conclusion in the final dot points on page 3 of the report where he states that the points were *the major contributing factor to the failure of the production system and animal welfare issues* far understates the importance of management decisions that were made prior to Mr Gray's tenure as station manager and underestimates their considerable impact on the current situation Mr Gray is managing. It is recognised that while some of Mr Gray's decisions resulted in suboptimal outcomes, he was also presented with some almost impossible dilemmas from his commencement in early May. To place the blame solely on Mr Gray is unfair and inaccurate.

In his next paragraph, Mr Stockwell states that he was *able to obtain only a summary of approximate numbers per paddock and estimates of condition. There was* [sic] *no formal written herd, pasture, supplementation or vaccination records available on which to base production or mortality rates and the like*. In his brief interview with Mr Gray at Mataranka Station, Mr Gray was unable to provide him with records. Indeed, there are no production records available for several years prior to May 2009. However, Mr Gray can produce records, both hand written and electronic, from when he commenced in May. He was unable to do so at the time of the interview because the records were in Katherine and the interview was conducted at the station.

Mr Stockwell addresses his view of the *formal management response to the complaints* for the remainder of his Conclusions and Summary. I have addressed my intent in the response that I submitted on behalf of Mr Gray and myself in a separate document. However, I will address the points raised in his summary statements for the information of the reader.

Mr Stockwell states that the management response to nutritional management was inaccurate. I would counter by saying that his response misconstrues the intent. He responded to only a small portion of the statement and did not seek to clarify what I meant.

He states, "*A comprehensive mineral supplementation program is an essential component of cattle production in the Mataranka district and Katherine/Roper/Gulf Sturt Plateau region generally and an industry standard practice for 15 years.*" In my original response I clearly stated that supplementation is a management decision, not a requirement. Indeed the *Cattle and Land Management Best Practices in the Katherine Region 2009* publication from the DPI clearly states:

> Supplementation of the entire herd is **advisable**, particularly in drier years.

I agree with this statement. My response to the complaint does not mean that I underestimate the value of a supplementation program. It is simply a statement that there is no legal or statutory obligation to provide supplement. The station has regularly supplemented cattle for longer than I have been associated with it.

Mr Stockwell also states, "*it is my recollection that supplementation, along with controlled mating was a normal part of Mataranka Station management up to a few years ago at least.*" This is absolutely correct. However, toward the end of Mr Brett Krafft's tenure as manager (ending in March 2008) and continuing while Mr Calvin Chandler (March-September 2008) and Mr Doug Jenkins were in management (Sept 2008-April 2009), controlled mating was abandoned and bulls were not mustered out of paddocks completely. Mr Stockwell failed to identify this as a major contributory cause for the current condition of the cattle.

Mr Gray was forced from his commencement of employment to spend significant time trying to muster bulls out of paddocks. This should have been accomplished long before his arrival in an effort to prevent a repeat in 2010 of what is currently happening. It is an example of previous herd mismanagement which is being blamed upon Mr Gray. It should be noted that Mr Gray was successful in mustering all bulls out of paddocks in mid 2009.

Mr Stockwell also questions the use of the word *opinion* in the management response. I have addressed this in another document. Mr Stockwell has given his opinion that Mr Gorringe is an expert in the husbandry of cattle. He gives a brief *curriculum vitae* of Mr Gorringe later in the report, but I think it is inaccurate to characterise Mr Gorringe as an expert.

Mr Gorringe has had considerable experience in the physical operations required on a cattle station. However, little of it is recent and none is on the Sturt Plateau. The channel country that Mr Gorringe grew up on and where he worked in stock camps is vastly different to the conditions experienced at Mataranka Station. Mr Gorringe has no formal training in livestock management and, because of his illiteracy, it is doubtful that he could calculate nutritional requirements, manage budgets, communicate effectively through written and electronic means, and many other technical facets required of a modern manager. As a lecturer he possesses the practical skills required at the Certificate II and III level but is unable to teach most theory because of his limitations. For these reasons I believe it is unsupportable to characterise him as an expert.

I do not question Mr Gorringe's motives. I believe that he had the welfare of the livestock as the foundation for his complaint but was misguided in his attempt to gain resolution. It is my opinion that he was unsatisfied with the results from the investigations of the DPI and AEC and thus continued to escalate his complaints. This is evidenced by him contacting local government (Willem Westra van Holthe,

MLA for Katherine and Rob Knight, MLA for Daly) and also submitting the additional complaint to AEC which has resulted in the current investigation.

The report repeatedly mentioned the use of "frivolous and vexatious" in the management response. However, it did so completely out of context in relation to what was written in the response. My use of frivolous and vexatious was in direct response to Mr Gorringe's first point which stated, "*On notification of the DPI inspectors visit the feed was made available before arrival.*" I stated, "*If it* [the complaint] *refers to the first visit by the stock inspectors, it is frivolous and vexatious.*" He seems to have missed that point because I then demonstrated through use of statements in the first report from the stock inspectors that they were not successful in contacting Mr Gray prior to their first visit. Therefore, Mr Gray could not have ordered feed to be available solely for their visit as is indicated in Mr Gorringe's complaint.

Mr Stockwell goes on to describe corroboration provided by people he interviewed. There is no doubt that it was a suboptimal situation; the question should have been whether he felt it was being adequately managed.

I find Mr Stockwell's next statement to be highly offensive, professionally and ethically. He further echoes it later in the report. He says, "*An appreciation of the gravity of the problem and willingness to act appears to have been grudging and lethargic, only implemented after numerous Animal Welfare and AEC reports.*" I cannot understand the basis for this highly inflammatory and subjective comment which is made in several places within the report. CDU made every effort to respond quickly and effectively which is evident in documentation available including the follow up reports from AEC and DPI.

The report's conclusion on records is erroneous as discussed previously. I agree with his point that the lack of records is problematic, but this is a problem that has been in existence for a considerable period of time. Had more time and effort been put into the investigation, Mr Gray could have provided recent records from his tenure.

Mr Stockwell's final statement in his Conclusions and Summary is most alarming. It seems to be a condemnation of the entire management structure of the University and warrants further consideration by senior management. It also indicates that Mr Stockwell believes no person in management is sufficiently qualified and experienced to oversee the management of Mataranka Station. Mr Stockwell provides no evidence in his report to support this statement.

Advice Regarding the *Investigation of the Complaints* in the Report

Background

As pointed out previously, Mr Stockwell's opening statement in this section of the report is a significant understatement of the importance of previous animal and land management practices at the station and their contribution to the current state of affairs. It is not an excuse to say that previous management of the station has had a long term effect on the station which will continue to be evident for some time into the future. It is fact. I had advised the Vice Chancellor of this in April 2009 after his visit to the station.

Mr Gray inherited a plethora of serious issues and made decisions to the best of his ability with little to no support from his manager. I recall the first time I spoke to him

after he commenced when he said that on the first day of his employment he considered resigning because of the horrid state of affairs in comparison to when he had left in 2005.

Mr Gray inherited:

1. A budget that was already well overspent for the time of year,
2. A cattle sale arrangement that had been verbally negotiated and agreed to by Doug Jenkins, but when it came time for the sale the price offered was $100 less per head than previously agreed. This would have resulted in a decrease in income of $50,000 in a budget that was already overspent.
3. A large portion of the breeding herd which had year round exposure to bulls and could consequently be expected to calve out of season,
4. A short, sharp wet season which had produced less than optimal forage availability,
5. A lack of wildfire mitigation through controlled burning of fire breaks early in the year,
6. Critical deficits in infrastructure, primarily fencing, which had not been addressed (even though significant funds were expended building a laneway which was not a necessity),
7. Critical deficits in on the ground staff due to failure of previous management to recruit, and
8. Inadequate housing for staff.

All of these issues and more should be considered when looking at the current state of livestock at Mataranka Station. The remainder of the *Background* is accurate, though I am not sure what is implied by Mr Stockwell's final sentence which states, "*This would have been apparent to any competent cattle manager.*"

I have previously discussed Mr Stockwell's characterisation of Mr Gorringe as an expert and my belief that it is a significant overstatement of Mr Gorringe's qualifications and experience.

Complaint 1

I cannot refute what was in the DPI reports other than to say that the DPI Senior Veterinary Officer Biosecurity (Dr Sue Fitzpatrick) refused to sign the first two reports produced by the two DPI stock inspectors and the Katherine DPI veterinarian because she did not support the subjective manner in which the reports were presented, the emotive language in the reports and the picture they portrayed. This should be considered when reviewing their content. During his investigation Mr Stockwell did not speak to Dr Fitzpatrick. She was not available for his initial proposed time to speak. However, Dr Fitzpatrick presented alternative times when she could be available. He did not contact her again.

In his conclusion and as I have stated previously, Mr Stockwell misinterpreted the response I had provided in regard to my use of "frivolous and vexatious." His investigation added nothing new to what was already known about the situation after investigations by DPI and AEC. He included opinions from his witnesses that said serious mismanagement and animal cruelty had occurred, but did not give any indication as to the role of witnesses, other staff nor Mr Gray in contributing to this

state. He implies that Mr Gray was wholly and solely responsible but neglects to consider the role that other CDU staff could have and should have played in addressing the situation. Certainly Mr Gray is ultimately responsible for the feeding and movements of cattle on the property, but mitigating circumstances and the role of other CDU staff were not considered in the report.

Complaint 2

Mr Gray is better informed to respond to this complaint. This section of the report uses quite subjective and emotive language. I am unsure of how cows could be *starved to the point of death and beyond* and I believe this underscores the subjective nature of the report conclusions. There is no evidence that objective measures such as body condition scoring, an industry standard, were used to make the assessment. The report speculates on possible mortalities with no backing evidence and estimates financial losses based on this speculation.

I believe that there is some truth within the report findings, but it is impossible to determine the extent based on the subjective nature of the reporting.

Complaint 3

I have responded to this complaint within my personal response and will not reiterate that information. In regard to the statement in the report *it is clear that the majority of cows used for the preg testing school were not in suitable condition for the process*, it should be noted that the investigator was unable to observe all of the cattle used in the course during his inspection. In fact, he never saw those in the best condition.

Immediately following the course in August, Mr Gray drafted off 120 head of the cattle used in the course (approximately half) which were in better body condition. 80 of these cows were pregnant and were placed into a different paddock that Mr Stockwell did not inspect. The remainder were non-pregnant and were sent to Katherine to be incorporated into the next shipment of export cattle. Therefore, Mr Stockwell saw a misrepresentative sample of the cattle and, as previously mentioned, had no way of telling which cows were and were not used in the conduct of the course. It would be impossible for him to objectively make the assessment above.

Complaint 4

In the report, Mr Stockwell notes that Spud Thomas, who Mr Stockwell characterises as knowledgeable, expressed his opinion that feed in Little Roper paddock was adequate even though lick had not been provided. As I have previously stated, lick supplementation is recommended but not required. A management decision was taken not to provide lick because horses were also present in the paddock and lick is potentially lethal to horses. However, the welfare requirement that feed be provided was being upheld. Mr Stockwell presents his opinion and quotes what he considers best practice, but the primary question should be whether welfare requirements were being met, not whether Mr Stockwell's requirements were met.

The report indicates that there was a *failure to implement a reasonable supplementation program*. I am unsure of how this conclusion was reached without objective measures. Had records been available to Mr Stockwell, they would have shown that significantly more supplement was purchased in 2009 than the same period in 2008. I chose the period from 1 May to 1 September to analyse as this is the period of time from Mr Gray's commencement to when the initial complaint was made to DPI. I obtained this information from the CDU financial system and can

provide the full extract if requested. In the absence of any evidence to the contrary, it is assumed that purchased supplement was made available to cattle.

The following table indicates purchases of supplement in the period 1 May to 1 September in 2007, 2008, and 2009. I do not have a definitive explanation for why significantly more was purchased in 2007 but would consider that financial implications may have played a part in the decision. Ken Suter may be able to comment on that.

Table 1 – Purchases of supplement (lick) from 1 May to 1 September

Year	Tonnage	$ Value
2007	83	69,685
2008	34.5	41,474
2009	52	56,480

Part of the explanation for the low tonnage of purchased lick in 2008 can be explained by Mr Chandler's improper use of wet season supplementation blocks during the early dry season of 2008. Prior to the onset of the 07-08 wet season, Mr Krafft had ordered a two year supply of wet season blocks because he was able to get a significant discount. Mr Chandler continued to put these blocks out well into the 2008 dry season and expended the entire supply before purchasing any dry season supplement. The bulk purchase in late 2007 would also help to explain the relatively high tonnage in 2007 in comparison with 2008 and 2009.

Considerably more hay was purchased in 2009 in comparison with previous years. This may be because more hay had been available in previous years from the supply raised at KRC. However, when Mr Gray became aware that there was a failure of the supply from KRC he immediately began to order hay.

It should be noted that a costly irrigation regime to grow hay at KRC was instituted in early 2009, prior to Mr Gray's arrival, under direction from Doug Jenkins and approved by Ken Suter The goal was to raise high quality hay using available resources at KRC. Approximately $50,000 was expended for a net yield of approximately $4,000 of hay at current market value. This undoubtedly put additional budgetary pressure on Mr Gray and influenced his expenditure decisions.

An overall comparison of the total purchase of supplement from 2007 to 2009 indicates that expenditure was increasing in response to increasing cost of supplement. This would have placed further financial pressure on the manager and required him to more strategically supplement cattle.

Table 2 – Annual purchases of supplement

Year	Tonnage	$ Value
2007	192	175,546
2008	137	191,158
2009	129*	211,825

*Includes purchases only from 1 Jan to 2 October 2009

The report indicates that vaccination for botulism, wet season supplementation with phosphorous and dry season supplementation with urea are modern industry practices. All three of these practices have been conducted at Mataranka Station since before I commenced employment in 2003.

The report concludes that *any reasonable management regime would have been aware of* [availability of below average quality forage] *and planned accordingly*. He then refers to photos in the appendix but does not specify which. It can be assumed that he was indicating the photos depicting pasture utilisation. If this is meant to indicate that Mr Gray was unaware of the quality of forage available, I think it is rather presumptuous given that Mr Stockwell had little interaction with Mr Gray and would have a hard time assessing Mr Gray's knowledge level and planning, including the constraints faced.

In the conclusion of this complaint, the report speculates that *in all likelihood cattle have been significantly under-supplemented during 2009*. This assessment is not objectively substantiated. Mr Stockwell misinterprets a brief response to Mr Gorringe's complaint which provided proof that constant supplementation is not required, though it is certainly aspirational.

The report implies that constant supplementation is an essential component of nutritional strategy and that intermittent supplementation is not a standard industry practice in the Northern Territory. However, results from the 2004 Northern Territory Pastoral Industry Survey present a contrary view. 93% of survey respondents said they fed supplement at some stage through the year, 72% fed dry season supplement, and 52% fed wet season supplement. Cattle at Mataranka Station have consistently been supplemented in both the wet and dry Seasons. The amount and timing of supplementation is a management decision.

The report included information negatively characterising early weaning and young, weak calves being kept in the yards for feeding (in Complaint 1). However, it failed to mention that early weaning is one of two important methods of decreasing weight loss in cattle, especially during the dry season. In the 2006 publication *Managing the breeder herd: Practical steps to breeding livestock in northern Australia* (Meat and Livestock Australia), the following statement in regard to supplementation is made on page 21:

> The second form of 'supplementation' is weaning. Avoiding excessive loss of condition from the breeder cow during her current lactation will help to ensure she is in reasonable condition at calving. In many areas early weaning is the most practical form of supplementation of the breeder cow.
>
> In most circumstances it is cheaper to feed the weaner than to supply supplement to the lactating cow.

Certainly when undertaking this strategy, calves must be fed additional feed. That this occurred prior to the complaint being made is evidenced by the following table. Mr Gray undertook the early weaning strategy to 'supplement' poor condition cattle but it is not acknowledged within the report as a viable alternative to simply providing lick. It should also be noted that out-of-season, early-weaned calves are often "woody" because of less than adequate milk production by the cow. Supplementary feeding helps to address this but the manager is already behind the curve when attempting to rectify the situation and is faced with a difficult conundrum which essentially puts them between the proverbial rock and hard place.

Table 3 – Purchases of weaner supplement from 1 May to 1 September

Year	Tonnage	$ Value
2007	8	4888
2008	8	6360
2009	13	9751

Early weaning was instituted as a mitigating strategy to address out-of-season calves which were a product of previous management decisions. Cows with out-of-season calves would be expected to be in worse condition than cows without a calf-at-side because cattle will utilise their own body reserves in order to provide nutrition to their offspring. It is apparent that this was not considered within the report.

Complaint 5

There is an important distinction that must be made by the reader of the report between a *downer* animal and a cow that goes down due to stress and exertion. Downer cattle are those that are no longer able to rise due to their condition. Cattle in a weakened condition can be easily tired and may go down or be pushed down by other animals. This is not the same as a downer cow; however, the report seems to equate them in several places.

I don't think there is any argument that there were and still are weak cattle present on the station. Even with mitigating strategies, feeding and supplementation, a proportion of these cattle can be expected to become "downers" when they reach the limit of their reserves. Ethically, downers should be euthanized immediately if they are discovered in distress or generally within 24 hours thereafter if attempts to revitalize them are unsuccessful.

To my knowledge there has never been a restriction on who could euthanize cattle in a welfare situation other than the laws and regulations for handling firearms in the Northern Territory. However, it is true that some staff felt that they were not allowed to perform this task. Any staff member who was licensed and had proper training could euthanize an animal if necessary. If staff discovered down animals, it should be questioned as to whether they reported them or tried to provide them with feed and water. I don't know the answer to this, but can say that Mr Gray would put the welfare of cattle very high on his list of priorities and would not wish for them to suffer unnecessarily. I believe this is true of all of the staff, but it should be considered whether staff advised Mr Gray of down animals and he failed to respond or if staff simply failed to report downers. This question was not answered by the report.

The report is inconsistent in its description of downer cattle. In this section, the report first states, *Several downer cows were seen during the inspection of various paddocks. One cow had a water container beside her.* This would indicate that only one of the downer cows that were observed had water. However, in the Conclusion found in the following paragraph, the report states, *While there was no actual evidence see of downer cows that were without water at the time of inspection, it seems reasonable on the balance of probabilities that the treatment of downer cattle was haphazard and ineffective.* This is a direct contradiction and calls into question the objectivity of the remaining conclusions and the quality of the investigation. Making such a speculation should never have occurred within the report and is not credible nor professional.

The next statement is highly emotive and difficult to objectively review. The report states, *A management system which starved animals to death, then left them for crows, dogs and ants to finish off is frankly distressing in the highest order.* I think this mischaracterises the management system in an obviously emotional sense. It would leave the reader with an impression that all cattle who have gone down on other properties are always found and promptly euthanized. It might also lead the reader to believe that normally all dead animals are picked up and given a proper burial so as to prevent them from suffering such a fate. The reality is that one could go to any

property in the Northern Territory and find evidence of animal deaths not caused by euthanasia and dead animals where nature has decomposed the body. One only needs to look on the side of the road at wildlife and cattle that have been hit by vehicles to find proof. Making such a statement in what should be an objective report seriously detracts from its usefulness. While it may be aesthetically unpleasing, death and decomposition is normal and often not pretty in extensive pastoral situations.

Other Issues

The report raises other issues that were noted during the course of interviews but does not indicate any follow up on whether the investigator found substance to the complaints. Certainly the issues noted were, in all but one instance, not quantified in any manner. For this reason I am unsure as to why they were included.

Personnel & Structural Issues

In this section, the report gives the investigator's subjective view of the sincerity of the people he spoke with during the course of his investigation and their efforts to allay the plight of animals at the station. I believe that this area needs further investigation by a neutral party and that others with direct knowledge should be interviewed. I am lead to believe that Nicky Walters is a former employee of the investigator. I am unaware if a potential conflict of interest was declared.

As I have said on numerous occasions, I think that it is inappropriate to blame Mr Gray entirely for the current state of cattle at the station. The report's conclusion that *the evidence appears overwhelming that on-the-ground outcomes under his* [Mr Gray] *operational management have been unacceptable by any standard of herd productivity or animal welfare* is short sighted in my opinion. Without denying some culpability on the part of current management staff, I don't believe mitigating factors were appropriately considered as evidenced by the lack of concern and investigative effort placed on determining the effect of previous management on the current situation.

I agree with the report's conclusion that *A failure in such basic principles of livestock management and husbandry has occurred on Mataranka.* However, I think the responsibility for this occurrence is far more reaching than simply upon the shoulders of Mr Gray. Other staff currently and previously employed at Mataranka Station and the Katherine Rural Campus share responsibility as does Mr Suter in his supervisory role over the livestock operations for the past 3.5 years.

I have addressed in another document the characterisation of my response as a manager and how Mr Stockwell misinterpreted my meaning.

The report's final sentence is highly questionable and should be considered for its meaning and truth. Mr Stockwell states:

> Clearly justifiable concerns (as confirmed by Animal Welfare and AEC reports) by qualified staff (as well as students) were dealt with ineffectively such that complaint letters and external reports were required.

This conclusion indicates that concerns were dealt with ineffectively but the report states in several places that feed was being provided at the time of his investigation, supplement was provided and the one downer cow he found had been provided with water. The statement is an attempt to justify the ongoing and escalating complaints that were made by Mr Gorringe but none of the management processes that had

been enacted since the initial complaint in early September were investigated. I reiterate that this report adds no new knowledge to the existing base of facts and in my opinion only serves to obfuscate the reality of the situation with emotional and subjective assessments based on speculation and innuendo.

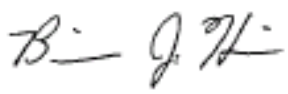
It is of great concern that both the DPI and AEC had been satisfied that the situation at Mataranka Station was being managed appropriately following their numerous visits, yet Mr Stockwell came to the complete opposite conclusion. This result calls into question the judgement of both entities in addition to the senior management of the University. By any stretch of the imagination, that is a very big leap. It indicates that not only Ian Gray and myself were inadequately addressing the situation, but entire groups of people, many in senior management positions. Oddly enough, his statement also calls into question the accuracy of some of his witness statements as people from those organisations gave testimonial evidence.

Conclusion

Overall, it is my belief that the external investigation added little or no new knowledge and therefore is of highly questionable value to the ongoing situation at Mataranka Station. It is accepted that Mr Gray has made some errors of judgement which were additive to existing management issues. Reasonable and apparently acceptable processes had been enacted prior to the investigation and had been endorsed by both the DPI and the AEC.

The report is primarily a compilation of opinions expressed by discontent staff. There is some validity to the opinions expressed, but they must be evaluated critically, not accepted blindly. I believe that the report is highly subjective and lacks the necessary evidentiary support to provide solid conclusions. It is a document filled with opinions and sweeping emotional statements that are not strongly underpinned by objective and factual evidence. A modicum of science is included in the report, but even it must be closely scrutinised.

While it contains important and valuable information, the report should be viewed with scepticism and critically reviewed by senior management of the University for fairness, integrity and accuracy in an analytical and objective manner before it is accepted and endorsed.



Dr Brian J Heim
Director, Vocational Education and Teaching

30 November 2009

DOR REPORT 4 SEPTEMBER 2009 CDU ANNEXURE A2-2

A2-2

1st

04/09/09

Northern Territory Government
Department of Primary Industry, Fisheries and Mines

REPORT OF ANIMAL WELFARE INCIDENT

REPORT

Reporter Name: Anonymous

Location:

Contact Details:

Detail of the Report: Starving Stock at Mataranka Station.

It was reported that a large mob of cows and calves were being held in a laneway paddock close to the Stuart Highway and that they were in a very poor state indeed.

There was basically no paddock feed available and supplementary feed and lick blocks were apparently not being provided. The animals were congregated around the watering troughs and were basically too weak to move from this situation and graze. The paddock appeared to have been 'flogged out' by the sheer no's of stock being held there.

There were also a mob of weaners being held in an adjacent paddock. Again they were congregated around the watering point.

It was also reported that mobs of weaners had been held in the yards for some considerable time often without hay or supplements being provided.

Investigation

On receiving the complaint Mr Greg Scott tried on three occasions to contact the manager Ian Grey leaving messages on both his office and mobile phones on the 3rd and 4th of September, however there was no reply, so it was decided to visit the station.

On 04/09/09 John Eccles R.V.O. Katherine and Greg Scott the Regional Biosecurity Officer visited Mataranka Stn, however the manager was not present.

We inspected the cows and calves in the Highway paddock and drove through it for 2Kms.The paddock to that point was basically devoid of feed. The cows and calves were all crowded around the watering point and it appeared that these stock would have been too poor to venture away from this watering point.

The cows that were wet were generally in a very poor condition and unless immediate action is taken there will be losses here. Some animals had difficulty in getting to their feet when approached.

There appeared to be no supplementary feed or blocks being provided.

Most of the weaners in the adjacent paddock appeared to be in fair condition, however there were some poor doers in this mob as well. Again there was no sign that supplementary feed was being given and the paddock appeared to be fairly well flogged out.

The weaners held in the yards were generally in fair condition but again there was a percentage that needed to be drafted out and provided special attention.

ACTIONS

It was apparent from our initial inspection that an immediate and thorough investigation of the entire property was required.

The property manager, Mr Ian Grey was contacted and an inspection logged for the next day, Saturday 05/09/09/

Animal Welfare Inspector or Animal Welfare Officer

Signature: _____

Name: Greg Scott

Date: 04/09/09

REGIONAL VETERINARY OFFICER John M. Eccles

ENDORSED/NOT ENDORSED _____

COMMENTS: This in not the first time that an animal welfare issue has been raised against Mataranka Station. In approx. the same time last year (18/09/08) a complaint was lodged re Starving stock on the station.

The complaints were immediately investigated by the animal welfare team at Katherine and recommendations were made re improved husbandry methods to be adopted.

It is a serious situation to again receive complaints from the general public re apparent neglect on the property.

SIGNATURE: _____

NAME: John M. Eccles

DATE: 04/09/09

SENIOR VETERINARY OFFICER PRODUCT INTEGRITY

ENDORSED/NOT ENDORSED

COMMENTS: _____

SIGNATURE: _____

NAME: _____

DOR REPORT 5 SEPTEMBER 2009 CDU ANNEXURE A2-3

A2-3

05/09/09

Northern Territory Government

DEPARTMENT OF REGIONAL DEVELOPMENT, PRIMARY INDUSTRY, FISHERIES AND RESOURCES www.nt.gov.au

FOLLOW UP REPORT --- THE ANIMAL WELFARE INCIDENT RECORDED AGAINST MATARANKA STATION (initially investigated on the 4TH September'09)

Reporter Name:	
Contact Details:	
Detail of the Report:	
Location of Incident:	Mataranka Station—Stuart highway Mataranka.
INVESTIGATION Findings	This is a follow up examination of the reported Animal Welfare situation on the property which was initially investigated on the 04/09/09. On the 05/09/09 at approx 0900hrs the Regional Veterinary Officer John Eccles and the Biosecurity officer Rob Wait visited the Station. We identified ourselves to the manager Mr. Ian Grey and I alerted Mr. Grey as to the purpose of our visit as well as his right of reply to our questioning. He was initially very defensive as to what was happening on the property, especially after reading my report of the previous day, which I had given to him. I stated to Mr. Grey that it appeared that the situation was indeed very serious and as this was a repeat offence we may very well instigate legal action, although I could only make recommendations as to this course of action. It appeared that there had been no attempt to adequately feed the stock being held in the yards or those 350+ animals (cows/calves/weaners) that were being held in a laneway adjacent to the Stuart highway. The stock in the laneway had only limited access to water, simply a 2 meter long trough. The next watering point was some 10kms away in Wire Hill paddock, to which they had access. The laneway paddock as mentioned in the initial report of 04/09/09, held almost no available feed for the stock for at least the first 2-3 kms from where the stock had congregated around the water trough. Basically nothing much of any nutritional value would have been available for the stock within 5kms of this water trough. There was simply no way that most of the stock in this laneway, in the condition that we had observed them in, would have been able to walk the 4-5kms to the very sparse available feed and then make the same journey back to the water trough. Taking into account the very debilitated state of most of the stock in the laneway the manager should have realised the urgency of the situation. Immediate action should have been taken to commence feeding hay and providing high protein supplements, so that the animals didn't decline any further from their already debilitated state. However it appeared that there was only very limited action taken by management to alleviate the extremely stressful situation that these animals were in. When questioned as to why he had not taken any action and fed the starving stock with some of the stored hay available on the station, the manager was adamant that in the cooler times of the day the stock were moving out along the lane way and receiving adequate feed as far as he was concerned. We were simply looking at the stock after they had returned to the watering point after their morning 'graze'. However, it was pointed out to him that there was no evidence of 'cudding' at all in the stock and the stock were indeed starving. The manager was unable to admit that the situation was indeed serious and that immediate corrective action was required. Both Mr. Wait and myself were amazed that the manager had difficulty in coming to terms with the fact that the animals were not just poor, but were being held in a starving situation.

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	I questioned the manager as to why he was reluctant to immediately start 'emergency feeding' to the starving stock. He replied that the situation would be solved come the following Tuesday (three days time) when they would all be moved down to Wire paddock, which was some 10kms to the watering point there. Movement was to be effected by the use of a chopper. He appeared to have no intention of feeding the stock at all, as he regarded the situation to be under control regardless of the evidence patently obvious to both myself and Rob Wait. Nearly all the stock being held in the stock yards were in a stressed state and it appeared that some pellets had been fed to the weaners at some stage. However, on closer examination all the feeding troughs were found to be empty. There was some evidence that only limited amounts of hay had been fed, even though there was ample baled hay in a shed not more than 150 meters away.
ACTIONS	It was insisted that immediate action be taken by the manager to feed all the severely stressed stock. When asked what he intended to do regarding this demand Mr. Grey stated that perhaps he'd provide the stock in the laneway with a single square bale of hay. To be more on the realistic side we insisted that initially six bales be provided and that we'd re-examine the situation when this had been done. Mr. Grey was left to carry out this task. On returning to the property an hour or so later Mr. Grey stated that he'd fed out three bales already. We were not convinced that this had actually taken place considering the few hay dump sites noted and the residual amount of hay left in the paddock. The Manager was also having trouble with the loader, so to ensure that the stock were fed, both Mr. Wait and myself decided to physically help out. The end result was that approximately 6/7 bales were fed to the lane way stock and 5/6 bales to the animals in the stock yards. An inspection was made of various other paddocks on the station as well as any other available station stock. All these animals were generally found to be in fair to good condition. A full inspection of the station was not able to be carried out due to time constraints. However, we were fairly confident that we had addressed the two areas of serious animal welfare neglect. Obviously further ongoing feeding needs to take place and to ensure that this carried out further inspections will be done.
Animal Welfare Inspector/Officer	**Signature:**
	Name: John Eccles
	Date: 05/09/09
REGIONAL VETERINARY OFFICER -- John M. Eccles	
ENDORSED	

COMMENTS:	The boundary fence along the paddocks Yellow Waterhole and Tiger Hill urgently needs to be reconstructed so that these paddocks can be utilised. This would reduce the grazing pressure on the property considerably. The Manager concurs that this is essential and to be done ASAP. If it is the intention of the management to hold weaner and younger stock in the yards then adequate feeding and monitoring of their situation needs to be done. The broken water pipe at the yards has produced a large swamp area which indicates that it has been an ongoing problem. This doesn't auger well with 'good management' practices. PLEASE NOTE:- Considering what has been observed at the station I am going to recommend that under the Animal Welfare Act the Manager Mr. Ian Grey and his supervising officer Mr Ken Suter be held accountable. Pursuant to section 67(1) of this Act both Mr. Wait and myself believe on reasonable grounds that: (a) The animals held in the lane way and the yards have not been provided with appropriate food or water for an extended period up to the 05/09/09. (b) That treating the animals in such a manner is likely to cause their suffering.
SIGNATURE:	
NAME:	John M. Eccles
DATE:	05/09/09
SENIOR BIOSECURITY OFFICER PRODUCT INTEGRITY	
ENDORSED/NOT ENDORSED	
COMMENTS:	
SIGNATURE:	
NAME:	
DATE:	

DOR REPORT 25 SEPTEMBER 2009 CDU ANNEXURE A2-4

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Northern Territory Government

DEPARTMENT OF REGIONAL DEVELOPMENT, PRIMARY INDUSTRY, FISHERIES AND RESOURCES

www.nt.gov.au

FOLLOW UP REPORT --- regarding THE ANIMAL WELFARE INCIDENT RECORDED AGAINST MATARANKA STATION and INITIALLY INVESTIGATED ON THE 04/09/09 and again on the 05/09/09

Reporter Name:	
Contact Details:	
Detail of the Report:	The Station was visited by The Regional Veterinary Officer (John Eccles), Regional Biosecurity Officer (Greg Scott) and Biosecurity Officer (Rob Wait)
Location of Incident:	Mataranka Station—Stuart highway Mataranka.
INVESTIGATION Findings	This is a follow up examination of the situation on the property which was investigated on the 04/09/09 and again on the 05/09/09. The manager Mr. Ian Grey(IG) was not able to accompany the inspection team as he was not able to be contacted prior to the visit. A Mr. Wayne Spence (WS) conducted the general station visit and 'Toby'(To) and 'Niccky' (Ni) conducted the visit to the yards. **The Stock Yards** ; Hungry underfed stock have been held in the station yards for long periods of time. Calves/Weaners have been held here for approx 4 mths.now—3 animals had to be destroyed and there were 2 already dead. Animals were ticky—apparently most of the weaners were from the 1st round weaning. There is no further hay available and we were told that IG has advised staff that a further order is being processed in Alice Springs. The stock had not been fed today and the feeding troughs were all empty. There was another yard holding 80+ cows that were being held there pending inspection by a stock agent, they hadn't been fed on Mon/Tues/Wed of this week. When they are fed only 2 bags of Adelaide River Weaner pellets are given for the day, for the whole 80+ animals. Ni not able to keep up with the feeding out. **General Station Inspection;** Station Tip not Fenced off from stock intrusion from Toms pdk. Downers not being humanely destroyed even though been reported that being badly attacked by meat ants. Refusal for the destruction of such animals is often given. Cash cows appear to be the only animals (apart from the station horses) that are being managed with a feeding programme. The station inspection included a run out to the watering points of Desert and Kuttain Paddocks. There was no lick placement sighted and at the laneway bore for Desert Paddock where there were about 300/400 head of stock congregated, 50% were in v. poor condition. There were lots of calves and 25% (approx) of the cows had weaners on them. Lick blocks have only been put at 2 of the three watering points in Desert paddock and not at the laneway watering point. It is suggested that the stock be left here at the laneway watering point in Desert paddock, where they have accumulated and fed hay and a protein rich supplement. Cattle in the adjoining Crater and Bernes paddocks were noted as being in poor condition as well.

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Desert Paddock has the other ½ of the cattle that were originally in the laneway leading up to Wire Hill Paddock. At the swamp area the cattle were in better condition. Still no lick being given to these animals.

In Kuttain paddock stock were found to be in v. poor condition. No lick been provided and the watering points are 6-7 kms. apart. Approx 70% cows had young calves/weaners and 65% were noted to be in v. poor condition and the remainder only in poor to fair condition.

It appears that management intend to muster these v. poor conditioned animals. It is strongly recommended that prior to applying any additional stress to these animals that they be supplementary fed until such time that they would be able to cope with such treatment.

It appears that there are various bores that are u/s which severely limits the grazing area of such paddocks as Desert and Crater. The fence line is still down along the boundary of Yellow Waterhole and Tiger Hill paddocks which has totally prohibited their use for grazing. .

Inspection continued to the Wire Hill paddock and the laneway leading to it which runs along the Stuart Highway. It appears that most stock have been moved into the better grassed area of Wire Hill Paddock. However there are still nos. of stock in the laneway, these are all in v. poor condition. The stock in the wire Hill paddock are also in poor condition and at best appear to be inadequately supplemented or not supplemented at all. Some of the weaker animals were heavily infested with tick.

Summary

- The overall condition of the station stock is very poor and the current management of which is an Animal Welfare issue.
- Inadequate amounts of supplementary lick blocks or loose supplement are being provided.
- There are additional Animal Welfare issues of failure to adequately dispose of downers.
- There appears to be a shortage of staff to provide for the care and feeding of the stock.
- Inadequate amounts of supplementary hay available for the starving stock. There is an **immediate need** for at least a road train of hay to be delivered to the station. Evidence of this order being placed will be required.
- These issues of animal welfare are NOT to be viewed as a 'carry over' from last year, as has been stated. There has been a wet season between the problems of last year and the issues that have been seen in the last 3 reports.
- There have been 18 animals shot due to the effects of starvation in the past 11 days and this doesn't include weaners dying in Toms pdk. It is the collective view of the inspection team that unless the management of the station stock drastically changes immediately, severe losses will occur in the next few wks.
- In the interests of the Animal Welfare of all the animals involved an **immediate solution is required.**

Animal Welfare Inspector/Officer	**Signature:**	
	Name:	Greg Scott
	Date:	25/09/09
REGIONAL VETERINARY OFFICER John Eccles		
ENDORSED		

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COMMENTS:	The situation is very urgent. Management need to provide the inspection team with an agenda as to how they intend to solve the present problem. This will be audited on a weekly basis.
SIGNATURE:	
NAME:	John Eccles
DATE:	25/09/09
SENIOR BIOSECURITY OFFICER PRODUCT INTEGRITY	
ENDORSED/NOT ENDORSED	
COMMENTS:	
SIGNATURE:	
NAME:	
DATE:	

DOR REPORT 8 OCTOBER 2009 CDU ANNEXURE A2-5

A2-5

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Northern Territory Government

DEPARTMENT OF REGIONAL DEVELOPMENT, PRIMARY INDUSTRY, FISHERIES AND RESOURCES

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REPORT OF ANIMAL WELFARE INCIDENT

Reporter Name:	Ongoing investigation Report from Suzanne Edwards on 8 October 2009
Contact Details:	suzyq52199@hotmail.com
Detail of the Report:	Report received by email. "In case you are unaware I wish to draw your attention to the serious nature of the animal welfare state of the cattle at Mataranka Rural Campus of CDU. All endeavours for help thus far over the past few months have fallen on deaf ears, and slow agonising deaths continue, in particular the animals locked in the yards and Toms paddock. I would hate to see the repercussions for us all as Territorians if this made media headlines. Help is urgently required. May be seeing is believing! The health risk to students and workers is one thing but the damage to the ethics and best practice of an educational/training property is another and then there is the unnecessary and totally unacceptable neglect and suffering of the animals. I have attached photographs, taken on the same day, this is happening daily. Sorry if they are upsetting but I see this every day. Thankyou in hope. Sue Edwards JP"
Location of Incident:	Mataranka station error October
INVESTIGATION **Findings**	Sue Fitzpatrick (Senior Veterinary Officer Biosecurity) and Rob Wait (Livestock Biosecurity Officer) visited Mataranka station on 9 August 2009 at 8a.m. The property had been visited by Animal Welfare Inspectors/Officer from Department of Regional Development, Primary Industry, Fisheries and Resources on three separate occasions on 4th, 5th and 25th September to investigate animal welfare reports and to monitor the condition of the cattle. Investigation reports for these visits are attached. Although there has been appropriate action taken in the past two weeks, timely access to resources appears to have limited the ability of management to implement immediate actions to address the animal welfare concerns. On the 26th September a meeting was held between Charles Darwin University (Manager of Mataranka station and Director of Vocational Education and Training) and investigating officer and inspectors to discuss the response to the report and plans for future management. Members from the Animal Welfare Committee conducted two facility inspections of Mataranka station on 17 September and 7 October 2009. Reports may be available at request from AEC. The following general recommendations were made: • Additional staffing required to adequately manage current conditions • Additional supplementary feed and monitoring of breeder cattle and early weaned calves • Replacement of burnt fences to provide additional paddocks for feed. • Repair or replacement of tractor for feeding out hay • Sheeting of feed shed to protect feed from weather • Supplement troughs require holes to allow drainage • Repair water trough in north-west corner Tsumengeri paddock • Segregate breeder cattle based on condition • Limited 2nd round mustering opportunity due to poor condition of breeders • Additional watering points to utilise dry standing feed and reduce overgrazing

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A number of other long term management recommendations were also made.

Actions taken by CDU to improve animal welfare outcomes

- Two additional staff members are currently working at Mataranka station and students are assisting with management activity
- Breeder cattle are receiving ad lib loose mix supplement, and breeders in yards are receiving hay, pellets and Boost blocks. Supplement is being fed where dry standing feed is available away from water points.
- Paddocks with a higher proportion of breeders in poor condition are being monitored twice daily.
- Weaners are receiving ad lib weaner pellets and hay.
- The burnt fence has been repaired in Yellow Waterhole and Tiger Hill paddocks which provide a source of additional feed not previously available. A contractor will replace the fence.
- Supplement blocks have been ordered to reduce the potential risk of urea toxicity associated with rain in supplement troughs.
- Some breeders in poor condition with calves have been drafted into the yards to allow for an improvement in strength. This will continue on a paddock by paddock basis where breeder cattle are in a suitable condition to be mustered. These cattle will be moved to Yellow Waterhole paddock.
- An additional bore has been started in Desert paddock to reduce the grazing impact around other watering points in the paddock.
- 100 Heifers from Hill paddock had been mustered and sent to export
- 80 pregnant cows (CS 2.5-3) are being held in Roper paddock for sale.
- 40 heifers from Wire Hill paddock to be drafted into Roper paddock for sale.
- 100 calves early weaned from 220 cows in Bernie's paddock
- 130 calves early weaned from 290 cows in Crater paddock
- 150 bulls segregated from cows in Ammo paddock to manage future calving
- Weaners are being segregated into 2 groups. Weaners less than 150kg are being transported to Phoenix Park feedlot (approximately 1 hrs transport time) to be placed on weaner ration. Weaners steers greater than 150kg would be moved to Tiger Hill paddock with a good supply of feed. Weaner heifers greater than 150kg would be moved to the adjacent Moray Hill paddock.
- Weaners from first round (No. 8) are being educated to join No. 9 weaners.
- Weaners from Moray Hill paddock will be mustered and processed through a neighbouring properties yard to reduce mustering distance.

CDU indicated that they have engaged an independent consultant to review the condition of the cattle at the facility. A report may be available at request from CDU.

In addition, a monitoring protocol for the welfare of Charles Darwin University livestock at Katherine Rural Campus and Mataranka Station has been developed. This may also be available at request from CDU.

Inspection on 9 October 2009

Background

During the end of the dry season cattle can loose body condition associated with declining nutritional value of dry standing pasture and/or shortage of feed. Additional stressors include maintaining large unweaned calves, and/or pregnancy. These factors can lead to poor body condition. During August and September a number of paddocks were mustered, and weaners drafted from the cows. Management made the decision to wean calves down to 50kg. This is not normal industry practice, but was carried out to allow the cows in poor condition the opportunity to maintain condition throughout the remainder of the dry season. Some breeder and calf mortality would be expected if this was not done under current conditions. Early weaning of calves also places additional stress on weaners. A number of weaners were in light condition when weaned and were at risk of developing disease with the change of feed and stress at weaning. Losses were reported on previous inspections.

Cattle inspected during the visit:

- Trucking yards
- Holding paddock
- Tsumengeri bore
- Wire Hill paddock

Condition of cattle in the yards and paddocks had improved since the previous visit two weeks prior. No recumbent (downer) cattle were observed during the inspection. Ad lib feed (hay/pellets) and supplement was observed in the yards and holding paddock. Cattle in the paddocks had access to dry standing feed and water. Supplement had been moved away from the water points to encourage cattle to utilise dry standing feed available in the paddocks. A proportion of cattle in the paddock were congregated around the water points at the time of inspection.

A range of condition scores of cattle were noted in paddocks inspected. A proportion of cattle were in very light condition, but were able to stand and walk to feed and water. Cows in Wire Hill paddock were in lighter condition than other paddocks.

A large proportion of cows were either heavily pregnant or had recently calved. Cattle in this group in light to very light condition will require close monitoring and additional high energy/high protein supplement to maintain condition over the next 2-3 months. Options for additional supplement were discussed with management.

Feed available

There was a store of large square bails for hay, weaner pellets, custom loose mix supplement, Boost blocks (molasses mineral supplement). Supplement blocks had also been ordered to accommodate for the early rains to minimise the risk of urea toxicity associated with wet loose mix supplement.

Trucking Yards

Three mobs of cattle were segregated in the yards:

- Cows and young claves – from Toms 1 & 2 paddock
- Weaners
- Empty dry cows (pregnancy tested empty)

All stock had sufficient feed and water. Two weaners in light condition were noted, but were able to stand and walk to feed and water. An improvement in the condition of cattle in the yards was noted from the prior visit. The plan was to move cows and calves to Yellow Waterhole paddock when in a suitable condition, weaners to Phoenix Park feedlot or Tiger Hill (steers >150kg), and empty dry cows to Katherine Campus for export.

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Background

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Holding paddock

Weaners (430) in the holding paddock were inspected. Weaners had access to ad lib weaner pellets in feed troughs and fresh water. A small proportion of the weaners were noted to be in very light condition (CS 1-2). All weaners were able to stand and walk. Weaners were being mustered into yards on 9 October 2009 and segregated into 2 groups. Weaners less than 150kg were being transported to Phoenix Park feedlot (approximately 1 hrs transport time) to be placed on weaner ration. Weaners steers greater than 150kg would be moved to Tiger Hill paddock with a good supply of feed. Weaner heifers greater than 150kg would be moved to the adjacent Moray Hill paddock.

Any light weaners unfit to travel would remain in the yard on a ration of hay, weaner pellets and boost supplement.

Tsumengeri bore

A high proportion of breeders at the bore were heavily pregnant or recently calved. Cows and calves had access to fresh water and feed was available in the paddock. No loose mix supplement was available at the bore. Management indicated that the supplement was placed away from the bore to encourage cattle onto available feed. Condition of cattle ranged from CS 1.5 – 3. All cattle were able to stand and walk.

Wire Hill paddock

A small number of cows (20) were in the Wire Hill laneway. These cattle were in very light condition (CS 1-2). Cattle had access to hay and fresh water. No supplement was seen along the access road. These cattle were to be moved into Wire Hill paddock.

Cattle in Wire Hill paddock (360) varied in condition (CS 1-3) but a greater proportion were in light-very light condition compared with other paddocks. A large proportion of breeders at the water point were heavily pregnant or recently calved. Cows and calves had access to fresh water and feed was available in the paddock. A gate was open into Yellow Waterhole paddock with a good supply of feed. No loose mix supplement was available around the water trough. Management indicated that the supplement was placed away from the water point to encourage cattle onto available feed. All cattle were able to stand and walk. It was noted that cattle had improved since the last inspection two weeks prior.

The manager advised that there had been further mortalities in Wire Hill paddock since the previous visit. Some mortality may have been associated with bullying weaker cows when supplementary pellets were being fed to cattle. The manager was advised that providing additional trough space may reduce further mortality; however cattle appeared to be in stronger condition during inspection.

The decision to transport weaners less than 150kg to Phoenix Park feedlot shows that management have considered the welfare of weaners and addressed the potentially limiting resources to manage weaners effectively under the current conditions. This action will allow more time to monitor breeders and new calves, and provide the supplementary feed required to maintain condition. Management agreed to consider options for additional high energy/protein supplement for lactating cows.

ACTIONS	Request written report outlining short term management strategies adopted to address current conditions. Recommend additional options to prevent future welfare concerns. Arrange re-visit on 23 October 2009 to monitor strategies and condition of cattle.

Animal Welfare Inspector/Officer	**Signature:**	
	Name:	Sue Fitzpatrick
	Date:	9 October 2009

DOR REPORT 24 OCTOBER 2009 CDU ANNEXURE A2-6

A2-6

(5)

DEPARTMENT OF REGIONAL DEVELOPMENT, PRIMARY INDUSTRY, FISHERIES AND RESOURCES

www.nt.gov.au

REPORT OF ANIMAL WELFARE INCIDENT

Reporter Name:	Ongoing investigation
Contact Details:	NA
Detail of the Report:	NA
Location of Incident:	Mataranka station
INVESTIGATION Findings	Sue Fitzpatrick (Senior Veterinary Officer Biosecurity) and Rob Wait (Livestock Biosecurity Officer) visited Mataranka station on 22 August 2009 at 1p.m. The property had now been visited by Animal Welfare Inspectors/Officers from Department of Regional Development, Primary Industry, Fisheries and Resources on five separate occasions. These visits occurred on 4th, 5th and 25th September and 9th and 22nd October 2009 to investigate animal welfare reports, monitor feed availability and the condition of the cattle. While the problems with sourcing feed and appropriate permanent labour to work on the station are acknowledged, the actions taken by Charles Darwin University to address the animal welfare reports have not been adequate. The time taken to initiate a response when notified of the animal welfare report and consistent feeding and monitoring of livestock is a major concern. The feed sources appear to have been available on the station on visits, but the distribution to the cattle appears to have been sporadic. Maintaining a consistent feed source to cattle in yards and supplement to cattle is paddocks is essential to prevent animal health and welfare problems. **Inspection on 22 October 2009** Cattle inspected during the visit: • Trucking yards • Wire Hill laneway/Wire Hill paddock **Feed available** A road train of hay was due to arrive, weaner pellets, phosphorus supplement blocks and Boost blocks (molasses mineral supplement) were in the shed. Supplement blocks ordered at the last visit were being distributed in the paddock to replace the loose supplement to minimise the risk of urea toxicity. **Trucking Yards** Five mobs of cattle were segregated in the yards: • Cows and young claves - New • Young weaners – same weaners as last visit • Empty dry cows (pregnancy tested empty) - New • Weaner heifers - New • Weaner bulls - New All stock had sufficient feed and water. The young weaners showed significant improvement in energy since the prior visit. Two weaners were were ill (one with diarrhoea and one downer). The manager was aware of the problem.

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Holding paddock

The holding paddock had been destocked. The weaners in the holding paddock on the last visit had been segregated into 2 groups. Weaners less than 150kg were being transported to Phoenix Park feedlot (approximately 1 hrs transport time) and placed on weaner ration. There were approximately 200 weaners in this group. Phoenix Park has reported one loss since arrival. Weaners steers greater than 150kg had been moved to Tiger Hill paddock with a good supply of feed. Weaner heifers greater than 150kg were in the yards, waiting to be branded. These heifers will be moved to Moray Hill paddock.

Wire Hill/Yellow Waterhole paddocks

Most of the cattle had been moved out of the laneway to Wire Hill/Yellow Waterhole paddocks. Approximately 6 head remain in laneway (unable to muster) and are being fed hay, pellets and supplementary blocks.

Majority cattle have moved into Yellow Waterhole paddock with good feed and water supply. The gate remains open between the two paddocks. Cattle remaining in Wire Hill paddock vary in body condition. Approximately 15-20 are in very poor condition. These cattle may have been the cattle moved from the laneway. Boost supplementary blocks and phosphorus blocks are available to cattle in the paddock.

There had been one mortality in the paddock since the last visit. The cow was in good condition and the cause of death is unknown.

Management advised that the decision had been made to provide Boost blocks to the cows in poor condition with calves to assist with the high energy demand while lactating.

Bernie Paddock

The manager advised that the cattle in Bernies paddock were the second concern following cattle in Wire Hill/Yellow Waterhole. The cattle were being monitored closely and Boost and phosphorus blocks were being provided. A new watering point was being established to reduce the grazing pressure on the one watering point for the paddock.

Actions since last visit

- Written report outlining short term management strategies to address current conditions provided.
- Decision made to provide Boost blocks to cows in poor condition with calves.
- All holding paddocks (Toms 1 & 2, Big Horse, Holding paddock) destocked.
- Weaners less than 150kg transported to Phoenix Park feedlot.
- Recruitment initiated for another permanent employee (3 month contract).

ACTIONS	Maintain contact to ensure permanent labour is sourced. This is essential to provide feed, check waters and monitor cattle to the standards outlined in the management plan.

Animal Welfare Inspector/Officer	**Signature:**	
	Name:	Sue Fitzpatrick
	Date:	24 October 2009

EMAIL 10 FEBRUARY 2010 CDU ANNEXURE A2-7

A2-7

Maryanne McKaige

From: Brian Heim [Brian.Heim@cdu.edu.au]
Sent: Wednesday, 10 February 2010 1:19 PM
To: Barney Glover; Maryanne McKaige; Bob Wasson; Plaxy Purich; Tim Biggs
Subject: Report on Animal Welfare visit - 8 Dec 09

All,

Please see response below from Welfare Branch, Local Government. I have been informed that this is the only correspondence we will receive on the visit.

Regards,

Dr Brian Heim
Director, Vocational Education and Training

Charles Darwin University
PMB 155 NT 0852
Katherine AUSTRALIA
Ph: (08) 8973 8311
Fax: (08) 8973 8300
Email: brian.heim@cdu.edu.au
CRICOS Provider #00300K

From: Susanne Fitzpatrick [mailto:Susanne.Fitzpatrick@nt.gov.au]
Sent: Wednesday, 10 February 2010 11:14 AM
To: Brian Heim
Subject: FW: Mataranka Station

Sue Fitzpatrick
Principal Veterinary Officer Biosecurity
Department of Resources
GPO Box 3000 Darwin, NT 0801
Ph:(08) 89992123 Mob: 0407498003 Fax: (08) 89992146
susanne.fitzpatrick@nt.gov.au

From: Meryl Gowing
Sent: Wednesday, 10 February 2010 11:05 AM
To: Susanne Fitzpatrick
Cc: Mary Gearin-Smith; Julie Brimson
Subject: Mataranka Station

Good morning Sue

Further to our telephone call, the department will not be providing the database contact of the Animal Welfare Unit's Animal Welfare Inspector's visit to Mataranka Station. The contact was prepared for internal purposes only.

I can confirm that Ms Mel Frousheger, an appointed departmental Animal Welfare Inspector attended Mataranka Station with Department of Resources (DOR) Stock Inspector, Mr Rob Wait on 8 December 2009 following a complaint to the Minister for Local Government about the mistreatment and neglect of cattle on the property.

10/02/2010

The attendance of an Animal Welfare Officer (required under the legislation for licenced premises) was not required at that time as Mataranka Station was not included in the Charles Darwin University (CDU) licence to conduct teaching or research involving animals. CDU has since applied for a variation to its licence to include Mataranka Station – this has been approved by the Animal Welfare Authority.

While Ms Frousheger found that the cattle were still in poor condition, Rob Wait's advice was that they were significantly improved on the last visit and given the processes in place to remedy the situation and the involvement of DOR, the Animal Welfare Unit considered further action at that time was not necessary.

The complaint remains 'open' and the Animal Welfare Unit will continue to monitor the situation.

If you have any questions please feel free to contact me.

Regards

Meryl

Meryl Gowing I
Water Safety & Animal Welfare I Department of Housing, Local Government and Regional Services
RCG Building, 2nd Fl. 83-85 Smith Street, Darwin NT 0800
p...(08) 8924 3645 I f...(08) 8999 8520 I meryl.gowing@nt.gov.au

10/02/2010

EMAIL 27 SEPTEMBER 2009 CDU ANNEXURE A2-10

A2-10

Brian Heim

From: Brian Radunz [Brian.Radunz@nt.gov.au]
Sent: Sunday, 27 September 2009 10:56 AM
To: Brian Heim; Susanne Fitzpatrick
Subject: RE: Katherine Veterinary Officer

Noted – This was not the approach that was discussed a few times.

We will need to investigate further and may need to talk further with you and Ian.

Brian Radunz, Chief Veterinary Officer
Department of Regional Development, Primary Industry, Fisheries and Resources
PO Box 3000 Darwin NT 0801
Phone 08 89992130 Fax 08 89992089 Mobile 0401115836
brian.radunz@nt.gov.au www.primaryindustry.nt.gov.au

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rom: Brian Heim [mailto:Brian.Heim@cdu.edu.au]
Sent: Saturday, 26 September 2009 4:47 PM
To: Brian Radunz; Susanne Fitzpatrick
Subject: Katherine Veterinary Officer

Dear Brian and Sue,

I must say that I was disappointed by the negative attitude and confrontational manner of John Eckols. It was very telling when he said that he worked for AQIS for 12 years and we would already be under prosecution if it had been handled like they did things. He also made several insulting and negative comments toward both Ian Gray and myself. In my opinion he was openly confrontational in a meeting that was meant to develop outcomes. I believe he displayed a lack of professionalism, lack of knowledge of the industry and poor negotiation and conflict resolution abilities.

Ian has advised me that the first time he met John at the station, John handed him his business card, introduced himself as from the department and informed Ian that anything he said can and would be used against him in a court of law. I think you would agree that this sort of behaviour is no way to conduct business and build rapport with pastoralists.

Greg Scott and Rob Waite were both trying very hard to reach successful outcomes and are welcome at any time. However, I would ask that John no longer attend inspections or come to either Mataranka Station or the Katherine Rural Campus unless you deem it necessary.

Regards,

Dr Brian Heim
Director, Vocational Education and Training

Charles Darwin University
PMB 155 NT 0852
Katherine AUSTRALIA
Ph: (08) 8973 8311
Fax: (08) 8973 8300
Email: brian.heim@cdu.edu.au
CRICOS Provider #00300K

Brian Heim

From: Susanne Fitzpatrick [Susanne.Fitzpatrick@nt.gov.au]
Sent: Monday, 28 September 2009 6:54 AM
To: Brian Heim
Subject: RE: Outcomes from meeting today

Hi Brian,

Thank-you for comments. We will address your concerns regarding John Eccles, and he will not be conducting further visits to Mataranka Campus.
I think the outcomes are an accurate reflection of the way we should progress the situation. I think we agreed on an 8am inspection to minimise disruptions to management. This can be changed to suit.

Regards

Sue

Sue Fitzpatrick
enior Veterinary Officer Biosecurity
Department of Regional Development, Primary Industry, Fisheries and Resources
Ph:(08) 89992123 Mob: 0407498003 Fax: (08) 89992146
susanne.fitzpatrick@nt.gov.au

From: Brian Heim [mailto:Brian.Heim@cdu.edu.au]
Sent: Saturday, 26 September 2009 4:55 PM
To: Susanne Fitzpatrick
Subject: Outcomes from meeting today

Hi Sue,

Just so that we are on the same page, are these the outcomes from today's meeting which will form the basis for future inspections of Mataranka Station?

1. Inspections will occur on October 9 and 23, 2009 commencing at 9am. After that the need for further inspections and their frequency will be reassessed
2. They will not be full inspections of the entire property, the purpose being ongoing monitoring
3. Weaners in the yard will be evaluated to make sure they are being supplementary fed
4. Cattle will be assessed to ensure that downer cows and weaners are being humanely destroyed
5. Management strategies will not be assessed or commented upon but CDU will make records available pertaining to management if asked for them

Feel free to change these as appropriate if I have misstated anything or left anything out.

Regards,

Dr Brian Heim
Director, Vocational Education and Training

Charles Darwin University
PMB 155 NT 0852
Katherine AUSTRALIA
Ph: (08) 8973 8311
Fax: (08) 8973 8300
Email: brian.heim@cdu.edu.au
CRICOS Provider #00300K

MEMO 16 OCTOBER 2009 CDU ANNEXURE A4-1

Charles Darwin University
UNIVERSITY
Australia

Charles Darwin University
Darwin NT 0909 Australia
www.cdu.edu.au
ABN 54 093 513 649
CRICOS 00300K

Memorandum

Office of the Pro Vice-Chancellor VET

TO: All Katherine and Mataranka Staff

FROM: PVC VET

DATE: 16 October 2009

SUBJECT: **Animal Welfare at Mataranka Station**

All staff will be aware that in recent weeks a number of serious concerns have arisen regarding the welfare and management of some of the University's cattle at Mataranka station. The purpose of this memorandum is to ensure that all staff either directly or indirectly involved with the welfare of the cattle are kept informed of the broad range of actions being taken by the University to ensure the successful management of the affected livestock and indeed the entire herd.

The University's commitment to high standards of animal welfare is managed by the Animal Research Ethics Committee (AREC) operating under the National Guidelines for the proper conduct of research and teaching involving animals. This body although part of the University has an independent mandate to review, monitor and take whatever action it deems necessary to ensure the University meets its obligations in relation to the welfare of animals used for teaching or research purposes. As a result of the concerns regarding the cattle at Mataranka, two visits to the site have been undertaken over the past five weeks by members of the Animal Ethics Committee including the Chair, Professor Bob Wasson. Representatives of the NT Government, through the Department of Primary Industries, have also undertaken detailed inspections and provided advice in relation to the ongoing management of the herd.

The central issue at Mataranka station is the condition of a small (but very important) percentage of the cattle herd. The affected cattle have been inspected, along with water sources, and a review has been undertaken of the availability of food including supplements, fencing, management regimes, record keeping, machinery and equipment, and staffing levels. The results of these investigations are being compiled in a report which will be made available to the Station Manager, Mr Ian Gray and Dr Brian Heim, Director VET. The AREC will require monthly reports on the status of the cattle until the end of February 2010 by when it is anticipated the wet season will be fully developed and the condition of the cattle should be improving. An action plan and time frame to respond to the requirements of the AREC is being developed.

It is understood that a formal complaint may soon be provided to the AREC from within the University regarding the issue of the state of the cattle herd at Mataranka. If this occurs, a formal investigation of the complaint will occur by an experienced person independent of both the University and DPI.

I strongly urge all staff members who have an interest in this matter to cooperate fully with this investigation, should it occur, and use this formal avenue as the most appropriate mechanism

Alice Springs Campus Greville Drive, Alice Springs. **Postal address:** PO Box 796 Alice Springs NT 0871 Australia
Telephone: 08 8959 5201 **Facsimile:** 08 8959 5305
Casuarina Campus Ellengowan Drive, Darwin **Postal address** Darwin NT 0909 Australia
Telephone: 08 8946 6758 **Facsimile:** 08 8927 0379
Mobile: 0419 852 189 **Email:** don.zoellner@cdu.edu.au

to raise any matters pertinent to the management of cattle at Mataranka station. All communication in relation to the investigation or this matter in general including the submission of written statements or other documentation should be directed to the Executive Officer, AEC, Plaxy Purich, Plaxy.Purich@cdu.edu.au, telephone (08) 8946 6498 (marked confidential should this be desired).

While there is a clear expectation that all staff will work cooperatively with any investigation, this does not preclude any member of staff who has concerns about the welfare of the cattle to directly contact Professor Bob Wasson, in his capacity as Chair of the AREC.

The NT Manager, Andrew Vodic will visit Katherine and Mataranka in the next few days to discuss these matters with staff and to reassure people of the actions being taken by the University. This will also be an opportunity for staff to raise any other matters relevant to the University's operations at Katherine and Mataranka that may be directly or indirectly relevant to or impacting upon the current issues of concern.

In the longer term, the University is commissioning a much broader review of the operation of Mataranka station to ensure that this important facility provides the most appropriate and cost effective means of meeting our education and training objectives. This is a very timely review and will provide staff involved and senior management with a long term strategy for the station.

The University clearly has a number of significant activities in place regarding the condition of the cattle herd at Mataranka station and the most appropriate contribution that can be made by staff is to cooperate fully in these activities in a professional and collegial manner.

Don Zoellner

EMAIL 21 OCTOBER 2009 CDU ANNEXURE A4-2

Ian Gray

From: Katherine Vet Care Centre [kathvetcare@bigpond.com]
Sent: Wednesday, 21 October 2009 4:46 PM
To: Ian Gray
Subject: Thin cattle report
Follow Up Flag: Follow up
Flag Status: Red

Hi Ian,

I spoke with you regarding getting a report for the visit Martin did with the thin cattle. He didnt write a formal report but he did write up a consult. So I have copied this and put it into this email. I hope this is of some help.

Kind regards

Alana

Visit done on Friday 11-9-2009 at request of Mataranka Station manager Ian Gray.

History: a complaint had been made regarding thin stock. Supposedly this has been the fourth complaint in as many years.

The complaint came after a pregnancy testing class held at the station. This was run by a veterinarian who is employed by the university.

Current manager Ian Gray has been employed since late May. His first contact with the animals in question was in mid-June. The cattle in question were being kept in a holding paddock near the cattle yards as a sale had fallen through.

The mob was shifted across the road into a near paddock. This paddock had been eaten out around the water but feed started around one kilometre from the water and was good from one and a half kilometres onwards.

Examine: condition score one cows all had calves at foot. The other cows ranged from mainly condition score two up to four. No animals seemed in distress or unable to move at four oçlock in the afternoon. Comparing the feed in the paddock to the ungrazed roadside; starting approximately two kilometres away from the water trough it was identical to the verge.

Treatment: extra steps that have been taken with these thin cattle include:

- two rounds of early weaning taking calves down to 50kgs

- a worm drench at weaning

- some supplementary feeding

Ass(ment: from my visit I can conclude that there were many thin condition score one cattle and all these had calves at foot. There was adequate feed in the paddock where they had been shifted to; starting at a reasonable distance from the nearest water. No cows were down, weak, unable to stand. It sounds as if some steps had been taken to try and increase their body condition.

Plan: cattle need to come into calving in better condition. These cows had probably been in the holding yard, losing weight in late pregnancy for too long. If this was an internal complaint, surely a monthly forum/rounds between the farm manager and academic staff would be the best way to address any problems; share skills and advice; and prevent a repeat of this case.

BRAITHWAITE REPORT 18 FEBRUARY 2010 CDU ANNEXURE A4-3

IAN BRAITHWAITE B.V.Sc

P.O. BOX 2092

MT ISA. 4825

MATARANKA STATION REPORT

Inspection -18/2/10

The inspection was conducted with Ian Gray the current station manager. The order of paddock inspection was entirely flexible but it was decided to be done in conjunction with the current bore run with bore motors being started on the way. As can be appreciated at this time of year in northern Australia inspection of all country was impossible. However we managed to get to major watering points in each paddock that had cattle with the exception of Bernies and Roper paddocks. Paddocks that had been purposely destocked over the wet were not visited. Inspection was by 4WD vehicle . Approx 140kms of paddock driving was done through out the day so a large amount of country was seen .

The paddocks were inspected as follows(see map)

1.Hill pdk-17 mile bore

2.Wire Hill/ Yellow Waterhole

3.Big Horse paddock

4.Crater paddock –Tsumengeri Bore

5.Tsumengeri paddock-Tsumengeri Bore

6.Desert paddock-Desert Bore

7.Kutain paddock-Kutain Bore

8.Hill paddock- Centre Bore

Paddocks not inspected

1.Tiger Hill/ Moray Hill/17 Mile/Highway paddocks-had been destocked

2.Roper paddock- relatively inaccessible to vehicles because of creek crossings

Pastures

The condition of the pastures seen is typical of northern Australian pastures emerging from the wet season. Abundant green fresh quality native grasses were seen in all paddocks . Some paddocks were lighter in bulk than others .This could be a reflection of the quality of the country in the bottom south west corner of the station (Desert pdk)or a reflection of higher stocking rates due to unknown numbers . (with interim management in late 2009 cattle were moved from paddocks

with no feed due to fires into different paddocks. As a result paddock numbers became an unknown) .Good management decisions have been made to rest paddocks over the wet(4) .These rested paddocks were not inspected.

Faecal samples were taken from Hill paddock for NIRS analysis. Analysis of this sample would reflect the overall quality (digestibility/crude protein levels) of the feed consumed across all paddocks by the cows .

definitions

1. wet cow- lactating cow with a calf or weaner at foot

2. dry cow – non lactating cow without a calf or weaner at foot

3. weaner – an aged calf physically removed off the cow

4. mixed status breeders-refers to both wet and dry cows

5. body condition score(BCS) refers to the physical condition of the cows .The assessment is subjective and is based on a 1-5 scale BCS is an indication of the energy reserves a cow has(ie how fat the cow is) . A BCS of 0.5-1 would indicate poor cows not far from death . Cows in BCS 5 in northern Australia would be indicative of dry cows with huge fat deposits over the tail head and rump with a probable poor reproductive history (ie failed to rear a calf every 12 months). A cow in store condition would equal a BCS 3.

Comments on paddocks inspected and cattle seen

1.Hill pdk

Comprised 200 1st calf heifers which had been pregnancy tested in calf in 2009 and approx 300 older cows (actual numbers not known) with unknown pregnancy status put in this paddock during the period of interim management late 2009. As a result at inspection there were a mixture of both wet and dry cows .The wet 1st calf heifers were the lightest of the cows seen on the property inspection with a number being in the BCS 2 range . These cows had bigger calves/weaners at foot. Management suggested that this paddock was a priority paddock and was to be mustered in the next week to remove weaners .Weaning would involve removing calves to 90-100 kg live weight and preferentially feeding these calves at the station yards with appropriate weaner feed. This would have an immediate effect on the body condition score of the wet cows .

2.Yellow Waterhole/Wirehill

This was the group of cows that were the subject of the welfare issues late 2009. These cows had been mustered just prior to the inspection with the dry cows being drafted off (112) and separated and the wet cows weaned . Weaned cows and cows returning with small calves were seen. Due to creek crossings in this paddock and inaccessibility to 4WD approx 25 /188 cows were seen. The paddock had bulk fresh green feed and the fresh weaned cows were in 2.5/5 BCS.

3. Big Horse paddock

Comprised 112 dry cows for sale 2010. This paddock has 2 stock watering points. Unfortunately 1 of these watering points was a swamp and was not accessible to vehicles at this time of year. Only 10 cows were seen. All were in 3.5-4/5 BCS.

4. Crater paddock

Comprised 290 wet and dry cows which have been monitored on the MLA Cash Cow research project (Meat and Livestock Australia). Both weaners and calves were seen on the wet cows. The BCS of the wet cows averaged 2.5/5. The BCS of the dry cows averaged 3.5/5.Approx 60 cows were seen .

5. Tseumengeri paddock

Comprised 2008/2009 weaners and an unknown number of cows again put into this paddock by interim management late 2009. The weaners were in 3/5 BCS . Approx 200 head were seen. Some lighter BCS wet cows (2/5) were seen .

6. Desert paddock

The majority of cattle seen were at Desert bore with approx 180-200 head . These cattle comprised previously weaned weaners from 2009 and both wet and dry cows . The actual numbers could not be ascertained as interim management late 2009 had added cows to this paddock. The wet cows were in light BCS(2/5).A reason for the lighter body condition of the cows was that with the mixing of cows and weaners late 2009 by interim management the cows were not only being suckled by their calf but also by some of the 2009 previously weaned calves .Other factors involved in the lighter condition of these cows could be a reflect ion of the lighter carrying capacity of this country (lesser quality country) and the higher stocking rate as numbers for this paddock were unknown . Travelling along the common fence line between Tsumengeri and Desert paddocks there was a noticeable difference in the amount of bulk feed between the 2 paddocks reflecting the probable higher stocking rate of Desert paddock.

7. Kutain paddock

The majority of cattle seen were throughout Kutain paddock from Kutain bore to Centre bore (approx 30 head). The BCS of both the wet and dry cows was the best seen for the vist.

8. Station yards

Fresh weaners off the Wire yard/ Yellow Waterhole breeders (breeders involved in the 2009 welfare issues) were in the yard .They were being fed a 16 % protein meal ration with hay and were handling the weaning procedure well.

Summary

Overall approx 750-800 head were seen over 7 paddocks inspected. This represented approx 22% of the total herd numbers(3800 head) Of these approx 450 head were cows in mixed stages of lactation (both wet and dry cows) with the remainder being 2008/9 weaners in store condition . For the

majority of the cow groups seen during the visit the cows could be best described as being in **store to forward score condition. (BCS 2.5-4/5)** A small number of lighter body conditioned cows were seen (15 hd in BCS 1.5-2 /5) in Hill paddock at 17 Mile bore in the first calf heifers and Desert paddock at Desert bore where 2009 weaners were sucking the wet cows. At this time of year and with the appropriate management (ie weaning) all cows would survive. An estimated number of cattle seen per paddock was tabulated and body condition scores were completed on a portion of all cattle seen. These results can be found in the accompanying spreadsheet.

The dynamics of northern Australian beef operations

Beef production is about the periodic transfer of energy from our breeding cows to resulting progeny that are ultimately sold for positive cash flows to maintain the business.

Beef production starts with an opening inventory body weight and body condition score of a dry cow.(in northern Australia this is about 480-500kg live weight and BCS 3.5-4/5). Over time this latent energy of a dry cow is transferred into her calf by way of milk. As a result the calf grows and is sold later as cash flow. During this process both the body condition score and the body weight of the cow falls as a result of this suckling and subsequent calf growth. To achieve optimum production and reproduction targets in these cows, wet cows need to be weaned in 2-2.5/5 BCS and approx 380-400 kg body weight. This ensures that with weaning and adequate wet season nutrition the cow returns to her opening inventory body weight and BCS to start the cycle again. **This means that there is a continuing fluctuation in both body weight and body condition score of the cow over time** . However, the optimum BCS and body weight of the cow at weaning can be dramatically altered by the introduction of a number of other variables in addition to the size of the weaner at foot. These other variables can lead to BCS and animal body weight deteriorating quickly leading to poor animal performance and even to cow mortality. Some of these major variables are

1. the quality of the country the cows are grazing(influenced by land /soil types) :

2. the stocking rate of the country(is stocking rate matched to carrying capacity-ie are there too many cattle for the amount of grass in the paddock given the season)

3. the time of year that the calves are born (cows calving from the end of March through to end September are known as out of season calvers . The body condition score of these cows can fall quickly as the suckling calf has a high energy requirement. The cow is trying to maintain this energy requirement from pastures that are rapidly deteriorating in both quantity and quality during this time of year. In essence the wet cow should be doubling her energy intake to cater for the calf at foot . Because of the rapid pasture growth and subsequent lignification of the pasture the digestibility of the pasture decreases and quality of pasture reduces .Subsequently lower intakes of pasture results and the cow is only getting half of the energy requirements needed .The cow's body weight and body condition score deteriorates quickly).

Breeding cow dynamics (the influence of varying factors on reproduction) and subsequent timing of calving is highly correlated with management decisions (eg the positive effect of weaning on reconceptions in the cows), seasonal and pasture conditions 12-15months prior to calving.

4. strategic management decisions .

Good management decisions have a marked influence over stocking rates and animal production (eg a tighter calving pattern over 6 months and not 12 months leads to less out of season calvers and more manageable options)

5. rainfall

Has a positive effect on reconceptions in cows due to the flushing effect on the pastures and the correlated response on cow ovarian cyclicity.

6. miscellaneous factors such as inaccessibility to paddocks because of a big wet season resulting in bigger weaners and poorer body conditioned cows , the extensive nature of the country where a work program has to be fitted in between the end of March after the wet and end of October-mid November before the start of the heat and the coming wet season thereby neglecting particular paddocks for too long

Even though it is not optimal animal production, light conditioned wet cows (low BCS and low body weight) with weaners at foot are found across Northern Australia through out the year. **These cows pose no problems as long as there are strategic management plans in place .** These cows can be weaned . Weaner removal results in a marked decrease in cow energy requirements and ensures cow survivability. Of concern is the wet cow in poor body condition score with a small calf at foot **without strategic management decisions in place** (eg a strategic weaning facility with appropriate weaner feed for small weaners) Poor management decisions in these cases lead to cow mortalities and ongoing welfare issues .

In summary optimum beef production in northern Australia is a function of many permutations and combinations involving nature and management decisions . Good strategic management decisions do play a key role in optimal animal performance and production. However,in my opinion due to the many variables involved and the need to make decisions on the available information it is only on reflection that management decisions could be categorically classed as either right or wrong.

Recommendations

1. a wet cow /dry cow segregation system should be set up for all paddocks at the first muster for the season (separate cows on lactation status) and weaners removed

2. dry cows should be pregnancy tested and sale cows removed . Dry preg tested in calf cows (PTIC) kept should remain separate to the first round wet cows . These cows are the out of season calvers and will require preferential treatment during the year (eg. preferential paddocking-better paddocks/ strategic supplementation/ extra mustering to remove weaners to preserve body condition of the cows)

3. depending on BCS ,first round wet cows will be able to be blanket weaned in August/September (all weaners removed) and preg tested to calve in the optimum calving windows for northern Australia (October-end March)

4. planned wet season supplementation of all cows should be budgeted and consideration be given to dry season supplementation of the out of season calvers

5. the body condition score of the cows is highly influenced by the size of the calf at foot. Strategic weaning facilities and weaner supplementation strategies are an important part of maintaining the BCS of the cows .

6. pasture budgetting to determine stocking rates and prioritising paddocks according to grass and shade at the end of the wet season should be done. Allocation of the better conditioned paddocks to the appropriate energy requirements of the different groups of cows (ie put higher energy requiring cows -1st calf heifers into the better paddocks) should be carried out

7. consider planned grazing management strategies to give the majority of paddocks a wet season rest once a year

Priorities

1. muster , wet cow/dry cow segregate and wean Hill paddock. These are 1st calf heifers and require preferential treatment. Strategically wean calves to 90 kg to maintain BCS of the cows. Appropriate supplementation of these weaners will be required. (21% crude protein weaner mash budgeted at 1kg/hd/day in appropriate feeding troughs)

2. muster , wet cow/dry cow segregate and wean Desert paddock .Separate all 2009 weaners. Adjust stocking rate as necessary

Management

I found that the current management attitude was very positive . There was a good understanding of the dynamics and principles of the overall business and a desire to improve both animal production and grazing management. In retrospect there was an acknowledgement that there were issues last year that could have been better managed but these decisions were made on the available information at the time . Because of the breeder dynamics previously outlined above I think a number of issues faced in late 2009 (out of season calvers and the inability to manage them accordingly) were a result of critical management decisions made mid –late 2008. At that stage the current management and people in the overseeing of those decisions were not involved .

Mataranka Station
Northern Territory Rural College

N.T. For 2255 CLP 197

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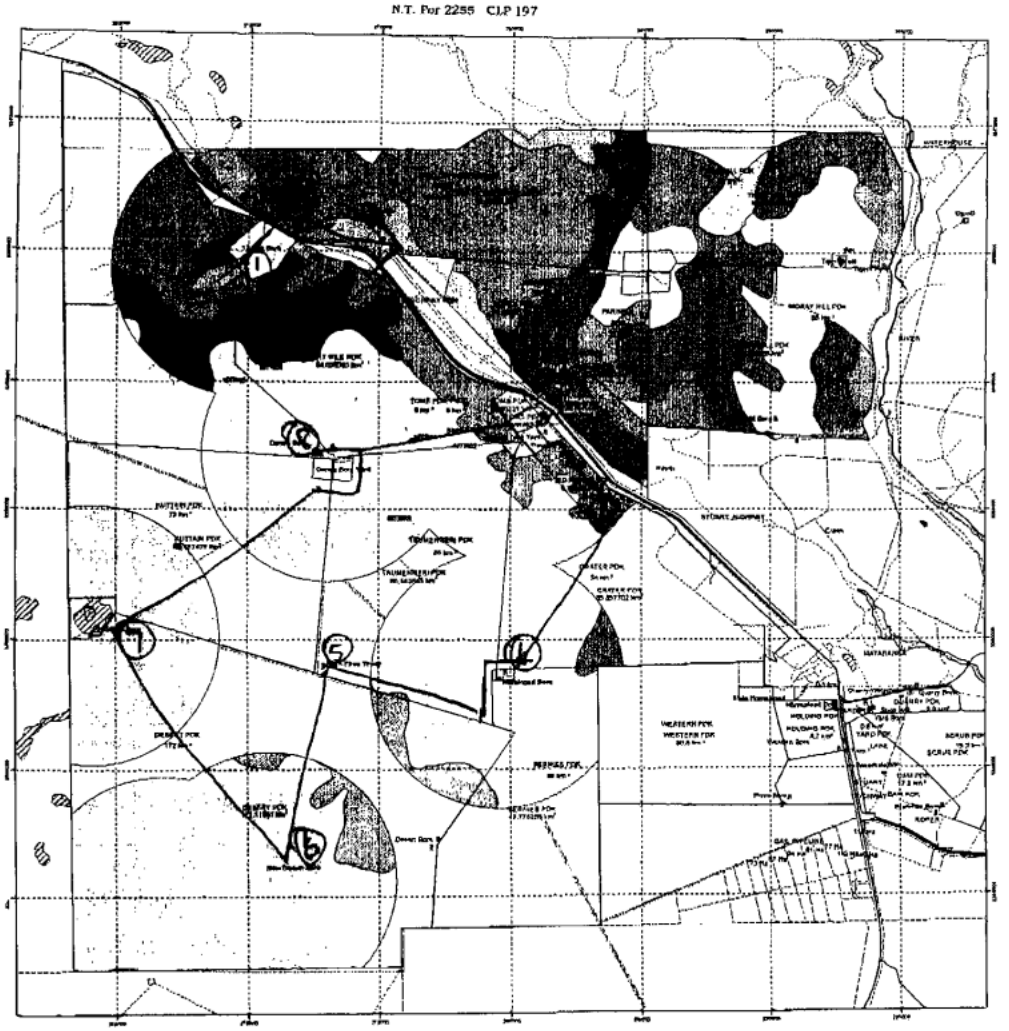


LandSystem, Class Decription

LAND SYSTEMS WITHIN 5KM OF WATER

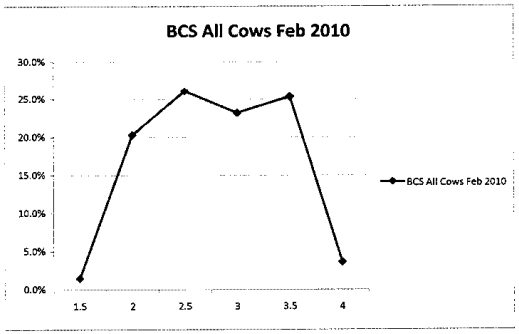
DEPARTMENT OF REGIONAL DEVELOPMENT, PRIMARY INDUSTRY, FISHERIES AND RESOURCES
Pastoral Production Branch

Legend

MATARANKA STATION 18/2/10 **BODY CONDITION SCORE SHEET(BCS)**

paddock	pdk nos	nos seen	DRY COWS(BCS)					WET COWS (BCS)					total	comments
			2.5	3	3.5	4		1.5	2	2.5	3	3.5		
Hill	approx 200 1st calf heifers and 300 cows	200		6	11	1			15	10	1		44	
Wire Hill/Yellow Waterhole	188 wet cows recently weaned	25							2	7	2		11	inspection limited by limited access due to creek crossings
Big horse	112 dry sale cows	10		1	1	1							3	the majority of cattle must have been watering at the swamp which was 1of 2 watering points for the paddock but with limited access
Crater(MLA cash cows)	290 mixed status cows	60		2	10	1				9	5		27	
Tseumengeri	mix of cows and weaners -unknown numbers	200												
Bernies	220 mixed breeders	40												cows seen from a distance but pdk not inspected due to inaccessibility
Desert	weaners /breeders	50 cows/140		3	4			2	10	3			22	
Kutain	250 breeders	30		1	9	2			1	7	11		31	
total				13	35	5		2	28	36	19		138	
Percentage				9.4%	25.4%	3.6%		1.4%	20.3%	26.1%	13.8%			

Dry/Wet Totals	1.5	2	2.5	3	3.5	4
138	2	28	36	32	35	5
%	1.4%	20.3%	26.1%	23.2%	25.4%	3.6%



MATARANKA STATION 2009-2010 ACTION PLAN

Original: 16 October 2009
Update 1: 15 November 2009
Last Updated: 1 February 2010

Observations / problems	Action requested by AFL inspectors including timeframe	Action to be undertaken and timeframe
Breeder cattle are stressed due to calving out of season. The optimum time for calving is November/December when feed is in plentiful supply.	***Bulls are not to remain in herds throughout the year.***	• All herd bulls have been removed from breeder herds. It is impossible to guarantee that no bulls will re-enter those paddocks but all possible efforts will be undertaken to ensure that bulls are only in paddocks during the determined breeding season • The controlled mating program will be re-established for 2009-10 breeding season
Individual identification is not consistent and it is difficult to monitor and record condition of individual animals.	Individually identify all breeder cattle, record and monitor husbandry activities, ie vaccination, worming, pregnancy.	• Due to cost and access constraints, it is not currently feasible to individually identify all cattle. As much as is possible, individual cattle will be identified. • Significant improvement on monitoring and recording of husbandry activities will commence immediately; however, in most cases the records will be on a mob basis rather than an individual basis • **1 Feb 2010 - it is planned to NLIS tag all cattle in 2010 when mustering commences.**
Breeder cattle need additional feeding and monitoring.	***Additional feed needs to be kept up to breeder cattle until condition improves.***	• Breeder cattle in poor condition are currently being supplementary fed in addition to the available hay and the usual supplementary urea • **1 Feb 2010 - At present, lick blocks are being provided to cattle.**
Early weaner calves need additional feeding.	***Additional feed needs to be kept up to weaner calves until condition***	• **15 Nov 09** - Over 200 weaners were sent to Phoenix Park on 16 Oct. 09 so that they can be supplementary

	improves.	fed in a feedlot environment. This will continue until they are in adequate condition to return to native pasture and until native pasture is in adequate condition (e.g. until rain produces significant fodder growth) • **1 Feb 2010 - in total, 205 head sent to Phoenix Park on 9 Oct, 120 sent on 18 Oct, 274 on 23 Nov and 99 on 26 Nov. These cattle have been sold and thus not returned to the station.**
The only tractor is unreliable and problematic. If this tractor breaks down feeding stops.	***Tractor needs to be repaired or replaced.***	• New tractor delivered on 14 Oct 09
Additional feeding and monitoring of breeders in poor condition requires additional staff help	***Employ additional station hand to assist with the feeding and monitoring.***	• Station Management is actively recruiting for a new position • **15 Nov 09** - New station hand commenced on 9 Nov 09 • **Casual station hand commenced on 18 Jan 2010**
Over grazing of some paddocks forcing cattle to walk father away from water source as the dry season progresses. Good feed is further and further away and more difficult for weaker cattle to improve condition.	• Consider adding additional watering points to utilize good feeding areas. • Spell overgrazed paddocks. • Consideration needs to be given to decreasing the number of cattle on the station.	• Cattle are being moved off of well-utilised paddocks and into those that have not been used this year • Moving cattle will allow spelling • **15 Nov 09** - Bushfire affected some paddocks so cattle will be shifted again to where feed is available in Roper, 17 mile and Tiger Hill paddocks. • **1 Feb 2010 - after additional fires, cattle were shifted into paddocks on western side of highway, mostly into Desert Paddock. When weather permits they will be drafted.**
Cattle in poor and good condition together in a herd. With the weaker cattle being bullied away from the good	• ***Separate the herd into cattle with similar condition.***	• Where possible cattle are grouped on body condition score. Also, lick blocks are well spaced and abundant

feeding areas.	• Provide sufficient feeding containers to accommodate all feeding cattle.	to reduce/prevent bullying
Buffalo fly control requires back rubs at all water points for all stock, except weaners and steers.	Monitor buffalo fly control measures.	• Buffalo fly populations are monitored. Backlining cattle is undertaken when they are mustered
There is no clarity about a vaccination programme for botulism, vibriosis and general worming. There is no plan or record of what is happening to the cattle.	Develop a plan for the recording of vaccinations, worming and processing of cattle.	• A treatment record will be developed for use in 2010
There is no plan for the management of ticks, i.e. spelling paddocks, treating ticks, records of infestations.	***Develop a plan for tick management.***	• Treatment for ticks occurs when cattle are mustered. The treatment is an endo/ectoparasitic product which kills ticks • Brahman cattle are naturally tick resistant which is why they are suited to North Australia where ticks are endemic
Urea based supplement lick containers did not have drainage holes in the bottom.	Put holes in all urea supplement lick containers to allow for good drainage in the advent of unseasonal rain or replace containers.	• Alternative lick containers have been purchased which do not require drainage. Should be in place by 31 Oct 09 • **15 Nov 09** - 30% urea blocks are being used in place of loose lick, as recommended by DPI. This negates the need for drainage as blocks are not affected by rain.
Water trough was leaking next to Tsumengeri Paddock	Repair water trough.	• Water troughs/supplies are routinely repaired. This specific trough will be repaired by 31 Oct 09 • **15 Nov 09** - Trough replaced in week of 2-6 Nov.
There is no reliable water source because the back up generator is	***Back up generator needs to be repaired or replaced***	• The submersible pump will be replaced with a helical pump running off a single cylinder diesel motor

MATARANKA STATION 2009-2010 ACTION PLAN

unreliable and old		
Fencing is down in paddocks with good feed and needs repair	***Repair fence as a priority.***	• Fence was repaired on 28-30 Sept 09
Corrugated iron is ripped and protruding away from the cattle yards	***Repair or replace protruding corrugated iron sheet.***	• Sheet of iron has been removed
There is risk of uncontrollable wildfire burning paddocks and fences.	A strategic fire-management plan needs to be implemented.	• Fire breaks are maintained each year and controlled burns conducted early in the start of the Dry to reduce fuel loads and provide a buffer against fire intrusion • **15 Nov 09** - As reported, bushfire incursion burnt out Yellow Waterhole, Wire Hill, and Lancewood paddocks.
The 2001 Strategic Plan is not current	***The Strategic Plan needs to be updated and reviewed.***	• To be completed in association with the External Review of the Station
There is no contingency plan for extreme events	Develop a contingency plan for extreme events.	• Nov/Dec 2009 • Completed on 3 Nov 09
There is no documentation with after hour contact details for emergency - the person in charge and applicants must have a system in place so that they or other responsible persons can be contacted in the event of emergency.	Develop an after hours contact list in case of emergency.	• Nov/Dec 2009 • **1 Feb 2010 - Emergency plan documented Nov 09.**
Notification of any adverse events.	Develop documentation for the reporting of any adverse events.	• Nov/Dec 2009 • **1 Feb 2010- Ongoing monthly reports are being sent to AREC on 15th of each month using AREC interim report.**
There appeared to be communication problems resulting in conflict between	***Address staffing issues.***	• Staff process is ongoing to improve communication and

various staff members and their families at Mataranka Station over a prolonged period of time which is impacting directly on the welfare of the cattle.		resolve conflict • **15 Nov 09** - Station and teaching staff meeting weekly or bi-weekly on Friday afternoon to discuss issues. • **15 Nov 09** - Conflict between staff is being addressed through assistance from the CDU Support & Equity office.
The Station's private rubbish dump and pile of animal carcasses needs to be fenced and tidied up. The area is fenced but this fence is down in one place and the gate is not affixed to the gate posts	• It is recommended to fix the fence so wildlife and feral pigs can't eat carcasses or rubbish. • Install gates. • It is also recommended that animal carcasses are deposited into a deep pit with gravel and lime being placed over any incoming carcasses instead of being piled up. • The rubbish dump needs to be tidied up into respectable piles and pits around the carcasses.	• Nov/Dec 2009 • The next time a dozer is available at the station a pit for dead animals will be dug • **1 Feb 2010 - dozer has not been available yet.**

MATARANKA STN SHORT TERM MANAGEMENT PLAN 2009- CDU ANNEXURE A5-2

A5-2

Mataranka Station Short Term Management Plan 2009

Paddock	Number	Strategy
Crater Cash Cow Herd	290	Paddock has had second round muster. All calves over 60 Kilograms have been weaned. Cows are in reasonable condition (CS 1.8). Loose lick supplementation (currently 28% Urea) to continue.
Bernies Cash Cow Herd	220	Paddock has had second round muster. All calves over 60 Kilograms have been weaned. Cows are in poor condition (CS ??). Loose lick supplementation (currently 28% Urea) to continue. Still a very good body of grass in paddock. Install additional water point.
Desert Other half of problem "cull" breeder herd	550	Paddock has not had second round muster. Cows have improved in condition (estimate CS 2 to 2.5 average) remarkably since being moved to Desert Paddock. Loose lick supplementation (currently 28% Urea) to continue.
Kuttain		Spelling
Tsumengeri Breeder Herd (Red)	250	Paddock has not had second round muster. Cows are in average to good condition (estimate CS 2.5+). Second round muster postponed for the time being due to the number of small out of season calves on the ground. Loose lick supplementation (currently 28% Urea) to continue.
17 Mile Breeder Herd (Grey)	350	Paddock has not had second round muster. Cows are in average to good condition (estimate CS 2.5+). Second round muster postponed for the time being due to the number of small out of season calves on the ground. Loose lick supplementation (currently 28% Urea) to continue.
Hill 1st Calf Heifers	200	Paddock mustered for pregnancy diagnosis in September. 100 heifers identified for sale due to non pregnancy and have been sold. Heifers are in average to good condition (estimate CS 2.5+) which is a concern (should be better) and thus, will be monitored closely as they calve out.
Lancewood		Spelling
Wire Hill Problem "cull" herd	400	Cows will continue to be fed supplementary hay and pellets and a gradual improvement in the condition of these cows is already evident. Fencing in adjoining paddock, Yellow Water Hole, has been repaired and cows have been allowed access to this paddock. Cows remaining in Wire Hill in a fortnight night time will be actively moved to Yellow Water Hole. Both paddocks currently have a good body of feed, however, Wire Hill will decline rapidly with the current stock numbers. Cows are currently monitored between 1 and 2 times per day. Loose lick supplementation (currently 28% Urea) to continue.
Yellow Water Hole		See above

...er Hole		Currently destocked, however, with boundary fence now repaired, will shortly be utilised to depasture yearling steers, approximately 450
Parnell Yearling Heifers	300	Heifers in good condition (estimate CS 3). Loose lick supplementation (currently 28% Urea) to continue. Heifers to be moved to Moray Hill once this paddock is mustered.
Moray Hill Mixed Sex Young Cattle (up to 2 Years)	700	Numbers are an estimate only as this paddock is yet to be mustered. All saleable cattle such as steers and cull heifers will be marketed as soon as possible. Replacement heifers will be moved to Lancewood.
Ammo Herd Sires	150	Bulls to be mustered in early November and those surplus to requirements will be sold.
Roper Cull Cows & Heifers	80 40	Better conditioned (CS 2 to 2.5) cows from "problem herd" that have all been pregnancy tested in calf and are currently on the market and listed with agent. Cull heifers will also be marketed with cattle from Moray Hill.
Toms 1 & 2		Muster 13 Oct and draft off. Weaners < 150kg to Phoenix Park. Weaners > 150kg to Tiger Hill Pdk
Big Horse		Currently empty and will remain so until after Wet
Holding Pdk		Muster 9 Oct and draft off. Weaners < 150kg to Phoenix Park. Weaners > 150kg to Tiger Hill Pdk
Creek Corridor		Steers from 1st round muster – will be exported as soon as buyer found

- Lick runs in all paddocks will be conducted in conjunction with bore runs, e.g. every 2 days.
- As the Wet gets closer and supplies of loosemix decrease, will change to urea blocks to decrease risk of toxicity when it rains
- Boost blocks will be provided to at risk cows and weaners to provide additional nutritional support
- Weaners in poor condition have been sent to Phoenix Park where they will be supplementary fed under feedlot conditions. While there they will be vaccinated and treated with endo/ectoparasitic product.
- When in the yards for over 24 hours cattle will be fed high quality hay. Fresh water will always be available while in the yards. If cattle are in poor condition, supplementary pellet feed may also be included.

PROGRESS REPORT CDU A7-1

A7-1
No 1
received 16/11/10

CHARLES DARWIN UNIVERSITY

ANIMAL ETHICS COMMITTEE

Progress / Final Report Form for Projects involving Animals

- Ethical clearance is granted for a **maximum period of two years**. Researchers and Coordinators of teaching units are required to provide a **Progress Report** to the AEC at the end of the first year, using this form.
- Researchers and Coordinators of teaching units, whose projects extend beyond the period of approval, i.e. two years, should submit a **new Application for Ethics Approval** together with a short report on the progress of the project.
- If the project has been completed, a **Final Report** should be submitted.

Please provide the following information:

Project Ref. No.	**Progress Report**	X
	Final Report	☐

1. **TITLE OF PROJECT:**
   VET Agricultural Training

2. **BRIEF DESCRIPTION OF PROJECT** (a short paragraph in lay terms):
   Delivery of vocational competencies in agriculture related areas, specifically in beef production, equine production and animal health and husbandry.

3. **CHIEF INVESTIGATOR'S NAME & TITLE:**
   Tim Biggs
   Team Leader, Agriculture and Rural Operations

4. **DEPARTMENT / INSTITUTION:**
   Primary Industry and Community Services Industry Division
   Vocational Education and Training
   Charles Darwin University

5. **ADDRESS FOR CORRESPONDENCE:**
   PMB 155
   Katherine NT 0852

6. **STATUS OF RESEARCH / PROJECT:** (Please tick one box)

Project did not commence	☐	(State reasons in Final Report)
Completed	☐	(Please provide Final Report)
In progress	X	(Please provide Progress Report)
Commenced but abandoned on _____ (date)		(State reasons in Final Report)

7. **SUMMARY OF PROGRESS / FINAL REPORT:**

7.1 Current status of the project
Ongoing.

7.2 Did any unforeseen issues/events arise during the project?
Since the AEC's visit, Mataranka Station has undergone a bushfire which started on 8 Nov and was controlled by 11 Nov. It resulted in the complete loss of Lancewood and Wire Hill paddocks. About ¾ of Yellow Waterhole paddock was lost. Initial survey did not indicate loss of any animals and they have been or are being shifted to unaffected paddocks.

7.3 Are you proposing any changes to the original application? (i.e. changes in procedures, animal number and/or species, researchers/investigators involved in the project, etc.) No

7.4 Numbers of animals used for each year of study – No change from original application.

	example	1st year	2nd year	Total
Month/year started	Sept 2006			
No. of animals approved/proposed for study	190 (3 species)			
Number caught, species (and type of traps)	10 Nth quoll - (cage traps)4 Carlia munda (pitfalls)			
Unplanned deaths and name of species	1 (Carlia munda)			
No. of animals processed as intended	126 (3 species)			
Fate of animals successfully processed	Released unharmed			
Status of threatened species (NT category)	Nth Quoll - Endangered			

7.5 If there were any deaths that were not anticipated in the original application, please explain how you would avoid this in the future

Approximately 600 head of young cattle were transported to the Phoenix Park feedlot in Katherine for concentrated feeding. Of these animals, two had to be euthanized because they did not pick up condition and became weaker. A small number (<10) of adult and young cattle had to be euthanized because they were in poor condition and could not rise. One broodmare who sustained a leg injury had to be euthanized when she did not respond to treatment.

Include:

Amendments: *Have there been any amendments to the project? This includes any amendment to animal numbers, refer question 7.4. Yes/No*

If yes, what amendments were made?

Have these amendments been notified and approved by the AEC? Yes/No

7.6 Justification for continuing the project for another year

N/A

7.7 Species and number of animals needed for the continuing project

N/A

7.8 Reports or publications generated as a result of this project

N/A

7.9 When do you expect to complete your project? N/A

Teaching	*1st Year*	*2nd Year*	*3rd Year*
Number of students using animals	*60*	*60*	*60*
Maximum number of times an individual animal was used.	*2*	*2*	*2*
Number of animals used by students.	*600*	*600*	*600*
Numbers of activities/classes animals were used.	*4*	*4*	*4*

7.10 Any other relevant information (please provide attachments, if necessary)

The on going cattle management plans that were discussed with the AEC in October have been implemented and are being followed. The health and welfare of the horses at Mataranka and KRC are also managed to ensure stipulated standards are being met. An updated action plan is attached.

7.11 If this is your final report, did the results justify the objectives of the study?

EMAIL 8 SEPTEMBER 2009 CDU ANNEXURE A7-14

A7-14

Brian Heim

From: Plaxy Purich [Plaxy.Purich@cdu.edu.au]
Sent: Tuesday, 8 September 2009 5:02 PM
To: Brian Heim
Subject: RE: Second draft of livestock monitoring protocols

Hi Brian,

That's looking good. My only further comment would be to put in the Station Managers name just as you have made reference to other peoples names. One other thing maybe mention a person for point of contact in an emergency, but you may have covered this.

As for the day to day monitoring, I believe it's the facility's responsibility. I'm happy to help with this. I have no template, the best I can offer is what we look for when we inspect. And I should mention the previous facility inspection form I forwarded is under revision. My own thoughts would be something in the way of, births, deaths, movements (as in exported, imported), adverse events, sick or injured animals, worming, de-horning, castrating, etc. Basic statistics and condition of animals. I suspect this is already recorded somewhere.

I am making arrangements to come down with Bob around the 17th September, just to do Mataranka station at the VC's request. Bob still needs to confirm this. I'll come down again and do the other facility inspections a little later, probably October where it's already booked in.

Just between you and me, I haven't mentioned it to the Committee yet. We have a position on the Committee as a Category E member, given the Animal House at Casuarina Campus is not used very often. Presently this position is vacant and is for people who manage the institutions animal facilities. What are your thoughts of Ian filling this position. The Committee has six meetings a year, from 9.00 - 12noon.

Till next time.

Cheers
Plaxy

From: Brian Heim [mailto:Brian.Heim@cdu.edu.au]
Sent: Tuesday, 8 September 2009 2:42 PM
To: Plaxy Purich
Subject: RE: Second draft of livestock monitoring protocols

Hi Plaxy,

Thanks for all of this. Not too much feedback at all. I was trying to keep this at the high level. I have incorporated your comments. This document should then lead to a "process document" which delineates how day-to-day monitoring is done and recorded. Not sure who is responsible for developing this sort of document.

Please have another look and let me know if you are happy for me to send it on to senior mgmt.

FYI, VC designated Charles Webb as A/DVC Research yesterday in Bob's absence. When does Bob get back?

Cheers,
Brian

From: Plaxy Purich [mailto:Plaxy.Purich@cdu.edu.au]
Sent: Tuesday, 8 September 2009 11:42 AM

1

To: Brian Heim
Subject: RE: Second draft of livestock monitoring protocols

Hi Brian,

Thank you for your second version. I have a couple of suggestions. Something which I'm a little confused, you make reference to various guidelines and strategy. The National standard by which the AEC conforms is the Code of Practice for the Care and use of animals for scientific purposes (don't let the title confuse you, there is teaching in there too). This is what is endorsed in the NT Animal Welfare Act as best practice for Animal Welfare. So I am assuming these are the standards by which to be guided.

In the monitoring of livestock section, perhaps include with food and water, shelter. That being trees or man made.

My second comment is about the monitoring and reporting. Please refer to Code of Practice 2.2.26. http://www.nhmrc.gov.au/publications/synopses/ea16syn.htm I realise day-to-day monitoring would be difficult, not seeing some animals for weeks particularly in the wet season, but maybe include some sort of sequential monitoring regime. Some form of monitoring records needs to be maintained for AEC facility inspections. I have included a copy of our facility inspection template, of all the boxes we tick when doing inspections.

There also needs to be one person responsible and that person is indicated in the Code of Practice as the Facility Manager, he needs to know everything that happens to those animals, any events or adverse events that happens. Yes others may resolve the problem but they must report back to him, who should then report everything to you, being the Animal Ethics Applicant holder.

If issues arise it's probably best to refer to them as non-compliant or adverse events rather than breaches, just for consistency with the Code.

Other than that Very good, one giant step in the right direction.

Hope it's not too much feedback.

Kind regards
Plaxy

From: Brian Heim [mailto:Brian.Heim@cdu.edu.au]
Sent: Tuesday, 8 September 2009 9:51 AM
To: Plaxy Purich
Subject: First draft of livestock monitoring protocols

Plaxy,

Feedback welcome

Regards,

Dr Brian Heim
Director, Vocational Education and Training

Charles Darwin University
PMB 155 NT 0852
Katherine AUSTRALIA
Ph: (08) 8973 8311
Fax: (08) 8973 8300

2

2009 AEC Facility Inspection Report:
CDU Mataranka Station Campus

Date:

AEC Members involved: and Plaxy Purich (Executive Officer)

Name & position of person facilitating inspection:

Facility Manager Name:

Animal Welfare Licence Number:

Brief overview /description of facility:

Holding facilities including buildings, yards or paddocks:

	Y/N
Adequately staffed,	
Designed,	
Constructed,	
Equipped and maintained to permit effective maintenance and servicing to keep animals in good health.	
Water	

Additional Comments:

Outdoor Housing: (Series of large fenced paddocks)
Provide:

	Y/N
Adequate shelter,	
Water,	
Protection from predation,	
Other species needs, ie wildlife	

Additional Comments:

Indoor housing:

	Y/N
Buildings compatible to needs of animals housing	
Control environmental factors	
Exclude vermin	
Limit contamination associated with keeping of animals (feeding, water, bedding, entry of people)	
Building in good repair. Surfaces washable and able to be disinfected	
Kept clean and tidy, and operated to achieve vermin control	
Adequate storage areas for food and equipment	
Contingency plans to cover emergencies such as lighting breakdown, heating or cooling	

Additional Comments

Food and Water:

	Y/N
Appropriate food,	
uncontaminated and	
nutritionally adequate	
drinking water constantly available,	
clean,	
fresh,	
and uncontaminated	

Additional Comments

Pens and Cages:

	Y/N
Protected from environmental extremes	
Good repair and escape proof	
Constructed of durable, impervious materials	
Not cause injury to the animals	
Food / water access	
Clean	
Animal accommodation to suit species' specific needs, numbers in cages, housing materials, environmental requirements	

Additional Comments:

Standard Operating Procedures

	Y/N
Standard operating procedures available	
Records of monitoring of animal health and wellbeing	
After hour contact details for emergency	
Waste management systems are in place	
Free of pests and parasites	
Any adverse events recorded	

Conclusion (& Recommendations if applicable):

Recommendations:

Brian Heim

From: Brian Heim
Sent: Tuesday, 8 September 2009 5:57 PM
To: Plaxy Purich
Subject: RE: Second draft of livestock monitoring protocols

Hi Plaxy,

Sending it to senior execs for their feedback. Added Ian's name in as suggested.

Records on management do exist, but would primarily be in Ian's daily diary. I have talked to him about coming up with a pro forma that records the sort of information you are talking about and we will develop something up.

Coming down on 17th should be fine but I won't be around. I am going down that day to deliver a preg testing course south of Alice Springs.

Ian is familiar with how AEC's work having been involved with them in Queensland. He would want to attend meetings by video or phone, but I think it would be beneficial to invite him on.

Cheers,
Brian

From: Plaxy Purich [mailto:Plaxy.Purich@cdu.edu.au]
Sent: Tuesday, 8 September 2009 5:02 PM
To: Brian Heim
Subject: RE: Second draft of livestock monitoring protocols

Hi Brian,

That's looking good. My only further comment would be to put in the Station Managers name just as you have made reference to other peoples names. One other thing maybe mention a person for point of contact in an emergency, but you may have covered this.

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Just between you and me, I haven't mentioned it to the Committee yet. We have a position on the Committee as a Category E member, given the Animal House at Casuarina Campus is not used very often. Presently this position is vacant and is for people who manage the institutions animal facilities. What are your thoughts of Ian filling this position. The Committee has six meetings a year, from 9.00 - 12noon.

Till next time.

Cheers
Plaxy

Brian Heim

From: Brian Heim
Sent: Tuesday, 8 September 2009 5:58 PM
To: Barney Glover; Don Zoellner; Charles Webb; Rob Brelsford-Smith; Ken Suter
Subject: Livestock monitoring protocols
Attachments: Monitoring_Protocols_Animal_Welfare_KRC&MS.doc

Dear All,

Attached is a draft of broad monitoring and reporting protocols for livestock in Katherine and Mataranka. I have consulted in the development of this document with Plaxy Purich. From this document Ian Gray and I will develop more specific processes on how to document monitoring of animal health and welfare.

If you are happy with the content I will promulgate it to Brian Radunz and Sue Fitzpatrick at DPI and also to all staff at KRC and Mataranka. Any and all feedback prior to that is welcome.

Regards,

Dr Brian Heim
Director, Vocational Education and Training

Charles Darwin University
PMB 155 NT 0852
Katherine AUSTRALIA
Ph: (08) 8973 8311
Fax: (08) 8973 8300
Email: brian.heim@cdu.edu.au
CRICOS Provider #00300K

Monitoring Protocols for the Welfare of Charles Darwin University Livestock at Katherine Rural Campus and Mataranka Station

Introduction

For Australia's livestock industries the Model Codes of Practice for the Welfare of Animals establish an agreed set of principles and practices. The Model Codes were commissioned by the Primary Industries Standing Committee and endorsed by the Primary Industries Ministerial Council. These Codes are implemented to differing levels of state and territory legislation and have largely served as (voluntary) guides for people responsible for the welfare and husbandry of a range of livestock animals.[1]

The Australian Animal Welfare Strategy has identified enhanced national consistency in regulation and sustainable improvements in animal welfare based on science, national and international benchmarks and changing community standards as areas of priority effort. The strategy covers the humane treatment of all animals in Australia and guides the development of the model codes of practice.[2]

Several Model Codes of Practice for livestock pertain to the animal populations at KRC and MS. The specific codes of interest are:

1. Model Code of Practice for the Welfare of Animals – Cattle, 2nd Edition, 2004, Commonwealth of Australia.[3]
2. Model Code of Practice for the Welfare of Animals – Land Transport of Cattle, 2002, Commonwealth of Australia.[4]
3. Model Code of Practice for the Welfare of Animals – Land Transport of Horses, 1997, Commonwealth of Australia.[5]

Teaching and Learning

Animal welfare standards and ethical treatment of animals must be incorporated into all training involving livestock at KRC and MS. By promoting and demonstrating the highest standards of animal welfare, all staff must lead by example through their actions and words. All staff must conform to the provisions of the Northern Territory Animal Welfare Act[6], the Australian Code of Practice for the Care and Use of Animals for Scientific Purposes[7] and the Model Codes of Practice for livestock.

Duty of Care

The health and welfare of animals used in teaching and research at the Katherine Rural Campus (KRC) and Mataranka Station (MS) must be a primary concern for all staff at the campuses. As a teaching and research institution, CDU should be leading the way in livestock practices and procedures. All staff members have a duty of care to report any instances where they may feel that the health, well-being or welfare of one or more animals has been compromised.

The Facility Manager (Ian Gray at date of publication) has overarching responsibility for all aspects of health and welfare at KRC and MS. The role of Facility Manager falls within the position description of the Mataranka Station Manager.

Monitoring of Livestock Health and Welfare

Livestock at KRC and MS are managed in an extensive manner meaning that they are not physically confined except during times when management procedures are undertaken. In such management systems, animals must be provided with adequate food, shelter and water to maintain good health. Other basic welfare needs must also be provided.

Monitoring must be done with consideration for season, availability of forage, pregnancy/maternity status and other factors. All staff are responsible for ensuring that appropriate personnel are notified if it appears that there is a problem. In most instances, the farm and station staff have direct responsibility for monitoring availability of feed and water. However, lecturing staff going about daily teaching also have direct responsibility to fix problems encountered if it is within their ability and teaching requirements or notify appropriate farm and station staff in a timely manner.

Reporting

In the first instance, if staff are unable to correct a deficiency or problem, the Facility Manager must be notified. If the Facility Manager is not available in a timely manner, farm/station staff should be notified. If farm/station staff are notified of issues and do not follow up in a timely manner it is appropriate to notify the Senior Manager Major Projects (Ken Suter at date of publication), the Chief Instructor as identified by the Animal Ethics Committee (Brian Heim at date of publication), or the Team Leader for Agriculture and Rural Operations (Tim Biggs at date of publication). These individuals should also notify their contemporaries.

Issues which may result in non-compliance with welfare standards or could be construed as non-compliant must be reported to the CDU Animal Ethics Committee through the Chief Instructor. The Facility Manager will provide a monthly report of any welfare issues to his/her manager and to the Chief Instructor. Issues may require more frequent monitoring and reporting depending on their severity. Senior Management of the University will be notified of potential animal welfare issues by the Chair of the Animal Ethics Committee.

[1] http://www.daff.gov.au/animal-plant-health/welfare/model_code_of_practice_for_the_welfare_of_animals
[2] http://www.daff.gov.au/animal-plant-health/welfare/aaws
[3] http://www.publish.csiro.au/nid/22/pid/4831.htm
[4] http://www.publish.csiro.au/nid/22/pid/2483.htm
[5] http://www.publish.csiro.au/nid/22/pid/1501.htm
[6] http://www.austlii.edu.au/au/legis/nt/consol_act/awa128.txt
[7] http://www.nhmrc.gov.au/publications/synopses/ea16syn.htm

MATARANKA & KRC STUD STOCK VALUATION SHEET 31 DECEMBER 2009 CDU ANNEXURE A12-1

A12-1

MATARANKA AND KATHERINE STUD STOCK AND VALUATION SHEET
YEAR ENDED 31st DECEMBER 2008

Description of Cattle and location	No 31st Dec 2007	Natural Increments	Anticipated Deaths 3%	Purchases	Sales	Other Movements	No of cattle 31st December 2008	Value per head	Total Value
1. Mataranka Commercial Herd									
Cows	2,398		-287		-44	589	2,656	550	1,460,800
Herd Bulls	129		-4	10			135	1,200	162,000
Heifers			0				300	600	180,000
Weiner Steers	1,051	707	-212		-1,134		412	408	168,096
Weiner Heifers	1,686	657	-150		-754	-818	621	352	218,592
Total Head	**5,264**	**1,364**	**-653**	**10**	**-1,932**	**-229**	**4,124**		**2,189,488**
2. Stud Herd									
Cows	331		-6		-50	-71	204	650	132,600
Stud Sire Bulls	2					2	2	10,000	20,000
Stud Sire Bulls			-1	3			2	20,000	40,000
Stud Sire Bulls	152		-1		-143		8	8,000	64,000
Steers/Heifers	9	79	-2				86	400	34,400
Mixed Calves		169	-5				164	300	49,200
Total Head	**494**	**248**	**-15**	**3**	**-193**	**-69**	**466**		**340,200**

NB 71 cows were transferred from Katherine to Mataranka

ATT KEN

Mataranka Paddock Book
1-Dec-08

Paddock	Cows	Bulls	Speys	Steers	Heifers	~~Male Calves~~ WNR	~~Female Calves~~ WNR	Total	
Ammo		8						8	
Big Horse								0	
Bernies	298	13 [redacted]						~~300~~	311
Bottom Beswick								0	
Bottom Toms								0	
Crater	444	20						~~452~~	464
Desert	834	35						~~846~~	869
Highway								0	
Hill								0	
Kutain	383	~~19~~						~~390~~	402
Lancewood		15			300			315	
Moray Hill						350	534	884	
Parnell								0	
Roper						62	87	149	
Station Yards									
Toms 2								0	
Top Beswick								0	
Tsumengeri	468	15						~~475~~	483
Tiger Hill								0	
Wire Hill								0	
Yellow WH								0	
17 Mile	229	~~10~~						~~232~~	239
Total	2656	135	0	0	300	412	621	~~4139~~	4124

1-SA

Cont Feed

[redacted] ? 300.
[redacted] cow ?
440 WNR ?
KR3

STUD Cattle
ATT KEN

Katherine Rural Campus Paddcok Book

Paddock	Cows	Bulls	heifers	Calves	Steers	Culls
Bore		2				
Bloodwood						
Buffel 1						
Buffel 2						
Buffel 3		1	2			
Buffel 4						
Carbine	1		31			
Cypress	22			3		
Coolibah				117		
Dam		~~160~~				
Figtree						
Fosters	44		5	5		
Greybox						
Ironwood	48			7		
Irrigation						
Kurrajong						
Limestone						
North Cabbage						
Paperbark						
Sabi		7				
Salmon Gum						
Southside	20		22	16		
South Cabbage						
Stuart						
Stringybark	52			1		
Verano 1						
Verano 3	17		26	15		
Verano 5						
Verano 6						
Whitewood						
Woollybutt						
Yards		2				
Total	204	~~142~~ 12	86	164		~~466~~

EMAIL 11 FEBRUARY 2010 CDU ANNEXURE A17-1

A17-1

To: Brian Heim
Subject: FW: Mataranka Station

Don Zoellner
Pro Vice-Chancellor VET
Charles Darwin University
PO Box 795
Alice Springs NT 0871

Alice Springs Campus
Telephone: 08 8959 5201
Facsimile: 08 8959 5305

Casuarina Campus
Telephone: 08 8946 6758
Facsimile: 08 8927 3480

Email: don.zoellner@cdu.edu.au

CRICOS Provider No: 00300K

From: Toby Gorringe [mailto:Toby.Gorringe@cdu.edu.au]
Sent: Wednesday, 7 October 2009 4:08 PM
To: Don Zoellner
Subject: Mataranka Station

In case you are unaware I wish to draw your attention to the serious nature of the animal welfare state of the cattle at Mataranka Rural Campus of CDU.
All endeavours for help thus far over the past few months have fallen on deaf ears, and slow agonising deaths continue, in particular the animals locked in the yards and Toms paddock.
I would hate to see the repucussions for us all as territorians if this made media headlines.
Help is urgently required. May be seeing is believing!
The health risk to students and workers is one thing but the Damage to the ethics and best practice of an educational/training property is another and then there is the unnecessary and totally unacceptable neglect and suffering of the animals. I have attatched photographs, most of them taken on the same day, this is happening daily. Thankyou in hope.

11/02/2010

EMAIL 27 JANUARY 2010 CDU ANNEXURE A17-2

A17-2

Maryanne McKaige

From: Brian Heim [Brian.Heim@cdu.edu.au]
Sent: Wednesday, 27 January 2010 12:40 PM
To: Maryanne McKaige
Subject: FW: Mataranka Station

Regards,

Dr Brian Heim
Director, Vocational Education and Training

Charles Darwin University
PMB 155 NT 0852
Katherine AUSTRALIA
Ph: (08) 8973 8311
Fax: (08) 8973 8300
Email: brian.heim@cdu.edu.au
CRICOS Provider #00300K

From: Toby Gorringe [mailto:Toby.Gorringe@cdu.edu.au]
Sent: Thursday, 8 October 2009 3:42 PM
To: Brian Heim
Subject: RE: Mataranka Station

Brian . Just to clarify I rarely use the CDU computer and never for private use. I didnt send the email from there. Point taken about sending emails from his account, it wont happen again. Sue.

From: Brian Heim [mailto:Brian.Heim@cdu.edu.au]
Sent: Thu 8/10/2009 3:29 PM
To: Toby Gorringe; Suzanne Edwards
Cc: Tim Biggs
Subject: RE: Mataranka Station

Sue – My opinion as that you need to discuss this with Toby including showing him the entire email. He is in breach of the CDU IT Use policies from having given you his password. It is also inappropriate for you to send emails from his account, especially when he is unaware that you have done so. You must stop accessing his account. This would include you using the Station computer for any purposes other than directly related to your work as a casual chef. The computer is not there for personal or incidental use.

I have asked Tim to review the IT Use policies with Toby so that he is fully aware of what they say. In your role as a casual chef you should also review them so you understand the gravity of the situation. Toby could potentially be up for disciplinary procedures for violating them, though at this point I don't intend to pursue that. However, this should be considered a formal warning and would constitute the first step in the disciplinary procedure. Also, as you are a casual employee you could also be up for disciplinary procedures for using someone else's account improperly.

The link to the policy is:
http://www.cdu.edu.au/governance/documents/10.0InformationTechnologyAcceptableUse.pdf

The link to the CDU Code of Ethics is:
http://www.cdu.edu.au/governance/documents/CodeofEthics_000.pdf

Regards,

11/02/2010

Brian

From: Toby Gorringe [mailto:Toby.Gorringe@cdu.edu.au]
Sent: Thursday, 8 October 2009 2:13 PM
To: Brian Heim
Subject: RE: Mataranka Station

Brian, I am sorry for the confusion that I have obviously caused. I check Tobys emails while he is away, yes he is in Alice and has no idea that this has happened. I cannot support the death and suffering that I witness every day. I will show this to Toby if you wish me to or I will delete it. My phone number is 89754104 after 5pm. Sue Edwards.

From: Brian Heim [mailto:Brian.Heim@cdu.edu.au]
Sent: Wed 7/10/2009 6:27 PM
To: Toby Gorringe
Cc: Don Zoellner; Tim Biggs
Subject: FW: Mataranka Station

Dear Toby,

Let me reiterate the points I made with you on the phone last Thursday and again in the attached email on Friday

1. We are meeting the requirements of the Dept of Primary Industries and the CDU Animal Ethics Committee and working to solve the issues within the constraints of management. You may have a different opinion on how it should be managed, but Ian and myself have to make decisions on the best course of action and it may not be the same as your opinion. That does not mean it is wrong. We are taking guidance from both DPI and the AEC.
2. You need to be supportive of the station staff in solving the issues. Continually going to new and different people within the University and raising issues that are being dealt with is counterproductive, causes a great deal of work and angst, and accomplishes nothing. You are entitled to your opinions but they do not need to be voiced to any and all parties. If you continue to do so I will be forced to take action.
3. I don't understand how you can make comment on the current situation at Mataranka Station when you are in Alice Springs and have been there for several days. At best you are passing on second hand information and that is fraught with risk. I urge you to stop.

Regards,

Dr Brian Heim
Director, Vocational Education and Training

Charles Darwin University
PMB 155 NT 0852
Katherine AUSTRALIA
Ph: (08) 8973 8311
Fax: (08) 8973 8300
Email: brian.heim@cdu.edu.au
CRICOS Provider #00300K

From: Don Zoellner
Sent: Wednesday, 7 October 2009 5:07 PM
To: Brian Heim
Subject: FW: Mataranka Station

11/02/2010

Don Zoellner
Pro Vice-Chancellor VET
Charles Darwin University
PO Box 795
Alice Springs NT 0871

Alice Springs Campus
Telephone: 08 8959 5201
Facsimile: 08 8959 5305

Casuarina Campus
Telephone: 08 8946 6758
Facsimile: 08 8927 3480

Email: don.zoellner@cdu.edu.au

CRICOS Provider No: 00300K

From: Toby Gorringe [mailto:Toby.Gorringe@cdu.edu.au]
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To: Don Zoellner
Subject: Mataranka Station

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All endeavours for help thus far over the past few months have fallen on deaf ears, and slow agonising deaths continue, in particular the animals locked in the yards and Toms paddock.
I would hate to see the repucussions for us all as territorians if this made media headlines.
Help is urgently required. May be seeing is believing!
The health risk to students and workers is one thing but the Damage to the ethics and best practice of an educational/training property is another and then there is the unnecessary and totally unacceptable neglect and suffering of the animals. I have attatched photographs, most of them taken on the same day, this is happening daily. Thankyou in hope.

EMAILS 20 OCTOBER 2009 & 2 FEBRUARY 2010 CDU ANNEXURE A17-3

A17-3

Maryanne McKaige

From: Bob Wasson [Bob.Wasson@cdu.edu.au]
Sent: Tuesday, 2 February 2010 12:12 PM
To: Maryanne McKaige
Subject: FW: Mataranka

Shivaun MacCarthy
Executive Assistant
Deputy Vice-Chancellor Research and International
Charles Darwin University
Ph: 08 8946 6868
Fx: 08 8946 7075

From: Toby Gorringe [mailto:Toby.Gorringe@cdu.edu.au]
Sent: Tuesday, 20 October 2009 8:08 AM
To: Bob Wasson
Subject: FW: Mataranka

From: Toby Gorringe
Sent: Sun 18/10/2009 2:27 PM
To: b.wasson@cdu.edu.au
Subject: FW: Mataranka

Hi Bob. In regard to our conversation on Tuesday 13th October, please find attached photographs to confirm the concerns that were raised. I wish to make a formal complaint about the condition of these cattle at Mataranka Station. There are several people that you can contact who have seen the cattle in question, list of names and Phone numbers attached:
Grant Parker : 89721960 mob: 0427623634
Spud Thomas: 89710992 mob: 0427418710
Nichola Walters
DPI Katherine have statements and photographs also Vicki Williams has a letter of complaint from the certificate II students.

regards
Toby Gorringe

2/02/2010

Plaxy Purich

From: Bob Wasson [bob.wasson@cdu.edu.au]
Sent: Tuesday, 20 October 2009 3:38 PM
To: Plaxy Purich
Subject: FW: Complaint about Mataranka Station

Plaxy,
For our records and my action.
Bob

==========
Professor Robert Wasson
Deputy Vice-Chancellor Research

Level 4, Building 28
Casuarina Campus
Charles Darwin University
Ellengowan Drive
DARWIN NT 0909

Telephone: +61 8 8946 6868
Facsimile: +61 8 8946 6587
Mobile: 0439 861 010

------ Forwarded Message
From: Toby Gorringe <Toby.Gorringe@cdu.edu.au>
Date: Tue, 20 Oct 2009 15:03:01 +0930
To: Bob Wasson <Bob.Wasson@cdu.edu.au>
Conversation: Complaint about Mataranka Station
Subject: RE: Complaint about Mataranka Station

Dear Bob,

Further to your email request, please find the following specifics.

Here are some of the areas of my concern.
1. The length of time weaners were held within the yards and holding paddocks without sufficient roughage and supplementary feeds (Lick & Calf pellets). On notification of the DPI inspectors visit the feed was made available before arrival. Normally the feed is not consistently available.

2. The Cows that were previously in the road lane were moved there, initially for sale (approx 4 months ago). When these cows were drafted of for sale by Doug Jenkins, Grant Parker and myself they were all in saleable condition and fit for transport. The sale then then fell through after circumstances changed. However an unreasonable number of stock (approx 1000 head) were held for an extended period of time in the Highway lane without supplementary feed (lick) and watering on 1 trough 2 meters long.

3. The cattle for the 2nd preg-testing school held at Mataranka were sourced from the cattle held in the Highway Lane. These cattle due to insufficient supplement and feed were in a declining condition and therefore should not have undergone the management practice of preg-testing. It is clear and understood in industry that pregtesting and poor nutrition can cause abortion and early calving especially in Bos Indicus cattle. If more information is required on this point please contact the participants of this preg-testing school.

4. I'm aware that out of season calves is being blamed by management for the poor condition of cows. However this doesn't explain the poor condition of dry cattle such as the Bulls in Ammo paddock and the weaner steers that were previously held in Bottom Beswick. These cattle have all gone without supplementary feed such as lick. The available standing feed in the 2 above mentioned paddocks is reasonable considering the time of year but cattle still require

20/10/2009

supplement. It is this lack of supplement that is causing the decline in condition of all stock.

3. Recumbent stock are not being delt with in a timely manner. If management decides to give a downer some time to see if they will recover they should at least be provided with some water and maybe some feed if available. There have been on a number of occasions, stock left in a recumbent state over a period of days without access to at least water, which only adds to their suffering through dehydration and decreases their chances of recovery. If recumbent stock aren't going to be supplied at least water for recovery then they need to be humanely destroyed immediately to prevent further suffering.

Regards

Toby Gorringe

From: Bob Wasson [mailto:bob.wasson@cdu.edu.au]
Sent: Tue 20/10/2009 12:28 PM
To: Toby Gorringe
Cc: Plaxy Purich
Subject: Complaint about Mataranka Station

Dear Toby,
I now have your email and photos. Thank you for sending me this material.
My problem is that there are no specific complaints in your email, of the kind raised with me in person. Unless you can supply specific complaints I have very little to work with other than the inference in your email and photos that some cattle are in poor condition. We already know that and two investigations by the CDU Animal Research Ethics Committee (AREC) and three investigations by DPI have confirmed this.
If you wish to pursue your complaint I will need much more specific information with as much proof as you can supply.
I have copied this email to the Executive Officer of the AREC for information.
With best wishes,
Bob Wasson

==========
Professor Robert Wasson
Deputy Vice-Chancellor Research

Level 4, Building 28
Casuarina Campus
Charles Darwin University
Ellengowan Drive
DARWIN NT 0909

Telephone: +61 8 8946 6868
Facsimile: +61 8 8946 6587
Mobile: 0439 861 010

------ End of Forwarded Message

Maryanne McKaige

From: Bob Wasson [Bob.Wasson@cdu.edu.au]
Sent: Tuesday, 2 February 2010 12:14 PM
To: Maryanne McKaige
Subject: FW: Complaint about the management of cattle at Mataranka

Shivaun MacCarthy
Executive Assistant
Deputy Vice-Chancellor Research and International Charles Darwin University
Ph: 08 8946 6868
Fx: 08 8946 7075

P Save a tree...please don't print this e-mail unless you really need to

-----Original Message-----
From: Bob Wasson
Sent: Wednesday, 28 October 2009 2:24 PM
To: Toby Gorringe
Subject: Complaint about the management of cattle at Mataranka

Dear Toby,
Your complaint will be investigated by Tom Stockwell of Sunday Creek Station. I will be in touch soon to discuss your concerns. In addition I have supplied your complaint to Brian Heim and to Ian Gray, both of whom will be spoken to by Tom Stockwell.I have taken this action both in the interests of natural justice and also so that Brian and Ian know what they will be discussing with Tom Stockwell.
Bob

==========
Professor Robert Wasson
Deputy Vice-Chancellor Research

Level 4, Building 28
Casuarina Campus
Charles Darwin University
Ellengowan Drive
DARWIN NT 0909

Telephone: +61 8 8946 6868
Facsimile: +61 8 8946 6587
Mobile: 0439 861 010

Maryanne McKaige

Fro ..
Sent: Bob Wasson [Bob.Wasson@cdu.edu.au]
Tuesday, 2 February 2010 12:15 PM
To: Maryanne McKaige
Subject: FW: Progress on your complaint

Shivaun MacCarthy
Executive Assistant
Deputy Vice-Chancellor Research and International Charles Darwin University
Ph: 08 8946 6868
Fx: 08 8946 7075

P Save a tree...please don't print this e-mail unless you really need to

-----Original Message-----
From: Bob Wasson
Sent: Tuesday, 17 November 2009 7:07 AM
To: Toby Gorringe
Subject: Progress on your complaint

Dear Toby,
Tom Stockwell has now reported on your complaints. We are in the process of acting on his advice. I will be able to report back to you soon.
With best wishes,
Bob

==========
Professor Robert Wasson
Deputy Vice-Chancellor Research

Level 4, Building 28
Casuarina Campus
Charles Darwin University
Ellengowan Drive
DARWIN NT 0909

Telephone: +61 8 8946 6868
Facsimile: +61 8 8946 6587
Mobile: 0439 861 010

EMAILS 12-14 DECEMBER 2009 CDU ANNEXURE A17-5

A17-5

Brian Heim

From: Ian Gray [Ian.Gray@cdu.edu.au]
Sent: Monday, 14 December 2009 6:46 AM
To: Grant Parker
Cc: Bob Wasson; Plaxy Purich; Danie Luttig; Tim Biggs; Brian Heim
Subject: RE: Bulls at Mataranka

Dear Grant,

Thank you for your Email.

The management team of Katherine Rural Campus and Mataranka Station, Dr Brian Heim, Messrs Danie Luttig, Tim Biggs and myself, met yesterday afternoon.

During the course of the meeting your concerns were given due consideration.

Please feel free to telephone me if you wish to discuss this or any other concerns.

Regards,

Ian Gray
Manager, Mataranka Station
Katherine Rural Campus
Charles Darwin University
PMB 155
KATHERINE NT 0852

Telephone: 0428 738 002

From: Grant Parker
Sent: Sat 12/12/2009 10:08 AM
To: Ian Gray; Tim Biggs; Danie Luttig
Cc: Bob Wasson; Plaxy Purich
Subject: Bulls at Mataranka

an,

As per our discussion at Mataranka yesterday, you mentioned that you have planned to muster the bulls in Ammo paddock and semen test them. Since our meeting I have had a chance to think about this and would like to raise some concerns about this plan with you. As per Bob Wasson's memo I thought this the most appropriate way to raise these issues.

Semen testing the bulls at this time, considering their varying conditions and their recent past, would not provide an accurate result and would cause undue stress to those animals still recovering. These bulls were only mustered a week ago to remove the cows in poor condition and weaners and should now be given chance to recover in the paddock.

During the DPIs last inspection, I spoke with both inspectors, welfare officers and vets as well as Tim Biggs about considering not putting the bulls in for this year's breeding season. This would allow both bulls and cows time to recover fully. The DPIs opinion was that if CDU could afford to do this it would be the most sensible option. In support of this option, there should be an adequate number of unmarked stock to reach training objectives over the next couple of years.

I am happy to discuss this matter further if required.

1

Draft letter mr Ian Gray to mr Grant Parker ~ 13/12/09
– NOT SENT

Dear Grant,

Thank you for raising your concerns with me.

It appears during our discussion I did not provide you with sufficient information or detail in regard to tasks that I observed as requiring attention at Mataranka Station over the next few months. Following our meeting I have developed an action list with tasks to be prioritised in consultation with Messrs Danie Luttig, Timothy Biggs and Dr Brian Heim.

However, I will take this opportunity to share with you in greater detail the proposal I will put before the management team meeting this afternoon.

Firstly, let me assure you the welfare of any animal is my greatest concern and I will take all the points you have raised under due consideration. I have strict criteria that need to be met when selecting bulls for soundness and evaluation tests.

Bulls must be in "good forward store condition" (The Breeding EDGE, Workshop Notes, MLA 2004)

Any bull not meeting this criterion would not be subject to any further assessment.

Your comment, "would not provide an accurate result (sic)" is ill informed. A semen test performed on bulls in the condition listed above will provide a very accurate result. It will identify bulls that demonstrate adequate fertility to join a mating group and also identify those bulls which need to be "stood aside" and retested at a later date.

As the University is currently participating in Meat & Livestock Australia's flagship project, "Cash Cow", I envisaged an ongoing commitment to data collection from the two "Cash Cow" herds would in some way assist to maintain or raise the credibility and reputation of University staff and also the University itself, as highlighted in the memorandum from Prof Wasson and Dr McKnight.

Mr Neil MacDonald, Regional Director, and Dr Dionne Walsh, Department of Resources, had the opportunity to inspect one of the cow herds involved in the "Cash Cow" project during an inspection of Mataranka Station on 18 November, 2009. Mr MacDonald commented on how well the cows looked.

Your suggestion that "there should be an adequate number of unmarked stock to reach training objectives over the next couple of years (sic)" also appears misguided. Following the failed mustering operations earlier in the year I managed to remove all bulls from cow herds by August through an extensive trapping programme, although I have since been informed that one bull has managed to join the cows in Tsumengeri Paddock. I believe this herd has since been moved to Kuttain Paddock. Nonetheless, as a result there will be very few calves born after May 2010. To hold unmarked calves born in May 2010 over until February/March 2011 would result in the University failing to meet guidelines as laid down in the Primary Industries Standing Committee, Model Code of Practice for the Welfare of Animals, Cattle, 2nd Edition, PISC Report 85, which states for example,

"Castration without local or general anaesthesia should be confined to calves at their first muster prior to weaning and preferably to calves under the age of 6 months. Only under exceptional circumstances (e.g. range management of older, previously unmustered bulls) should castration of older bulls be performed, and then preferably by a veterinarian. Castration of animals older than 6

months of age is illegal in under some State and Territory legislation unless undertaken by a veterinarian. Therefore, operators should be aware of their legal responsibilities."

This is also in keeping with guidelines found in the "Cattle and land management best practices in the Katherine region 09" publication.

Therefore, I am proposing that at this point in time the two "Cash Cow" herds be joined with bulls in line with normal management practices as these herds do not need to "recover". This would also result in a minimum of approximately 250 calves (assuming a 50% calving rate) being available for training purposes in 2011. Also, only 15 bulls would be required in this scenario if a bull to cow joining percentage of 3% was utilised.

Regardless of whether the bulls at Mataranka Station are mustered or not, your Email has raised some concerns of my own. Your comment "those animals still recovering (sic)" has disturbed me the most. Mr Thomas Stockwell carried out an inspection of Mataranka Station on 4 November, 2009. Mr Stockwell, a supposedly experienced cattleperson, made comment in his subsequent report that "the bulls (in Ammo Paddock) were NOT in very poor condition (sic)". Obviously my concern now is why the bulls in Ammo Paddock which were assessed as not being in poor condition on 4 November, 2009, would now need to "recover" as Ammo Paddock is virtually adjacent to the cattle yards and thus, the bulls did not need to walk any great distance. Were they mistreated while they were mustered or processed through the yards?

In your Email you mention you "spoke with both inspectors, welfare officers and vets (sic)". Could you please provide names and details of those you spoke with in order that I might be able to contact them myself and thus gain a greater insight into these discussions?

Again, I appreciate you raising your concerns with me and trust I have given you a greater understanding behind the reasoning underpinning some of my proposals. I am always willing to share my knowledge with staff and assist with their professional development. As per the memorandum from Prof Wasson and Dr McKnight I believe it is prudent to discuss these issues in an informal manner in order for me to gain an understanding of your concerns before alerting the Chair of the Animal Research Ethics Committee, however, please feel free to distribute my response as you see fit.

Ian Gray

13/12/09

Draft not sent

EMAILS 18 & 19 OCTOBER 2009 CDU ANNEXURE A18-2

A18-2

Brian Heim

From: Ian Gray [Ian.Gray@cdu.edu.au]
Sent: Monday, 19 October 2009 9:14 AM
To: Brian Heim
Subject: RE: Short Term Mgmt Plan and Action Plan for AEC
Attachments: Dear Ashley.docx; Mataranka Cattle Report.docx

Importance: High

Brian,

Sending this from Donna's Notebook on my way to Darwin - Suzie is driving!

A couple of drafts which we can discuss tonight/tomorrow if you wish.

Sorry this is late/rushed, we (Donna and I) have not got inside before 10 the last three nights.

Will take Chris Pech up on his offer of assistance. The overhead fuel tank at Mataranka needs flushing or a filter fitted (have mentioned this to Bob) and I have let the level get right down (~500 Litres).

I have Donna's phone today (still no joy with Telstra!!) 0439 546 019.

Regards,

Ian

From: Brian Heim [:Brian.Heim@cdu.edu.au]
Sent: Sun 18/10/2009 2:38 PM
To: Susanne Fitzpatrick; Plaxy Purich; Bob Wasson
Cc: Ian Gray
Subject: Short Term Mgmt Plan and Action Plan for AEC

Sue, Bob and Plaxy,

Attached is the Short Term Plan for the station cattle detailing movements and plans for the paddocks. Also includes general info on what is being fed to whom.

I have also attached an action plan for the deficiencies identified by the AEC.

Regards,

Dr Brian Heim
Director, Vocational Education and Training

Charles Darwin University
PMB 155 NT 0852
Katherine AUSTRALIA
Ph: (08) 8973 8311
Fax: (08) 8973 8300
Email: brian.heim@cdu.edu.au
CRICOS Provider #00300K

1

Mataranka Cattle Report

Week Ending 18-10-2009

Weaner/Yearling steers from Lower Beswick Creek Corridor were mustered by Spud Thomas (Contractor) and Grant Parker (CDU Lecturer) back to Homestead Yards.

These steers then underwent an intensive education process in order for them to 'catch up' to their half-sibs which were educated the previous week with assistance from Suzie Holbery (KRC Overseer).

Weaner/Yearling Heifers in Parnell Paddock also received training at the Parnell Yards.

Cows from Bottom Toms and Big Horse paddocks were vaccinated with Botulinuum Vaccine and moved to Highway Paddock. The following morning these cows, along with the cows from Wire Hill Paddock which had made their way back to Highway Paddock, were all walked back to Wire Hill Paddockwhich is now also open to Yellow Water Hole Paddock.

Weaners from Luckies and Toms paddocks were mustered to Homestead yards and drafted into same sex groups.

Steer portion were walked to Tiger Hill Paddock.

Heifer portion were moved to Roper Paddock.

Entire males (120) were transported to Phoenix Park to be "freshened up" and either be marketed directly from Phoenix Park or returned to Mataranka Station once pasture conditions improve following the start of the "wet season".

Remaining in the Homestead yards are 60 very light weaners, 130 unbranded females and 10 cull cows which are non lactating and non pregnant.

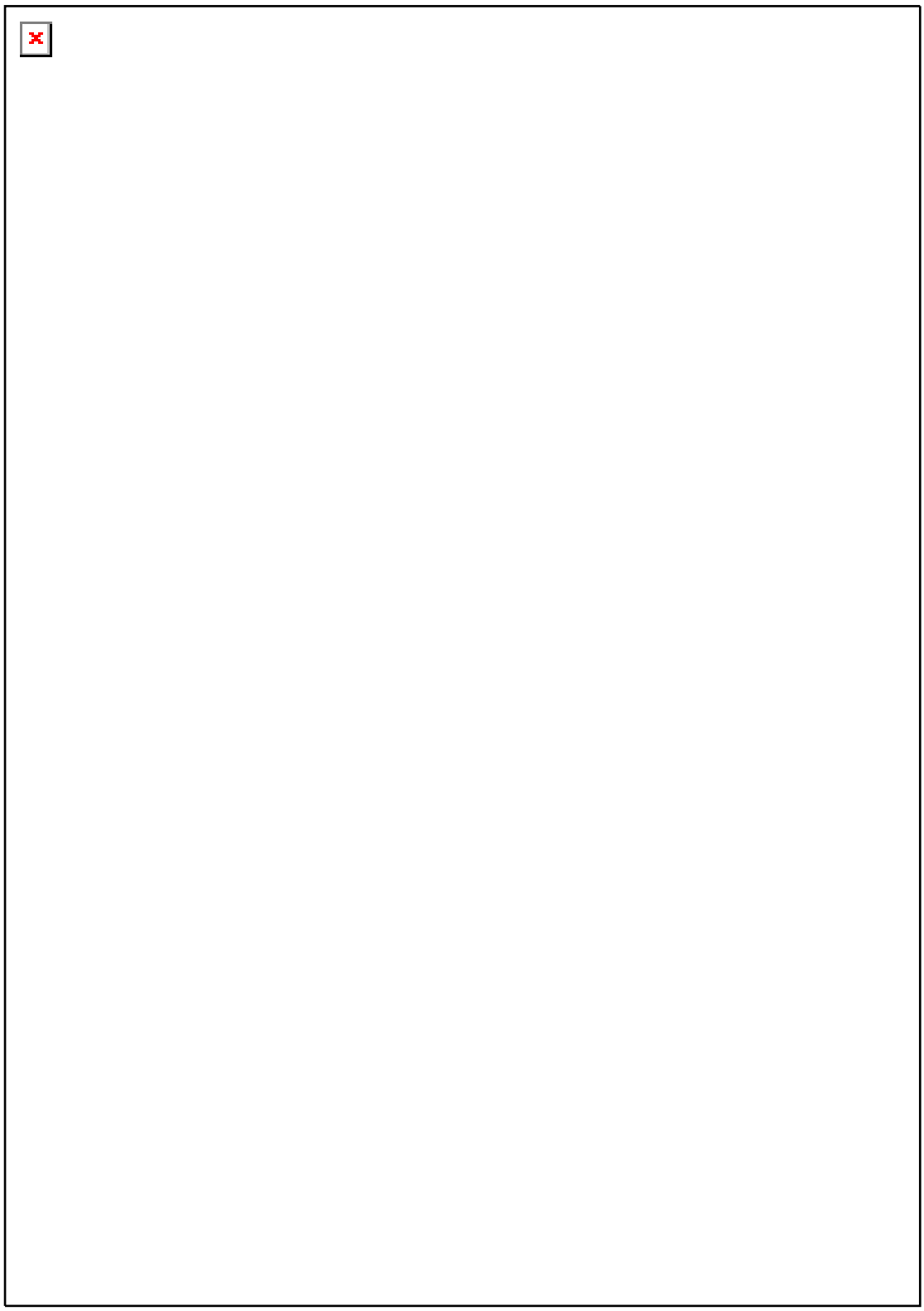
It is anticipated the 130 heifers will be branded within the next week and moved to Roper Paddock.

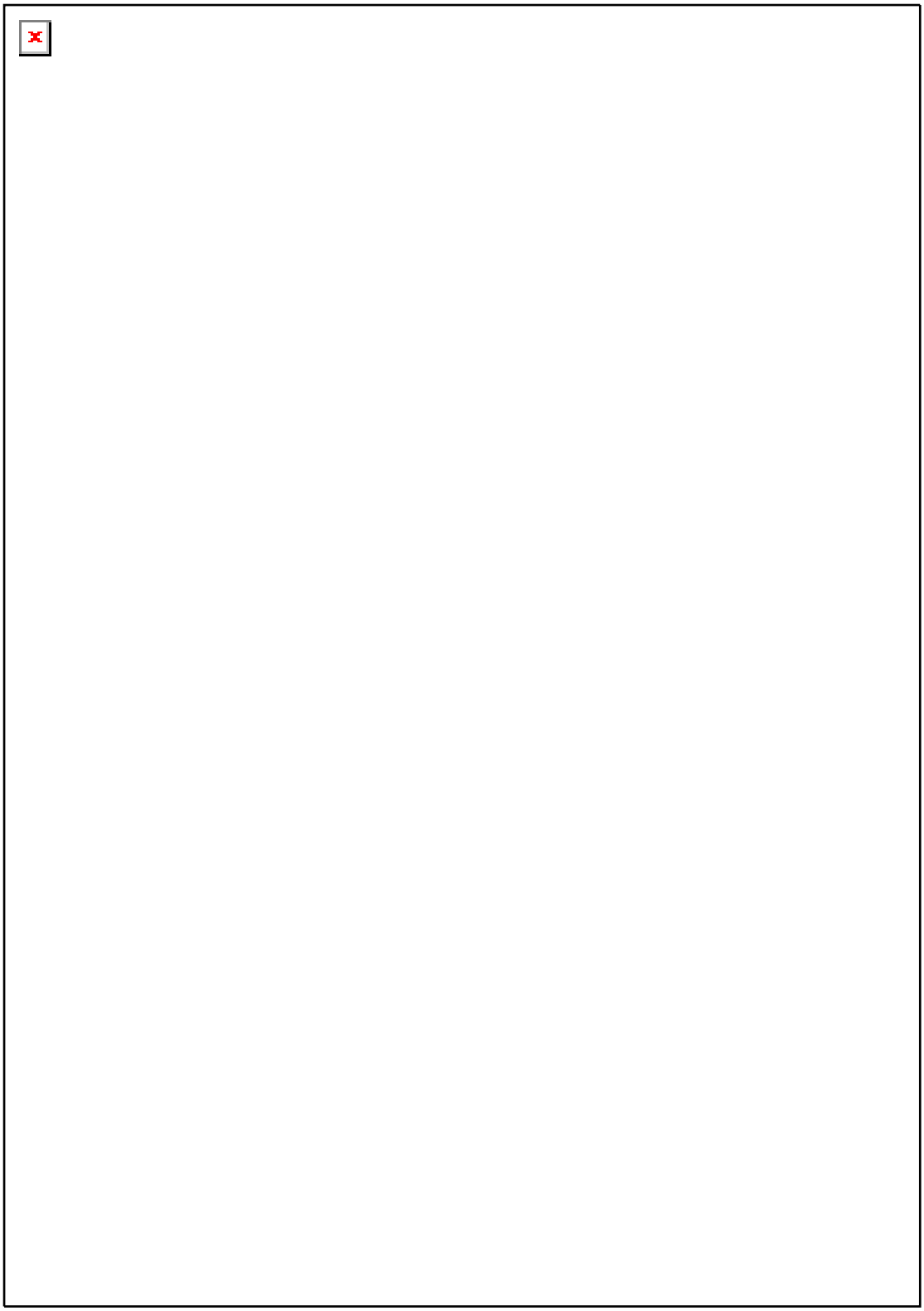
The 10 cull cows will be trucked to Katherine Rural Campus where they will join other cull cows already housed at KRC being utilised in Artificial Insemination training in the next fortnight.

Over 130 large square bales (average 540 Kilogram) of millet hay has been fed out over the past month which equates to in excess of 70 tonnes of fodder.

In addition to this, another ten tonnes of hard feed in the form of either Adelaide River Weaner Pellets (16% Protein and 10.5 Mega joules Energy) or Riverina High Energy Weaner Pellets (16% Protein and 11 Mega Joules Energy) has been fed to both weaner cattle and breeders in light condition.

MEMO 11 DECEMBER 2009 CDU A19-9





CORRESPONDENCE CDU ANNEXURE A23-6

A23-6

Charles Darwin
UNIVERSITY
Australia

Charles Darwin University
Darwin NT 0909 Australia
www.cdu.edu.au
ABN 54 093 513 649
CRICOS 00300K

Vocational Education and Training

October 11, 2009

Toby Gorringe
Mataranka Station

Dear Toby,

As you know, changes are occurring at the Katherine Rural Campus and Mataranka Station due to the restructuring of supervisory and management responsibilities for the farm and station activities. These changes are intended to improve our performance in teaching and enhance the welfare and management of the livestock.

One of the important factors in operation of the station that has been identified by both the Dept of Primary Industries and the CDU Animal Ethics Committee is a need for additional human resources at the station dedicated solely to animal production. A barrier identified to putting on additional station staff is a lack of suitable housing.

Therefore, for operational reasons the house that you are currently occupying at Mataranka Station needs to be made available for other staff directly employed by the station. This will enable us to hire a station hand that can devote 100 percent of their time to assisting the animal production efforts at the station. While your help in the past is appreciated, your primary job is lecturing which limits the assistance you can provide to station operations.

While I know that moving will cause some inconvenience, it will ultimately enhance your opportunities for interaction with the rest of the lecturing staff located at KRC and remove the relative isolation you have had being based at Mataranka. Residing at KRC will allow you to grow in your role as a lecturer, enable closer consultation with your team and team leader, enhance professional development opportunities and give you access to closer support and assistance.

A newly refurbished house is currently available at KRC and I would like you to make plans immediately to relocate within a fortnight. This will greatly facilitate station operations. So as not to cause any disadvantage, the University will reimburse you for removal expenses to shift your household to KRC.

I thank you in advance for assisting us in our operations.

Yours sincerely,

Dr. Brian J. Heim
Director

Cc: Don Zoellner, PVC VET; Andrew Vodic, A/ NT Mgr PICS; Tim Biggs, Team Leader

Ltr_T-Gorringe_Oct09.doc

Katherine Rural Campus of the Charles Darwin University
PMB 155 Katherine NT 0852
Telephone: 08 8973 8311 Facsimile: 08 8973 8300 Email: brian.heim@cdu.edu.au

MATARANKA FEED PURCHASES 2007 - 2009 CDU ANNEXURE B4-1

B4-1

Mataranka Station Feed Purchases
Period 1 Jan 2009 - 31 Dec 2009

Requisition No:	Date	Purchase Order	Supplier	Description	Quantity/ton	Value/excl		Lick	
R269144	6/02/2009	265530	Landmark Kth	LNT Uramol blocks 100kg	24	31308		24	31308
R271149	24/03/2009	267763	Landmark Kth	LNT Phosrite blocks 100kg	2	2760		2	2760
R271495	1/04/2009	267997	Elders Ltd	Calf weaner pellets/bag 120	2	2142			
R274274	21/05/2009	270502	Landmark Kth	Uramol 100kg blocks/240	24	30720		24	30720
				XLR8 Calf pellets bags/20kg	2	1488			
R274369	21/05/2009	273578	Landmark	XLR8 Calf pellets bags/20kg/144 bags	3	2232			
R275248	10/06/2009	271734	Landmark MS	Jarra Round bales x 56	56	2545.2			
R276319	24/06/2009	272735	Landmark	XLR8 pellets 20kg bags/960kg x 144	3	2376			
R276466	26/06/2009	272927	Landmark	Denkavite milk supplement/bag x 2		86.36			
R278398	6/07/2009	275120	Stocklick Trading MS	Breeder Mix	26	24570		26	24570
				Heifer Mix	2	1550		2	1550
SDOL	8/07/2009			Denkavite milk supplement/bag		73.07			
SDOL	26/07/2009			NZAG Top calf milk replacer X 1		58.27			
SDOL	29/07/2009			Hay - round bales X 10		1188			
SDOL	4/08/2009			NZAG Top calf milk replacer X 2		132.68			
SDOL	8/08/2009			Coopers boost blocks 100kg	1	1170		1	1170
SDOL	8/08/2009			salt med coarse 25kg x 26		286			
SDOL	8/08/2009			Hay round bales x 6		420			
R279213	17/08/2009	275811	Landmark Kth	Denkavite milk supplement/bag x 2		146			
				Hay Round Bales x 22		1540			
R279778	21/08/2009	276310	Elders Ltd	XLR8 calf pellets 20kg/240 bags	5	3655.2			
R279777	21/08/2009	276311	Landmark Kth MS	Millet Hay x 30		3686.1			
R280221	1/09/2009	276633	Landmark Kth	Cavalcade Round Bales x 9		630			
R280612	7/09/2009	277094	King Producers	Millet Hay/bale x 48	48 bales	4320			
R280614	7/09/2009	277095	Landmark Kth	Adelaide River Weaner Pellets/bag x 168	4.2	3948			
R281195	15/09/2009	277830	Elders Ltd	Boost Blocks 100kg	4	4794		4	4794
R281661	7/09/2009	278021	King Producers	Millet Hay x 48 bales		4752			
SDOL	25/09/2009			Salt med coarse 25kg bags		$ 686.64			
R281824	29/09/2009	278469	Landmark Kth	Square Bales Millet Hay/tonne x 24 bales (1 trailer)	2.4	4320			
				Jarra Round bales x 112 (two trailers)		2800			
SDOL	2/10/2009			NZAG top calf milk replacer x 2		130.72			
SDOL	2/10/2009			Denkavite Plus milk replacer x 2		130.72			

MATARANKA STATION BUDGET 2009 CDU ANNEXURE B6-1

B6-1

Mataranka Cattle Station **Budget 2009**
3342 0216 5585
Mataranka Stn Budget Aug 09

		Budget 2009
INCOME		
184 06	Livestock	700,000
184 99	Miscellaneous	3,000
188 10	Rebates (Diesel)	7,000
	Other	
	Total Income	710,000
EXPENSES		
Staffing Costs		
	CDU Staff	135,000
	Contractors and others	18,000
Other Staffing Costs		
	Other	
	Total Staffing Costs	153,000
Non-Salary Costs		
311	Materials - Seeds	2,000
313	P'copy,Prtg&Stat	
318	Books & Publications	
323	Staff Fringe Benefit	-
325	Protective Clothing	500
326	Membership/subscriptions	275
327	Mastercard - Default	-
328	Lease NTP 2255 & 859	1,000
328 06	Vehicle Lease	12,000
328 07	Helicopter Hire (Muster)	40,000
334	Catering	-
336	Bank Charges	
337	Vehicle Repairs and Service	6,000
337 01	Fuel	20,000
337 04	Registration	
337 08	Avgas	9,000
342	Minor Equipment	-
347	Freight	-
353	Archive	-
359	Commision	-
366 00	Live Stock	30,000
366 01	Stockfeed	12,000
366 02	Supplement	130,000
366 03	Vet Supplies	25,000
366 04	Handling Equipment	1,000
366 05	Cartage	7,000
366 06	Animal Id	12,000
366 08	Semen	2,000
380	Duty Travel	500
390	Staff Development	500
410	Communications	1,800
454	Rates	-
456	Ground maintenance	
456 33	R&M Tractor	2,500
456 35	R&M Other Equipment	1,000
456 41	Other Service Contracts	-
461	Repairs & Maintenance	-
461 13	Fire Protection	50,000
461 14	Mechanical	4,000
461 15	Pest Control	9,000
461 32	Irrigation/Water Supplies	11,000
461 33	Stockyard	2,000
461 34	Fencing	25,000
	Total Non Salary Costs	417,075
810	Non-Current Asset	
Total Expenditure		570,075
379	**Carried Forward Profit**	
Balance		139,925
SALARIES 2009		
Pos No	**Description**	**Occupants Name**
	Station Manager	I Gray
	Head StockPerson	
	StockPerson	
Note:		

SUMMARY OF ACTIONS AT MATARANKA STATION FROM SEPTEMBER 2009 CDU ANNEXURE B9–1

B9-1

Summary of Actions at Mataranka Station from September 2009

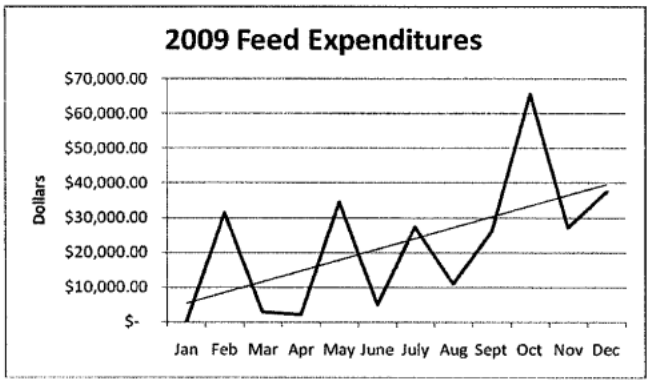
Prepared by Dr Brian Heim, 1 February 2010

The following is a summary of activities that have been undertaken since September 2009 to address animal welfare issues. The list is not exhaustive.

Actions already undertaken

- The CDU Animal Research Ethics Committee made 23 recommendations on 16 October 2009 following their facility inspection. All critical and urgent recommendations have been acted upon and the remainder are ongoing. (See Addendum 1 – Mataranka Station Action Plan 09-10 – for a listing of recommendations and actions to date)
- Since 1 September 2009, a total of $120,020.80 has been expended to purchase feed for cattle. This includes NPN supplements, other supplements and hay. (See Addendum 2 – Mata Stn Feed Supplies 07-09 for a comparison of feed expenditure over calendar years 2007 to 2009). In total, $230,825.66 was expended in 2009 on feed at Mataranka Station.
- The following graph depicts feed expenditures in 2009

Month	Feed Expenditu
Jan	$ -
Feb	$ 31,308.00
Mar	$ 2,760.00
Apr	$ 2,142.00
May	$ 34,440.00
June	$ 5,007.56
July	$ 27,439.34
Aug	$ 11,035.98
Sept	$ 26,250.64
Oct	$ 65,692.14
Nov	$ 27,050.00
Dec	$ 37,500.00



- Supplementary feeding has been ongoing and continues. The station feeds both dry and wet season lick.
- A total of 698 head of cattle, mostly weaners, were trucked to Phoenix Park where they were feed lotted to rapidly bring about weight gain in a controlled and consistent manner. This was undertaken to address the shortage of staff at the station so that adequate feed was available to these at-risk animals. The cattle were kept on full feed fed to them free choice until they were in a saleable condition. They have since been sold to other properties and did not return to Mataranka Station.
- In September and October, cattle in poor condition were gradually shifted to fresh paddocks that had been ungrazed in 2009. This was delayed slightly in order to repair fences that had been damaged by fires in 2008.
- After bushfires in late October/early November 2009, cattle were shifted to paddocks with available feed.
- While recruitment has been difficult, additional short term casual staff have been employed to maintain adequate husbandry. Permanent recruitment is in process and two positions (overseer and station hand) are expected to be filled by the end of February 2010.

Actions to be undertaken

- An early muster is being considered, if weather permits , in February 2010. Calves that could not be weaned in late 2009 will be weaned at this time to give their dams time to recover fully before the wet season ends and feed is less abundant.
- An early pregnancy testing round will occur, most likely in early April dependant on climatic conditions, to identify any cattle that will calve from April to end August (e.g. out of season). Cattle identified through this process will be sold to minimise any out of season calves.
- Sale of approximately 1000 breeder cows is being negotiated to reduce pressure on the station, provide a buffer for poor wet seasons, and decrease the labour required to run the station. This will allow easier supplementation to a smaller number of cattle while still providing adequate training opportunities for students.
- A pastoral consultant is being engaged to provide advice to management on appropriate methodologies in husbandry and care of cattle. This individual should be contracted by mid-February 2010.
- A comprehensive external review of Mataranka Station is planned for early 2010 and is expected to review all aspects of the station operation including financial, teaching, and possible research activities. The review is expected to generate recommendations on the long term viability and operation of the station as a teaching venue.

Current status of the cattle herd

As can be expected, there is significant variation in the body condition of cattle at Mataranka Station and any station, generally following a bell curve with the majority of cattle in the middle of the anticipated range for the season. In September 2009, there was a variation in body condition score (BCS) ranging from those at 1 up to 3.5 and 4 (on a 1 to 5 scale). The bell curve was somewhat elevated on the left side as there were more cattle in the lower body condition score. Several reasons for this shift have been elucidated, including failure to sell a group of cattle in May/June which resulted in greater grazing pressure and also due to calving out of season. The graph below depicts estimated BCS distribution.

At present (1 February 2010), cattle are in an increasing body condition and are gaining weight because rains have come and available forage is prevalent. It is now estimated that less than 5% of cattle are in BCS of 1, 15-20% are in BCS 2, 50% are in BCS 3 and 25% are in BCS 4+. Because of seasonal conditions it is impossible to get an exact picture of body condition, so these are estimates. Good rains have been and continue to be received at the station, so BCS will continue to improve in the cattle herd. It is impossible to accurately predict the endpoint because seasonal conditions are unknown.

As mentioned previously, a significant number of breeder cattle will be sold early in the commencement of the Dry Season. This will cause a significant shift to the right of the bell curve because cattle in poorer condition will be sold. Greater availability of forage due to less grazing pressure will also result in a slower decline in average BCS due to seasonal conditions.

MATAR NKA STATION 2009-2010 ACTIC PLAN

Original: 16 October 2009
Update 1: 15 November 2009
Last Updated: 1 February 2010

Observations / problems	Action requested by AFC Inspectorate including timeframe	Action to be undertaken and timeframe
Breeder cattle are stressed due to calving out of season. The optimum time for calving is November/December when feed is in plentiful supply.	***Bulls are not to remain in herds throughout the year.***	• All herd bulls have been removed from breeder herds. It is impossible to guarantee that no bulls will re-enter those paddocks but all possible efforts will be undertaken to ensure that bulls are only in paddocks during the determined breeding season • The controlled mating program will be re-established for 2009-10 breeding season
Individual identification is not consistent and it is difficult to monitor and record condition of individual animals.	Individually identify all breeder cattle, record and monitor husbandry activities, ie vaccination, worming, pregnancy.	• Due to cost and access constraints, it is not currently feasible to individually identify all cattle. As much as is possible, individual cattle will be identified. • Significant improvement on monitoring and recording of husbandry activities will commence immediately; however, in most cases the records will be on a mob basis rather than an individual basis • **1 Feb 2010 - it is planned to NLIS tag all cattle in 2010 when mustering commences.**
Breeder cattle need additional feeding and monitoring.	***Additional feed needs to be kept up to breeder cattle until condition improves.***	• Breeder cattle in poor condition are currently being supplementary fed in addition to the available hay and the usual supplementary urea • **1 Feb 2010 - At present, lick blocks are being provided to cattle.**
Early weaner calves need additional feeding.	***Additional feed needs to be kept up to weaner calves until condition***	• **15 Nov 09 -** Over 200 weaners were sent to Phoenix Park on 16 Oct. 09 so that they can be supplementary

Addendum 1.

	improves.	fed in a feedlot environment. This will continue until they are in adequate condition to return to native pasture and until native pasture is in adequate condition (e.g. until rain produces significant fodder growth) • **1 Feb 2010 - in total, 205 head sent to Phoenix Park on 9 Oct, 120 sent on 18 Oct, 274 on 23 Nov and 99 on 26 Nov. These cattle have been sold and thus not returned to the station.**
The only tractor is unreliable and problematic. If this tractor breaks down feeding stops.	***Tractor needs to be repaired or replaced.***	• New tractor delivered on 14 Oct 09
Additional feeding and monitoring of breeders in poor condition requires additional staff help	***Employ additional station hand to assist with the feeding and monitoring.***	• Station Management is actively recruiting for a new position • **15 Nov 09 -** New station hand commenced on 9 Nov 09 • **Casual station hand commenced on 18 Jan 2010**
Over grazing of some paddocks forcing cattle to walk father away from water source as the dry season progresses. Good feed is further and further away and more difficult for weaker cattle to improve condition.	• Consider adding additional watering points to utilize good feeding areas. • Spell overgrazed paddocks. • Consideration needs to be given to decreasing the number of cattle on the station.	• Cattle are being moved off of well-utilised paddocks and into those that have not been used this year • Moving cattle will allow spelling • **15 Nov 09 -** Bushfire affected some paddocks so cattle will be shifted again to where feed is available in Roper, 17 mile and Tiger Hill paddocks. • **1 Feb 2010 - after additional fires, cattle were shifted into paddocks on western side of highway, mostly into Desert Paddock. When weather permits they will be drafted.**
Cattle in poor and good condition together in a herd. With the weaker cattle being bullied away from the good	• ***Separate the herd into cattle with similar condition.***	• Where possible cattle are grouped on body condition score. Also, lick blocks are well spaced and abundant

feeding areas.	• Provide sufficient feeding containers to accommodate all feeding cattle.	to reduce/prevent bullying
Buffalo fly control requires back rubs at all water points for all stock, except weaners and steers.	Monitor buffalo fly control measures.	• Buffalo fly populations are monitored. Backlining cattle is undertaken when they are mustered
There is no clarity about a vaccination programme for botulism, vibriosis and general worming. There is no plan or record of what is happening to the cattle.	Develop a plan for the recording of vaccinations, worming and processing of cattle.	• A treatment record will be developed for use in 2010
There is no plan for the management of ticks, i.e. spelling paddocks, treating ticks, records of infestations.	***Develop a plan for tick management.***	• Treatment for ticks occurs when cattle are mustered. The treatment is an endo/ectoparasitic product which kills ticks • Brahman cattle are naturally tick resistant which is why they are suited to North Australia where ticks are endemic
Urea based supplement lick containers did not have drainage holes in the bottom.	Put holes in all urea supplement lick containers to allow for good drainage in the advent of unseasonal rain or replace containers.	• Alternative lick containers have been purchased which do not require drainage. Should be in place by 31 Oct 09 • **15 Nov 09 -** 30% urea blocks are being used in place of loose lick, as recommended by DPI. This negates the need for drainage as blocks are not affected by rain.
Water trough was leaking next to Tsumengeri Paddock	Repair water trough.	• Water troughs/supplies are routinely repaired. This specific trough will be repaired by 31 Oct 09 • **15 Nov 09 -** Trough replaced in week of 2-6 Nov.
There is no reliable water source because the back up generator is	***Back up generator needs to be repaired or replaced***	• The submersible pump will be replaced with a helical pump running off a single cylinder diesel motor

MATARANKA STATION 2009-2010 ACTION PLAN

unreliable and old		
Fencing is down in paddocks with good feed and needs repair	***Repair fence as a priority.***	• Fence was repaired on 28-30 Sept 09
Corrugated iron is ripped and protruding away from the cattle yards	***Repair or replace protruding corrugated iron sheet.***	• Sheet of iron has been removed
There is risk of uncontrollable wildfire burning paddocks and fences.	A strategic fire-management plan needs to be implemented.	• Fire breaks are maintained each year and controlled burns conducted early in the start of the Dry to reduce fuel loads and provide a buffer against fire intrusion • **15 Nov 09** - As reported, bushfire incursion burnt out Yellow Waterhole, Wire Hill, and Lancewood paddocks.
The 2001 Strategic Plan is not current	***The Strategic Plan needs to be updated and reviewed.***	• To be completed in association with the External Review of the Station
There is no contingency plan for extreme events	Develop a contingency plan for extreme events.	• Nov/Dec 2009 • Completed on 3 Nov 09
There is no documentation with after hour contact details for emergency - the person in charge and applicants must have a system in place so that they or other responsible persons can be contacted in the event of emergency.	Develop an after hours contact list in case of emergency.	• Nov/Dec 2009 • **1 Feb 2010 - Emergency plan documented Nov 09.**
Notification of any adverse events.	Develop documentation for the reporting of any adverse events.	• Nov/Dec 2009 • **1 Feb 2010- Ongoing monthly reports are being sent to AREC on 15th of each month using AREC interim report.**
There appeared to be communication problems resulting in conflict between	***Address staffing issues.***	• Staff process is ongoing to improve communication and

various staff members and their families at Mataranka Station over a prolonged period of time which is impacting directly on the welfare of the cattle.		resolve conflict • **15 Nov 09 -** Station and teaching staff meeting weekly or bi-weekly on Friday afternoon to discuss issues. • **15 Nov 09 -** Conflict between staff is being addressed through assistance from the CDU Support & Equity office.
The Station's private rubbish dump and pile of animal carcasses needs to be fenced and tidied up. The area is fenced but this fence is down in one place and the gate is not affixed to the gate posts	• It is recommended to fix the fence so wildlife and feral pigs can't eat carcasses or rubbish. • Install gates. • It is also recommended that animal carcasses are deposited into a deep pit with gravel and lime being placed over any incoming carcasses instead of being piled up. • The rubbish dump needs to be tidied up into respectable piles and pits around the carcasses.	• Nov/Dec 2009 • The next time a dozer is available at the station a pit for dead animals will be dug • **1 Feb 2010 - dozer has not been available yet.**

Matayaika Station Feed Purchases

Period: Jan 2009 - 31 Dec 2009

Requisition No:	Date	Purchase Order	Supplier	Description	Quantity/toni	Value/excl	Lick	
R269144	6/02/2009	265530	Landmark Kth	LNT Uramol blocks 100kg	24	31308	24	31308
R271149	24/03/2009	267763	Landmark Kth	LNT Phosrite blocks 100kg	2	2760	2	2760
R271495	1/04/2009	267997	Elders Ltd	Calf weaner pellets/bag 120	2	2142		
R274274	21/05/2009	270502	Landmark Kth	Uramol 100kg blocks/240	24	30720	24	30720
				XLR8 Calf pellets bags/20kg	2	1488		
R274369	21/05/2009	273578	Landmark	XLR8 Calf pellets bags/20kg/144 bags	3	2232		
R275248	10/06/2009	271734	Landmark	Jarra Round bales x 56	56	2545.2		
R276319	24/06/2009	272735	Landmark	XLR8 pellets 20kg bags/960kg x 144	3	2376		
R276466	26/06/2009	272927	Landmark	Denkavite milk supplement/bag x 2		86.36		
R278398	6/07/2009	275120	Stocklick Trading	Breeder Mix	26	24570	26	24570
				Heifer Mix	2	1550	2	1550
SDOL	8/07/2009			Denkavite milk supplement/bag		73.07		
SDOL	26/07/2009			NZAG Top calf milk replacer X 1		58.27		
SDOL	29/07/2009			Hay - round bales X 10		1188		
SDOL	4/08/2009			NZAG Top calf milk replacer X 2		132.68		
SDOL	8/08/2009			Coopers boost blocks 100kg	1	1170	1	1170
SDOL	8/08/2009			salt med coarse 25kg x 26		286		
SDOL	8/08/2009			Hay round bales x 6		420		
R279213	17/08/2009	275811	Landmark Kth	Denkavite milk supplement/bag x 2		146		
				Hay Round Bales x 22		1540		
R279778	21/08/2009	276310	Elders Ltd	XLR8 calf pellets 20kg/240 bags	5	3655.2		
R279777	21/08/2009	276311	Landmark Kth	Millet Hay x 30		3686.1		
R280221	1/09/2009	276633	Landmark Kth	Cavalcade Round Bales x 9		630		
R280612	7/09/2009	277094	King Producers	Millet Hay/bale x 48	48 bales	4320		
R280614	7/09/2009	277095	Landmark Kth	Adelaide River Weaner Pellets/bag x 168	4.2	3948		
R281195	15/09/2009	277830	Elders Ltd	Boost Blocks 100kg	4	4794	4	4794
R281661	7/09/2009	278021	King Producers	Millet Hay x 48 bales		4752		
SDOL	25/09/2009			Salt med coarse 25kg bags		$ 686.64		
R281824	29/09/2009	278469	Landmark Kth	Square Bales Millet Hay/tonne x 24 bales (1 trailer)	2.4	4320		
				Jarra Round bales x 112 (two trailers)		2800		
SDOL	2/10/2009			NZAG top calf milk replacer x 2		130.72		
SDOL	2/10/2009			Denkavite Plus milk replacer x 2		130.72		

Addendum 2

R282115	5/10/2009	278527	Landmark Kth	ARG Weaner Pellets 35kg bags/280	10	6580		
R282116	5/10/2009	278616	Elders Ltd	30 + P Ridley blocks 100kg	12	12645.6	12	12645.6
				1050kg bilka bags Kynophos 21	14	23417.1	14	23417.1
R282933	14/10/2009	279596	Elders Ltd	Boost Lick Blocks 100kg	10	12250	10	12250
				30% Urea + P Ridley Lick Blocks	10	10538	10	10538
R283891	3/11/2009	280477	Landmark Kth	Jarra hay round bales x 115		5750		
R285331	26/11/2009	281922	Landmark Kth	Rumevite 30% + P 100kg Blocks x 100	10	10650	10	10650
R285335	27/11/2009	282073	Landmark Kth	Rumevite 30% + P 100kg Blocks x 100	10	10650	10	10650
R285530	14/12/2009	282249	Stocklick	Mat/Wet Season 2009/tonne	20	18500	20	18500
				Weaner Feed/tonne	4	2720		
				Show production/tonne (show cattle)	4	3040		
R286952	18/12/2009	283750		soya Hull Pellets/tonne	8	4240		
R287797	Pd Jan		Iron Wood Stn	180 bales of Hay	180	9000		
						$ 270,625.66	169	$195,522.70

EMAIL 1 FEBRUARY 2010 CDU ANNEXURE B9–2

B9-2

Maryanne McKaige

From: Barney Glover [Barney.Glover@cdu.edu.au]
Sent: Monday, 1 February 2010 12:53 PM
To: Brian Heim; Barry McKnight
Cc: Charles Webb; Bob Wasson; Vice Chancellors Personal Executive Assistant; Maryanne McKaige
Subject: Management Advisory Committee - MS

Importance: High

Dear all,

One aspect of our on going management of MS that has not (to my knowledge) been implemented but has been discussed is the value of instituting a Management Advisory Committee (or some similar group to oversight the operation and planning for the station). In my view it may be wise to consider this for establishment this year initially with membership drawn from inside the University (for 2010) but following the external review we may wish to include external membership from the pastoral industry and possibly the NTG. We would need to develop appropriate terms of reference but primarily it would need to meet perhaps 3 times per year, consider reports from the Station Manager and the relevant NT Manager on VET programs and the Chair of the AEC on animal welfare issues, it should consider and advise on budgetary matters – annual budget and reporting against budget during the year, it should be consulted all matters related to the operation of the station including repairs and maintenance, capital improvements, herd and livestock management including the sale of animals and other related matters, community and industry engagement and other matters of relevance to the station.

In terms of membership in the interim period I suggest that Graham Pegg chair the MAB given his background on a similar Board with a Queensland cattle station and his research interests in the area and that membership include Brian, Barry and Andrew Vodic as well as a member of the AEC nominated by the DVCR&I and a representative from FAS nominated by the ED FAS. It could meet virtually but at least one meeting each year should be held at the station and allow an inspection and meeting with staff.

It would be Advisory to the VC and minutes would be tabled at VCAG. It would not be involved in day-to-day operations or management and would not usurp the role of local management. Reporting should not be onerous given the other arrangements we are making to monitor activity at the station this year and no doubt for the long term.

Before finalising I would appreciate your views.

Thanks
Barney

Professor Barney Glover
Vice-Chancellor
Charles Darwin University
PH: 08 8946 6040
FAX: 08 89 273480

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MATARANKA STATION MANAGEMENT COMMITTEE DRAFT PAPER FEBRUARY 2010 CDU ANNEXURE B9-3

B9-3

Charles Darwin University

Mataranka Station Management Committee

February 2010

Rationale:

Mataranka Station is leased to Charles Darwin University by the Northern Territory Land Council, the lease expiring 30 September 2013. It is a fully operational Northern Territory cattle station with a focus on training for the beef production industry. At present, operational management is through the Station Manager reporting to the NT Manager Primary Industries and Community Services.

There are strong links with Katherine Rural Campus, not only via the training aspect, but the farming and cattle stud business units that supply the station with feed supplements and breeding bulls.

The University Animal Ethics Committee has a strong interest in station operations in relation to the animals under the care of the Station Manager.

Aim:

Charles Darwin University wishes to implement a continuous improvement approach to the development of the station. To do this, the Management Committee will advise the NT Manager (PI&CS) and the Station Manager. This will involve both business development and quality of training aspects. The Management Committee will contribute to the development of annual business and training plans.

Membership:

NT Manager (PI & SC), Chair
Pro Vice Chancellor VET
Team Leader – Agriculture and Rural Operations
Member – University Animal Ethics Committee
Nominee – Executive Director FAS
Beef Cattle Industry Representative – External member

Station Manager – Observer

Terms of Reference:

1 Advise on the development of annual business plans.
2 Advise on the development of annual training plans where training is conducted at the Station (including student residence considerations).
3 Monitor progress against plans.
4 Monitor animal care against industry benchmarks and improvements.
5 Advise the Station Manager on continuous improvement processes for the Station.

Reporting:

The Management Committee will report to the Vice Chancellor twice yearly. The report will note performance against operational plans and animal care benchmarks. It will also note emerging issues that may impact on the reputation and progress of the University.

B9-4

REVIEW OF MATARANKA STATION
TERMS OF REFERENCE

Introduction & Background:

Mataranka Station is leased from the Northern Land Council on a 5 year rolling lease to support Vocational Education and Training in Agriculture and Rural Operations. It is also used to support Higher Education delivery and research. The station has been operated by CDU and its predecessors since 1987.

The Station is composed of 770 km² of land. It presently has 30 horses and approximately 4,500 head of cattle comprising 2,100 breeders, 200 first-calf heifers, 300 replacement heifers, 500 steers and cull heifers with the remaining 1,400 being weaners. The countryside is generally open woodland with 2 creeks running through the station, one of which is permanent.

The cattle and horse facilities comprise 16 paddocks, 9 bores, a large cattle yard with crush and handling facilities, and horse handling yards under a large shed. The station maintains approximately 450 km of internal and external fence line. There is student accommodation for 20 students, staff quarters for four and cook's quarters, kitchen, dining room, a recreation room, a classroom, two work sheds and three houses.

Engagement Objectives:

1. Assess the current state of Mataranka Station from both academic and operational view points with a view to positioning it strategically for the future. A primary requirement is to critically review the business case as a teaching and research venue with a focus on financial analysis and continued viability.
2. Identify opportunities for academic and research related initiatives and recommend appropriate strategies
3. Consider other matters identified as pertinent to Mataranka Station at the time of the review

Method:

The review will be undertaken by an expert external individual with extensive experience in livestock production and experience in academia and research. Appropriate documentation covering the relevant activities of the Station will be provided to the Review Panel. Members of the University and external stakeholders will have an opportunity to make written submissions to the Review. The Reviewer will visit the University to meet with staff and stakeholders. A report of the Review including recommendations on the Station's future strategic directions will be considered by the Finance Risk and Review Committee and the Vice Chancellor's Advisory Group.

Assessment of the following elements will be completed during the review:

- Financial operations, reporting and viability of the enterprise. This will require analysis of the farm operations at the Katherine Rural Campus in conjunction with Mataranka Station.
- Governance and Reporting
- Health, Safety and Student Support
- Animal health and welfare
- Potential for growth and entrepreneurial activities
- Interaction with and support of training operations and the value benefit which it adds to those activities
- Research and Higher Education opportunities
- Environmental sustainability

Timetable:

Late 2009

Key Stakeholders:

- Vice-Chancellor
- Finance Risk and Review Committee
- Vice Chancellor's Advisory Group

EMAIL 5 OCTOBER 2009 CDU ANNEXURE B12-1

B12-1

Ian Gray

From: Ian Gray
Sent: Monday, 5 October 2009 9:57 PM
To: 'trudi.oxley@nt.gov.au'
Cc: Brian Heim
Subject: Mataranka Station Grazing Land Management

Dear Trudi,

Thank you for returning my call.

As per our telephone conversation, I would like to develop a property management/grazing land management plan for Mataranka Station.

The NT Portion numbers for GIS maps are 859, 2255, 3669 and 4078.

I have the opportunity to adjust some stocking rates before the wet season begins.

I look forward to working with you and your team in the development of a strategy to best manage the resource entrusted to Charles Darwin University.

\est regards,

Ian

Ian Gray
Manager, Mataranka Station
Charles Darwin University
PMB 155, Katherine, NT, 0852
CRICOS Provider No 00300K

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Ian Gray

From: Trudi Oxley [Trudi.Oxley@nt.gov.au]
Sent: Wednesday, 21 October 2009 11:24 AM
To: Ian Gray
Cc: Brian Heim; Dionne Walsh; Neil MacDonald; Tracey MAY
Subject: Carrying Capacity for Mataranka Station

Hi Ian,
Just wishing to give you an update in regards to the request for a carrying capacity estimate for Mataranka Station. Dionne Walsh has taken over managing carrying capacities, so therefore will potentially also correspond with you in the future. I will however continue working with her to complete this particular one.

Our GIS officer has indicated she will have the base maps prepared by the end of the month, the next step then will be a property visit to undertake a land condition assessment which is an important part of the carrying capacity process. During this visit we would also ask if you could make some time available so we can check the infrastructure on the maps, and also to add in watering points so we can continue on to a discounted for water carrying capacity at the paddock level.

It would be good if we could try and arrange a date for a visit early in November, it would be much appreciated if you would communicate with Dionne to arrange this as I am currently on leave until the end of October but will be available for the property visit.

If you have any questions, please do not hesitate to contact me on the mobile number below, or you can reach Dionne on 89739 750.

Regards
Trudi

Trudi Oxley

Regional Manager Pastoral Production Katherine
Extension Officer

Katherine Research Station
P.O. Box 1346
Katherine NT 0851
Ph: 08 89739 763 Mob: 0409 748806
Department of Regional Development, Primary Industries, Fisheries and Resources

17/02/2010

ASSESSMENT OF CARRYING CAPACITY MATARANKA STATION FEBRUARY 2010 CDU ANNEXURE B12-2

B12-2

AN ASSESSMENT OF THE CARRYING CAPACITY OF MATARANKA STATION

Prepared by: Dionne Walsh
Department of Resources

February 2010

Carrying Capacity Assessment – Mataranka Station

Summary & Recommendations

1. If Mataranka was fully developed, and entirely in 'A' land condition, its ***potential carrying capacity*** is estimated to be **6,308 AE**. Based on a typical herd structure for the region, this would equate to about **3,545** breeders*.
2. The GIS analysis showed that 28% of Mataranka is currently beyond 5km from water and significant areas of 'B' and 'C' land condition occur.
3. In light of current land condition and water point development, we estimate the ***actual carrying capacity*** of Mataranka is currently **2,638 AE.** Based on a typical herd structure for the region, this would equate to about **1,482** breeders*.
4. By improving land condition close to water from 'C' to 'B' land condition, the current carrying capacity could be increased to **3,394 AE**.
5. The recommended options for improving land condition include reducing stocking rates and implementing a spelling program during the wet season.
6. Under-watered paddocks include Bernies, Crater, Hill and Lancewood. There is also a large unwatered area surrounding the junction of Desert, Kuttain and Tsumengeri paddocks.
7. Recommissioning Old Desert Bore could increase the carrying capacity of Bernies paddock by 153 AE and Desert Paddock by 173 AE.
8. Commissioning the "Town" bore hole could increase the carrying capacity of Crater paddock by 183 AE.
9. Drilling and equipping a new bore in the vicinity of the Bushfire Tower could increase the carrying capacity of Kuttain paddock by 126 AE, Tsumengeri paddock by 94 AE and Desert paddock by 233 AE.
10. Further development of waters should be seen as an opportunity to improve the even-ness of use of paddocks rather than to increase cattle numbers in those paddocks.
11. Our recommendations are to reduce the current cattle numbers at existing waters and use new waters to spread grazing pressure and implement a pasture spelling program to improve land condition.

**The "typical" herd structure used for these calculations may differ significantly from the actual herd structure for Mataranka station. The Department of Resources can calculate actual cattle numbers for each class based on the Mataranka herd structure on request.*

Definitions:

Animal Equivalent (AE) Conversions – a system used to account for the different metabolic demands of different classes of livestock. A 450kg steer is classed as 1.0 AE and the AEs of other classes are relative to this.

Carrying Capacity – the number of cattle that can be safely run on a piece of country over the long term without negatively affecting land condition.

- **Potential Carrying Capacity** – the number of cattle that can be safely run on a piece of country if it is fully developed (fully watered and fenced) and in "A" land condition.

- **Actual Carrying Capacity** – the number of cattle that can be safely run on a piece of country with its current level of development and land condition.

Land Condition – the capacity of land to respond to rainfall and produce useful forage. Land condition is a measure of how well the grazing ecosystem is functioning and is dependent on soil condition, pasture condition and woodland condition. Four categories of land condition are recognised:

- **A Condition** – good coverage of palatable, perennial and productive (3P) grass species, little bare ground in most years (<30%), few weeds, no erosion and no sign (or only early signs) of woodland thickening.
- **B Condition** – similar to A condition but with one or more of the following: some decline of 3P grasses, an increase in less palatable or productive species, an increase in bare ground (30-50%) in most years, signs of previous erosion, evidence of current erosion risk and/or some woodland thickening.
- **C Condition** – similar to B condition but with one or more of the following: general decline of 3P grasses, large amounts of less palatable or productive species, >50% bare ground in most years, obvious signs of previous erosion, high susceptibility to current erosion and/or widespread woodland thickening.
- **D Condition** – has one or more of the following: general lack of perennial grasses and forbs, severe erosion or scalding (resulting in a hostile environment for plant growth) and/or thickets of woody plants (including weeds) that cover most of the area.

"Red soil" – refers to land systems that are not associated with floodplains. These areas include red and yellow earths and sands.

"Black soil" – refers to land systems with fertile clay soils, often associated with floodplains or prone to inundation.

Stocking Rate – The actual number of stock (in Adult Equivalents) in a particular area at a particular time – usually expressed as animals per square kilometre.

Calculating Carrying Capacity:

In this assessment, we provide an estimate of the *potential carrying capacity* which is the number of cattle that could be carried if all areas of the property were fully watered (within 5km of water) and were in "A" land condition. On most properties, including Mataranka, there are areas that are under-developed or of poorer land condition, so the *actual carrying capacity* is often considerably lower than the *potential carrying capacity*.

To work out how many cattle can be run on a property, we need to know the following:

1) The total area of each of the different land types.
2) The proportion of each land type that cattle can get to (related to watered area and accessibility).
3) The amount of grass that grows on the different land types.
4) The proportion of the grass available that can be safely eaten by cattle without damaging land condition. This varies for different country types and is known as the utilisation rate.
5) How much grass cattle eat (also called forage demand).

1. The total area of each of the different land types

Land systems for Mataranka station have been mapped and are described in "Land Resources of the Sturt Plateau, Northern Territory" by Day *et al.* (Technical Memorandum No 85/7) and "Land Systems of the Roper River Catchment by Aldrick & Wilson (Technical Report 52).

Using computer software (a Geographical Information System), we have calculated the area of each land type for the entire property, the areas of the land types in each paddock and the watered area of each paddock.

2. The proportion of the different land types that cattle can get to

Watered Area

Studies have shown that cattle spend 60% of their time within a 3km radius of water points and a further 20% of their time within a 5km radius. When surface water is available, cattle rely less on man-made waters and can access parts of paddocks that are not available during the dry season. This can give the areas around man-made waters a spell from grazing.

The distance cattle will graze away from a water point is influenced by the class of stock (i.e. weaners, steers, breeders), topography (i.e. thick woody scrub or steep escarpments may restrict cattle movement) and preference for particular land types.

Accessibility

Some areas of paddocks are not available to cattle due to terrain (steep escarpments, cliffs) and inundation. For example, if a land type is made up of 20% steep cliffs and ridges, we reduce the accessible area of that land type to 80%.

3. The amount of grass that grows on the different land types

In the Top End, water is not usually a limiting factor for pasture growth. Research shows that most pasture species will exhaust soil nitrogen before they run out of water. Therefore, factors that impact on soil nitrogen, such as soil type, land condition and previous grazing history determine how much grass grows each year. In our assessment, pasture growth was determined using a combination of field estimates, data from local pasture growth models and experience of similar land types.

4. The proportion of the grass available that can be safely eaten by cattle

The amount of grass that can be sustainably removed by cattle depends on the fertility of the soil, the palatability of the pasture and the erodibility of the soil. This is known as the "utilisation rate", which is the proportion of the total grass growth that can be sustainably consumed without damaging land condition.

Higher utilisation rates are a feature of country types that have a high density of palatable perennial grasses, high soil fertility and low erosion risk. Lower utilisation rates are a feature of country types that have a high proportion of short-lived or annual grasses, lower soil fertility and higher erosion risk.

"Black soils" tend to have higher utilisation rates as they are more robust, fertile and stable compared to poorer, more erodible red or sandy soils. Black soils can therefore tolerate heavier grazing (higher utilisation rates). However, any country showing signs of declining land condition should be managed using a lower utilisation rate.

Recommended utilisation rates in the NT range between 5% for the poorest soils and 20% for robust black soils.

5. How much grass cattle eat (forage demand)

Our carrying capacity recommendations are presented on the basis of adult equivalents (AE) because herd structures vary between properties. Based on metabolic trials, we use an intake figure of 8kg (dry weight) of grass per AE per day. This equates to a forage demand of 2,920kg of grass a year per AE. The following table gives the AE ratings for the different classes of cattle. Managers can use the AE ratings to calculate the actual numbers of cattle of each class that can be carried in each paddock.

Category	Adult equivalent rating	Average liveweight (kg)
Pregnancy and calves (<6 months)	0.35	120
Weaners (6–8 months)	0.54	200
One year old heifers (8–18 months)	0.68	265
Two year old heifers (18–30 months)	0.87	370
Dry cows (>30 months)	**1.00**	**450**
Weaners (6–8 months)	0.54	210
One year old (8–18 months)	0.68	275
Two year old (18–30 months)	0.93	405
2 ½ year old (18–30 months)	1.00	450
Three year old (30–42 months)	1.16	545
Bulls	1.50	650+
Horses	1.20	
Kangaroos	0.10	

Other things to consider:

Animal preference

There is always a possibility of overgrazing on drainage and floodplain country due to strong animal preference for this land type. There is also potential for overgrazing on red soils adjacent to floodplain country during the wet season as cattle will concentrate on the red country when black soils are boggy. This is an important consideration where floodplains are inaccessible for part of the year. The high concentration of cattle on the lighter-carrying red soils during the wet season must be considered when setting stocking rates. This can be achieved by calculating a wet season carrying capacity and a dry season carrying capacity for affected paddocks and adjusting animal numbers accordingly.

Grazing by other herbivores
The carrying capacity estimates in this report assume the area is not currently grazed by other large herbivores. Feral animal numbers may significantly reduce the available forage for cattle, and should either be factored into setting stocking rates, or removed.

Fire
Fire influences the types of grasses that grow and also how much grass grows. Fire is an important part of looking after the country, however, fires that are too frequent (e.g. annual burning) lead to declines in pasture growth and can favour less desirable pasture species. Every station management plan should include a section on fire management (both for maintaining pasture productivity and reducing the risk of wildfire).

Details of the Mataranka Carrying Capacity Assessment:

1. Property Inspection
Neil MacDonald and Dionne Walsh from the Department of Resources accompanied Ian Gray (the Manager of Mataranka) on a property inspection on the 17th of November 2009. The inspection route traversed most paddocks on the station and eight formal pasture assessments were done. Land system, land condition, soil type, tree basal area, estimated pasture yield and relative grazing score were recorded. A photograph was taken at each assessment point and locations were recorded on a GPS. Subsequent discussions with CDU staff verified the locations of the man-made, semi-permanent and permanent surface waters for the analysis of watered area.

2. Land Type Carrying Capacity
Table 1 shows the figures used to calculate the carrying capacity of each land type on Mataranka. Carrying capacity is calculated using the following formula:

$$\text{Carrying Capacity (AE/km}^2\text{)} = \frac{\text{Utilisation Rate} \times \text{Accessibility} \times \text{Pasture Growth}}{\text{Forage Demand} \times 100}$$

(Multiplying forage demand by 100 converts carrying capacity from hectares to square kilometres)

The land type carrying capacities in Table 1 were calculated using the following assumptions:

- **Utilisation Rate** - safe levels for different land types have previously been determined by research trials and consulting experienced producers. Higher utilisation rates (20%) are a feature of country types that have a high density of palatable perennial grasses and soils of high fertility and low erosion risk. On Mataranka, McArthur and Wongalla land systems are considered to be the most productive and robust land types. Moderate utilisation rates (15%) are a feature of more fertile red soils that grow palatable perennial grasses. On Mataranka, Banjo and Karaman land systems fall into this category. Lower utilisation rates (5-10%) are a feature of country types that have a high proportion of short-lived or annual

grasses, less-fertile soils and/or higher erosion risk. On Mataranka, Birrimbah, Blain, Claravale, Yujullowan and Yungman land systems were considered to be at the higher end of this group. Woggaman 1 land system is dominated by rocky and sandy soils and was given a utilisation rate of 5%.

- **Accessibility** - this rating is applied to account for areas that restrict cattle access due to terrain or permanent inundation. Three land types on Mataranka were discounted for accessibility. These were McArthur and Wongalla (due to inundation in the wet season) and Yujullowan (due to steep terrain on rocky outcrops).
- **Median Pasture Growth** – this is the pasture growth that would be expected in a median rainfall year and was determined using a combination of field estimates, data from local pasture growth models and previous experience of similar land types.
- **Forage Demand** – the amount of grass consumed by one adult equivalent for one year (2,920 kg dry matter/AE/year).
- **Land Condition** – the initial land type carrying capacity figure assumes that all land is in 'A' land condition. To account for areas with poorer land condition, discount factors are applied. These discounts, which have been derived from grazing trials, are -25% for 'B' land condition and -55% for 'C' land condition.

3. Property Carrying Capacity Calculations

If Mataranka was fully developed, and entirely in 'A' land condition, its ***potential carrying capacity*** is estimated to be **6,308 AE**. Based on a typical herd structure for the region, this would equate to about **3,545** breeders*.

However, the GIS analysis showed that 28% of Mataranka is currently beyond 5km from water (Appendix 1). The watered area values are important because studies show that cattle spend 80% of their time within 5km of water. During the field inspection in November 2009, we observed that areas within 3km of water tended to be in 'C' land condition and improved with increasing distance from water to the point where areas beyond 5km from water were in 'A' land condition.

In calculating the current carrying capacity of Mataranka (based on watered area and land condition), we assigned land within 3km of water as 'C' land condition, land between 3 and 5km from water as 'B' condition and land beyond 5km as 'A' condition. In light of current land condition and water point development, we estimate the ***actual carrying capacity*** of Mataranka is currently **2,638 AE.** Based on a typical herd structure for the region, this would equate to about **1,482** breeders*.

The carrying capacity of Mataranka could be increased by improving land condition close to water and increasing the watered area of some paddocks. For example, by improving land condition close to water from 'C' to 'B' land condition, the actual carrying capacity could be increased to **3,394 AE**. The recommended options for improving land condition include reducing stocking rates and implementing a wet season pasture spelling program. The Department of Resources can provide advice regarding these options.

**The "typical" herd structure used for these calculations may differ significantly from the actual herd structure for Mataranka station. The Department of Resources can calculate actual cattle numbers for each class based on the Mataranka herd structure on request.*

Table 1. Land type carrying capacities for Mataranka station.

	(%)	(%)	(kg DM/ha)	(kg DM/AE/yr)	(AE/km2)	(AE/km2)	(AE/km2)
	U	A	PG	FD	CC	CC	CC
Land resources of the Sturt Plateau							
Banjo	15	100%	2500	2920	12.8	9.6	5.8
Birrimbah	10	100%	2200	2920	7.5	5.7	3.4
Land systems of the Roper River catchment							
Blain	10	100%	2200	2920	7.5	5.7	3.4
Claravale	10	100%	2000	2920	6.8	5.1	3.1
Karaman	15	100%	2200	2920	11.3	8.5	5.1
McArthur	20	95%	2500	2920	16.3	12.2	7.3
Woggaman 1	5	100%	1800	2920	3.1	2.3	1.4
Wongalla	20	95%	2500	2920	16.3	12.2	7.3
Yujullowan	10	90%	1800	2920	5.5	4.2	2.5
Yungman	10	100%	1800	2920	6.2	4.6	2.8

$$\text{Carrying Capacity (AE/km}^2\text{)} = \frac{\text{Utilisation Rate} \times \text{Accessibility} \times \text{Pasture Growth}}{\text{Forage Demand} \times 100}$$

4. Paddock Carrying Capacities

Table 2 shows the estimated carrying capacities of each paddock on Mataranka station. As outlined above, in calculating these figures, we assigned land within 3km of water as 'C' land condition, land between 3 and 5km from water as 'B' land condition and land beyond 5km as 'A' land condition.

It should be noted that the paddock carrying capacity figures are the number of adult equivalents that can be run continuously for a whole year. In practice, some paddocks will only be stocked for part of the year and the figures in the table can be used to determine the number of animals that can be run in these paddocks for any given time frame.

Appendix 1 and Table 2 show that the under-watered paddocks are Bernies, Crater, Hill and Lancewood. There is also a large unwatered area surrounding the junction of Desert, Kuttain and Tsumengeri paddocks.

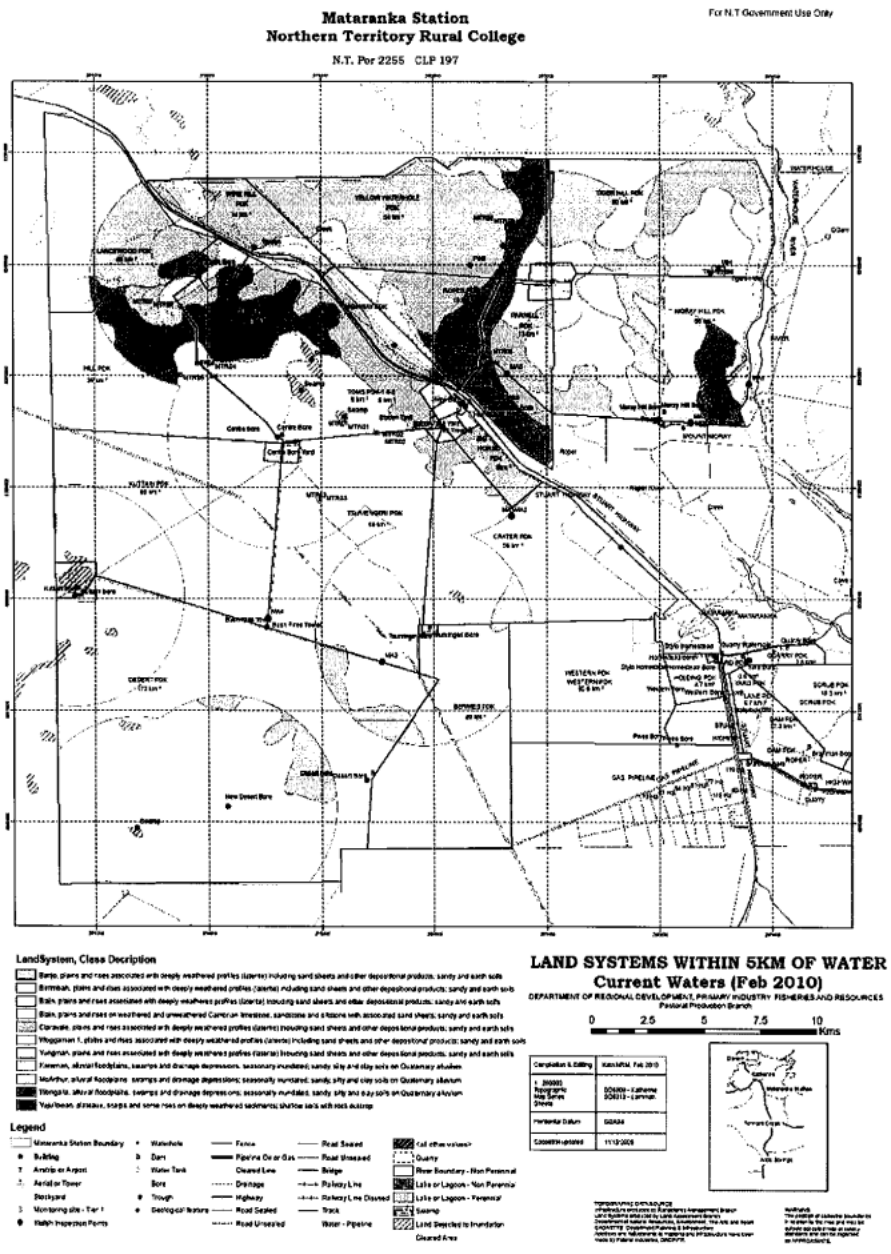
At the request of the manager, we assessed the potential increase in carrying capacity that could be achieved by commissioning two existing bores and installing a new bore (see Appendix 2):

Paddock	Current Carrying Capacity (AE)	Potential additional water points	Additional Carrying Capacity (AE)
Bernies	95	(Old) Desert Bore	153
Desert	629	(Old) Desert Bore	173
Desert	629	"Bushfire Tower" Bore	233
Crater	121	"Town" Bore	183
Kuttain	185	"Bushfire Tower" Bore	126
Tsumengeri	249	"Bushfire Tower" Bore	94

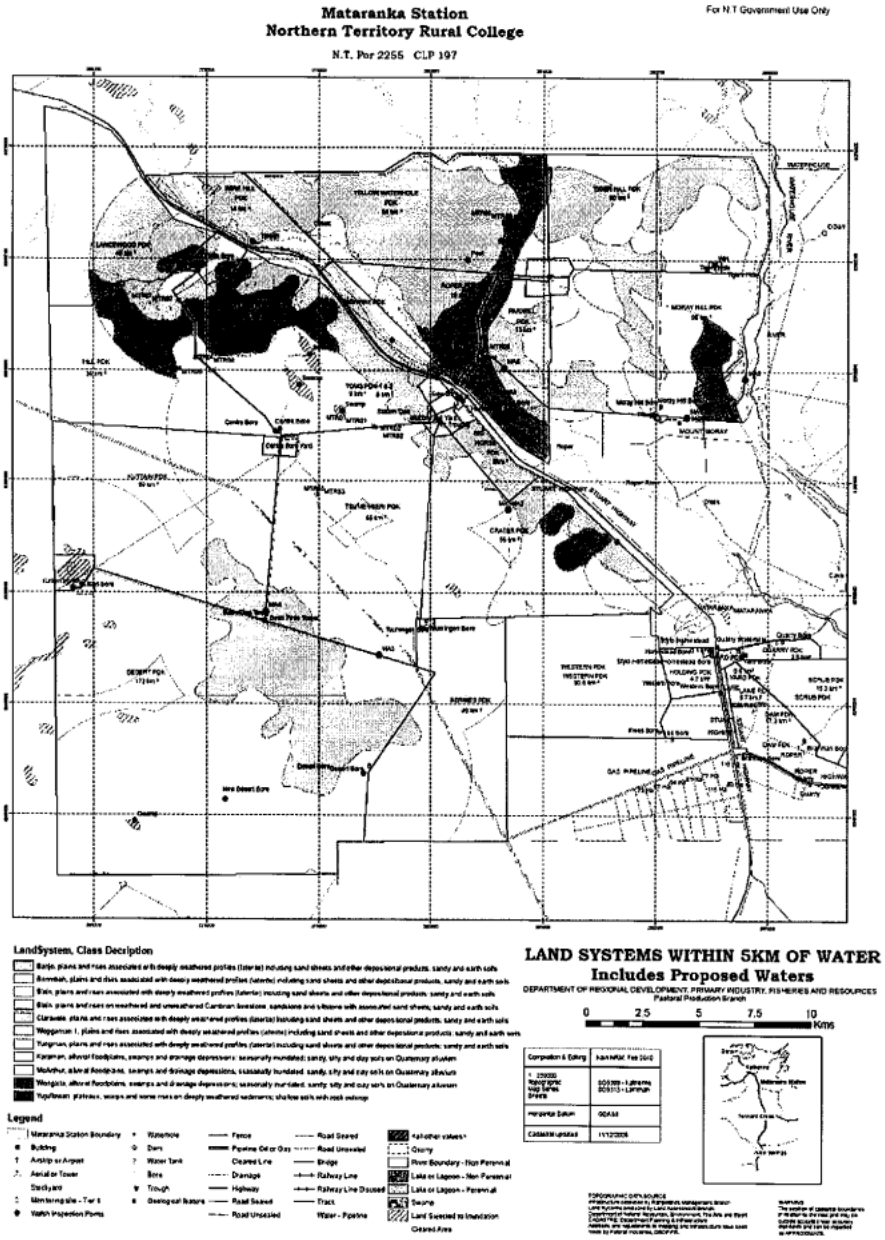
Table 2. Watered area and carrying capacity figures for the paddocks on Mataranka station.

Paddock Name	Total Pdk Area (km^2)	3km Watered Area (km^2)	3km Watered Area (%)	5km Watered Area (km^2)	5km Watered Area (%)	Estimated potential carrying capacity if fully watered and in A land condition (AE)	Estimated potential carrying capacity if fully watered and in B land condition (AE)	**Current carrying capacity based on current watered area and land condition (AE)**
Ammo	9.24	6.20	67	9.24	100	127	95	**70**
Bernies	49.78	7.81	16	19.45	39	381	286	**95**
Big Horse	5.34	2.59	49	5.34	100	37	28	**22**
Crater	55.86	9.11	16	25.68	46	388	291	**121**
Desert	172.31	62.19	36	127.11	74	1490	1118	**629**
Highway	6.07	5.04	83	6.07	100	60	45	**30**
Hill	39.38	6.86	17	16.59	42	269	202	**70**
Kuttain	69.16	11.58	17	37.45	54	550	412	**185**
Lancewood	45.69	8.71	19	24.34	53	324	243	**106**
Moray Hill	56.23	19.82	35	42.55	76	513	384	**232**
Parnell	12.78	12.46	97	12.78	100	109	82	**50**
Roper	19.03	12.22	64	17.25	91	222	166	**105**
Tiger Hill	49.88	20.30	41	44.29	89	373	280	**203**
Tsumengeri	65.45	21.24	32	52.51	80	510	382	**249**
Wire Hill	14.43	10.61	74	14.43	100	124	93	**67**
Yellow Waterhole	54.20	47.47	88	54.20	100	461	346	**221**
17 Mile	53.97	46.67	86	53.97	100	370	277	**182**
Totals	**778.80**	**310.88**	40	**563.25**	72	**6308**	**4731**	**2638**

APPENDIX 1 – The current watered area (5km) for paddocks on Mataranka station.



APPENDIX 2 – Potential watered area (5km) for paddocks on Mataranka station including three new water points (Old Desert Bore, "Town" bore and "Bushfire Tower" bore).



CDU ANNEXURE B16-1

B16-1

Ray White. Rural

Shop 2 46 Katherine Terrace
Katherine NT 0850
PO Box 2299
Katherine NT 0851
tel 08 8972 2055
fax 08 8972 3160
katherine@raywhiterural.com.au
raywhiterural.com.au

Vendor Name:	Charles Darwin University Mataranka Station
Address:	Private Bag 155
	Katherine NT 0852
ABN:	54 093 513 649

Account Sale:	
Purchaser:	Seven H Contracting
Date:	01/10/08

Qty	Description	Total Weight	$/kg	Net	GST	Total
23	Bulls			34500.00	3450.00	37950.00
3	Mickeys			1200.00	120.00	1320.00
26				$35,700.00	$3,570.00	$39,270.00

Tax Invoice:			
Less			
Commission	1071.00	107.10	1178.10
Government Transaction Levy	130.00		130.00
Weighing Fees	0.00	0.00	0.00
	$1,201.00	$107.10	$1,308.10
Net Proceeds	**$37,961.90**		

Payment Details: Direct Credit as per details below

Date	29/01/09
Bank	Westpac
BSB:	035 302
ACC:	700395

Majod Pty Ltd trading as
Ray White Rural Katherine
39 531 031 469

Katherine

TERRITORY RURAL

Territory Rural
Lot 3396 Pinelands Estate
870 Stuart Highway. Palmerston
Northern Territory 0830

PO Box 973
Palmerston
Northern Territory 0831

Phone 08 8932 4688
Fax 08 8931 2933
ABN: 26 123 192 398

ACCOUNT SALE
ABN No 26 123 192 398
PRIVATE SALE - TO SEALS
Page No 1
Reference A3018/001
Sale Date 4/01/10
Process Date 4/01/10
Account Code 571426//TRL

CHARLES DARWIN UNIVERSITY T/AS
CHARLES DARWIN UNIVERSITY KATHERINE CAMP
PRIVATE BAG 155
KATHERINE NT 0852

ABN :54-093-513-649

PEN No./ MARKS	No.of HEAD	DESCRIPTION	LIVE WEIGHT PRICE /KILO	AVER. WGT.	TOTAL WGT.	VALUE PER HEAD	VALUE	GST	Total
		CATTLE							
/	31*	BULLS MICKYS	165.00	281.8	8736.0	$464.98	$14414.40	1,441.44	15,855.84
/	16*	STEERS	180.00	306.9	4910.0	$552.38	$8838.00	883.80	9,721.80
/	12*	HEIFERS	165.00	286.0	3432.0	$471.90	$5662.80	566.28	6,229.08
/	2*	COWS	130.00	292.5	585.0	$380.25	$760.50	76.05	836.55
4	61	CATTLE Totals	168.01	289.6	17663.0	$486.49	$29675.70	2,967.57	32,643.27

Total Head : 61

(BAS Instalment Income)
Gross Value $29675.70
GST Amount $2967.57
Total Sales $32643.27

TAX INVOICE	VALUE	GST	Total
Commission	$1483.79	$148.38	$1632.17
TAX INVOICE Totals	$1483.79	$148.38	$1632.17
Government and other expenses incurred on your behalf			
Cattle Trans Levy	$305.00	$0.00	$305.00
Cartage To DIESEL DUST TRAN	$1634.88	$163.49	$1798.37
Totals	$3423.67	$311.87	3735.54

'*' Items indicate Tax Invoices held on your behalf

NET Proceeds $28907.73

Funds to be credited to WBC DARWIN
035302 700395

TERRITORY RURAL

TERRITORY RURAL

Territory Rural
Lot 3396 Pinelands Estate
870 Stuart Highway, Palmerston
Northern Territory 0830

PO Box 973
Palmerston
Northern Territory 0831

Phone 08 8932 4688
Fax 08 8931 2933
ABN: 26 123 192 398

ACCOUNT SALE
ABN No 26 123 192 398
PRIVATE SALE - TO WELLARD
Page No 1
Reference A3016/003
Sale Date 2/01/10
Process Date 2/01/10
Account Code 571426//TRL

CHARLES DARWIN UNIVERSITY T/AS
CHARLES DARWIN UNIVERSITY KATHERINE CAMP
PRIVATE BAG 155
KATHERINE NT 0852

ABN :54-093-513-649

PEN No./ MARKS	No.of HEAD	DESCRIPTION	LIVE WEIGHT PRICE /KILO	AVER. WGT.	TOTAL WGT.	VALUE PER HEAD	VALUE	GST	Total
/	61*	COWS BX	135.00	404.8	24690.0	$546.42	$33331.50	3,333.15	36,664.65
/	1*	HEIFER XB	155.00	315.0	315.0	$488.25	$488.25	48.83	537.08
	62	CATTLE Totals	135.25	403.3	25005.0	$545.48	$33819.75	3,381.98	37,201.73

Total Head : 62

(BAS Instalment Income) Gross Value $33819.75
GST Amount $3381.98
Total Sales $37201.73

TAX INVOICE	VALUE	GST	Total
Commission	$1690.99	$169.10	$1860.09
TAX INVOICE Totals	$1690.99	$169.10	$1860.09
Government and other expenses incurred on your behalf			
Cattle Trans Levy	$310.00	$0.00	$310.00
Preg Testing To ELSEY PASTORAL T	$242.50	$24.25	$266.75
Feeding/Dip/Weigh To KATHERINE CATTLE	$2780.40	$278.04	$3058.44
Feeding/Dip/Weigh To KATHERINE CATTLE	$5630.90	$563.09	$6193.99
Cartage To DARREL LOUSICK H	$973.56	$97.36	$1070.92
Totals	$11628.35	$1131.84	12760.19

'*' Items indicate Tax Invoices held on your behalf

NET Proceeds $24441.54

Funds to be credited to WBC DARWIN
035302 700395

TERRITORY RURAL

Elders Rural Services Australia Limited
Address: G.P.O. BOX 551, ADELAIDE SA 5001

ABN 72 004 045 121

0816 5585 184 06 30

TELEPHONE: 08 8425 4000
FACSIMILE: 08 8231 1910

Our ABN: 72004045121
Our Ref: 5220/602751/CDU
Account: 5220603735-001
Cheque No : 827891
Date : 22/12/2009
Page 1 of 1

101 1
CHARLES DARWIN UNIVERSITY
NT RURAL COLLEGE-KATHERINE
BUILDING 28/ACCOUNTS PAYABLE
DARWIN NT 0800

ELDERS RURAL SERVICES AUSTRALIA LIMITED
ABN 72004045121
Po Box 534
KATHERINE NT 0850

Account No : 5220603735-001
Account ABN : 54093513649/GR
Reference : 5220/602751/CDU
Issued : 20/12/2009

For enquiries please phone: 0889722500

CHARLES DARWIN UNIVERSITY
NT RURAL COLLEGE-KATHERINE
BUILDING 28/ACCOUNTS PAYABLE
DARWIN NT 0800

Sold : PRIVATE
Sale : CDU/AACO
Sale Date : 14/12/2009
Account : RURAL COLLEG

ACCOUNT SALE

PEN	QTY	DESCRIPTION	AMOUNT	GST	TOTAL
-	623	Mix Sex Calves @ $260	161980.00	16198.00	178178.00
Total	623	Cattle	161980.00	16198.00	178178.00
TOTAL			161980.00	16198.00	178178.00

TAX INVOICE

	AMOUNT	GST	TOTAL
Marketing Fee	5669.30	566.93	6236.23
Cattle Transaction Levy	3115.00		3115.00
Yard Fees	47595.55	4759.56	52355.11
Dipping Fees	4759.55	475.96	5235.51
TOTAL	61139.40	5802.45	66941.85

* PLEASE RETAIN FOR YOUR TAXATION RECORDS * NET PROCEEDS $111,236.15

D... ...H BEFORE BANKING

Commonwealth Bank
Commonwealth Bank of Australia
ABN 48 123 123 124
96 King William Street, Adelaide, SA

Elders
ABN 72 004 045 121

Cheque No.: 827891
Date: 22/12/2009

Pay CHARLES DARWIN UNIVERSITY

The Sum of	Millions	100 Thous	10 Thous	Thousands	Hundreds	Tens	Dollars	Cents
	ZERO	ONE	ONE	ONE	TWO	THREE	SIX	15

NOT NEGOTIABLE ACCOUNT PAYEE ONLY

$***111236.15

For and on behalf of:
Elders Rural Services Australia Limited
ABN 72 004 045 121

⑈827891⑈ 065⑈000⑆ 1123⑈8218⑈

LIVESTOCK ACCOUNT SALE

LANDMARK
look to us

LANDMARK - AN AWB COMPANY
ABN 73008743217
KATHERINE
2 CRAWFORD STREET
KATHERINE NT 0850
Ph: 08 8972 2311

CHARLES DARWIN UNIVERSITY
ACCOUNTS PAYABLE
CASUARINA CAMPUS
DARWIN NT 0800

Document Number: 800770573
Sale Number: 500227214

Customer No: 174098
[800683191

Sale Description: CDU - Rural College / SEALS

Sale Date: 02 OCT 2009

Lot/Pen No.	Head	Description	Total Kg	Avg Weight	C/Kg	$/Head (Excl.GST)	Total (Excl.GST)	GST	Total (Incl.GST)
	98.00	Heifers	29,140.00	297.35	155.00	460.89	45,167.00	4,516.70	49,683.70
Totals	98.00		29,140.00	297.35	155.00	460.89	45,167.00	4,516.70	49,683.70

TAX INVOICE (* Indicates taxable supply)

	Amount	GST
*Dipping Fee	245.00	24.50
*Weighing Fee	80.00	8.00
*Vendor Commission	1,580.84	158.08
Cattle Trans. Levy	490.00	
Total Net Excluding GST	2,395.84	
Total GST on Taxable Supplies		190.58
Total Including GST		2,586.42

Total Net Proceeds 47,097.28

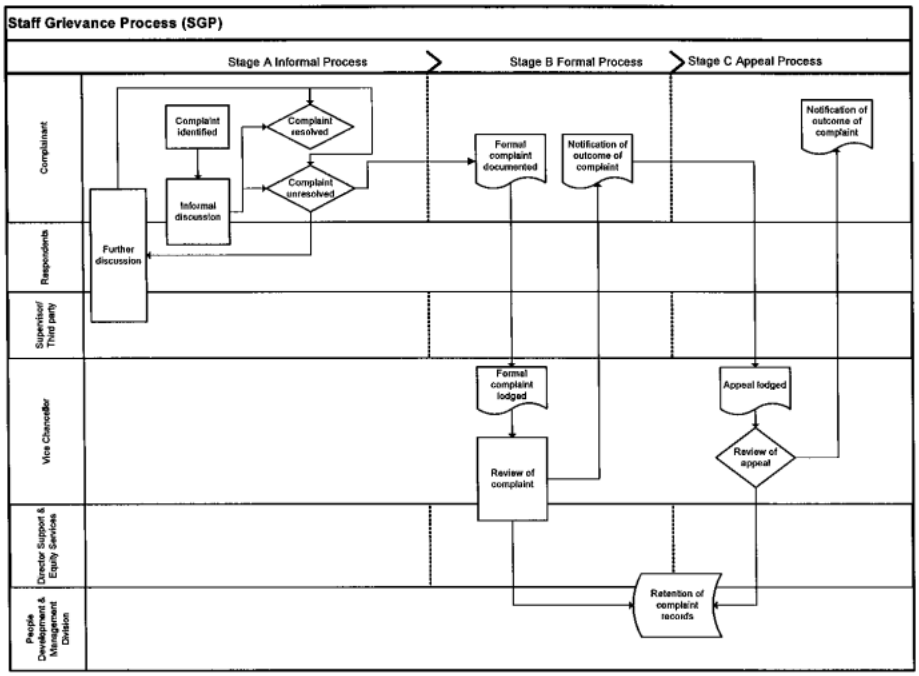
Total GST included on this Account Sale 4,326.12

STAFF GRIEVANCE PROCESS CDU ANNEXURE B21-1

B21-1

Charles Darwin UNIVERSITY Australia No: 08.0.06	Staff Grievance Process (SGP)	
	Version: 1.02 Current	**Approved:** Vice-Chancellor **Date Approved:** 16 November 2005
	Administered: Governance	**Next Review:** November 2007

Intent:	Attributes
The University is committed to providing a fair, safe and productive work environment where grievances are dealt with sensitively and expeditiously. In developing such an environment it is important that staff feel encouraged to come forward with their grievances in the knowledge that the responsible supervisors will take appropriate action to address those grievances. Unresolved grievances have the potential to grow into major problems that can cause tension, low morale and reduced performance and productivity. The intent of this process is to resolve staff problems in a timely, impartial and confidential way that is mindful of procedural fairness and protects against victimisation.	The essential features of SGP are: • A process to resolve staff grievances and disputes; • A commitment to attempt to resolve grievances informally in the first instance; • Availability of advice and support to complainants; • Transparent process with capacity for timely response; • Confidentiality respected. (See Guidelines on Workplace Bullying)



This flow chart shows the key process steps. Boxes that span across horizontal bands indicate joint activity/responsibility

Process *Decision* *Document* *Stored Data*

Stage A: Informal Process		
The informal stage of SGP is where there is an attempt to resolve the grievance informally. Stage A must be engaged in before moving to Stage B of SGP.		
Process Step	Summary of process	Responsibility
Complaint identified	Complaints identified will relate to work-place problems. They may include but are not limited to: ➢ Workplace conflict ➢ Failure of a staff member to follow due process ➢ Negligent or improper conduct by a staff member(s) including discrimination, harassment, sexual harassment and bullying, including matters covered by current Equal Opportunity and Health and Safety in the workplace legislation. ***A grievance does not arise if the subject of the complaint relates to:*** ***Appointments and promotion*** ***Classification of positions*** ***Unsatisfactory performance or serious misconduct (refer to relevant EBA)*** ***Note: Dispute resolution processes related to the EBA and AWAs are available within these documents.***	Staff complainant
Informal discussion between complainant and respondent	The staff complainant makes contact with staff member(s) who are the subject of the complaint (respondent(s) to seek a resolution of the complaint to the mutual satisfaction of parties concerned. Where complainants have been unable to resolve the grievance themselves, they should take the matter up with their immediate supervisor or seek a third party intervention. Where the respondent to the grievance is the supervisor, the staff member should refer the matter to the supervisor's supervisor.	Staff Complainant & Respondent(s) Staff Complainant & Head of relevant Administrative or Academic unit.
Assistance may be sought from Support and Equity Services or through a trained University Conciliator.	In cases of harassment, sexual harassment or bullying the staff member may seek a third party intervention in an attempt to resolve the matter through conciliation. Mediation may also be sought when both parties agree that there is a problem and a request is made for mediation.	Staff Complainant and Respondent with support from Support & Equity Services or a University trained Conciliator
Stage B: Formal Process		
If a complaint is not resolved through Stage A (Informal Process) a formal complaint may be lodged		
Process Step	Summary of process	Responsibility
Lodging of formal complaint	The relevant complaint form (attached at page 6) should be completed and lodged with the Vice Chancellor	Staff Complainant
Review of complaint	The Vice Chancellor will seek through the services of the Director of Support and Equity	Vice-Chancellor and Director, Support and Equity Services

	Services a resolution to the formal complaint by whatever processes are likely to result in a resolution of the complaint including but not limited to: • discussing the complaint with the complainant, • seeking information from the relevant staff member(s) • setting up a Grievance Panel see pages 7-8 The processes followed will give due consideration to the viewpoints of all parties and be conducted as far as possible with due regard for confidentiality. Where a staff member is interviewed they may choose to bring a companion who may be another student, an officer of the relevant Union a University staff member, a family member or another person, **but not a lawyer.** The staff complainant will be informed of the process by which the complaint is to be addressed and will be kept advised of progress on the matter.	
Outcome of complaint	Where at any time during the handling of the formal complaint the Vice-Chancellor is satisfied that the complaint is ➢ Frivolous ➢ Vexatious ➢ Misconceived ➢ Lacking in substance ➢ Out of time ➢ Could be more appropriately dealt with by an external body. The Vice-Chancellor may decline to progress the complaint any further and inform all parties within (5) five working days of this determination. In other cases at the conclusion of the review of the complaint The Vice-Chancellor will advise all parties in writing within (5) five working days of the determination and any related recommendations and/or actions. The complainant may at any time withdraw the formal complaint by writing to the Vice-Chancellor who will inform other relevant parties within (5) five working days of receiving written withdrawal. Normally the review of complaints will be completed as soon as possible and within a time frame not exceeding two months from receipt of the complaint.	Vice-Chancellor

Stage C: Appeals Process		
A staff complainant may appeal the outcome of a complaint but only on the basis of failure of process or the availability of new evidence		
Process Step	Summary of process	Responsibility
Lodging an Appeal	The staff complainant may appeal a decision made by the Grievance Panel, within 21 days of notice of the outcome of the complaint. An Appeal can only be made on the grounds of: ➢ The complaints process not being followed ➢ The availability of additional evidence not available to the Director, Support & Equity Services at the time of pursuing the complaint.	Staff Complainant and Vice-Chancellor
Review of Appeal	The Vice-Chancellor will review all documentation and processes followed by Grievance Panel. The Vice-Chancellor will respond to the Appeal within 28 days of receipt of the Appeal.	Vice-Chancellor
Unresolved Complaint	If the staff complainant is dissatisfied with the final outcome of the complaint they may refer the matter to an external organisation which depending on the nature of the complaint could include: ➢ The Northern Territory Ombudsman ➢ Human Rights and Equal Opportunity Commission ➢ NT Anti Discrimination Commission ➢ The Police ➢ A lawyer	Staff Complainant
Retention of Complaint Records	Documentation relating to a student complaint will be kept confidential and separate from staff files which will only be noted where a staff member receives a penalty imposed as a result of disciplinary action.	Director Support & Equity Services

Charles Darwin UNIVERSITY
Australia

CHARLES DARWIN UNIVERSITY

STAFF GRIEVANCE COMPLAINT FORM

NAME: .....

Your work contact address and contact number .....

Date: .....

Nature of complaint (you may continue on a separate sheet): .....

Informal steps taken to address complaint .....

The reasonable steps you would like to see taken to resolve the complaint: .....

Signed.....

Date received:.....

Person dealing with complaint: .....

Action Taken (append correspondence where appropriate):.....

Date of Response: .....

Signed .....

GRIEVANCE PANEL

A Grievance Panel will comprise a staff representative nominated by the Vice Chancellor, a representative nominated by the complainant and an independent Chair agreed by both parties.

The respondent will be formally advised about the nature of the complaint and the process to be followed. Sufficient detail of the nature of the complaint shall be provided to allow the respondent to send an initial formal reply to the Grievance Panel.

If an independent Chair is not agreed upon within five working days, the Director of Support and Equity Services will request the Vice-Chancellor to appoint an independent Chair.

The Grievance Panel shall meet and consider the information received. The Grievance Panel may interview the complainant and the respondent and then determine:

(i) whether the grievance can be sent to or back to a Conciliator in the first instance if the informal conciliation/grievance procedures have not been attempted or if the Panel believes that further informal conciliation may still be effective;

(ii) whether in the opinion of the Panel the complaint is vexatious, frivolous or without merit and if so dismiss it;

(iii) whether the grievance is proven and make a determination based on the evidence; or

(iii) whether an investigating officer should be appointed.

The Grievance Panel shall advise the Vice-Chancellor of its decision who will inform the complainant and the respondent.

During the grievance process, only the matters contained in the formal grievance shall be investigated. The formal grievance may be amended by the complainant, with permission of the Grievance Panel at any time prior to the determination of the recommendation of the Grievance Panel to the Vice-Chancellor. Permission will not be given by the Grievance Panel where the amendment would prejudice any party.

Decisions of the Grievance Panel will be determined by a majority of the members.

When appearing before the Grievance Panel the complainant and the respondent may a Conciliator, friend or relative, but not a legal representative accompany each. This person may not address the Grievance Panel. Likewise the Investigating Officer or any other person involved in the grievance process may invite the assistance of an interpreter or any other person approved by the Chair of the Grievance Panel.

INVESTIGATION PROCESS

Where the Grievance Panel's decision is to appoint an Investigating Officer to conduct an investigation of the formal grievance within a time frame set by the Grievance Committee.

An Investigating Officer will be appointed, from within the University community, by the Vice-Chancellor. In some circumstances, an Investigating Officer, may be appointed from outside the University in order to ensure the requisite degree of independence and impartiality.

The Investigating Officer must not have been involved in the decision, act or omission of the University staff member, which is the subject of the formal grievance. It is the obligation of the Investigating Officer to act confidentially, impartially, objectively and to confine the investigation to matters relevant to the grievance.

The Investigating Officer shall complete the Investigation within a reasonable time span, preferably within 21 days of lodgement of the formal grievance. The parties may agree to a greater or lesser time frame for completion.

The Investigating Officer shall, after completion of the investigation, furnish a written report to the Grievance Panel including:

(i) a record of the action taken to investigate the formal grievance;

(ii) records of interviews taken;

(iii) information revealed and facts identified;

(iv) a recommendation on the complainant's grievance;

(v) a recommendation on any other action needed to resolve the grievance and to prevent further recurrence of a grievance.

The Grievance Panel upon receiving the Investigating Officer's report shall:

(i) consider the recommendations of the Investigating Officer, as soon as reasonably possible after receipt of the report;

(ii) determine whether or not further investigations are required, and if so direct an Investigating Officer accordingly; and

(iii) within a reasonable time limit, preferably five working days of having received the Investigating Officer's report, inform the Vice-Chancellor of their findings and recommend whether any further action is warranted regarding the grievance. It may further recommend ways of ensuring that the complaint does not arise in the future.

The Vice-Chancellor shall formally advise the complainant and respondent of the decision and of the steps, which will be taken to give effect to that decision.

The University shall take all necessary steps to ensure the confidentiality and security of information obtained during the formal grievance process.

The University, through Support and Equity Services, will endeavour to provide adequate support to staff whether they are complainants or respondents on a case-by-case basis whilst complaints are being formally investigated.

Victimisation or harassment of a complainant, as a result of raising an informal or formal grievance, is unacceptable and may lead to disciplinary charges under the relevant awards.

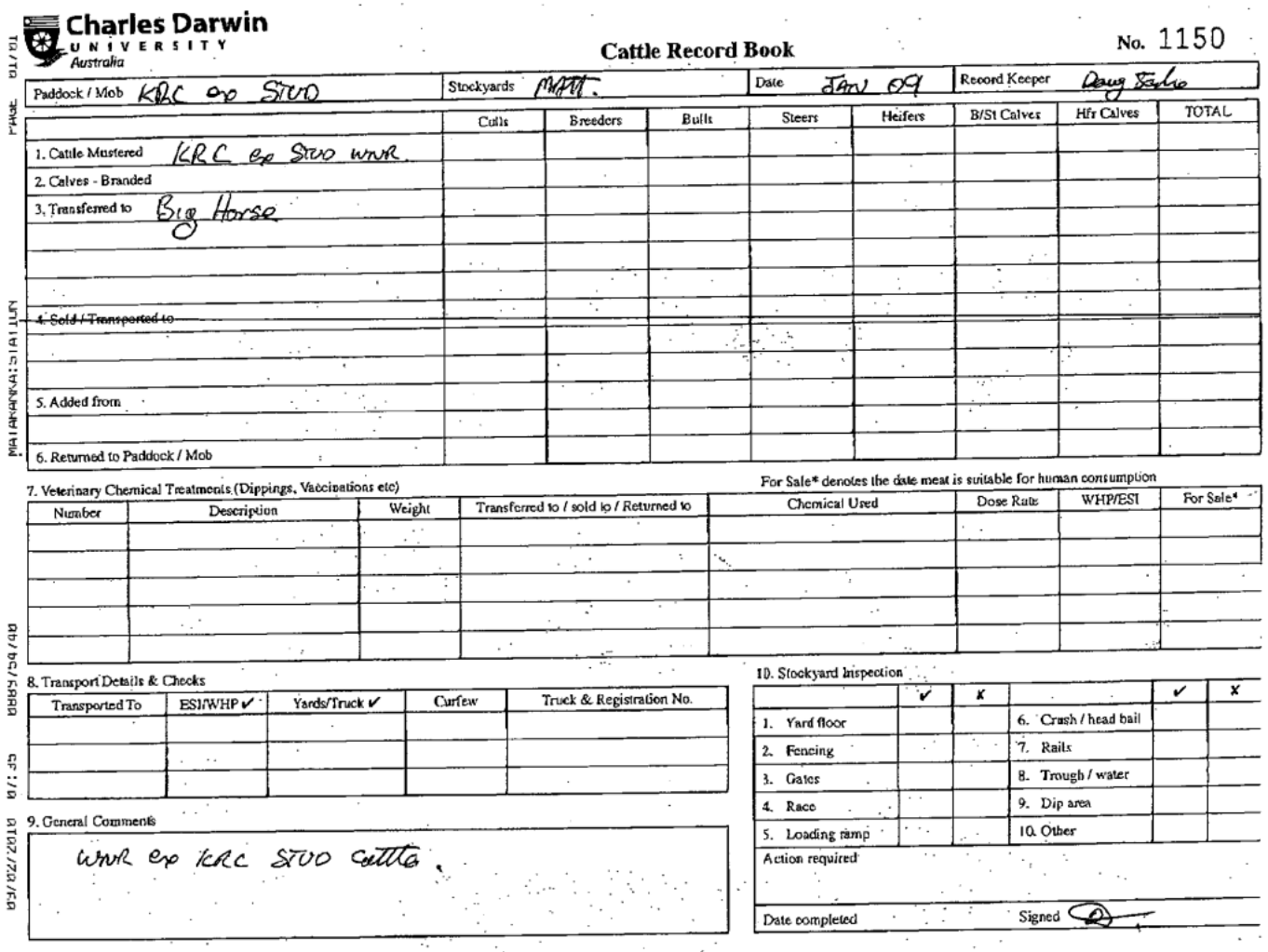
If disciplinary action is to be taken, the Vice-Chancellor has the final authority to take such action against staff in accordance with the relevant Enterprise Bargaining Agreement.

Document History and Version Control

Version Number	Version Date	Authorised Officer	Amendment Details
1.00	16 Nov 2005	Vice-Chancellor	Original conversion to process.
1.01	12 Mar 2007	Executive Director Corporate Services	Insert Page 7 – Grievance Panel dot point: (iii) whether the grievance is proven and make determination based on the evidence
1.02	08 Aug 2007	Manager Governance	Page 1 – Under Attributes insert link to Guidelines to Workplace Bullying document.

CATTLE RECORD BOOK JANUARY 2009 CDU
ANNEXURE B23-1

B23-1



Charles Darwin UNIVERSITY Australia

Cattle Record Book

No. 1150

Paddock / Mob KRC exp STUD | Stockyards MAPT. | Date JAN 09 | Record Keeper Doug Stubbs

	Culls	Breeders	Bulls	Steers	Heifers	B/St Calves	Hfr Calves	TOTAL
1. Cattle Mustered KRC exp STUD WNR.								
2. Calves - Branded								
3. Transferred to Big Horse								
~~4. Sold / Transported to~~								
5. Added from								
6. Returned to Paddock / Mob								

7. Veterinary Chemical Treatments (Dippings, Vaccinations etc)

For Sale* denotes the date meat is suitable for human consumption

Number	Description	Weight	Transferred to / sold to / Returned to	Chemical Used	Dose Rate	WHP/ESI	For Sale*

8. Transport Details & Checks

Transported To	ESI/WHP ✓	Yards/Truck ✓	Curfew	Truck & Registration No.

9. General Comments

WNR exp KRC STUD cattle.

10. Stockyard Inspection

	✓	✗		✓	✗
1. Yard floor			6. Crush / head bail		
2. Fencing			7. Rails		
3. Gates			8. Trough / water		
4. Race			9. Dip area		
5. Loading ramp			10. Other		

Action required

Date completed | Signed

CORRESPONDENCE 26 NOVEMBER 2009 CDU ANNEXURE C1-1

C1-1

Miss Plaxy Purich
Animal Ethics Committee
Charles Darwin University
Bld Orange 1.2.22
Casuarina Campus
Darwin NT 0909

26/11/2009

Attention: Plaxy Purich

Dear Plaxy,

Please find attached copies of photographs of Katherine Campus horses that are agisted on Mataranka Station.

According to my knowledge these animals are in the care of the Lecturer based at the Station, Mr Toby Gorringe.

There are 36 horses permanently agisted, some have been part of the horse plant for many years and over this time have provided an excellent service to staff and students. Within the herd there are also good quality mares that have been donated to the campus by Station owners who have interacted and supported this organisation since it was founded.

I would also like to advise at this time that within the training budget sufficient funds are provided to feed and care for these animals, and at no time are feed supplies and/or veterinary services refused for any animal identified by staff to be in need.

In view of the attached supplied I believe that gross negligence has occurred by those appointed to care for the welfare of these animals and request that the matter be looked into.

If necessary further information can be supplied on request.

Yours sincerely,

Diane Snell
Administration/Finance Officer
Charles Darwin University Katherine Campus
Private Bag 155
Katherine NT 0852
Ph: 08 89738304
Fax: 08 89738300

CRICOS Provider No: 00300K

1

Photos are shown in Volume 1

AEC REPORT 4 DECEMBER 2009 CDU ANNEXURE C1-2

C1-2

Charles Darwin University
AEC Complaint Inspection Report

Facility: Mataranka Station - Complaint Inquiry

Date: Friday, 4th December 2009

AEC Members performing inspection: Prof Bob Wasson, Chair and Ms Deborah Brackenreg, Category D Member.

Facilitating this Inquiry: Ms Plaxy Purich, Executive Officer

Facility Manager Name: Grant Parker, Acting Station Manager

Brief overview /description of incident:

The Animal Ethics, Executive Officer received a complaint on the 30th November 2009. This complaint was relating to horses in poor condition on Mataranka Station. The horses in question are the brood mares.

These horses were free ranging in Parnell Paddock up until two weeks ago, when they were brought in to Big Horse Paddock close to the homestead area.

In total 31 horses were counted at Mataranka Station. There were eleven horses in poor to very poor condition (according to the criteria in Areas to Appraise and Description Relative to each Body Condition Score of a Horse, adapted from Hington 1991). The remaining horses were in moderate to good condition.

At the time of our inspection these horses had clean fresh water, quest working horse lick and total loose mix feed available ad lib. They were able to free range between feeds, except one gelding who stayed close to the food and watering area. These horses had only been receiving additional feed and lick one week prior to the inspection.

The majority of horses' feet were in poor condition with hooves being too long, with chips and/or small splits.

The state of their teeth is unknown. It is unknown when the horses' teeth were last checked. At the time of this inspection, the teeth were not checked.

Several foals were separated from their mothers and transported to Katherine Rural Campus. These foals were in moderate to good condition, being fed twice a day with loose mix feed and cavalcade hay ad lib.

1

CONCLUSIONS

Observations/problems	Action requested by AEC inspectors including timeframe
The majority of horses' hooves were very long, chipped and splitting.	All horses' hooves are attended to.
It is unknown when the last time the horses' teeth were last checked and need attention every 6 months.	It is recommended that all horses' teeth be checked and filed when the need arises.
The horses in poor to very poor condition need additional nutritional feed and have access to proper shelter out of the rain.	• Horses need to be fed twice a day in individual feeding containers. o Breeda (Mitavite) o Rice Pollard (dampened) o Oaten / Lucerne Chaff (50/50) o Hay at liberation o Seaweed at liberation • Supplements are to be added to each feed. o Dolomite 1 tsp per feed o Sulphur 1 tsp per feed o Copper Sulphate 1 tsp per feed o Vam paste • To prevent rain scolding, horses will need to have access to shelter out of the rain.

Additional Comments:
Given the vulnerable nature of the horses condition and the remote location of the property it is recommended having on stand-by buscopan, fienadine and stethoscope, food to make bran mash (for early colic), paraffin oil, rubber hose (for intubation) and a medicine box that contains other medical needs for hooves, bandages, wound dressings spray, etc.

This report has been prepared for the Charles Darwin University Animal Ethics Committee by:

Ms Deborah Brackenreg	Signature	Date
Prof Robert Wasson	Signature	Date
Ms Plaxy Purich	Signature	Date

AEC use only
This report has been accepted by the Charles Darwin University Animal Ethics Committee

AEC Chair _____ _____ _____
Name Signature Date

MEMO 13 JANUARY 2010 - CDU ANNEXURE C1-3

C1-3

Charles Darwin UNIVERSITY Australia

Vocational Education and Training

MEMORANDUM

TO:	**Prof Bob Wasson, Chair Animal Ethics Committee**
Cc:	**Dr Barry McKnight; Ian Gray; Tim Biggs, Danie Luttig**
FROM:	**Dr Brian Heim**
DATE:	**13 January 2010**
RE:	**Mataranka Station Complaint Inquiry Report**

Ian Gray has provided me with a copy of the AEC Complaint Inspection Report dated 4 December 2009 and in regard to the condition of the brood mares and other horses currently at the station. I am in general agreement with the recommendations, however there are some practicalities which will make it difficult or impossible to carry some of them out.

Recommendation 1: All horses' hooves are attended to.
I am in agreement with this recommendation. The horses are used for training. As such we attempt to utilise students wherever possible to trim hooves. If students are not available, the Team Leader for Agriculture and Rural Operations will ensure that either staff or an outside farrier is contracted to maintain hoof health.

Recommendation 2: It is recommended that all horses' teeth be checked and filed when the need arises.
I am in agreement with this recommendation. Horses are routinely checked by staff and dental floating occurs when needed.

Recommendation 3:

- **Horses need to be fed twice a day in individual feeding containers.**
  - **Breeda (Mitavite)**
  - **Rice Pollard (dampened)**
  - **Oaten / Lucerne Chaff (50/50)**
  - **Hay at liberation**
  - **Seaweed at liberation**
- **Supplements are to be added to each feed.**
  - **Dolomite 1 tsp per feed**
  - **Sulphur 1 tsp per feed**
  - **Copper Sulphate 1 tsp per feed**
  - **Vam paste**

This feeding regimen has been substantively adhered to with the brood mares since it was recommended (substitutions were required due to unavailability of some recommended feed commodities and the high cost of seaweed which was included in the ration but not provided *ad libitum*). However, in the long term the required ration is not a viable option due to the labour intensive nature of such a feeding regimen as well as the cost. While it is an appropriate regimen for horses that are stabled, it would be difficult or impossible to maintain for horses that are in a paddock management regime. In order to create weight gain, Ian Gray found it necessary to nearly double the recommended feeding rate to achieve gains. Body condition has now been restored on the brood mares and the feed quantity has been reduced to a maintenance level. Once existing feed commodities have been extinguished, it is my intent to revert back to feeding a commercially prepared feed concentrate (such as Breed & Grow) which is nutritionally balanced.

Depending on the season and availability of natural forage, horses will be supplemented with quality hay on an as needed basis. In pregnant brood mares, feeding of concentrate will occur on a once per day regimen to maintain body condition. Plant horses are fed concentrate twice daily when in work and will be supplemented during the dry season as needed to maintain appropriate body condition.

- **To prevent rain scolding (sic), horses will need to have access to shelter out of the rain.**

It is impractical to provide shelter to all horses when in a paddock management situation and it presents significant logistical and health concerns. The horses at KRC and Mataranka Station are managed primarily in an extensive fashion, meaning that they are not kept up in a stable. Because of the number of horses and the availability of feed, paddock sizes are quite large. Even if a shelter was provided, it is quite unlikely that horses would utilise it well. During the wet season horses will be foraging for food and will likely be a significant distance from the shelter when rain occurs. From a behaviour perspective, it is unlikely that they would travel a significant distance to escape rain and logistically it is impossible to provide numerous shelters so they don't have to travel far to escape from rain.

From a health perspective, providing shelters causes animals to congregate in a single area. This area then becomes very muddy due to constant churning which can lead to hoof diseases such as thrush and potential injury.

Rain scald is caused by a naturally occurring bacteria found on the horses skin which opportunistically causes localised infection when skin is dampened and in a warm environment. It is encouraged by damage to the skin which sets up an ideal growth environment. In order to minimise the occurrence of rain scald in the horses at KRC and Mataranka Station, buffalo fly control is imperative. As such, fly control will be the priority and will be accomplished through monitoring of condition and application of insecticide as needed.

Additional Comments:
Given the vulnerable nature of the horses condition and the remote location of the property it is recommended having on stand-by buscopan, fienadine (sic) **and stethoscope, food to make bran mash (for early colic), paraffin oil, rubber hose (for intubation) and a medicine box that contains other medical needs for hooves, bandages, wound dressings spray, etc.**

I have serious concerns with providing S4 drugs such as Buscopan (dipyrone) and Finadyne (flunixin) that are not under my direct control. I will not agree to this recommendation under my veterinary registration as I could not be sure of who would have access to them. While dipyrone is a relatively benign anti-inflammatory agent, flunixin is very powerful and has the potential to mask a severe colic and thus delay appropriate treatment when used by inexperienced and untrained individuals. I do allow some injectable antibiotics which are S4 drugs to be kept at Mataranka Station. However, they are under the control of Ian Gray and are administered after consultation with me.

I also have serious concerns with the recommendation of having a nasogastric tube onsite. Nasogastric intubation has the potential to cause serious complications including death. It is an act of veterinary medicine and hence laypersons are prohibited from doing it. This negates the need for paraffin oil.

I am fully in favour of having an equine first aid kit available containing bandaging materials, wound dressings, etc. Ian Gray is in the process of putting one together for the station. It will not contain any medications or injectable drugs. This will allow basic first aid while waiting on either consultation from myself or a private veterinarian to occur.

Dr Brian Heim

PICKERING REPORT 2 FEBRUARY 2010 CDU ANNEXURE C1-5

C1-5

Attn Dr Brian Heim

Charles Darwin University

Katherine/Mataranka Campuses

Cc . Mr Ian Gray, Manager, Mataranka Station

Re: Examination of brood mares at Mataranka Station on February 2 2010

The following animals were examined at Charles Darwin University Mataranka Station campus on 2 February 2010, to assess their general health status. Five brood mares were given a basic clinical examination. Blood was collected to check their haematological status and GGT serum levels. GGT is a useful diagnostic indicator in the horse in investigating the possibility of chronic *Crotalaria sp* ingestion which may lead to terminal liver failure in the long term and ill thrift (weight loss, failure to thrive, muscle catabolism) in the short term. Crotalaria poisoning, commonly known as "Walkabout", is a leading cause of premature death in pasture-fed horses in the Katherine Region. Fresh faecal samples were collected in order to perform a worm egg count by the faecal floatation method and evaluation of faecal sand content by sedimentation. High worm egg counts would indicate the need for increased diligence in routine paraciticide usage and/or the need to change the drug currently in use (commonly known as drench rotation); high faecal sand content is common in predominantly pasture-fed horses that forage very close to the ground and is a leading cause of impaction colic and death in horses in the Katherine Region. The following results were recorded:

Horse 1: Dark brown mare 12 year old, ex-RIveren Station horse branded JUT over 8 on left hind flank, 07 on left shoulder and 8 on left cheek. This mare is in late gestation and in excellent body condition, score 3.5/5. Shiny coat, clear eyes, no evidence of lameness or significant scarring, pink gums with capillary refill time (CRT) <2 seconds indicating normal circulatory function, faeces produced during examination are firm and well formed. Minor husbandry issues that require attention include the need for hoof trimming and dental rasping to remove hooks on the upper cheek teeth on both sides. Attached blood results (marked as Horse1) are all within normal limits. Faecal floation: 1+ *Strongyloides* and *Strongylus sp* eggs, occasional *Oxyuris equi* eggs, all in low numbers; minimal sand was found in the faecal sediment. Treatment with a broad spectrum internal parasiticide within the next 4 weeks is recommended.

Horse 2: Chestnut mare approx 13 years old, Katherine Rural College-bred named "Mushka", white star and stripe, branded R over -- over 7 left hind flank. This mare is in body condition score 3.5/5, and has a healthy, well-covered foal at foot born December 2009 (foaling attended by veterinarian). Shiny coat, clear eyes with normal vision, no evidence of lameness, pink gums with CRT <2 seconds. This mare has signs of mild fungal dermatitis ("rain scald") across the wither on both sides which appears to be resolving. The mare has a "capped" right hip (hard bony enlargement of the ilial crest on the pelvis), a form of scarring which generally occurs by falling or rolling on a hard surface. This is the result of an old injury (possibly incurred whilst foaling), is currently not painful and should not cause any functional problems for this mare. This mare has evidence of recent dental rasping and does not require immediate dental attention. Attached blood test results (marked as Horse2) are within normal limits with the exception of a marginally low lymphocyte/monocyte ratio which is of no clinical significance. Faecal floation: occasionally *Stronglyoides* eggs; no sand in sediment.

Horse 3: Buckskin mare, ex-Riveren Station, branded JUT over 12 on left flank, 6 on left cheek. This mare does not appear to be pregnant however is not easy to examine physically. This mare is in body condition score 4/5, has a shiny coat, apparently normal vision (not easy to assess this horse!), no evidence of lameness. Dentition was not assessed. Attached blood results show white and red blood cell measured parameters all within normal limits, however this mare has a moderately elevated GGT level of 220 U/l (normal level 0-68U/l). Faecal floatation: occasional *Strongyloides sp* eggs, no sand in sediment.

Horse 4: Chestnut mare named "Ginger", branded R over – over 12 left flank. This mare has a healthy, well-covered (and well guarded!) 2 week old foal at foot, and is in body condition score 3.5/5. The mare has a somewhat dull coat, clear eyes, no evidence of lameness and pink gums. This mare has evidence of recent rasping of the cheek teeth and does not require immediate dental attention. Attached blood results show white and red blood cell parameters within normal limits, however this mare has a significantly elevated GGT level of 357 U/l. Further testing on the serum of this mare showed elevations in Alkaline Phosphotase 520 U/l (normal range 10-326), and elevated serum Total Protein, Albumin and Globulins, indicating active hepatic disease despite the fact that the mare shows no current clinical signs of illness. Faecal floatation: no eggs seen, no sand in sediment.

Horse 5: Chestnut mare named "Barb", branded R over – over 13 left flank, 5 on left cheek, left side legs white socks, white star and snip on face. This mare weaned her last foal in December 2009 and is currently not apparently pregnant. She has an old rain scald scar on her left wither (hair has turned white), an old scar on the left side cannon bone on the lateral side with no functional significance, and an old scar on the left cornea with no functional significance to her vision. This mare requires dental rasping in the near future to remove hooks from the upper cheek teeth that are causing buccal mucosal ulceration (inside the cheeks). She is in excellent body condition, score 4/5. Attached blood results demonstrate that this horse is chronically and mildly anaemic with a

haematocrit (red blood cell volume) of 28.4% (normal range 32-52%) and low haemaglobin of 10.4 g/dl (normal range 11-19 g/dl). This is currently a non-regenerative anaemia indicating low consumption or uptake of iron and/or chronically low iron stores within the body. GGT level in this horse is normal 87 U/l (normal 0-87). This horse would benefit from ongoing use of an oral or injectable Vitamin C supplement to improve iron uptake from the diet plus an oral iron supplement such as Haemaplex Paste. Faecal floatation: 1+ *Strongyloides sp* eggs, 1+ *Oxyuris equi* eggs. Small volume of sand in faeces.

General overview: the 5 horses examined were in visually excellent condition, however, the blood tests indicate the need for some pasture maintenance work. Two horses have significant elevations of GGT indicating consumption of the poisonous Crotalaria plants. Animals with advanced Walkabout Disease are generally dull, depressed and partially blind, often incoordinated and may blunder into objects such as trees or fences; inadvertent drowning in dams and rivers is also possible. Yawning is often seen by vigilant owners shortly before the onset of overt behavioural clinical signs. At this point the disease is invariably fatal and untreatable. While the two affected horses do not show any clinical signs of disease at the present time, continued ingestion of the plant will cause further liver damage which will eventually lead to fatal liver cirrhosis. Aggressive effort to eliminate *Crotalaria sp* plants from pasture grazed by horses is recommended to avoid further poisoning of these and other horses. Survey serum GGT testing of all pasture fed horses on the property may prove useful in identifying other individuals with subclinical hepatic disease. All the horses examined are in need of minor hoof trimming however this is not urgent or causing any detriment to their health. Paraciticide treatment of all horses is recommended at the beginning, middle and end of each wet season to coincide with the time of maximum parasite activity; none of the horses examined showed evidence of a high worm burden.

I would be most pleased to be contacted if there are any concerns regarding this report.

Yours sincerely

Megan Pickering BVSc(Hons)
Katherine Vet Care Centre.

Bhein
2 Feb @ 5.01pm

MEMO 9 FEBRUARY 2010 CDU ANNEXURE C1-7

C1-7

Charles Darwin UNIVERSITY Australia

Vocational Education and Training

MEMORANDUM

TO: Prof Bob Wasson, Chair Animal Ethics Committee
Cc: Dr Barry McKnight; Ian Gray; Tim Biggs, Danie Luttig; Wayne Spence
FROM: Dr Brian Heim
DATE: 9 February 2010
RE: Third Party Report and Recommendations on Mataranka Horses

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Meg Pickering, a private veterinarian based in Katherine, was asked to inspect the five brood mares at Mataranka Station. These mares had been the subject of a previous welfare complaint and had been inspected by the Animal Ethics Committee and also by Dept of Resources in December 2009. In the report, dated 2 February 2010, Dr Pickering made several recommendations. This memorandum addresses those recommendations.

In regard to Horse 1, Dr Pickering stated:

> Minor husbandry issues that require attention include the need for hoof trimming and dental rasping to remove hooks on the upper cheed teeth on both sides. Treatment with a broad spectrum internal parasiticide within the next 4 weeks is recommended.

Horses teeth are routinely floated (rasped to remove hooks and points). This particular mare will have her teeth floated within the next month. All horses at Mataranka Station are scheduled for internal parasiticide treatment in early March. All of the brood mares were treated with Panacur on 26 November 2009.

In regard to Horse 3, Dr Pickering stated:

> This mare requires dental rasping in the near future to remove hooks from the upper cheek teeth that are causing buccal mucosal ulceration (inside the cheeks). This horse would benefit from ongoing use of an oral or injectable Vitamin C supplement to improve iron uptake from the diet plus an oral iron supplement such as Haemaplex Paste.

This mare will have her teeth floated within the next 3 weeks. The availability and practicality of administration of a Vitamin C supplement will be investigated and instituted as practical to address the minor anaemia.

In her general overview, Dr Pickering stated:

> Aggressive effort to eliminate Crotolaria sp plants from pasture grazed by horses is recommended to avoid further poisoning of these and other horses. Survey serum GGT testing of all pasture fed horses on the property may prove useful in identifying other individuals with subclinical hepatic disease. All the horses examined are in need of minor hoof trimming however this is not urgent or causing any detriment to their health. Paraciticide treatment of all horses is recommended at the beginning, middle and end of each wet season to coincide with the time of maximum parasite activity.

In a practical sense, it would be nearly impossible to eradicate or eliminate Crotalaria spp (Rattlepod) from all of the paddocks grazed by horses at Mataranka Station. Other recommendations for

controlling Crotalaria spp toxicity include ensuring that paddocks are not overgrazed and providing supplementary feeding in the late dry season. These recommendations are achievable. In addition, areas where large amounts of rattlepod are found will be sprayed with appropriate herbicides whenever possible.

Survey serum GGT testing of all animals would be possible. However, it only indicates that animals may have been exposed to Crotalaria spp and is not actually a definitive test. Testing of the entire herd would likely yield a low percentage with an elevated GGT, indicating that they had some level of liver dysfunction. Because Crotalaria is endemic to the Katherine region, it is often diagnosed as causative for the clinical signs mentioned in Dr Pickering's report which can be the sequela of liver dysfunction.

The brood mares had their hooves trimmed late in 2009 and are due for another trim within the next four weeks. The remainder of horses will have hooves trimmed and shod as needed when they return to work. This will occur in a progressive fashion over the next few months.

As mentioned previously, the brood mares were treated with an internal parasiticide on 26 November 2009 On 17 November 2009, all horses at both campuses were treated. All horses will be retreated in March 2010.

Dr Brian Helm

EMAIL 8 DECEMBER 2009 CDU ANNEXURE C1-8

C1-8

Brian Heim

From: Brian Heim
Sent: Tuesday, 8 December 2009 12:59 PM
To: Tim Biggs; Andrew Vodic
Subject: Horse husbandry plan

Tim,

I need you to develop a detailed management plan for the horses over the Wet, both in Katherine and Mataranka. This will also need to go to the AEC (and I suspect DPI). It should include:

1) Where horses will be located (down to paddock) and how many in each paddock – please include info on class of animal e.g. brood mare, plant horse, yearling, colt, etc
2) Any anticipated movements of groups
3) What they will be fed and how often (fodder and supplement)
4) Who is responsible for feeding (esp over holiday period)
5) Whether feed has been procured and delivered already – if not, who is responsible for procuring and delivering (esp over holiday)
6) How often they will be monitored and who is responsible for doing it
7) What the plan for emergencies is (esp over holidays)
8) How they will be managed before significant rain falls and after grass has started growing
9) Fly and parasite mitigation strategies

Regards,

Dr Brian Heim
Director, Vocational Education and Training

Charles Darwin University
PMB 155 NT 0852
Katherine AUSTRALIA
Ph: (08) 8973 8311
Fax: (08) 8973 8300
Email: brian.heim@cdu.edu.au
:RICOS Provider #00300K

1

EMAIL 12 JANUARY 2010 CDU ANNEXURE C1-10

C1-10

Brian Heim

From: Brian Heim
Sent: Tuesday, 12 January 2010 2:56 PM
To: Barry McKnight
Subject: FW: Mataranka Station update
Attachments: AgNote_Welfare.pdf

Barry,

Ian has advised me that Toby euthanized a horse, either Sunday or yesterday. He did advise Ian verbally that he had done so. The horse had run into a fence and had wire cuts. The injuries appeared to Ian to be relatively recent (e.g. under 24hrs old). It would be unlikely that it was in such significant distress that Toby had to make an immediate decision to shoot the horse, but I wasn't there at the time so could not say definitively that this was the case.

You will note in the email below that staff are allowed to euthanize animals if they are down but specifically says that it doesn't apply to any and all animals. In this case it would probably have been more appropriate to seek veterinary advice or a second opinion. However, without having seen the animal I cannot judge what its level of distress was from the wound.

I just wanted you to be aware should the issue be raised from other quarters.

Regards,

Dr Brian Heim
Director, Vocational Education and Training

Charles Darwin University
PMB 155 NT 0852
Katherine AUSTRALIA
Ph: (08) 8973 8311
Fax: (08) 8973 8300
Email: brian.heim@cdu.edu.au
CRICOS Provider #00300K

From: Brian Heim
Sent: Friday, 2 October 2009 12:16 PM
To: Annette Hofman ; Bob Piper; Chris Pech; Danie Luttig; Diane Snell; Jason Pokela; Murray Lauritsen; Tim Biggs; Toby Gorringe; Vicki Williams; Wayne Spence; Wendy Coghlan; Wilma Walters; Douglas Jenkins; Nichola Walters; Suzanne Holbery; Ian Gray
Cc: 'Brian Heim'
Subject: Mataranka Station update

Dear KRC and Mataranka Staff,

As you are aware, we are facing some issues with out of season calvers and weaners in less than ideal condition at Mataranka. We have been working in consultation with Dept of Primary Industries to address the issues. Given the circumstances, we have been advised to approach the situation in a similar fashion to how the pastoralists down south had to approach the previous drought. The attached document gives some background on how we are to approach animal welfare at Mataranka right now. This situation should not be encountered next year because Ian has mustered all bulls out of the paddocks.

In the interim, we have agreed upon the following processes with DPI:

1

1. Inspections will occur on October 9 and 23, 2009 commencing at 9am. After that the need for further inspections and their frequency will be reassessed
2. They will not be full inspections of the entire property, the purpose being ongoing monitoring
3. Weaners in the yard will be evaluated to make sure they are being supplementary fed
4. Cattle will be assessed to ensure that downer cows and weaners are being humanely destroyed
5. Management strategies will not be assessed or commented upon but CDU will make records available

In summary, how we manage the situation is up to us. Ian is making decisions based on what we can physically accomplish within financial and physical constraints. This meets the requirements of DPI. You may have a different opinion on things such as how much feed should go out, how often, etc, but I can confirm that Ian is doing everything possible to address the challenging conditions. Please give him your full support even if you have a different opinion on how it should be managed.

You will note that item 4 says that down animals (who cannot get up) should be euthanized. Any staff member who comes across a downer animal and is legally allowed to use a firearm can perform the euthanasia if they are trained in appropriate humane techniques. If you don't meet those criteria, you should notify someone who is if you come across a downer. If you do euthanize an animal, it is imperative that you advise management including giving him the following: immediately following destruction of the animal you are to advise both Ian and Brian of the event in writing, preferably via Email, including a brief description of the animal, identification of the animal if available and a brief reason for destruction. If the animal has a NLIS tag/button it should be given to Ian. This is not a license to destroy any and all animals – it specifically pertains to downers. I refer you back to the attached AgNote.

Regards,

Dr Brian Heim
Director, Vocational Education and Training

Charles Darwin University
PMB 155 NT 0852
Katherine AUSTRALIA
Ph: (08) 8973 8311
Fax: (08) 8973 8300
Email: brian.heim@cdu.edu.au
CRICOS Provider #00300K

EMAIL 4 FEBRUARY 2010 CDU ANNEXURE D1-1

D1-1

Sylvia Klonaris

From: Mail-in HSE
Sent: Thursday, 4 February 2010 8:31 AM
To: Tim Biggs
Cc: Mail-in HSE; Horst Walter
Subject: In confidence - Nichola Walters
Attachments: 20100204082624137.pdf

Good morning Tim

In accordance with HSE procedures to notify supervisors and managers of workers' compensation status of staff. Please find attached for your information only, memorandum advice of the insurers decision for Nichola Walters.

Should you need further information, please do not hesitate to phone.

Regards

Sylvia Klonaris

HSE Support Officer
Health, Safety and Environment
People Management and Development
Charles Darwin University
DARWIN NT 0909
Phone: (08) 89466473
fax: (08) 89467211

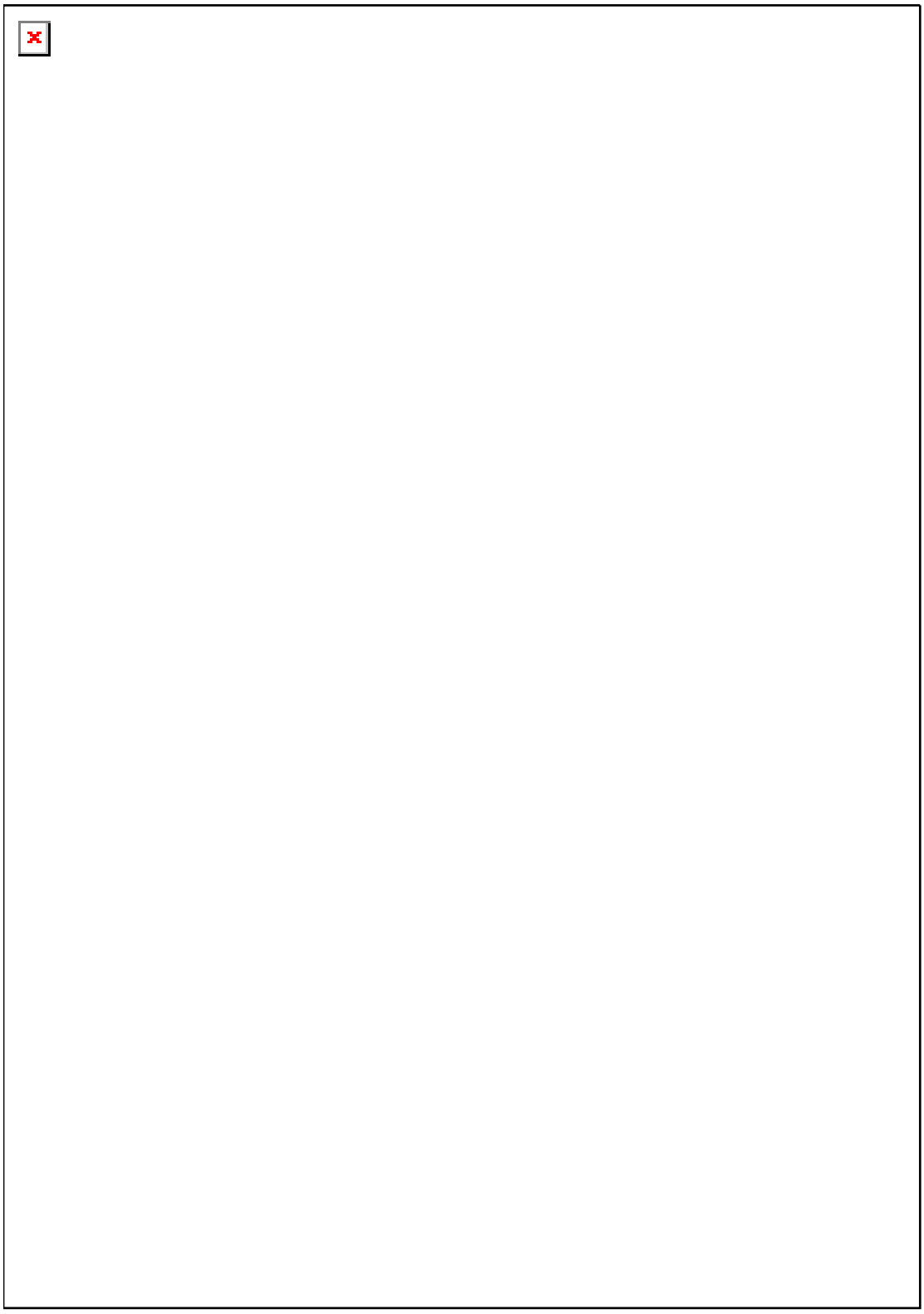
CRICOS registered Provider Number 00300K

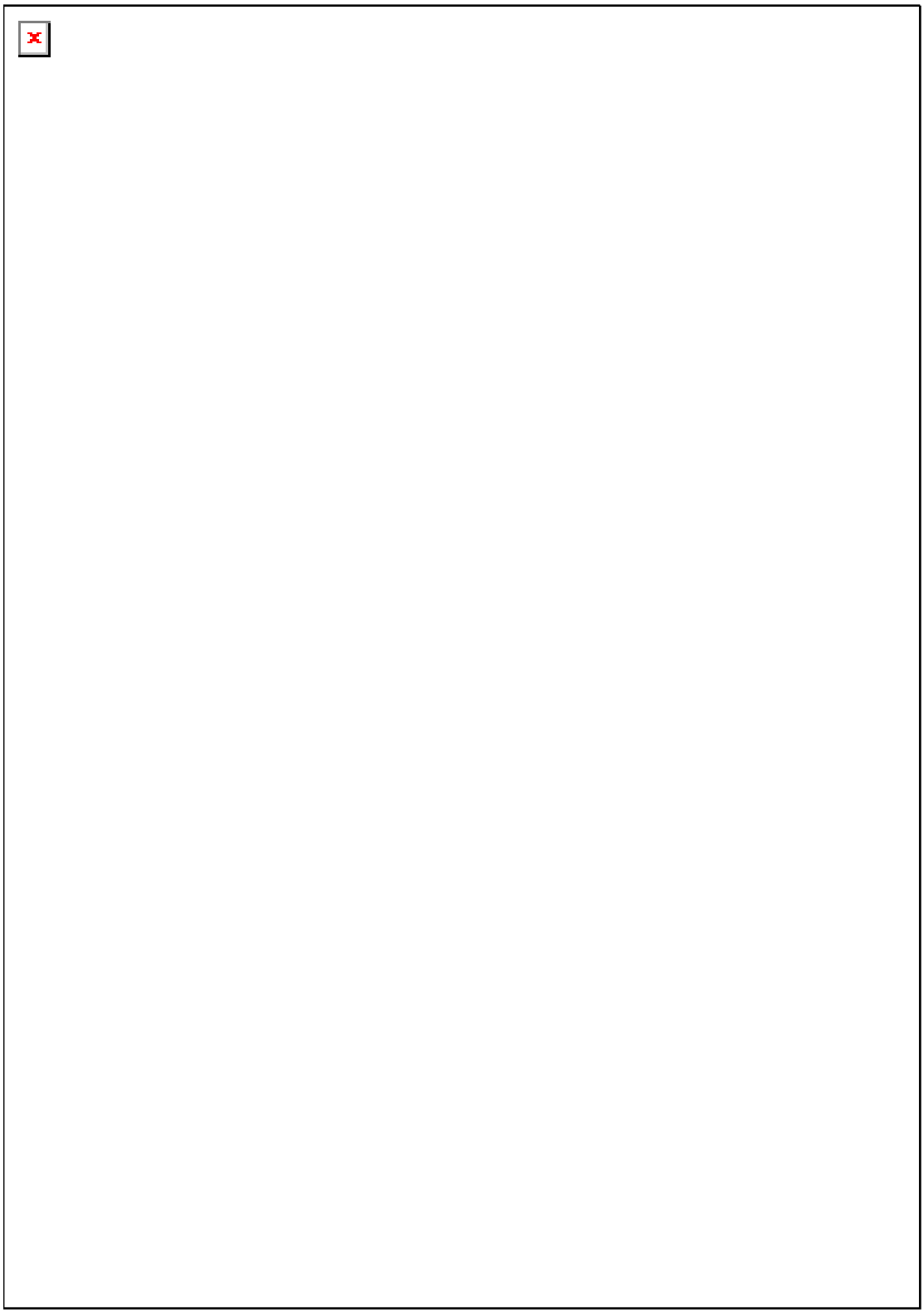
-----Original Message-----
From: Manager_Scanner [mailto:Manager_Scanner]
Sent: Thursday, 4 February 2010 9:56 AM
To: Sylvia Klonaris
Subject:

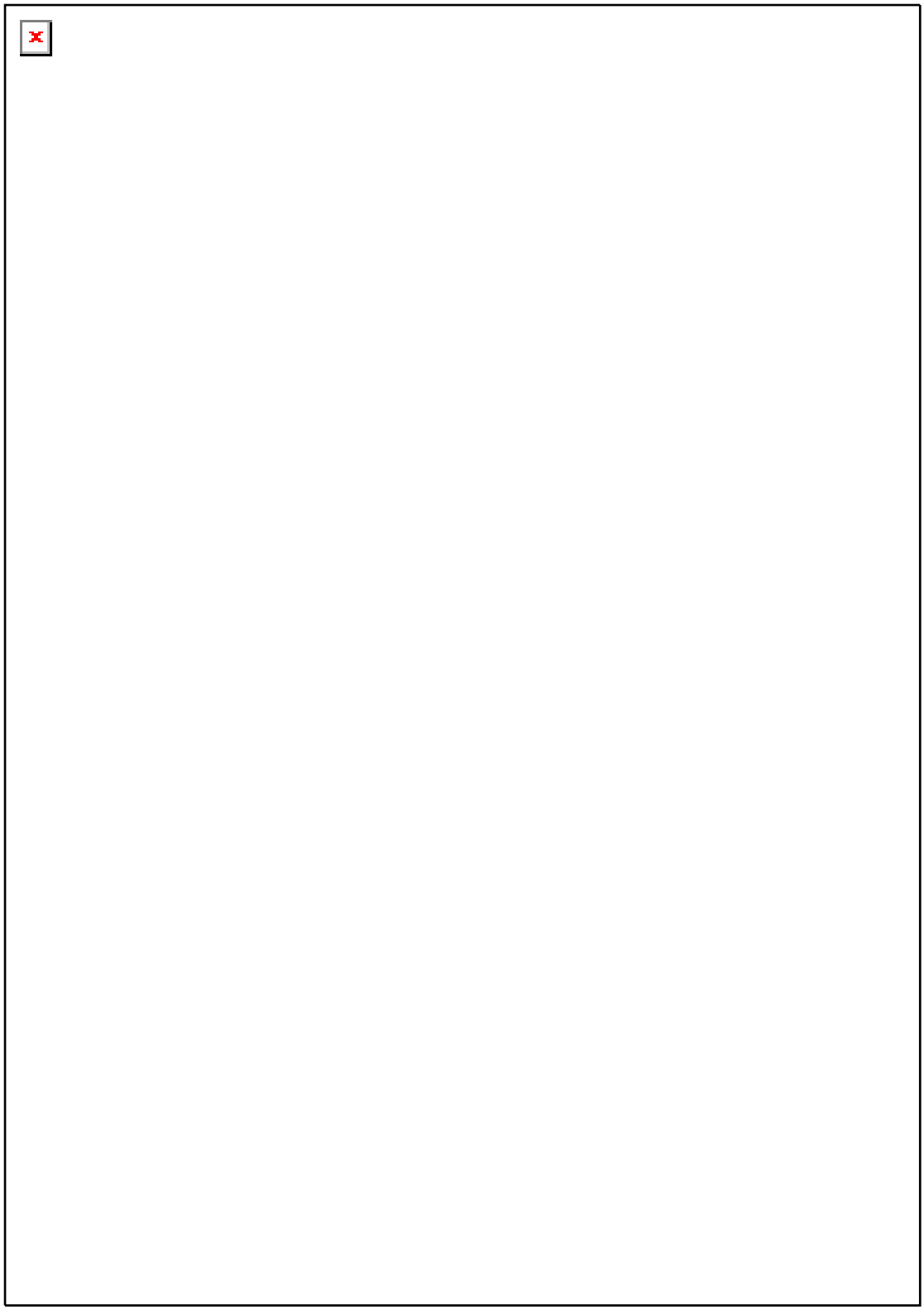
This E-mail was sent from "B29PMDPR1" (Aficio MP C2500).

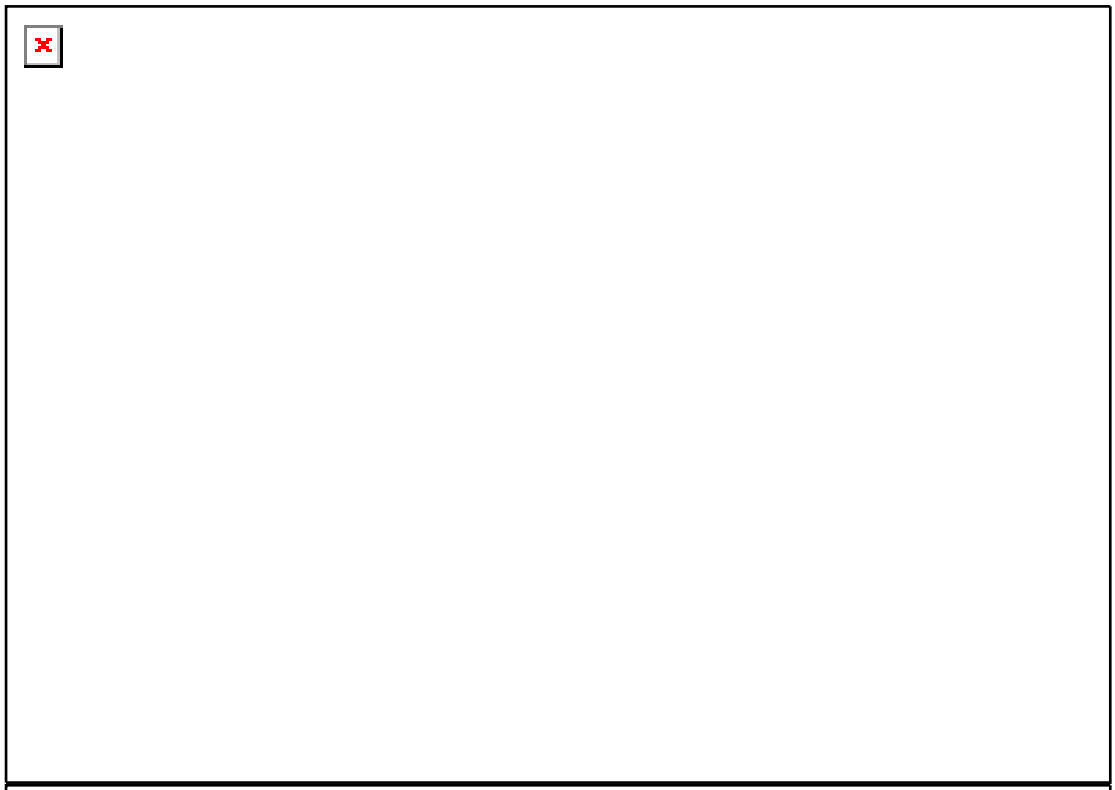
Scan Date: 04.02.2010 08:26:23 (+0800)
Queries to: Manager_Scanner

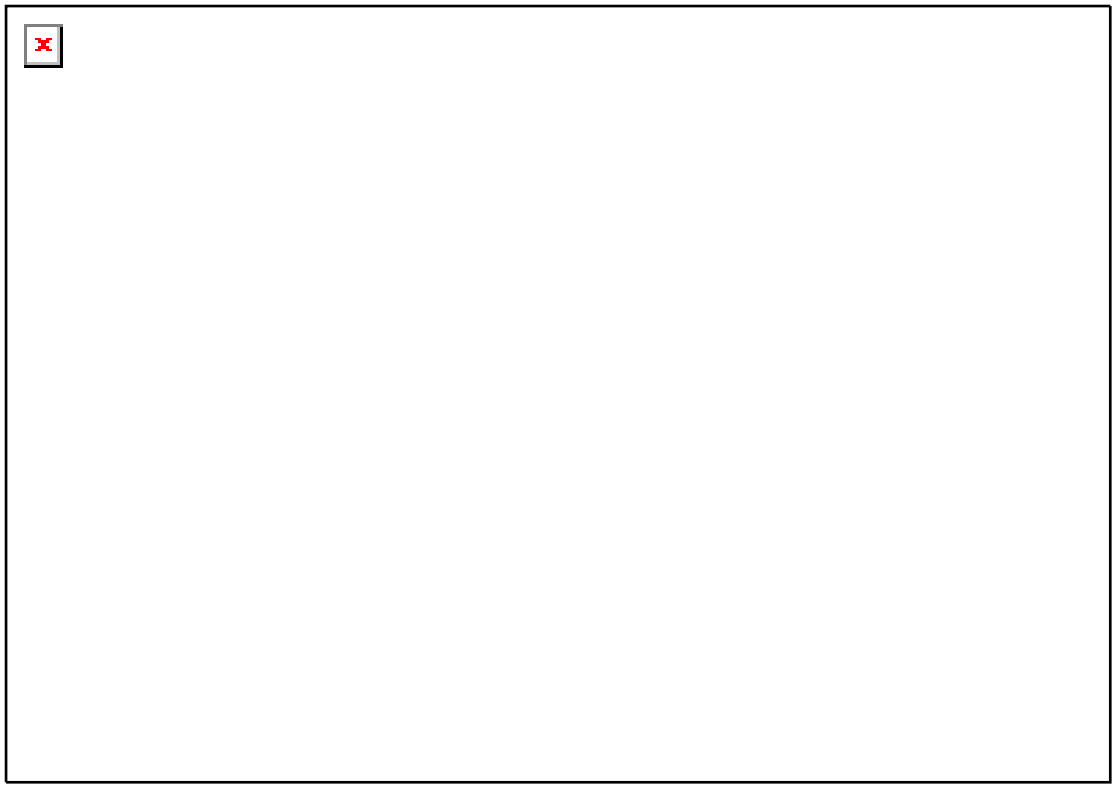
ATTACHMENT P179 MEMO MATARANKA FINANCIAL REPORTS











AGRICULTURE NOTE: WELFARE OF EXTENSIVELY MANAGED LIVESTOCK DURING DRY PERIODS

AGNOTE

Welfare of Extensively Managed Livestock During Dry Periods

P. Saville, Regional Veterinary Officer, Alice Springs and M. Perez-Ruiz, Senior Veterinary Officer, Darwin, Biosecurity and Product Integrity

INTRODUCTION

Prolonged dry periods and droughts are a feature of the environment in Australia. The terms 'dry period' and 'drought' are used interchangeably in this Agnote and are hot specifically defined.

To manage cattle successfully in this environment, pastoralists need a broad range of knowledge and skills which include climate forecasting, pasture management, animal nutrition and supplementation, and animal welfare. For animals to survive a dry period, property managers must have the knowledge and skills to develop effective management plans. An effective plan must not only incorporate acceptable animal welfare standards, but must also help to maintain the long-term viability of the business.

This Agnote outlines the minimum animal welfare standards that must be maintained during extended dry periods, irrespective of whether those periods are officially declared as drought or not. It also outlines the role and responsibility of Animal Welfare Inspectors from the Department of Primary Industry, Fisheries and Mines (DPIFM).

Failure to maintain these standards could be an offence under the Animal Welfare Act.

Property managers are responsible for the welfare of their animals at all times including during drought.

It is necessary to have an animal welfare plan in operation when pastoral conditions decline.

When all options have been exhausted and stock are in very poor body condition, it is necessary to increase surveillance to assist animals that are short on feed and water. Humane destruction may be necessary as It is unacceptable to let animals die a slow death In the field.

THE ANIMAL WELFARE ACT 2000 (THE ACT)

The Act is principally managed by the Animal Welfare Authority in the Department of Local Government, Housing and Sport. However, DPIFM plays a leading role in the welfare of livestock in the Northern Territory (NT)

WHAT IS 'ACCEPTABLE' ANIMAL WELFARE?

DPIFM can assist animal industries to determine 'acceptable' animal welfare, especially where seasonal conditions predispose animals to greater risk. Acceptable animal welfare standards may change over time, in the light of changes in scientific knowledge of animals, or due to changing industry practices, or community expectations.

Rainfall in the NT is both seasonal and variable. Pasture quantity and quality change accordingly and, as a result, so does the condition of grazing animals. It is normal for grazing animals to gain weight during the wet season and maintain or lose it during the dry season. In normal seasons, most animals in a herd would be expected to maintain at least a strong store body condition (BCS) score of 3/7.

DECISIONS TO MAKE

- As seasonal conditions deteriorate, decide to reduce stock numbers and/or supplement stock as part of normal dry season management.
- Make these decisions as early as possible as conditions deteriorate.
- Ensure to maintain livestock in at least store condition (BCS 2)7). When you believe there is a reasonable chance that these minimum requirements will not be met, implement risk management plans.
- Where water supplies are likely to be inadequate, move stock to areas with a better supply or destroy them humanely.

WHAT SHOULD PLANS INDICATE?

What decisions need to be made and under what conditions?
When and how animals will be supplemented, hand fed, agisted, sold or destroyed humanely?

A reasonable drought management plan and evidence of its effective implementation will help address animal welfare concerns on your property.

SUSTAINABLE STOCKING RATES

Sustainable stocking rates and acceptable animal welfare standards are closely related. Producers should maintain sustainable stocking rates and develop property plans that incorporate effective drought management strategies.

DE-STOCKING

De-stocking, partial de-stocking, or agistment may be the preferred strategy for many pastoralists when feed is not available.

Cattle assessed not suitable for trucking must not be moved or loaded and must be managed accordingly at the property of origin.

Cattle assessed fit for an intended journey must be provided with sufficient feed (good hay [feed is not available in the holding paddock) and adequate water during the 24 hours prior to loading. Feed, water and rest periods pre-transport are essential if the period off water during the trip is expected to be long but acceptable.
The selection of cattle fit for a journey is the responsibility of both the consignor and the driver/transport company. Cattle which go down before or during transport, or are considered unlikely to survive, must be destroyed humanely as soon as possible to prevent suffering.

FURTHER INFORMATION

Contact your DPIFM Regional Office. Contact Animal Health Officers at the website below.

Please visit us at our website:
www.nt.govau/dpifm

Department of Primary Industry, Fisheries and Mines
C) Northern Territory Government
ISSN 01 57-8243
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Agdex No.420115

MONITORING PROTOCOLS FOR THE WELFARE OF LIVESTOCK AT KATHERINE RURAL CAMPUS AND MATARANKA STATION

Monitoring Protocols for the Welfare of Charles Darwin University Livestock at Katherine Rural Campus and Mataranka Station

Introduction

For Australia's livestock industries the Model Codes of Practice for the Welfare of Animals establish an agreed set of principles and practices. The Model Codes were commissioned by the Primary Industries Standing Committee and endorsed by the Primary Industries Ministerial Council. These Codes are implemented to differing levels of state and territory legislation and have largely served as (voluntary) guides for people responsible for the welfare and husbandry of a range of livestock animals.1

The Australian Animal Welfare Strategy has identified enhanced national consistency in regulation and sustainable improvements in animal welfare based on science, national and international benchmarks and changing community standards as areas of priority effort. The strategy covers the humane treatment of all animals in Australia and guides the development of the model codes of practice.2

Several Model Codes of Practice for livestock pertain to the animal populations at the Katherine Rural Campus (KRC) and Mataranka Station (MS). The specific codes of interest are:

Model Code of Practice for the Welfare of Animals — Cattle, 2nd Edition, 2004, Commonwealth of Australia.3
Model Code of Practice for the Welfare of Animals — Land Transport of Cattle, 2002, Commonwealth of Australia.4
Model Code of Practice for the Welfare of Animals — Land Transport of Horses, 1997, Commonwealth of Australia.5

Teaching and Learning

Animal welfare standards and ethical treatment of animals must be incorporated into all training and research involving livestock at KRC and MS. All staff must lead by example through their actions and words by promoting and demonstrating the highest standards of animal welfare. All staff must conform to the provisions of the Northern Territory Animal Welfare Act6, the Australian Code of Practice for the Care and Use of Animals for Scientific Purposes7 and the Model Codes of Practice for livestock. To ensure that CDU staff are conversant with these codes and legal requirements, staff training will occur annually.

Duty of Care

The health and welfare of animals used in teaching and research at the KRC and MS must be a primary concern for all staff at the campuses. As a teaching and research institution, CDU should be leading the way in livestock practices and procedures. All

staff members have a duty of care to report any instances where they may feel that the health, well-being or welfare of one or more animals has been compromised.

As defined by the Australian Code of Practice for the Care and Use of Animals for Scientific Purposes, the Facility Manager (Ian Gray at date of publication) has overarching responsibility for all aspects of health and welfare at KRC and MS. The role of Facility Manager falls within the position description of the Mataranka Station Manager.

Monitoring of Livestock Health and Welfare

Livestock at KRC and MS are managed in an extensive manner meaning that they are not physically confined except during times when management procedures are undertaken. In such management systems, animals must be provided with adequate food, shelter and water to maintain good health. Other basic welfare needs must also be provided.

Monitoring must be done with consideration for season, availability of forage, pregnancy/maternity status and other factors. All staff are responsible for ensuring that appropriate personnel are notified if it appears that there is a problem. In most instances, the farm and station staff have direct responsibility for monitoring availability of feed and water. However, lecturing staff going about daily teaching also have direct responsibility to fix problems encountered if it is within their ability and teaching requirements. If this is not possible, notifications must be made in a timely manner. In all cases, staff have a duty of care to ensure that notifications are made and actions are taken as appropriate.

Reporting

In the first instance, if staff are unable to correct a deficiency or problem, the Facility Manager must be notified. If the Facility Manager is not available in a timely manner, farm/station staff should be notified. If farm/station staff are notified of issues and do not follow up in a timely manner it is appropriate to notify the NT Manager, Primary Industries & Community Services Division and/or the Director VET. In addition, the Chief Instructor, as identified by the Animal Ethics Committee, must be periodically notified of any health and welfare problems so that reports can be made to the Animal Ethics Committee.

Issues which may result in non-compliance with welfare standards or could be construed as non-compliant must be reported to the CDU Animal Ethics Committee through the Chief Instructor. The Facility Manager will provide a monthly report of any welfare issues to his/her manager and to the Chief Instructor. Issues may require more frequent monitoring and reporting depending on their severity. Senior Management of the University will be notified of potential animal welfare issues by the Chair of the Animal Ethics Committee.

1http://www.daff.gov.au/animal-plant-health/welfare/model_code_of_practice_for_the_welfare_of_animals

2 http://www.daff.gov.au/animal-plant-health/welfare/aaws
3http://www.publish.csiro.au/nid/22/pidf4831.htm
4http://wwwpublish.csiroau/nid/22fpid/2483.htm
5http:/wnw.publish.csiro.au/nid/22/pid/1501.htm
6http://www.austlii.edu.au/au/legis/nt/cconsol_act/awal28txt
7http://www.nhrnrc.govau/publioations/synopses/ea16syn.htm

Some important bits from the Australian code of practice for the care and use of animals for scientific purposes

1.4 Investigators and teachers who use animals for scientific purposes have personal responsibility for all matters relating to the welfare of these animals. They have an obligation to treat the animals with respect and to consider their welfare as an essential factor when planning or conducting projects.

Responsibilities of Institutions
o ensuring that investigators and teachers are aware of their responsibilities under the Code, including by the provision of educational programs, continuing training and workshops;
o responding promptly and effectively to recommendations from the AEC to ensure that all care and use of animals for scientific purposes within the institution remains in accordance with the Code;
o (v) addressing concerns raised by the AEC regarding non-compliance with the Code which may include disciplinary action upon advice of the AEC

Investigators and teachers should be familiar with the normal behaviour of the animal species chosen and knowledgeable about signs of pain and distress specific to that species and must assess animals regularly for these signs.
o Distress: the state of an animal, that has been unable to adapt completely to stressors, and that manifests as abnormal physiological or behavioural responses. It can be acute or chronic and may result in pathological conditions.
• Animals must be handled only by personnel instructed and competent in methods that avoid pain or distress.
• Humane killing and euthanasia of animals
o 3.3.18 When it is necessary to kill an animal, humane procedures must be used. These procedures must avoid pain or distress, be reliable and produce rapid loss of consciousness until death occurs. The procedures should also be compatible with the scientific or educational aims.
o 3.3.19 The procedures must be performed only by personnel approved as competent by the AEC or under the direct supervision of a competent person.
o 3.3.20 Animals should be killed in a quiet, clean environment, that is away from other animals where possible. Death must be established before disposal of the carcass occurs.

Person-in-charge of breeding and holding facilities
o 4.5.1 Animal acquisition, breeding and holding facilities must be supervised by persons with appropriate veterinary or animal care qualifications or experience.
o 4.5.2 The person-in-charge should be responsible for:

• (i) managing the day-to-day care of the animals in holding and breeding facilities;
• (ii) supervising the work of personnel in the facility;
• (Hi) liaising between investigators and teachers and facility personnel; and
• (iv) communicating with the AEC on management of the facility and any adverse incidents.

6.2 RESPONSIBILITIES OF TEACHERS

o 6.2.1 The person-in-charge of students has responsibility for the care and use of animals from the time of acquisition until completion of the project. That person must:

(i) ensure that all care and use of animals is in accordance with the Code and all relevant provisions of Commonwealth and State or Territory legislation;

(ii) have relevant training and qualifications;

(iii) incorporate into the proposed activities any methods for the Replacement, Reduction or Refinement in the use of animals, provided such methods are compatible with the educational objectives;

(iv) obtain AEC approval before the activities commence and ensure that activities are conducted as directed and approved by the AEC;

(v) where available, use alternative methods to prepare students for teaching activities involving animals;

(vi) ensure that there is close, competent supervision of all students; and

(vii) ensure that in the event of injury to animals, treatments ranging from a minor procedure to euthanasia are available.

6.2.2 The teacher responsible must ensure that before commencing work with animals, students:

(i) are instructed in the appropriate methods of handling and caring for animals; and

(ii) have demonstrated that they are capable of performing the necessary tasks with care and competence.

Some important bits from the Model Code of Practice for the Welfare of Animals — Cattle: Basic Welfare Needs

- The people managing and handling cattle must be competent. The skills for managing and handling cattle include the ability to:
- Work so that stress to cattle is minimised
- Use the natural behaviour of cattle
- Recognise the early signs of distress or disease and to initiate prompt and appropriate preventative or remedial action

Good stockpersons are flexible in their approach to cattle management and handling and adapt to the needs of differing cattle and circumstances.

o The basic needs for the welfare of cattle are:

• Adequate quantity and quality of water, food and air to maintain good health
• Social contact with other cattle
• Sufficient space to move and perform normal behaviour patterns
• Protection from: predation, disease or injury (and appropriate treatment if the occur), adverse extremes of climate where possible
• protection from unnecessary, unreasonable or unjustifiable pain, suffering or injury

o Water — clean, not deprived for longer than 24 hours

o Food — access to food that will maintain their well-being; not deprived for longer than 48 hrs (24 hrs if in poor condition, late preg or early lactation)

ANIMAL MANAGEMENT IN EMERGENCY SITUATIONS

Animal Management in Emergency Disaster Situations
Mataranka Station and Katherine Rural Campus

Bush Fire

If animals are in affected paddock, move them to safe area if possible without endangering human life. Acceptable to cut fences or open gates.
Fight fire using standard techniques including notifying Bush Fires NT and requesting assistance if needed (on VHF Radio Channel 4)
Seek veterinary treatment for injured animals

Flood
Move animals to unaffected areas or paddocks
Acceptable to cut fences or open gates
Seek veterinary treatment for injured animals

Drought

Follow protocols established by NT DRDPIFR Agnotes: Welfare of Extensively Managed Livestock During Dry Periods
Seek veterinary treatment for injured animals

Suspected Foreign Animal Disease Outbreak

Contact local DRDPIFR veterinarian for advice
Do not move any animals on, off or within the property until advice obtained

MATARANKA CATTLE REPORT1 WEEK ENDING 18 OCTOBER 2009

Weaner/Yearling steers2 from Lower Beswick Creek Corridor were mustered by Spud Thomas (Contractor) and Grant Parker (CDU Lecturer) back to Homestead Yards.

These steers then underwent an intensive education process in order for them to 'catch up' to their half-sibs which were educated the previous week with assistance from Suzie Holbery (KRC Overseer).

Weaner/Yearling Heifers in Parnell Paddock also received training at the Parnell Yards.

Cows from Bottom Toms and Big Horse paddocks were vaccinated with Botulinuum Vaccine and moved to Highway Paddock. The following morning these cows, along with the cows from Wire Hill Paddock which had made their way back to Highway Paddock, were all walked back to Wire Hill Paddock which is now also open to Yellow Water Hole Paddock.

Weaners from Luckies and Toms paddocks were mustered to Homestead yards and drafted into same sex groups.

Steer portion were walked to Tiger Hill Paddock.

Heifer portion were moved to Roper Paddock.

Entire males (120) were transported to Phoenix Park to be "freshened up" and either be marketed directly from Phoenix Park or returned to Mataranka Station once pasture conditions improve following the start of the "wet season".

Remaining in the Homestead yards are 60 very light weaners, 130 unbranded females and 10 cull cows which are non lactating and non pregnant.

It is anticipated the 130 heifers will be branded within the next week and moved to Roper Paddock.

The 10 cull cows will be trucked to Katherine Rural Campus where they will join other cull cows already housed at KRC being utilised in Artificial Insemination training in the next fortnight.

Over 130 large square bales (average 540 Kilogram) of millet hay has been fed out over the past month which equates to in excess of 70 tonnes of fodder.

In addition to this, another ten tonnes of hard feed in the form of either Adelaide River Weaner Pellets (16% Protein and 10.5 Mega joules Energy) or Riverina High

[1] Attached to DR Heim's email of 18.10.2009 (02:38pm)

[2] A male of the cattle family, especially a young bull, that has been castrated before reaching sexual maturity and is kept for beef.

Energy Weaner Pellets (16% Protein and 11 Mega Joules Energy) has been fed to both weaner cattle and breeders in light condition.

PURCHASES FOR MATARANKA STATION 2009

TABLE OF 2009 PURCHASES FOR MATARANKA STATION

Req No.	Date	Purchase Order	Supplier	Description	Quantity	Cost
R269144	06/02/2009	265530	Landmark	LNT Uramol Blocks - 100kg	24	$3108.00
R271149	24/03/2009	267763	Landmark	LNT Phosrite Blocks - 100kg	2	$2760.00
R271495	01/04/2009	267997	Elders Ltd	Calf weaner pellets/bag 120	2	$2142.00
R274274	21/05/2009	270502	Landmark Katherine	Uramol 100kg blocks XLR8 Calf Pellets bags/20kg	24 2	$30720.00 $1488.00
R274369	21/05/2009	273578	Landmark	XLR8 Calf pellets bags/20kg/144 bags	3	$2232.00
R275248	10/06/2009	271734	Landmark	Jarra Round Bales	56	$2545.20
R276319	24/06/2009	272735	Landmark	XLR8 pellets 20kg bags/144 bags	3	$2376.00
R247466	26/06/2009	272927	Landmark	Denkavite milk supplement/bag	2	$86.36
R278398	06/07/2009	275120	Stocklick Trading	Breeder Mix Heifer Mix	26 2	$24570.00 $1550.00
SDOL	08/07/2009	-	-	Denkavite milk supplement/bag	-	$73.07
SDOL	26/07/2009			NZAG Top calf milk replacer	1	$58.27
SDOL	29/07/2009			Hay round bales	10	$1188.00
SDOL	04/08/2009			NZAG Top calf milk replacer	2	$132.68
SDOL	08/08/2009			Coopers boost blocks 100kg	1	$1170.00
SDOL	08/08/2009			Salt med coarse 25kg	26	$286.00
SDOL	08/08/2009			Hay round bales	6	$420.00
R279213	17/08/2009	275811	Landmark	Denkavite milk supplement/bag Hay Round Bales	2 22	$146.00 $1540.00
R279778	21/08/2009	276310	Elders Ltd	XLR8 calf pellets 20kg/240 bags	5	$3655.20
R279777	21/08/2009	276311	Landmark	Millet Hay	30	$3686.10
R280221	01/09/2009	276633	Landmark	Cavalcade Round Bales	9	$630.00
R280612	07/09/2009	277094	King Producers	Millet Hay/bale	48	$4320.00
R280614	07/09/2009	277095	Landmark	Adelaide River Weaner Pellets/bag x 168	4.2	$4794.00
R281195	15/09/2009	277830	Elders Ltd	Boost Blocks 100kg	4	$4794.00
R281661	07/09/2009	278021	King Producers	Millet Hay	48	$4752.00
SDOL	25/09/2009			Salt med coarse 25kg bags		$686.64
R281824	29/09/2009	278469	Landmark	Square Bales Millet Hay/tonne x 25 bales Jarra Round bales x 112	2.4 	$4320.00 $2800.00
SDOL	02/10/2009			NZAG top calf milk replacer	2	$13.72
SDOL	02/10/2009			Denkavite milk replacer	2	$130.72
R282115	05/10/2009	278527	Landmark	ARG weaner pellets 35kg bags/280	10	$6580.00
R282116	05/10/2009	278616	Elders Ltd	30+ P Ridley blocks 100kg 1050kg bilka bags Kynophos 21	12 14	$12645.60 $23417.10
R282933	14/10/2009	279596	Elders Ltd	Boost Lick Blocks 100kg 30% Urea = P Ridley Lick blocks	10 10	$12250.00 $10538.00
R283891	03/11/2009	280477	Landmark	Jarra hay round bales	115	$5750.00
R285331	26/11/2009	281922	Landmark	Rumevite 30% + P 100kg blocks x 100	10	$10650.00
R285335	27/11/2009	282073	Landmark	Rumevite 30% + P 100kg blocks x 100	10	$10650.00
R285530	14/12/2009	282249	Stocklike	Mat/wet season 2009/tonne Weaner feed/tonne	20 4	$18500.00 $2720.00

AEC INSPECTION – 7 MAY 2010

2010 AEC Facility Inspection Report

Facility: Mataranka Station Random Inspection

Date: 7th May 2010

AEC Members performing inspection: Professor Robert Wasson, Chair

Additional Persons performing inspection: Dr Sue Fitzpatrick, Senior Veterinary Officer, Dept of Resources and Ms Melissa Frazsica, Animal Welfare Officer, Animal Welfare Branch, Dept Local Government

Name & position of person facilitating inspection: Ms Plaxy Purich, Executive Officer, AEC

Facility Manager Name: Mr Ian Gray

Licence to use premises for teaching or research Involving animals number and expiry date: 002

Attachments to this document (eg. photographs)

Brief overview /description of facility:
This facility inspection was the second inspection of Mataranka Station for 2010. The focus of this facility inspection was the condition of the horses, the cattle in the poorest condition and the weaners, cows/heifers just separated from their offspring.

Other matters followed up were; the Mataranka Station management plan, staffing matters/arrangements, condition of paddocks and the communication effectiveness of the staff.

Animals: Cattle

	Y/N
Identification - whether individually or in groups	Y
General health and morbidity - in receipt of good husbandry procedures, and not suffering obvious injury, sickness or infestation	Y
Normal behavioural patterns - sleeping, feeding, drinking, grooming, exploratory behaviour, performance and social and reproductive behaviour.	Y
Social Contact - the number of animals in cages, pens etc and the placement of these should enable social conditions to be maintained	Y
Monitoring - reasonable maintenance of animal wellbeing	Y

Additional Comments:

The majority of cattle have been segregated into classes, except in 17 Mile paddock. 17 Mile Paddock was to be mustered on the 9th May 2010. This paddock contained a mixture of cattle classes; some cows with weaners and calves, 1st calf heifers with weaners or calves and bulls. The condition of the cattle in this paddock is mixed, between a score of 1.5 and 4. Those cattle in the poorest condition were the cows and/or heifers with weaners and calves still with them,

with the lowest score of 1.5. The cattle in this condition, are of concern at this time of year. Going into the dry season they will struggle to gain condition without additional supplementary feeding.

Dessert and Tsumengeri Paddocks have been mustered and segregated into classes. The cows and heifers of concern from the last facility inspection have been moved to Wire Hill Paddock, and their weaners are now in Tsumengeri Paddock.

Approximately 400 head of cattle are in Wire Hill Paddock. They are being fed weaner meal with 19% protein to improve their condition. The condition of these cows and heifers ranged from 1.5 - 4.

In the cattle yards, there are some weaners and calves in a separate pen, because they were in poor condition. These are presently on weaner meal and dry hay until their condition improves.

There are 700 weaners in Tsumengeri Paddock/watering lane that will be sold in June.

One bull in Kuttain Paddock appeared in poor condition.

Animals: Horses

	Y/N
Identification - whether individually or in groups	Y
General health and morbidity - in receipt of good husbandry procedures, and not suffering obvious injury, sickness or infestation	Y
Normal behavioural patterns - sleeping, feeding, drinking, grooming, exploratory behaviour, performance and social and reproductive behaviour.	Y
Social Contact - the number of animals in cages, pens etc and the placement of these should enable social conditions to be maintained	Y
Monitoring - reasonable maintenance of animal wellbeing	Y

Additional Comments:

There are 33 horses at Mataranka Station. Twenty two training horses are in very good condition. One training horse was to be in moderate to good condition. Presently, the training horses are being kept in Toms Paddock, close to the homestead.

In addition, within this area, there are eight other horses. They are three thoroughbreds and five mares. The five mares were in good condition and the three thoroughbred horses are in moderate to good condition. The thoroughbred horses had just finished a training course and were from Katherine Rural Campus.

A further two mares were located in a separate paddock and were not seen on this occasion.

The horses' hooves were in good condition. The facility manager was asked if the horse dentist had checked the horses' teeth since the December inspection. They have not. It was noted that the horses' teeth will be attended to when Mr John Farbuck, the horse dentist, comes to town, which will be June/July 2010.

Holding facilities including, outdoor yards or paddocks:

	Y/N
Adequately staffed	Y
Adequately designed	Y
Adequately constructed	N
Equipped and maintained to permit effective maintenance and servicing to keep animals in good health.	N
Clean unlimited water	Y
Fences, yards and gates in good working order	N
Animal waste management system in place	Y
Other species needs, eg. wildlife not being interfered with	N
Secure from unauthorized access	Y

Additional Comments:

All paddock gates fronting the Stuart Highway are locked with a padlock.

There is still fencing needing to be repaired and/or replaced. The fences along the northern boundary; Yellow Waterhole and Tiger Hill Paddocks, needs to be repaired and/or replaced. Two problems cause the fences to be continually broken; one is feral buffaloes and the other is bushfires.

As well, Hill paddock needs its fence repaired, because of last years bush fire.

There is a concern in relation to the 129 bulls, and locating them to a secure paddock, once they are removed from the cows and heifers.

The AEC is aware of the Assessment of the Carrying Capacity of Mataranka Station, by Dionne Walsh, Feb 2010. This report indicated the carrying capacity for individual paddocks. Some paddocks appear to have more cattle in them, than that which is indicated in this report.

Outdoor Housing:

	Y/N
Adequate shelter against wind and rain	N/A
Adequate shade	N/A
Clean unlimited water	N/A
Protection from predation and vermin	N/A
Walls, yards and gates in good working order	N/A
Good general hygiene and cleanliness	N/A
Animal waste management system in place	N/A
Secure from unauthorized access	N/A

Additional Comments:

Indoor Housing:

	Y/N
Buildings compatible to needs of animals housing	N/A
Control environmental factors - good ventilation and lighting	N/A
Excludes vermin or vermin control protocol in place	N/A

Limit contamination associated with keeping of animals (feeding, water, bedding, entry of people)	N/A
Building in good repair. Surfaces washable and able to be disinfected	N/A
Kept clean and tidy	N/A
Animal waste management system in place	N/A
Adequate storage areas for food and equipment	N/A
Contingency plans to cover emergencies such as lighting breakdown, heating or cooling	N/A
Secure from unauthorized access	N/A

Additional Comments:

Food and Water:

	Y/N
Appropriate type of food	Y
Adequate nutrition for various life stages as applicable (growing, maintenance, reproduction)	N
Provision to maintain food uncontaminated	Y
Provision to maintain food fresh and unspoiled	Y
Clean drinking water	Y
Drinking water constantly available	Y
For automated feed and watering systems, provision to provide feed and water in the event of a power outage	Y

Additional Comments:

Presently there are cows and heifers in poor condition, with a score of 1.5 in 17 Mile Paddock that will need additional feeding to improve their condition before the dry season is fully established.

There needs to be enough feeding troughs to cater for all cattle in this group, eliminating any bullying of the weakest cattle from the troughs.

Pens and Cages: Cattle Yards

	Y/N
Protected from environmental extremes	Y
Good repair and escape proof	Y
Constructed of durable, impervious materials	Y
Do not cause injury to the animals	Y
Good ventilation and lighting	Y
Food / water access	Y
Good general hygiene and cleaning	Y
Animal accommodation to suit species' specific needs (numbers in cages, housing materials, environmental requirements)	Y

Additional Comments:

There was significant pooling of water in the cattle yards when they were inspected in March 2010. All water pipes to the cattle yards have been replaced and manure removed. The pooling has stopped.

Documentation

	Y/N
Standard operating procedures or other guidelines available	N/A
Records of monitoring of animal health and wellbeing	N/A
After hour contact details for emergency - the person in charge and applicants must have a system in place so that they or other responsible persons, can be contacted in the event of emergency.	N/A
Any adverse events recorded	N/A
Approved AEC applications relevant to facility available for viewing by AEC inspectors and/or facility manager	N/A
Contingency Plan for extreme events, i.e. flooding, fires, disease outbreak, etc	N/A

Additional Comments:

No documentation was inspected on this visit.

Staffing and Veterinary Support

	Y/N
Animals must be managed and handled by appropriately skilled and experienced staff, trainees and students must be supervised by appropriately skilled and experienced staff and the staffing level must be capable of providing appropriate care of the animals.	Y
Staff have access to veterinary support services	Y

Additional Comments:

CONCLUSIONS

Observations/problems	Action requested by AEC inspectors including timeframe
There were mixed classes in 17 mile paddock (as of the 7th May).	This paddock is to be mustered and animals separated into classes as soon as possible.
In 17 Mile Paddock, numerous cattle, mainly cows and heifers, were in poor condition with a score of 1.5.	The AEC recommends all cattle in poor condition, with a condition score of 1.5 or less, are fed high protein feed until their condition score improves to 2.5. There is to be enough room at the troughs for all cattle (approx. 400mm per head) to feed without bullying.
There needs to be secure fencing for all bulls.	Please inform the AEC of arrangements to ensure all bulls will be securely separated from the herd.
The horses' teeth haven't been inspected or treated in the past two	The AEC recommends all horses have their teeth inspected, and treated at the

years.	horse dentists' earliest convenience.
Buffaloes and bushfires are problems causing the fences to be ineffective in some paddocks; Yellow Waterhole, Tiger Hill Paddock and Hill Paddock.	○ The AEC recommends repairing and/or replacing fencing of the three paddocks as an immediate priority. ○ The AEC needs to be informed of a solution to this ongoing problem.
It was noted that the Facility Manager is not being fully informed of all teaching classes being organised at Mataranka Station.	The AEC strongly recommends that all facility staff at Mataranka Station are informed of all teaching classes at Mataranka Station prior to their commencement.
Teaching and facility staff appear to be confused about who is responsible for the animals when they are being used before, during and after teaching classes.	The AEC strongly suggests all teaching and facility staff read the Australian Code of Practice for the Care and Use of Animals for Scientific Purposes, Section 3, specifically Item 3.1 and 3.2.
The AEC are concerned about the safety of both staff and cattle crossing the Stuart Highway.	Please provide details of the safest method for cattle to cross the Stuart Highway.
Some paddocks appear to be stocked beyond their carrying capacity.	The Committee seeks information on the future strategy for paddocks; the stocking capacity, their rotation and spelling.
The thoroughbred horses were in moderate to poor condition.	The AEC suggests a strict feeding regime to improve their condition.

Additional Comments:

From observations in other paddocks which we didn't inspect in detail, there appeared to be a small number of cattle around the station in poor condition with a body score of 1.5 - 2.

This report has been prepared for the Charles Darwin University Animal Ethics Committee by:

_____ _____ _____
Signature Date

_____ _____ _____
Signature Date

AEC use only

This report has been accepted by the Charles Darwin University Animal Ethics Committee

AEC Chair _____ _____ _____
Name Signature Date

Training Horses in Toms Paddock

Old Fella (May not be the correct name). This horse is 18 years old.

One of the Training Horse's mentioned previously in other horse reports.

Training horse

Training Horses in Toms Paddock

One of three thorough bred horses down from Katherine Rural Campus.

Bull in Kuttain Paddock that is a little thin.

Cows and 1st calf heifers in 17 mile paddock

Cows and 1st calf heifers in 17 mile paddock

Cows and 1st calf heifers in 17 mile paddock

Cow in 17 Mile paddock

Cows, 1st calf heifers, weaners and calves in 17 Mile paddock

Mixed classes in 17 mile paddock

Weaners in Tsumengeri Paddock

Mixed classes around 17 Mile bore

Bull at 17 mile paddock

Cows in Wire Hill Paddock on additional feed (19% weaner mix).

Cow in Wire Hill Paddock

Cows in Wire Hill Paddock

Cows in Cattle Yards

Weaners and calves in poor condition in the cattle yards receiving additional feed.

Weaners in cattle yards