



SEDIMENT TASK FORCE - FOR LOCAL GOVERNMENT

BUILDING STAFF CAPACITY



Department of Biodiversity,
Conservation and Attractions



SWAN CANNING
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Perth NRM

Empowering Staff is Key to Managing Sediment Loss

Local Government's role in regulating urban development is critical for preventing erosion and sediment loss at its source, by stopping soil, silt, mud and builders sand blowing or being washed off construction sites into drains, making its way into our wetlands and rivers.

Developing an erosion and sediment control program is easy. The hard part is achieving long-term change so that best practice erosion and sediment control becomes the standard both 'on site' and across your Local Government.

Empowering staff will help Local Governments to effectively regulate and support the building industry to prevent water pollution.

To really make a difference, Local Governments need to:

- Have the staff responsible for improving erosion and sediment control practices and monitoring for compliance with erosion and sediment legislative requirements involved from the outset;
- Determine the specific nature of the problem(s);
- Identify all the possible solutions, based on the nature and extent of the problem(s);
- Work together to improve performance (including organisational cultural change); and
- Provide adequate levels of resourcing to implement measures consistently, effectively and efficiently.

Best practice example: New South Wales' Great Lakes Council staff share their winning recipe

The "*Management Improvement Program*" process for erosion and sediment control has been used by New South Wales' Great Lakes Council staff with highly effective results. They believe this approach could be applied across Local Governments who are facing the challenging task of raising the bar in erosion and sediment control.

- Select the **Team** (high level corporate managers engage with senior management and on-ground staff).
- **Describe current process** (policy review, legislative requirements, roles, responsibilities, expectations).
- **Analyse** current performance (current knowledge, current practice, suggestions for improvement where staff are responsible for providing direct advice and innovation in identifying solutions).
- Identify **improvement opportunities** (work procedures, positional responsibilities linked to performance).
- Develop **solutions** (enabling systems to support behavioural change in erosion and sediment control).
- Implement **process improvements** (e.g. establishing standard drawings and check sheets).
- **Standardise** the process (adequate resources for a high profile of best practice erosion and sediment control, assist staff with new policies/procedures; undertake regular audits and field-based training).
- Ensure **ongoing evaluation** and improvement of your management plan (demonstrate improvement and ensure long lasting results by tracking performance through regular internal audits).

Who else lives in your catchment?

Effective management by Local Government in erosion and sediment control also requires developing a partnership with neighbouring Local Governments working in the same catchment, through joint planning, the sharing of information and resources, and the joint delivery of a range of erosion and sediment control programs, including monitoring for compliance.

Further Information

Including STF On-Site Compliance Checklist for Local Government Officers

[Perth NRM: Sediment Taskforce](#)

[Healthy Waterways. Soil Erosion & Sediment Control Internal Management Systems Review Report Template & Action Plan](#)

[Tucker, P \(2011\). Building staff capacity: the key to erosion and sediment control](#)

[Department of Environment and Climate Change NSW, \(2007\)](#)

[IECA \(Australasia\) - Best Practice Erosion and Sediment Control \(BPESC\) Document](#)



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