

SARA reference: 2607-53328 SRA
Council reference: ROL/2026/54
Applicant reference: 13087

30 July 2026

Chief Executive Officer
Gold Coast City Council
mail@goldcoast.qld.gov.au

Dear Sir/Madam

SARA referral agency response—17 Courtney Drive and 176 Baileys Mountain Road, Upper Coomera

(Referral agency response given under section 56 of the *Planning Act 2016*)

The development application described below was confirmed as properly referred by the State Assessment and Referral Agency (SARA) on 7 July 2026.

Response

Outcome:	Referral agency response – with conditions
Date of response:	30 July 2026
Conditions:	The conditions in Attachment 1 must be attached to any development approval
Advice:	Advice to the applicant is in Attachment 2
Reasons:	The reasons for the referral agency response are in Attachment 3

Development details

Description:	Development Permit for Reconfiguring a lot for 1 into 63 lot freehold subdivision, new public road, open space, pedestrian linkages and open space drainage lot (over three stages)
SARA role:	Referral agency
SARA trigger:	Schedule 10, Part 10, Division 3, Subdivision 3, Table 1, Item 1—Development interfering with koala habitat in koala habitat areas outside koala priority areas (Planning Regulation 2017)
SARA reference:	2607-53328 SRA
Assessment manager:	Gold Coast City Council

Street address: 17 Courtney Drive and 176 Baileys Mountain Road, Upper Coomera

Real property description: Lot 182 on RP156422 and Lot 183 on RP156422

Applicant name: Courtney Upper Coomera Developments Pty Ltd

Applicant contact details: c/- Saunders Havill
annahavill@saundershavill.com

Human Rights Act 2019 considerations: A consideration of the 23 fundamental human rights protected under the *Human Rights Act 2019* has been undertaken as part of this decision. It has been determined that this decision does not limit human rights.

Representations

An applicant may make representations to a concurrence agency, at any time before the application is decided, about changing a matter in the referral agency response (s.30 Development Assessment Rules). Copies of the relevant provisions are in **Attachment 4**.

A copy of this response has been sent to the applicant for their information.

For further information please contact Poppy Ellis-Southwell, Principal Planning Officer, on (07) 5644 3214 or via email SEQSouthPlanning@dsdilgp.qld.gov.au who will be pleased to assist.

Yours sincerely



Grace Heatherley
A/ Manager, SEQ West

cc Courtney Upper Coomera Developments Pty Ltd c/- Saunders Havill, annahavill@saundershavill.com

enc Attachment 1 - Referral agency conditions
Attachment 2 - Advice to the applicant
Attachment 3 - Reasons for referral agency response
Attachment 4 - Representations about a referral agency response provisions
Attachment 5 - Documents referenced in conditions

Attachment 1—Referral agency conditions

(Under section 56(1)(b)(i) of the *Planning Act 2016* the following conditions must be attached to any development approval relating to this application) (Copies of the documents referenced below are found at Attachment 5)

No.	Conditions	Condition timing								
Development Permit for Reconfiguring a lot										
Schedule 10, Part 10, Division 3, Subdivision 3, Table 1, Item 1 (Planning Regulation 2017)—The chief executive administering the <i>Planning Act 2016</i> nominates the Director-General of the Department of the Environment, Tourism, Science and Innovation to be the enforcement authority for the development to which this development approval relates for the administration and enforcement of any matter relating to the following conditions:										
1.	Interfering with koala habitat is limited to the clearing of 4,700m ² of koala habitat area as shown as 'KHA Not exempt (4,700m ²)' on 05. Development Assessment (Koala Habitat Areas), prepared by Saunders Havill, dated 19/03/2026, reference 13087 E 05 Development Assessment A and issue A.	At all times.								
2.	Implement all measures and undertake any works in accordance with the Koala Management Plan, prepared by Saunders Havill, dated 26 March 2026, job reference 13087 and issue A.	Prior to and during all clearing and construction activities.								
3.	Notify the Department of the Environment, Tourism, Science and Innovation by email at Koala.Compliance@detsi.qld.gov.au of: (a) the expected date the clearing activity will commence; (b) the expected duration of the clearing activity; (c) the name and contact details of the koala spotter that has been contracted for the clearing activity; and (d) the name, contact details and authority number of the spotter catcher that has been contracted for the clearing activity.	At least 3 business days prior to interfering with koala habitat.								
4.	(a) Enter into an Agreed Delivery Arrangement to provide an environmental offset/s in accordance with the <i>Environmental Offsets Act 2014</i> to counterbalance the significant residual impacts of the following prescribed activity on the following prescribed environmental matters:<table><tr><th>Group and Prescribed Environmental Matter</th><th>No. of individuals</th><th>Bioregion</th><th>Subregion</th></tr><tr><td>SEQ Koala Habitat - Koala habitat area</td><td>30 NJKHTs</td><td>Southeast Queensland</td><td>Burringbar-Conondale Ranges</td></tr></table> (b) Deliver the environmental offset/s in accordance with the Agreed Delivery Arrangement/s (including any amendments) and the <i>Environmental Offsets Act 2014</i>. <i>Note: This condition imposes an 'offset condition' under the Environmental Offsets Act 2014. Accordingly, pursuant to section 16 of that Act, further conditions are deemed to be imposed as conditions of this authority. These 'deemed conditions' are contained in the Environmental Offsets Act 2014 and specify how and when any environmental offset must be delivered.</i>	Group and Prescribed Environmental Matter	No. of individuals	Bioregion	Subregion	SEQ Koala Habitat - Koala habitat area	30 NJKHTs	Southeast Queensland	Burringbar-Conondale Ranges	(a) Prior to commencing any works that impact on the prescribed environmental matter identified in this condition. (b) As indicated.
Group and Prescribed Environmental Matter	No. of individuals	Bioregion	Subregion							
SEQ Koala Habitat - Koala habitat area	30 NJKHTs	Southeast Queensland	Burringbar-Conondale Ranges							

Attachment 2—Advice to the applicant

General advice	
1.	Terms and phrases used in this document are defined in the <i>Planning Act 2016</i> , its regulation or the State Development Assessment Provisions (SDAP) (version 3.6). If a word remains undefined it has its ordinary meaning.
Further permits	
2.	A development permit for operational work to implement the reconfiguring a lot may be required to be obtained before any interfering with koala habitat can be carried out, and the permit application must be lodged with the Chief Executive administering the <i>Planning Act 2016</i> .
3.	In addition to this development approval, other permits or approvals may be required for the clearing of koala habitat. To determine if the proposed clearing requires other approvals under other local, State or federal laws go to www.qld.gov.au (search 'vegetation clearing requirements'). It is the responsibility of the land owner to ensure that all necessary permits and approvals have been obtained before undertaking any clearing.
Koala habitat advice	
4.	The <i>Nature Conservation (Koala) Conservation Plan 2017</i> includes mandatory requirements that apply to all persons undertaking clearing of koala habitat trees, including that clearing be undertaken sequentially and in the presence of a koala spotter. Penalties for non-compliance apply. For further information please contact the Department of the Environment, Tourism, Science and Innovation at koala.compliance@detsi.qld.gov.au.
5.	Clearing of vegetation has the potential to disturb the roots of the trees of proposed retained vegetation thereby resulting in the death of trees not approved to be cleared under this development approval. It is recommended clearing and excavation activities be undertaken in accordance with the ' <i>Australian Standards for the Protection of Trees on Development Sites (AS4970-2009)</i> ' to avoid any consequential unauthorised clearing.
6.	The development site contains areas mapped as containing a high risk area on the protected plant flora survey trigger map. Where clearing is proposed within a high risk area, it is a requirement under the <i>Nature Conservation Act 1992</i> to conduct a flora survey in accordance with the Flora Survey Guidelines to determine if there are any protected plants on the clearing site. If protected plants are found on the clearing site, a clearing permit under the <i>Nature Conservation Act 1992</i> may be required.
7.	The development site contains habitat for threatened and special least concern fauna species. If the development requires tampering with a protected animal breeding place, a species management program may be required. More information on protected animal breeding places and species management programs can be found here: https://environment.des.qld.gov.au/licences-permits/plants-animals/species-management-program.

Attachment 3—Reasons for referral agency response

(Given under section 56(7) of the *Planning Act 2016*)

The reasons for the SARA's decision are:

- SARA assessed the development against the following code of the SDAP, version 3.6:
 - o State code 25: Development in South East Queensland koala habitat areas (State code 25).
- The development complies with the assessment benchmarks of State code 25 of the SDAP in that the development:
 - o does not cause an unacceptable impact on mapped koala habitat areas;
 - o reasonably minimised and mitigates impacts to matters of state environmental significance;
 - o results in a significant residual impact that is acceptable, and an offset is provided.

Material used in the assessment of the application:

- the development application material and submitted plans
- *Planning Act 2016*
- Planning Regulation 2017
- the SDAP (version 3.6), as published by SARA
- the Development Assessment Rules
- SARA DA Mapping system
- State Planning Policy mapping system
- section 58 of the *Human Rights Act 2019*.

Attachment 4—Representations about a referral agency response provisions

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Attachment 5—Documents referenced in conditions

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Development Assessment Rules—Representations about a referral agency response

The following provisions are those set out in sections 28 and 30 of the Development Assessment Rules¹ regarding **representations about a referral agency response**

Part 6: Changes to the application and referral agency responses

28 Concurrence agency changes its response or gives a late response

- 28.1. Despite part 2, a concurrence agency may, after its referral agency assessment period and any further period agreed ends, change its referral agency response or give a late referral agency response before the application is decided, subject to section 28.2 and 28.3.
- 28.2. A concurrence agency may change its referral agency response at any time before the application is decided if—
- (a) the change is in response to a change which the assessment manager is satisfied is a change under section 26.1; or
 - (b) the Minister has given the concurrence agency a direction under section 99 of the Act; or
 - (c) the applicant has given written agreement to the change to the referral agency response.²
- 28.3. A concurrence agency may give a late referral agency response before the application is decided, if the applicant has given written agreement to the late referral agency response.
- 28.4. If a concurrence agency proposes to change its referral agency response under section 28.2(a), the concurrence agency must—
- (a) give notice of its intention to change its referral agency response to the assessment manager and a copy to the applicant within 5 days of receiving notice of the change under section 25.1; and
 - (b) the concurrence agency has 10 days from the day of giving notice under paragraph (a), or a further period agreed between the applicant and the concurrence agency, to give an amended referral agency response to the assessment manager and a copy to the applicant.

¹ Pursuant to Section 68 of the *Planning Act 2016*

² In the instance an applicant has made representations to the concurrence agency under section 30, and the concurrence agency agrees to make the change included in the representations, section 28.2(c) is taken to have been satisfied.

Part 7: Miscellaneous

30 Representations about a referral agency response

30.1. An applicant may make representations to a concurrence agency at any time before the application is decided, about changing a matter in the referral agency response.³

³ An applicant may elect, under section 32, to stop the assessment manager's decision period in which to take this action. If a concurrence agency wishes to amend their response in relation to representations made under this section, they must do so in accordance with section 28.

05. DEVELOPMENT ASSESSMENT (KOALA HABITAT AREAS)



Notes:
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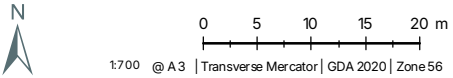
- LEGEND**
- Qld DCDB
 - Site DCDB
 - Koala Habitat Areas (KHA)
 - Layout Detail (indicative)**
 - Proposed Lots
 - Proposed Easements
 - Proposed Roads and Footpaths
 - GPS Tree Plot within KHA (w/ TPZ)**
 - Native, Location**
 - Non-juvenile Koala Habitat Tree
 - Native Tree
 - Dead Tree (stag)
 - Weed Tree
 - Remove (in exempt area)
 - Remove (not in exempt area)
 - Remove (road reserve)
 - KHA 500m² clearing exemption
 - KHA 5m boundary clearing exemption
 - KHA Not exempt (4,700m²)

PLANS AND DOCUMENTS
referred to in the REFERRAL
AGENCY RESPONSE

SARA ref: 2607-53328 SRA

Date: 30 July 2026

AMENDMENTS				
Issue	Date	Description	Drawn	Checked
A	19/03/2026	Preliminary	HW	LB



Address / RPD: Coomera, QLD

Date: 19/03/2026

13087 E 05 Development Assessment A



PLANS AND DOCUMENTS
referred to in the REFERRAL
AGENCY RESPONSE



SARA ref: 2607-53328 SRA

Date: 30 July 2026

Koala Management Plan (KMP)

State Development Assessment Provisions v3.4 (Qld)

17 Courtney Dr, Upper Coomera, QLD, 4209

Prepared for Courtney Upper Coomera
Developments Pty Ltd Pty Ltd

26 March 2026

Job 13087

**Saunders
Havill**

PATHWAYS TO SUCCESS

Document Control

Document: SDAP v3.4 – Koala Management Plan (KMP), 17 Courtney Drive, Upper Coomera, QLD 4209 prepared by Saunders Havill (SH) for Courtney Upper Coomera Developments Pty Ltd .

Document Issue

Issue	Date	Prepared By	Checked By
Issue A	2026.03.26	HW	TM

Prepared by

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ABN 24 144 972 949

www.saundershavill.com

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Acronyms and Abbreviations

Legislation, policies, and guidelines

Draft Code	<i>Draft Code of Practice for the Welfare of Animals Affected by Land-clearing and Other Habitat Impacts</i>
EMP Guidelines	<i>Environmental Management Plan Guidelines, prepared by the Commonwealth of Australia, 2014</i>
VMA	<i>Vegetation Management Act 1999 (Qld)</i>

Government departments

COGC	City of Gold Coast
DETSI	Department Environment, Tourism, Science and Innovation (Qld)
DSDMIP (Qld)	Department of State Development, Manufacturing, Infrastructure and Planning

General terms

DBH	Diameter at Breast Height
Ha	hectares
KHA	Koala Habitat Area
KMP	Koala Management Plan
Km	Kilometres
KPA	Koala Priority Area
mm	Millimetres
RE	Regional Ecosystems
SAT	Spot Assessment Technique
SDAP	State Development Assessment Provisions
SH	Saunders Havill
VCFMP	Vegetation Clearing and Fauna Management Plan
WHIMP	Wildlife Habitat Impact Mitigation Plan
WPMP	Wildlife Protection and Management Plan



1. Introduction

Saunders Havill (SH) was engaged by Courtney Upper Coomera Developments Pty Ltd to prepare a Koala Management Plan (KMP) to demonstrate compliance with the State Development Assessment Provisions (SDAP) *State Code 25: Development in Southeast Queensland Koala habitat areas* (v3.4), implemented by the Department of State Development, Infrastructure, Local Government and Planning (DSDILGP). Specifically, this KMP is required to demonstrate compliance with performance outcomes within the State Code 25, where the KMP must include:

1. *activities that may cause injury or death of koalas from construction activities; and*
2. *acceptable measures to avoid and mitigate injury or death of koalas from construction activities.*

This KMP has been prepared in accordance with the document *Environmental Management Plan Guidelines, prepared by the Commonwealth of Australia, 2014* (EMP Guidelines). The purpose of this KMP is to provide a single explanatory management document for the inclusion in the design, construction, and operation of the development. The objectives of this KMP are as follows:

- 1) To highlight the existing flora, fauna, and ecosystem values on the subject site and in surrounding areas.
- 2) Describe key results from survey data, including Koala occurrence and the availability and quality of habitat.
- 3) Identify key direct and indirect impacts on Koalas and describe proposed avoidance and mitigation measures; and,
- 4) List out actions and legislative requirements to be implemented to manage construction impacts.



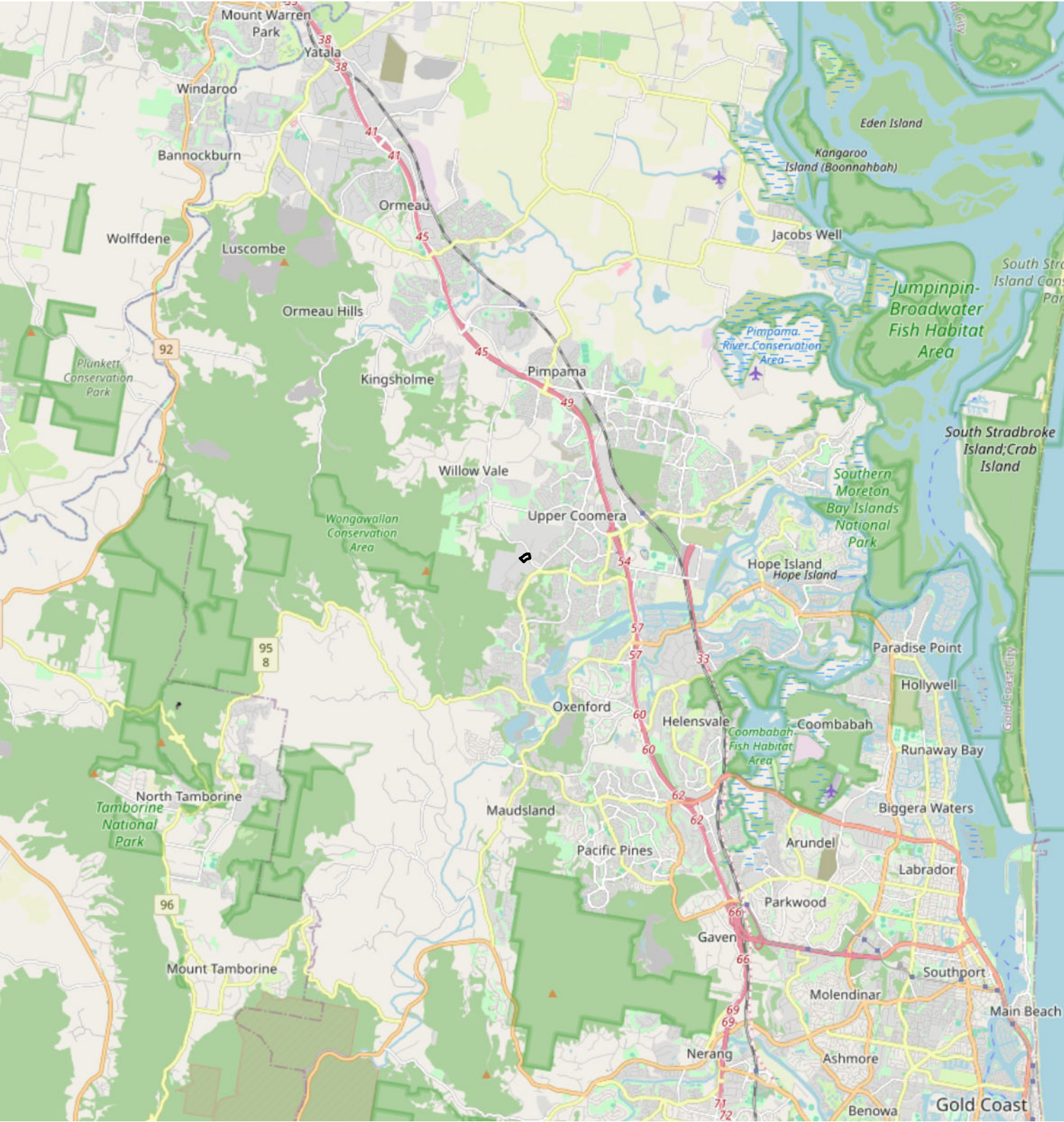
1. Project Description

The subject site is located at located at 17 Courtney Drive, Upper Coomera, QLD, 4209 and described as Lot 182 on RP156422. Contextually, the site is located approximately 15.8 kilometres (km) north-east of Southport, in the suburb of Upper Coomera. Situated on the corner of Courtney Drive and Bailey's Mountain Road, surrounding land uses consist of similarly sized rural residential lots. Higher density residential developments exist to the east of the site and patches of vacant bushland surround the area. On-site values were typical of rural residential lots, being highly modified/cleared areas dominated by regrowth acacias and other planted species with some scattered natives throughout the site.

The context of the site and a recent aerial image are presented in **Figure 1** and **Figure 2** respectively. The proposed development consists of 63 new residential allotments, internal roads, internal pathway, services, easements and a detention/drainage area. It will require vegetation clearing across the entire site.

Refer to **Figure 1** for site context and **Figure 2** for site aerial and **Plan 1** for the development assessment.





LEGEND

 Site DCDB

Figure 1

Site Context

FILE REFERENCE
13087 E Figure 1Site Context A

DATE
19/03/2026

Courtney Drive, Coomera

0 1 2 3 4 5 km

COORDINATE SYSTEM SCALE (A4)
GDA 2020 MGA Z56 1:150,000



CLIENT

COURTNEY
UPPER COOMERA
DEVELOPMENTS
PTY

**Saunders
Havill**

BOWENHILLS | SPRINGFIELD
1300 123 744 | mail@saundershavill.com

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LEGEND

Qld DCDB

Site DCDB

Figure 2

Site Aerial

FILE REFERENCE
13087 E Figure 2 Site Aerial A

DATE
19/03/2026

Courtney Drive, Coomera

0 10 20 30 40 50 m

COORDINATE SYSTEM
GDA 2020 MGA Z56

SCALE (A4)
1:1,800



CLIENT

COURTNEY
UPPER COOMERA
DEVELOPMENTS
PTY

**Saunders
Havill**

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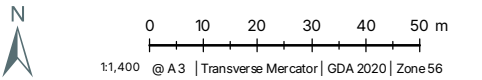
1.00 DEVELOPMENT ASSESSMENT



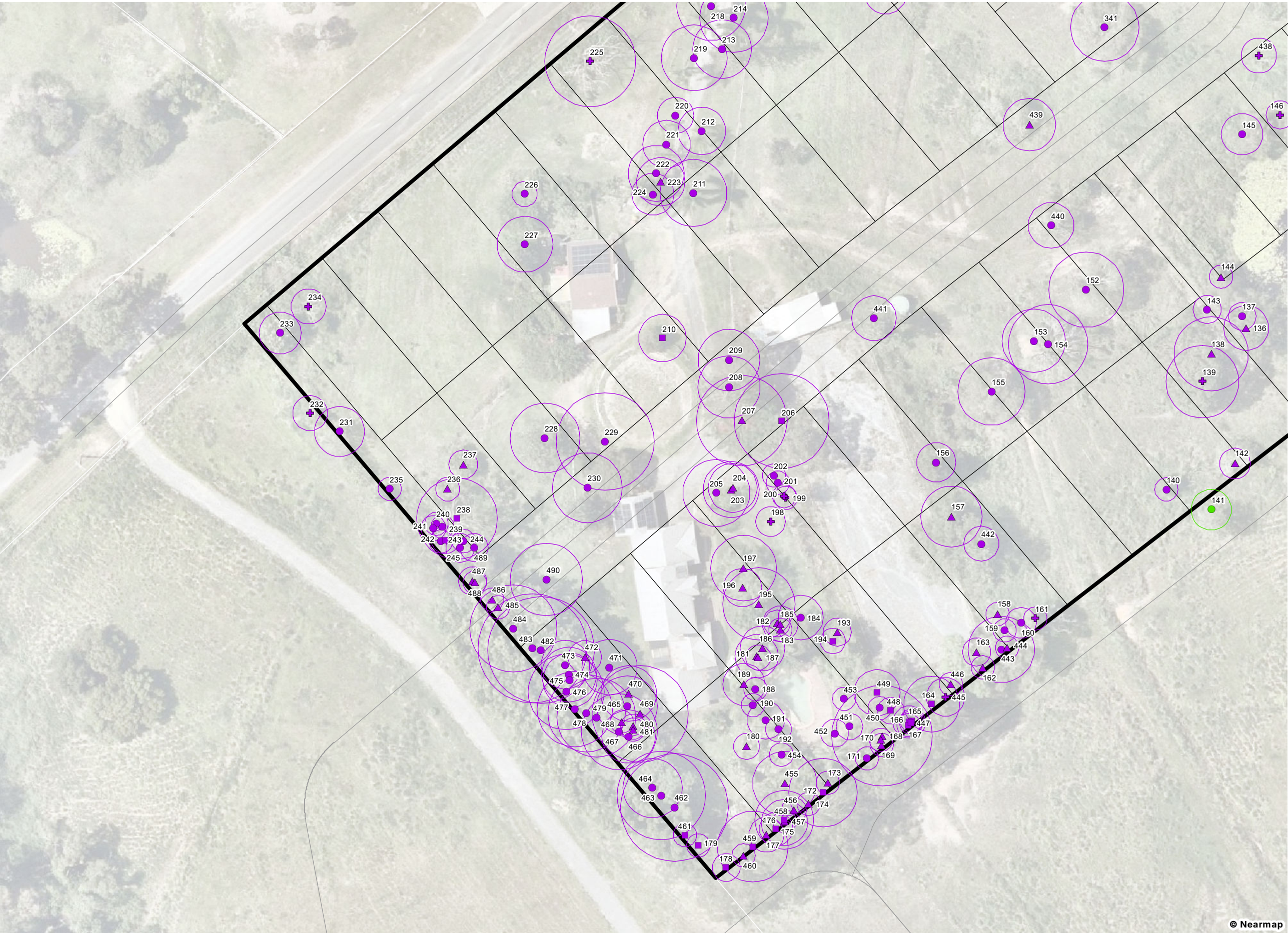
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- LEGEND**
- Qld DCDB
 - Site DCDB
 - Layout Detail (indicative)**
 - Proposed Lots
 - Proposed Easements
 - Proposed Roads and Footpaths
 - GPS Tree Plot**
 - Native tree to retain in neighbouring property [3]
 - Non-juvenile Koala habitat tree to remove as part of this application [86]
 - Native tree to remove as part of this application [227]
 - Dead/stag tree to remove as part of this application [41]
 - Non-native tree to remove as part of this application [61]
 - Non-juvenile Koala habitat tree to remove as part of proposed Baileys Mount Road upgrade [75]
 - Native tree to remove as part of proposed Baileys Mount Road upgrade [37]
 - Dead/stag tree to remove as part of proposed Baileys Mount Road upgrade [4]
 - Non-native tree to remove as part of proposed Baileys Mount Road upgrade [2]

AMENDMENTS				
Issue	Date	Description	Drawn	Checked
A	19/03/2026	Preliminary	HW	LB



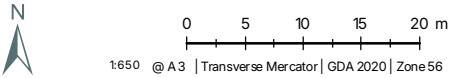
1.01 DEVELOPMENT ASSESSMENT



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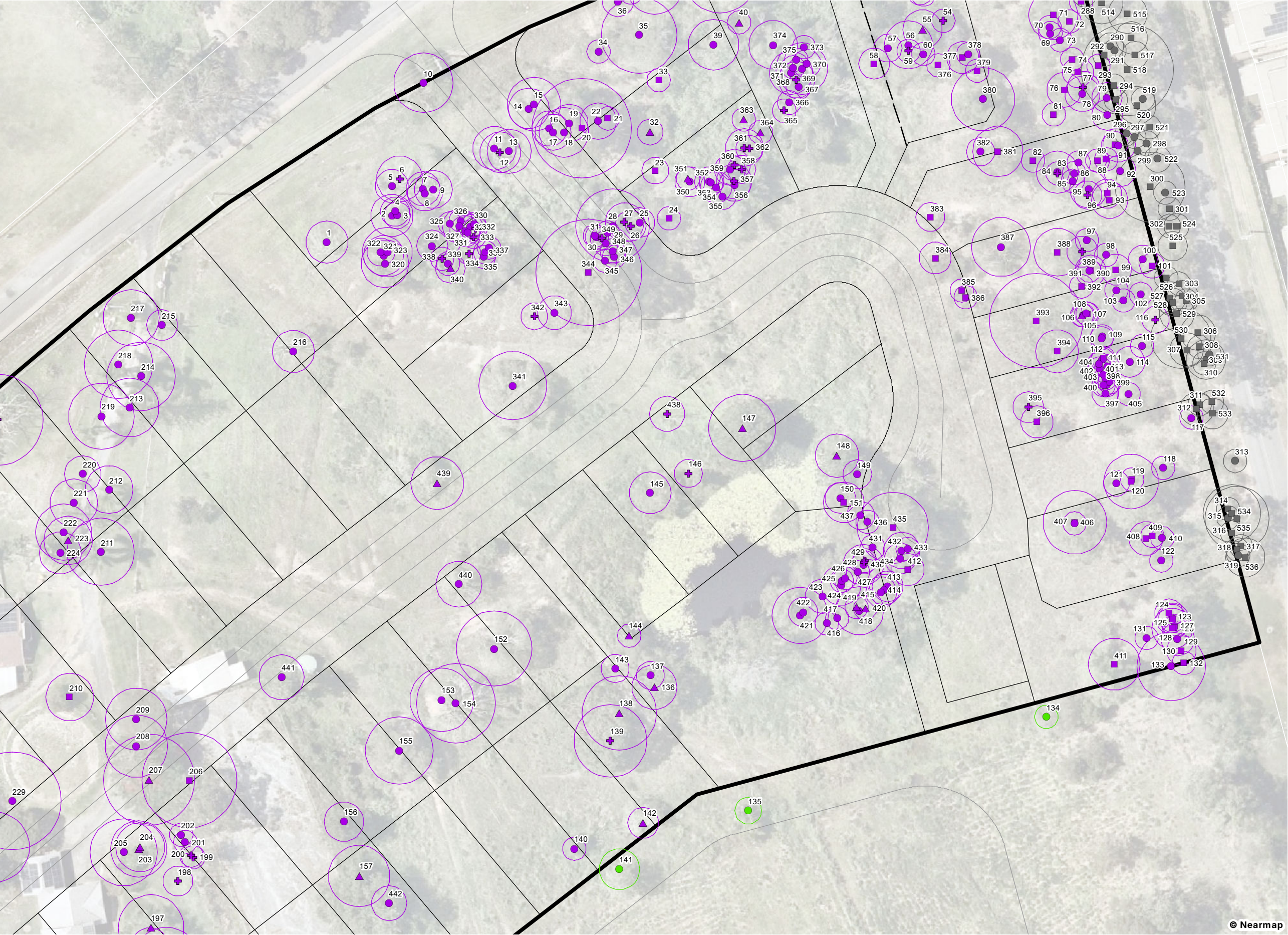
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A	19/03/2026	Preliminary	HW	LB



Address / RPD: Coomera, QLD
Date: 19/03/2026
13087 E 02_1 Development Assessment A



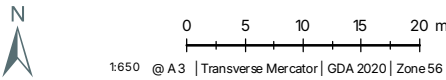
1.02 DEVELOPMENT ASSESSMENT



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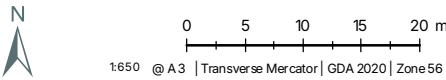
1.03 DEVELOPMENT ASSESSMENT



Notes:
The information on this plan is not suitable for any purpose other than the expressed use of the Client. Property dimensions, areas, numbers of lots and contours and other physical features may need verification if the development application is approved and development proceeds, and may change when a full survey is undertaken or in order to comply with development approval conditions. No reliance should be placed on the information on this plan for detailed design or for any financial dealings involving the land. Saunders Havill therefore disclaims any liability for any loss or damage whatsoever or howsoever incurred, arising from any party using or relying upon this plan for any purpose other than as a document prepared for the sole purpose of accompanying a development application, and which may be subject to alteration beyond the control of Saunders Havill. Unless a development approval states otherwise, this is not an approved plan.
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- LEGEND**
- Qld DCDB
 - Site DCDB
 - Layout Detail (indicative)**
 - Proposed Lots
 - Proposed Easements
 - Proposed Roads and Footpaths
 - GPS Tree Plot (w/ TPZ)**
 - Native tree to retain in neighbouring property [3]
 - Non-juvenile Koala habitat tree to remove as part of this application [86]
 - Native tree to remove as part of this application [227]
 - Dead/stag tree to remove as part of this application [41]
 - Non-native tree to remove as part of this application [61]
 - Non-juvenile Koala habitat tree to remove as part of proposed Baileys Mount Road upgrade [75]
 - Native tree to remove as part of proposed Baileys Mount Road upgrade [37]
 - Dead/stag tree to remove as part of proposed Baileys Mount Road upgrade [4]
 - Non-native tree to remove as part of proposed Baileys Mount Road upgrade [2]

AMENDMENTS				
Issue	Date	Description	Drawn	Checked
A	19/03/2026	Preliminary	HW	LB



2. Summary of Ecological values

Field surveys were undertaken across the site by two (2) Ecologists from SH on 22 August 2025. This included one (1) Spot Assessment Technique (SAT) survey¹ to confirm vegetation habitat structure and status, targeted searches for presence of Koala, and searches for indirect evidence of Koala in the forms of scats where habitat was considered of suitable size and structure to potentially support Koala. Incidental searches for Koala scats were also undertaken during tree plot surveys across the entire site as well as a general scat meander throughout the mapped Koala Habitat Area (KHA).

As detailed in the State Code 25 Response and Ecological Assessment Report, the site is considered isolated and fragmented from surrounding viable koala habitat areas due to local roads to the east and north, and large areas of cleared rural residential land to the south and west which is also largely under a development application with CoGC for a substantial residential development and ecological corridors. Whilst the mapped KHA contains suitable koala food and shelter trees as per the definitions in SDAP Code 25, adequate consideration needs to be given to the zoned intent of the land for urban / residential purposes to cater for the growing southeast Queensland population. Given the limited vegetation on site which, where present, is dominated by regrowth *Acacia* species with only scattered Non-Juvenile Koala Habitat Trees (NJKHT), the onsite KHA is considered to be low quality. Paired with the lack of connectivity to other viable areas of mapped KHA the long-term viability of the isolated patch of koala habitat on-site is compromised. Retention of the KHA would not provide any stepping-stone connectivity or patch habitat for the koala given its fragmentation from other viable areas of koala habitat.

Regulated Vegetation Management Mapping at the time of the application maps the majority of the site as Category X (non-remnant) vegetation, with the eastern KHA vegetation mapped as Category C (high-value regrowth) vegetation containing Least Concern RE 12.11.24 (**Figure 3**). Field surveys confirmed there are scattered species characteristic of this RE present. The site is not mapped within a Priority Koala Area but is mapped as containing a small patch (0.63 ha) of mapped Koala Habitat Area (core - regrowth) (**Figure 4**).

Canopy species throughout the KHA mapping are dominated by *Acacia disparrima* (Hickory Wattle) with scattered eucalypt vegetation including, *Eucalyptus siderophloia* (Northern Grey Ironbark), *Eucalyptus tindaliae* (Tindale's Stringybark), *Lophostemon confertus* (Swamp Box), *Eucalyptus tereticornis* (Forest Red Gum), *Corymbia torelliana* (Cadaghi), *Corymbia intermedia* (Pink Bloodwood), *Lophostemon suaveolens* (Swamp Box), *Eucalyptus major* (Grey Gum), *Corymbia henryi* (Large-leaved Spotted Gum),

¹ Phillips, S & Callaghan, J 2011, "The *Spot Assessment Technique*: a tools for determining localised levels of habitat use by Koala *Phascolarctos cinereus*", *Australian Zoologist*, 35:3.



Eucalyptus microcorys (Tallowwood), *Corymbia citriodora* (Spotted Gum), *Eucalyptus carnea* (Broad-leaved White Mahogany), as well as other species of *Eucalyptus*, *Melaleuca* and *angophora* found in small amounts. The vegetation on site meets the definition of Koala habitat and is proposed for removal as part of the development.



Figure 3: Regulated Vegetation Management Map



Figure 4: Koala Habitat Areas



3. Impacts to the Koala

The following direct and indirect impacts have been identified as having potential to occur as a result of construction.

Construction Impacts

- Loss of habitat.
- Loss of 54 non-juvenile koala habitat trees within mapped KHA and an additional 32 from the balance of the site.
- Potential for injury or mortality caused by vegetation clearing.
- Potential for injury or mortality caused by increased traffic.
- Potential for injury or mortality caused by domestic dogs and cats.
- Potential for injury or mortality from koalas getting trapped in machinery and / or excavated pits and holes.
- Potential for injury or mortality caused by vehicles use during construction.
- Potential for injury or mortality caused by increased stress from construction noise.
- Species displacement into surrounding habitat areas.



3.1. Risk Assessment

Each of the identified potential impacts were analysed in the context of the proposed action within the Risk Assessment Table (refer **Table 1**) to identify where avoidance and mitigation measures are to be focused.

Table 1: Risk Assessment

Impact	Likelihood	Consequence	Risk Rating
Construction Phase			
Loss of habitat	Almost certain (A)	Minor (2)	High
Loss of 54 NJKHT's	Almost certain (A)	Minor (2)	High
Indirect loss of habitat through edge effects	Almost certain (A)	Minor (2)	High
Injury and mortality due to vegetation clearing	Unlikely (D)	Major (4)	Moderate
Injury and mortality from domestic dogs and cats	Unlikely (D)	Major (4)	Moderate
Injury and mortality from falling and getting trapped into excavated pits and holes	Unlikely (D)	Major (4)	Moderate
Injury and mortality due to stress caused from noise, vibration and dust impacts	Unlikely (D)	Major (4)	Moderate
Injury and mortality due to Weed introduction (garden escapees)	Unlikely (D)	Major (4)	Moderate
Injury and mortality due to loss of food sources	Unlikely (D)	Major (4)	Moderate
Injury and mortality due to increased vehicle usage	Unlikely (D)	Major (4)	Moderate
Species displacement into other habitat areas	Possible (C)	Minor (2)	Moderate



As identified from the risk assessment above, management measures will focus on avoiding and mitigating impacts caused by:

- Loss of habitat.
- Risk of injury and death caused by:
 - Falling into excavated pits / holes
 - Taking refuge in machinery during nightfall
 - Wild dog predation
 - Domestic dogs and cats
 - Loss of food sources
 - Swimming pools and backyards
 - Weed introduction (garden escapees)
 - Altering hydrological flows
 - Excavation/compaction/changes in ground levels
 - Stress cause from noise, vibration and dust impacts
 - Increased human and traffic activity
 - vegetation clearing; and
 - vehicle strike.
- Barriers to dispersal into surrounding habitat areas.



4. KMP Framework

This KMP focuses on the management and safety of Koalas during the construction of the project. To achieve the objectives of the KMP, as detailed in **Section 1**, the implementation of specific management actions at each stage of project design and construction will occur. Management task and actions relevant to the project are explained throughout the following subsections. Specific actions are converted to schedules within **Section 4** and documented using the S.M.A.R.T criteria (Specific, Measurable, Achievable, Reasonable and Time Specific).

4.1. General Management

4.1.1 Roles and Responsibilities

The successful implementation of this KMP requires a number of key personnel to complete various roles. While many of the contractors for the project are yet to be appointed, these will be specified within on-site working versions of the KMP.

Environmental Coordinator

SH is the Environmental Coordinator for the project and is responsible for the development of this KMP and documentation for overarching environmental management. SH will be responsible for managing non-compliance by appointed contractors and sub-contractors, including establishing additional management procedures.

Administering Authority

CoGC is the government approval authority for the Local Government Area and issuer of development and operational approvals for the project.

Site Coordinator

The Site Coordinator is a representative of the project team (typically the Project Engineer) and is responsible for coordinating the project consultants and construction contractor.

Site Supervisor

The Site Supervisor is a representative of the Construction Contractor (to be appointed) and is responsible for overseeing all pre-clearing, clearing and construction activities. The Site Supervisor is responsible for ensuring all pre-clearing, clearing and construction activities are undertaken in accordance with this KMP and subsequent environmental management documentation. The Site Contractor will be responsible for engaging and commissioning the Fauna Spotter Catcher.



Fauna Spotter Catcher

A Department of Environment, Tourism, Science, and Innovation (DETSI) approved Fauna Spotter Catcher is a person who holds a rehabilitation permit with an extended authority issued by DETSI specifying the holder may take, keep or use an animal whose habitat is about to be destroyed by a human activity. A DETSI approved Fauna Spotter Catcher will be engaged by the Proponent for pre-construction and construction stages of the project. It is noted that the Fauna Spotter Catcher must hold a Rehabilitation Permit and a copy of this permit along with their contact details will be passed on to the Environmental Coordinator. The engaged Fauna Spotter Catcher will be responsible for undertaking pre-clearing surveys of the site and preparing all required pre-clearing and post-clearing reporting. The Fauna Spotter Catcher must be present on site during all clearing activities and is responsible for the relocation of native fauna.

Koala Spotter Catcher

Under Part 3, Section 11 of the *Nature Conservation (Koala) Conservation Plan 2017* an approved Koala Spotter is a person who has qualifications and experience, or demonstrated skills and knowledge, in— (a) locating koalas in koala habitats; or (b) conducting arboreal fauna surveys. The person must ensure the clearing is carried out in the presence of a koala spotter who has the primary role of locating koalas in the trees for the person. This person may be the same or a different person from the Fauna Spotter Catcher as long as they have all relevant qualifications and permits for both. In relation to the stop works procedures, works are not to recommence until the koala spotter reviews how the incident occurred and signs off that appropriate measures are in place to ensure that no further injury can occur.

Contacting RSPCA on 1300 ANIMAL is the first priority when a koala is injured. Although, there are other places in the SEQ Koala network that a koala can be taken to if it is unable to be taken to RSPCA, such as:

- Moggill Koala Rehabilitation Centre
- Currumbin Wildlife Hospital
- Australia Zoo Wildlife Hospital.

A list of key contacts for the project is contained in **Table 2**.

Table 2: Key Management Personnel

Role	Nominated Person	Company
Proponent/ Project Coordinator	Harry Wilson	Courtney Upper Coomera Developments Pty Ltd
Environmental Coordinator	Liam Brzezinski	Saunders Havill Pty Ltd
CoGC Contact	To Be Assigned (TBA)	City of Gold Coast



Role	Nominated Person	Company
SARA Contact	TBA	TBA
Site Coordinator	TBA	TBA
Principal Site Contractor	TBA	TBA
Registered Fauna Spotter	TBA	TBA
Registered Koala Spotter	TBA	TBA

4.1.2 Environmental Training

The KMP will be issued to all site contractors and sub-contractors and will be made available within the site construction office. Elements of compliance with the KMP will form part of the responsibility of the Principal Site Contractor. Training on the KMP will be incorporated as part of the broader environmental management and workplace health and safety procedures for the site. This will include the following management plan actions:

- 1) Providing a copy of the KMP to all site contractors and sub-contractors.
- 2) Requirements of the KMP discussed during site induction.
- 3) Making available the final copy of the KMP within the site construction office.
- 4) Requirements of the KMP to be incorporated into workplace checklists, work method statement and toolbox talks.
- 5) Monthly review and report on compliance with the KMP as part of the Principal Contractor's role.

4.2. Construction Management

4.2.1 Fauna

The sequential clearing of site vegetation will be undertaken in accordance with fauna management protocols implemented by a Fauna Spotter Catcher registered by DETSI. Additionally, the adoption of a leading practice fauna management model to guide works prior, during and post construction. This model is cited as the *Draft Code of Practice for the Welfare of Animals Affected by Land-clearing and Other Habitat Impacts*, endorsed by the Australia Zoo Wildlife Warriors and Voiceless (the Draft Code). Under the Draft Code, the following procedures will apply to all clearing works:

Action 1- Engagement of Fauna Spotter Catcher

This action requires that the developer engage a Fauna Spotter Catcher with full registrations and licences provided in accordance with the DETSI.



Action 2- Fauna Spotter Catcher to prepare a Wildlife Protection and Management Plan (WPMP)

The WPMP will include the following information:

- description of the project with reference to impacts on wildlife and wildlife habitat;
- pre-development plan of the site showing habitat areas, features, corridors, riparian habitats and adjacent areas;
- results of any fauna surveys including pre-clearance surveys; and
- a wildlife and habitat impact assessment based on the proposed development works.

Action 3- Prepare a Wildlife and Habitat Impact Mitigation Plan (WHIMP)

Following the completion of the WPMP, the Fauna Spotter Catcher will prepare a more detailed WHIMP, which will provide details on:

- measures required to be completed to minimise wildlife and habitat impacts during operational works;
- wildlife capture and removal plan;
- contingency plan for wildlife requiring euthanasia, other veterinary procedures or captive care;
- wildlife storage and housing plan;
- wildlife release and disposal plan; and
- post works measures to minimise impacts on wildlife.

Action 4 – Role of Fauna Spotter Catcher and a Koala spotter at Pre-Start Meeting

Prior to the commencement of any construction works, a pre-start meeting is to be held between the project manager, site foreperson, plant operators and Local Government representatives (if required). At the pre-start meeting, the Fauna / Koala Spotter Catcher is to outline the clearing process and the requirements of the WPMP.

Action 5 – During Construction

The Fauna Spotter Catcher and a Koala spotter with is to be on-site during all phases of construction which involve potential impacts on wildlife or habitat. This will enable the Fauna Spotter Catcher to make any necessary adjustments to the WPMP to cater for any specific issues encountered during the clearing works.

Action 6 – Post Works Reporting (Wildlife Management Report)

During the course of all site works, including the pre-clearance surveys, the Fauna Spotter Catcher is to keep an accurate record of all animals encountered, captured, incidents and disposals for each stage of the project. The records should form part of the post-works Wildlife Management Report to be issued



under licence requirements to DETSI. The Wildlife Management Report should consist of the following three sections:

1. Wildlife Habitat Management Plan – Aspects of the planning, design, construction and ongoing operation of the project in which risks to wildlife have been identified. This plan should also include recommendations and outline the type, frequency and timeframes for monitoring.
2. Wildlife Capture and Disposal Plan – Should contain the following details for each captured animal:
 - a. Species.
 - b. Identification name or number.
 - c. Sex (M, F or unknown).
 - d. Approximate Age or Age Class (neonate, juvenile, sub-adult, adult).
 - e. Time and date of capture.
 - f. Method of capture.
 - g. Exact point of capture (GPS coordinates).
 - h. State of health.
 - i. Incidents associated with capture likely to affect health.
 - j. Veterinary intervention or treatments.
 - k. Time held in captivity.
 - l. Disposal method (euthanasia, translocation, re-release).
 - m. Date and time of disposal.
 - n. Detailed of disposal (GPS points of release).
 - o. For released animals, location relative to point of capture.
3. Animal Injury and Euthanasia Report – similar details for the Wildlife Capture and Disposal Plan should be included in this report.

4.2.2 Vegetation Management / Sequential Clearing

Vegetation clearing over the development footprint will occur in a series of stages, sequentially and most likely in accordance with an endorsed Vegetation Clearing and Fauna Management Plan (VCFMP) to be provided at the Operational Works stage. If required, the VCFMP will detail fauna exclusion fencing to be installed around construction areas to prevent fauna from dispersing into these hostile areas.

Sequential clearing means the clearing of vegetation that:



- ensures any Koalas in the area being cleared have enough time to move out of the clearing zone without human intervention. For sites with an area of more than 3 ha, this means:
 - i. vegetation clearing is to be carried out in stages, where the total area to be cleared in any one stage:
 - is no greater than 50 % of the area of a site that is 6 ha or smaller;
 - is no greater than 3 ha or 3 % of the area of a site that is larger than 6 ha.
 - ii. between each stage and the next, there is at least one 12-hour period commencing at 6 pm on one day and concluding at 6 am the following day, during which no trees are cleared on the site.
 - iii. no tree in which a Koala is present, or a tree with a crown overlapping a tree in which a Koala is present, is cleared until the tree is vacated by the Koala.
- ensures vegetation clearing is directed away from threatening processes, or hostile environments, and towards any retained vegetation or habitat links, ensuring that:
 - i. Koalas are not pressured, through loss of habitat, to cross roads or move through developed or disturbed areas, such as residential areas or areas that require movement of greater than 100 m over cleared ground to reach suitable habitat;
 - ii. Koalas are not isolated to an "island" of habitat between hostile environments, such as road and cleared areas, unless there are no other more suitable habitat areas in which to direct Koalas; and
 - iii. Koalas can safely leave the site of clearing and relocate to adjacent habitat through maintained habitat links.

The following additional controls for the appointed DETSI Fauna Spotter Catcher during vegetation clearing include:

1. No further vegetation clearing is to commence or continue without the presence of the appointed DETSI endorsed Fauna Spotter Catcher.
2. All trees scheduled for removal will be checked on the day of their removal (prior to the start of operations) for the presence of Koalas by the appointed DETSI endorsed Fauna Spotter Catcher.
3. The appointed DETSI endorsed Fauna Spotter Catcher is responsible for ensuring, throughout the duration of the clearing operations, that no tree in which a Koala is present, or a tree with a crown overlapping a tree in which a Koala is present, or a tree identified as being a risk to Koalas, should not be felled, damaged or interfered with until the Koala has moved from the clearing zone on its own volition.



4. Where a Koala is present within a clearing zone, the tree will be marked with distinctive flagging (and other advisory means as required) and machinery operators will be briefed on the location of the area. No clearing works can occur within 20 m of the tree retaining a Koala until the animal has moved on via its own volition (where the strategy is to allow the Koala to move of its own accord, overnight). On the following day, the tree and retained area, are to be checked again prior to their removal. If necessary, the procedure is repeated until the Koala has moved.
5. In the event that the Koala is sick or injured and needs medical attention, DETSI will be contacted and trapping by the Fauna Spotter Catcher may be required to allow the Koala to receive medical attention. Actions will be guided by DETSI and the Fauna Spotter Catcher.

4.2.3 Adaptive Management and Management Strategy

An adaptive management strategy is to be applied to this KMP to enable it to alter as necessary to better protect Koala from injury or mortality if required. As a part of this strategy the following minimal protocols are to be applied in the event of koala injury or mortality as a result of clearing or construction:

1. Clearing and construction is immediately ceased.
2. The DETSI is notified in writing within 48 hours of the Koala injury or mortality occurring via 13 74 68 (as detailed within **Section 5**).
3. Measures for minimising impacts to Koalas as a result of clearing and construction are revised, in consultation with a suitably qualified person to reduce the likelihood of Koala injury or mortality before clearing and construction recommences.



5. Management Activities

Several management activities have been identified within this KMP and broadly explained through **Section 4. Table 3** provides environmental management commitments to be implemented during construction works. Specific details relevant to each management commitment are provided, including timing, funding, responsible parties, and monitoring to ensure each commitment can be achieved. Each suite of management activities is categorised into pre-construction, during construction and operational measures. This KMP will be reviewed annually, or at the completion of each phase of the project, and where necessary edited.

Table 3: Management Roles and Responsibilities

Environmental Management Commitment	Responsibility	Timing	Funding	Monitoring / Frequency
PRE-COMMENCEMENT MANAGEMENT ACTIONS				
1. Provide a copy of the KMP to all contractors and subcontractors and retain a final copy at the construction office on-site, always.	Proponent to provide to principal contractor. Principal Contractor to all sub-contractors	As part of contractor appointment and throughout construction.	Contractor costs associated with contractual appointment. The Principal action to be included in evidence that each appointed sub-tender scope contractor has been provided the KMP. funded by Proponent.	Provision for supplying the KMP to the Principal Contractor will occur with associated with contractual appointment. The Principal Contractor is responsible for providing evidence that each appointed sub-tender scope contractor has been provided the KMP.



Environmental Management Commitment	Responsibility	Timing	Funding	Monitoring / Frequency
2. Key KMP Criteria to be included on the Workplace Health and Safety and Environmental Management work method statement.	Prepared by the principal contractor as part of other site induction checklists	Checklist to be completed prior to commencement and issued as part of all site inductions.	Principal Contractor Proponent	The site induction process requires all visitors and works at the site to read and acknowledge work method statements as part of a signed checklist. This is provided to and signed by each new entrant to the site as part of induction procedures.
3. Contractor will review project compliance with the KMP, on a monthly basis, if required.	Principal Contractor in their role as Superintendent for the project.	Monthly	Principal Contractor Proponent	Review of compliance on a monthly basis. Any non-compliances must be reported immediately.
4. Engagement of DETSI approved Fauna Spotter Catcher - ensure Fauna Spotter Catcher retains all necessary licenses and accreditations .	Proponent (or as passed onto Principal contractor)	Before clearing commences on any stage of works and during construction including any post construction reporting	Proponent	Pre-clearance report issued to the Environmental Coordinator prior to commencement of works. Fauna Spotter Catcher on site during all works. Pre-clearance reports to be posted on project website.
5. Engagement of DETSI approved Koala Spotter - ensure Koala Spotter Catcher retains all	Proponent (or as passed onto Principal contractor)	Before clearing commences on any stage of works and during construction including any post construction reporting	Proponent	Pre-clearance report issued to the Environmental Coordinator prior to commencement of works. Koala Spotter Catcher can be the same or different to the



Environmental Management Commitment	Responsibility	Timing	Funding	Monitoring / Frequency
necessary licenses and accreditations.				above, as long as all permits and qualifications are present for both.
6. Develop Wildlife Protection and Management Plan (Prepared in accordance with elements of the Draft Queensland Code of Practice for the Welfare of Animals affected by Land Clearing).	Fauna Catcher	Spotter Before construction commences	Proponent	Prior to commencement of clearing in any stage.
7. Develop Wildlife and Habitat Impact Mitigation Plan (Prepared in accordance with elements of the Draft Queensland Code of Practice for the Welfare of Animals affected by Land Clearing).	Fauna Catcher	Spotter Before construction commences	Proponent	Prior to commencement of clearing in any stage
8. Attendance of Fauna Spotter Catcher at Pre-Start Meeting.	Fauna Catcher / Principal contractor	Spotter At the pre-start meeting for each new stage of clearing and construction works	Proponent	Fauna Spotter Catcher to sign pre-start attendance checklist.
9. Install temporary fauna exclusion fence or other suitable barrier around construction areas to	Contractors	After the clearing is completed and prior to construction occurring within the development area.	Proponent	Fence is to be monitored monthly by the Principal Contactor.



Environmental Management Commitment	Responsibility	Timing	Funding	Monitoring / Frequency
prevent koala access into construction zone.				
DURING CONSTRUCTION MANAGEMENT ACTIONS				
10. All clearing of koala habitat is to occur in a staged and sequential pattern enabling the directional flushing of native animals as guided by the suitably qualified Fauna Spotter Catcher.	Principal Contractor and or appointed clearing sub-contractor.	At the time of clearing works for each stage	Proponent	Management Action 10 for staged and sequential clearing may also be guided by the VCFMP if conditioned. Monitoring occurs as part of pre-start and completion inspections if required by officers from CoGC. Refer section 4.2.2 .
11. Stop works procedures for clearing vegetation supporting any Koalas until such time that any present Koalas vacate the vegetation or are relocated by a suitable qualified person.	Fauna Spotter Catcher / Principal Contractor and or appointed clearing sub-contractor.	During clearing no tree in which a Koala is present, or a tree with a crown overlapping a tree in which a Koala is present, or a tree identified as being a risk to Koalas, to be felled, damaged, or interfered with until the Koala has moved from the clearing zone of its own volition.	Proponent	Where a Koala is present within a clearing zone, the tree will be marked with distinctive flagging (and other advisory means as required) and machinery operators will be briefed on the location of the area. No clearing works can occur within 20 m of the tree retaining a Koala until the animal has moved on via its own volition (where the strategy is to allow the Koala to move of its own accord, overnight). On the following day, the tree and retained area, are to be checked again



Environmental Management Commitment	Responsibility	Timing	Funding	Monitoring / Frequency
				prior to their removal. If necessary, the procedure is repeated until the Koala has moved. In the event the Koala is sick or injured and needs medical attention, DETSI will be contacted and trapping by the Fauna Spotter Catcher may be required to allow the Koala to receive medical attention.
12. All construction clearing to occur within regulations of operating hours.	Principal Contractor and or appointed clearing sub-contractor.	At all times	Proponent	Limiting construction noise in the morning and evening: Many local councils limit construction activity on weekdays to early morning (QLD before 6:30am) and late night (QLD after 6:30pm) to prevent disruption while residents are at home, resting or doing family activities Prohibition of loud noises outside permitted hours: Regulations often state that certain types of noisy machinery (e.g., excavators, jackhammers) cannot be operated outside



Environmental Management Commitment	Responsibility	Timing	Funding	Monitoring / Frequency
13. A Post clearing and construction works Wildlife Management Report is to be prepared by the appointed Fauna Spotter Catcher at the completion of each stage of works. (Prepared in accordance with elements of the <i>Draft Queensland Code of Practice for the Welfare of Animals affected by Land Clearing</i>).	Fauna Spotter/Catcher	Records to be kept during construction and final report submitted at completion of works	Proponent	of specified hours. This includes weekends and public holidays. where noise control will be more stringent These restrictions are enforced to ensure that excessive noise and premature noise do not disturb the peace and quiet of residents.
				If the risk of injury to a healthy, independent koala is not immediate, the hazard should be removed, where possible and safe to do so, and the koala should be observed and allowed the opportunity to move away from the risk independently. When a koala is not presenting obvious signs of sickness or injury, but it is unclear whether its behaviour is normal or abnormal, advice must be sought from a local koala rehabilitation organisation or, alternatively, the RSPCA 24 hour Emergency Hotline: 1300 ANIMAL (1300 264 625) - Refer to <i>Code of Practice for Rehabilitation of Sick, Injured, or Orphaned</i>



Environmental Management Commitment	Responsibility	Timing	Funding	Monitoring / Frequency
				<i>Koalas in Queensland Nature Conservation Act 1992 for further rehabilitation guidelines (Appendix A).</i>



Appendices

Appendix A

Code of Practice - for Rehabilitation of Sick, Injured, or Orphaned Koalas in
Queensland (*Nature Conservation Act 1992*)



Appendix A

Code of Practice – for
Rehabilitation of Sick, Injured, or
Orphaned Koalas in Queensland
(*Nature Conservation Act 1992*)



Code of Practice

Nature Conservation Act 1992

Rehabilitation of Sick, Injured, or Orphaned Koalas in Queensland

Code of Practice for Rehabilitation of Sick, Injured, or Orphaned Koalas in Queensland

Nature Conservation Act 1992



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Code of Practice Rehabilitation of Sick, Injured, or Orphaned Koalas in Queensland

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The Department of Environment and Science acknowledges Aboriginal peoples and Torres Strait Islander peoples as the Traditional Owners and custodians of the land. We recognise their connection to land, sea and community, and pay our respects to Elders past and present.

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1. Purpose of this Code of Practice

- 1.1. The purpose of this Code of Practice: Rehabilitation of Sick, Injured, or Orphaned Koalas in Queensland (Code of Practice) is to:
 - 1.1.1. ensure rehabilitation (including rescue, care, and release) practices lead to the best possible conservation outcomes for koalas (*Phascolarctos cinereus*);
 - 1.1.2. ensure appropriate welfare outcomes for sick, injured, or orphaned koalas;
 - 1.1.3. minimise risks to human health and safety; and
 - 1.1.4. ensure a collaborative approach with First Nations peoples where possible, including fostering ongoing working relationships, consultation, and obtaining permissions from Traditional Owners and Elders where relevant.
- 1.2. This Code of Practice does the following things:
 - 1.2.1. outlines the fundamental principles underpinning this Code of Practice;
 - 1.2.2. outlines overarching objectives for koala rehabilitation and specific objectives for each aspect of koala rehabilitation; and
 - 1.2.3. provides a set of minimum standards for each key aspect of koala rehabilitation, specifically:

Part 1 provides a framework for the rescue of sick, injured, or orphaned koalas under section 55(2) or section 202 of the Nature Conservation (Animals) Regulation 2020, to ensure that koalas are rescued in a way that minimises the likelihood of their harm or death.

Part 2 provides a framework for the care of koalas under section 208 of the Nature Conservation (Animals) Regulation 2020 to ensure that koalas are cared for in a way that is likely to result in their rehabilitation and return to the wild;

Part 3 provides a framework for the release of koalas under section 16A of the Nature Conservation (Koala) Conservation Plan 2017 to ensure that rehabilitated koalas are released in the most suitable locations; and

Part 4 provides a framework for the safe transport of koalas under section 206 of the Nature Conservation (Animals) Regulation 2020, as well as outlining other requirements regarding records, wildlife rehabilitation organisations, and training.
- 1.3. This Code of Practice was made under section 174A of the *Nature Conservation Act 1992* (the NC Act), with consideration to other relevant legislation, including the Nature Conservation (Animals) Regulation 2020 (the NC Animals Regulation), Nature Conservation (Koala) Conservation Plan 2017 (the NC Koala Plan), *Animal Care and Protection Act 2001*, *Veterinary Surgeons Act 1936*, and *Work Health and Safety Act 2011*.
- 1.4. Words in italics, apart from species names and legislation, are defined in section 20 of this Code of Practice.
- 1.5. Unless stated otherwise, terms used in this Code of Practice have the same meaning as those used in the NC Act.
- 1.6. Failure to comply with any provision of this Code of Practice or condition of a permit may result in suspension or cancellation of a current permit and may impact upon subsequent permit applications. It may also result in enforcement action being taken under the NC Act.

2. General information

- 2.1. All koalas in Queensland are protected animals and are classified as 'endangered' under the Queensland NC Act and the Commonwealth *Environment Protection and Biodiversity Conservation Act 1999*.
- 2.2. The Department of Environment and Science (department) is the agency responsible for administering the NC Act, including the assessment, licensing, and enforcement of koala rehabilitation activities undertaken by individuals and organisations.
- 2.3. The Department of Agriculture and Fisheries (DAF) is the agency responsible for administering the *Animal Care and Protection Act 2001*.
- 2.4. DAF and the Royal Society for the Prevention of Cruelty to Animals (RSPCA) Queensland are the agencies responsible for enforcing the *Animal Care and Protection Act 2001*.
- 2.5. A person who rescues a koala, but is not a licensed rehabilitator, must surrender it to a licensed rehabilitator (such as a *SEQ Wildlife Hospital*) or conservation officer in accordance with section 56(2) of the NC Animals Regulation.
- 2.6. A person or organisation engaging in koala care or release must be licenced under a valid rehabilitation permit. Licensed individuals or entities are referred to herein as 'permit holders'.
- 2.7. This Code of Practice applies to all individuals, organisations and members of organisations operating under a rehabilitation permit that authorises koala rehabilitation, including rescue, care and/or release.
- 2.8. It is the responsibility of the permit holder to ensure compliance with the provisions of this Code of Practice.
- 2.9. To ensure compliance with local government laws, koala rehabilitators may also require local government approval to conduct the activity at the specified location.
- 2.10. This Code of Practice does not exempt a person or other entity from compliance with any Act, regulation, or other statutory instrument.
- 2.11. This Code of Practice has been prepared by the department in consultation with DAF, RSPCA, the *SEQ Wildlife Hospital Network* (Australia Zoo Wildlife Hospital, Currumbin Wildlife Hospital, Moggill Koala Rehabilitation Centre, and RSPCA Wildlife Hospital), South East Queensland First Nations representatives, and the koala rehabilitation community.
- 2.12. This Code of Practice is current at the time of publication and may be subject to periodic review.

3. Principles underpinning this Code of Practice

3.1. The fundamental principles underpinning this Code of Practice that should guide koala rehabilitators at all times in the conduct of their activities are:

- 3.1.1. **Koala welfare:** Under section 17 of the *Animal Care and Protection Act 2001*, a person in charge of an animal during its rescue, treatment, care, or release has a statutory duty of care to appropriately provide for the animal's welfare. A main objective of koala rehabilitation is to ensure appropriate welfare outcomes for sick, injured, or orphaned koalas, within reasonable, humane, ethical, and sustainable means. The rehabilitation and release of koalas to the wild must **not** be pursued to the detriment of the welfare of the koala.
- 3.1.2. **Koala conservation:** Koalas are listed as endangered in Queensland. The rescue, care, and release of koalas to the wild (collectively referred to as koala rehabilitation) can have a positive impact on koala conservation. However, inappropriate release of koalas may have significant detrimental effects on local ecosystems and koala communities. The potential for adverse conservation outcomes must be considered and avoided throughout each aspect of a koala's rehabilitation.
- 3.1.3. **Human health and safety:** There are generic, situation-specific, and species-specific risks to persons involved in koala rehabilitation that must be considered and minimised. Anyone involved in any aspect of koala rehabilitation should contact their general practitioner or local immunisation provider for more information on appropriate disease prevention measures including any recommended or required vaccinations.
- 3.1.4. **Fair, reasonable, and appropriate measures:** in deciding what is fair, reasonable, and appropriate, with respect to all aspects of koala rehabilitation, regard must be had to:
 - 3.1.4.1. the environment and circumstances of the animal; and
 - 3.1.4.2. the steps a reasonable person would reasonably be expected to have taken under the circumstances.

4. Objectives for koala rehabilitation

4.1. The overarching objectives for koala rehabilitation are to:

- 4.1.1. contribute to the conservation of koalas by promptly returning suitably rehabilitated koalas to their *rescue site* or a suitable release site as close as practicable to their rescue site;
- 4.1.2. ensure appropriate welfare outcomes for sick, injured, or orphaned koalas by providing appropriate husbandry, care, pain relief, and veterinary treatment when required, including timely euthanasia in cases with a poor prognosis, as per the Guideline - Determining Whether a Koala Requires Euthanasia;
- 4.1.3. ensure human health and safety; and
- 4.1.4. ensure a collaborative approach with First Nations peoples where possible, including fostering ongoing working relationships, consultation, and obtaining permissions from Traditional Owners and Elders where relevant.

4.2. Additional outcomes of the rehabilitation of sick, injured, or orphaned koalas may include:

- 4.2.1. contribution to the body of knowledge on the ecology, conservation, management, veterinary care, husbandry, and behaviour of koalas; and
- 4.2.2. contribution to the education of the general public, business and industry professions on issues related to the conservation and welfare of koalas.

4.3. Capacity to care:

- 4.3.1. 'Capacity to care' relates to the capacity of a koala rehabilitator or rehabilitation organisation to provide for the essential needs of rescued animals as well as have the resources necessary to appropriately prepare koalas for release back into the wild.
- 4.3.2. A rehabilitator or rehabilitation organisation's capacity to care may be exceeded when the need for rehabilitation services exceeds the ability of koala rehabilitators and rehabilitation organisations to provide appropriate care. This is likely to occur during significant environmental or weather events, and times of limited volunteer resources.
- 4.3.3. When the capacity to care is exceeded and animal welfare standards are likely to be compromised, there are three acceptable management options for koala rehabilitators or rehabilitation organisations, which are, in order of preference:
 - 4.3.3.1. the rehabilitator or rehabilitation organisation refers the koala(s) to another licensed individual or organisation with a current capacity to care for the koala(s);
 - 4.3.3.2. the rehabilitator or rehabilitation organisation increases their capacity to care by expanding or pooling resources;
 - 4.3.3.3. the rehabilitator or rehabilitation organisation contacts the treating veterinarian to discuss lowering the euthanasia threshold in combination with proper veterinary assessment and prognosis of koalas in care. In circumstances that involve major or catastrophic events, lowering the threshold for euthanasia is a more appropriate response than **not** rescuing koalas in distress.
- 4.3.4. The lowering of animal welfare standards such that they are **not** consistent with this Code

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of Practice is **not** an acceptable response to exceeding the capacity to care and may be in breach of section 17 of the *Animal Care and Protection Act 2001*.

- 4.3.5. Koala rehabilitators and rehabilitation organisations should develop protocols and procedures that clearly define appropriate actions and responses in the event of catastrophic events or other circumstances in which their defined capacity to care may be exceeded. For example: Policies and procedures relating to the establishment of good communication, collaboration, and pooling of resources between organisations during major wildlife events.

5. Interpretations

5.1. Objectives

- 5.1.1. Objectives are the intended outcome(s) for each section of this Code of Practice.

5.2. Standards

- 5.2.1. Standards describe the specific actions required to achieve acceptable levels of animal welfare and successful koala rehabilitation. These are the minimum standards that must be met, and persons should aim to exceed these standards wherever possible. They can be identified in the text by the heading 'Standards' and use of the word 'must'.

Part 1: Rescue

6. Rescue and handling

6.1. Objective

- 6.1.1. To ensure that koala rescues (under sections 55 and 202 of the NC Animals Regulation or valid rehabilitation permit for koalas) are conducted using appropriate methods to minimise risks to human safety and additional stress, pain, and injury to the koala.

6.2. Standards

- 6.2.1. Rescuers must be suitably trained, for example, in accordance with the training standards outlined in section 19 of this Code of Practice.

- 6.2.2. Rescuers must only rescue koalas that are:

- 6.2.2.1. sick;
- 6.2.2.2. injured;
- 6.2.2.3. orphaned.

In some circumstances, this may include koalas without obvious signs of sickness or injury but are displaying abnormal behaviour. Examples of abnormal koala behaviour include:

- a. being trapped inside or on a building, backyard, or section of road (e.g., roundabout, bridge, median strip, tunnel); and
- b. climbing or sitting atop a streetlight, telegraph pole or similar artificial structure.

Examples of normal koala behaviour include:

- a. utilising trees other than *Eucalyptus* species (e.g., palm tree, banana tree, leopard tree);
- b. utilising trees near a roadside or house;
- c. travelling through backyards along the ground or across fence structures; and
- d. remaining in the same tree throughout the day.

N.B. When a koala is **not** presenting obvious signs of sickness or injury, but it is unclear whether its behaviour is normal or abnormal, advice must be sought from a local koala rehabilitation organisation or, alternatively, the RSPCA 24hr Emergency Hotline: 1300 ANIMAL (1300 264 625).

- 6.2.3. If the risk of injury to a healthy, independent koala is not immediate, the hazard should be removed, where possible and safe to do so, and the koala should be observed and allowed the opportunity to move away from the risk independently.
- 6.2.4. To ensure human health and safety, rescuers must:
- 6.2.4.1. assess the risks to themselves and members of the public prior to a rescue attempt;
 - 6.2.4.2. not attempt to conduct a koala rescue if doing so may put themselves or other

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persons at risk of serious injury; and

- 6.2.4.3. use appropriate personal protective equipment (PPE) such as long sleeve shirts, long trousers, covered footwear, and thick gloves.
- 6.2.5. Prior to a rescue attempt, rescuers must:
 - 6.2.5.1. assess the risks to the koala from the rescue equipment and/or technique(s), and environmental hazards, including hot ambient temperatures, heavy rainfall, or high winds;
 - 6.2.5.2. ensure there is a sufficient number of trained personnel for the situation, size, and temperament of the koala(s);
 - 6.2.5.3. take into consideration the koala's injuries and pain, noting that these may not always be externally visible or obvious, when designing their rescue plan; and
 - 6.2.5.4. where the difficulty of a rescue is compounded by the presence of other persons or dangers such as heavy traffic, seek the assistance of local authorities (i.e., the Department of Transport and Main Roads, Queensland Fire and Emergency Services, Queensland Police Service, or local Council) to mitigate these factors.
- 6.2.6. Rescuers must employ the most appropriate rescue equipment and technique(s) for the condition and location of the koala, and be trained in its use, including:
 - 6.2.6.1. disengaging the koalas recurved claws before removing it from any tree or branch;
 - 6.2.6.2. a canvas bag, blanket, thick towel, or thick gloves can be suitable for catching a koala on the ground;
 - 6.2.6.3. a long pole with flagging or halo at the top is suitable for encouraging a koala to move down towards the ground;
 - 6.2.6.4. in certain circumstances, a hoop net is suitable for preventing a koala from climbing back up a tree or containing a koala on the ground;
 - 6.2.6.5. when a koala is unable to be rescued by use of the above equipment and technique(s), having a suitably trained and qualified tree climber retrieve the koala;
 - 6.2.6.6. a ground trap is suitable for a koala that is unable to be safely rescued by use of the above equipment and technique(s). All reasonable efforts must be made to ensure that the trap does not pose a risk, or contribute to the detriment in health of any koala(s), other wildlife, or person(s);
 - 6.2.6.7. covering a koala's head with a towel, blanket or bag will often assist with calming it down; and
 - 6.2.6.8. koalas must be placed in a suitable transport container as soon as possible to prevent overheating. Preferred containers should be top-opening and consist of a solid plastic base with wire sides and top. The container must be promptly covered with a cotton cage cover, or similar material, to minimise stress but allow for airflow into the container.
- 6.2.7. The following rescue equipment and/or technique(s) must **not** be used by rescuers:

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- 6.2.7.1. grabbing the koala around the chest;
- 6.2.7.2. noosing;
- 6.2.7.3. the use of a projectile or net-gun;
- 6.2.7.4. deliberately forcing a koala to jump from a height; or
- 6.2.7.5. the felling, pruning, or shaking of the tree and/or parts of the tree containing the koala.
- 6.2.8. The following rescue equipment and technique must **only** be used when all other appropriate rescue equipment and techniques have been unsuccessful in rescuing the koala, **and** when assessed and approved by a veterinarian of the department, or when a veterinarian of the department cannot be contacted (e.g., outside of business hours), assessed and approved by a veterinarian of the RSPCA:
 - 6.2.8.1. use of a tranquiliser dart, projected from a blow pipe. A fall-blanket must be used in this scenario to minimise the risk of injury to the koala.
- 6.2.9. Rescuers must make all reasonable efforts to avoid causing unnecessary pain, suffering, exacerbation of injuries, spread of disease, and disturbance to other wildlife, and protect the koala from additional stressors, such as loud noises, other animals, and extreme weather.
- 6.2.10. Rescuers must cease attempting to catch a koala if it begins exhibiting excessive signs of stress during a rescue. Examples include prolonged crying or panting, prolonged increased respiratory rate (normal respiratory rate is 10-15 breaths/minute), ongoing vocalisation (grunting, low whining, or high-pitched sounds), or continuous ear flicking.

Attempts must only recommence when the koala is no longer exhibiting excessive signs of stress and a minimum of ten minutes has passed since the last capture attempt.
- 6.2.11. For female koalas with a dependent juvenile, rescuers must, where possible:
 - 6.2.11.1. keep the mother and juvenile together throughout the entire rescue;
 - 6.2.11.2. avoid dislodging the juvenile when capturing the mother to prevent injury;
 - 6.2.11.3. allow the juvenile to remain on the mothers back during capture.
- 6.2.12. When a female koala and her dependant juvenile cannot remain together throughout the rescue, rescuers must **not**:
 - 6.2.12.1. rescue the mother and leave the juvenile behind; or
 - 6.2.12.2. rescue the juvenile and leave the mother behind without making all reasonable efforts to rescue the mother, enabling them to remain together throughout rehabilitation.
- 6.2.13. If the koala is a female that exhibits signs of having a pouch young (e.g., elongated teat), the surrounding area must be searched for the pouch young. If the suspected pouch young is found, the mother and pouch young must **only** be re-united when;
 - 6.2.13.1. supervised by a veterinarian; or
 - 6.2.13.2. the rescuer can establish with reasonable certainty that the pouch young belongs to the female (e.g., their proximity to one another, and the presence of no additional koalas within the immediate vicinity).

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- 6.2.14. If the koala is reasonably suspected to be a dependent juvenile (e.g., pouch young or back young), the surrounding area must be searched for the mother. If the suspected mother is found, the suspected mother and juvenile must **only** be re-united under veterinary supervision.
- 6.2.15. To prevent the spread of disease, if multiple koalas are rescued (e.g., during a natural disaster), rescuers must ensure:
 - 6.2.15.1. thorough cleaning of hands, personal protective equipment (PPE) and rescue equipment using veterinary disinfectant containing quaternary ammonium compounds or similar, for example F10 at 1:125 solution.
 - 6.2.15.2. koalas are placed in separate containers. The exception to this is a mother and her confirmed juvenile (i.e., the juvenile was in the mother's pouch or on the mother at the time of rescue, or the rescuer can establish with reasonable certainty that the juvenile belongs to the female), which should stay together (unless one or both are severely injured). Rescuers must label each container with the rescue location, date, and rescuer's name.
- 6.2.16. Rescuers must ensure that any rescued koala is taken as soon as practicable to the closest appropriate veterinarian to receive an assessment, appropriate pain relief, and treatment.
- 6.2.17. In South East Queensland (SEQ), a rescuer must ensure that:
 - 6.2.17.1. rescued koalas are taken as soon as practicable to a SEQ Wildlife Hospital, having regard to the koala's welfare, and the proximity and opening hours for these facilities; and
 - 6.2.17.2. if a koala is initially taken to another, closer, veterinary clinic for first aid, then a SEQ Wildlife Hospital must be contacted as soon as practicable (e.g., from the initial veterinary clinic), and any SEQ Wildlife Hospital advice must be adhered to. N.B. RSPCA and Australia Zoo Wildlife Hospital can be contacted 24/7.
- 6.2.18. All moving/transport of koalas must be in accordance with section 16 of this Code of Practice.
- 6.2.19. Following veterinary assessment and/or treatment, koala rehabilitators must follow any instructions from a veterinarian regarding whether koalas require care or release, and any specific needs regarding the koala's care or release. In SEQ, in circumstances where advice is received from more than one veterinarian, any instructions from the SEQ Wildlife Hospital Network (Australia Zoo Wildlife Hospital, Currumbin Wildlife Hospital, Moggill Koala Rehabilitation Centre and RSPCA Wildlife Hospital) take precedence.

Part 2: Care

7. Monitoring

7.1. Objective

- 7.1.1. To monitor the health of a koala undergoing treatment and/or care so that issues can be promptly identified and managed. The type and frequency of monitoring will vary with the age or stage of development, type of injury or illness and required treatment.

7.2. Standards

- 7.2.1. Carers must be suitably trained, for example, in accordance with the training standards outlined in section 19 of this Code of Practice.
- 7.2.2. Monitoring a koala must include:
- 7.2.2.1. manually assessing body condition (standardised score out of 10);
 - 7.2.2.2. checking for signs of injury, illness, and parasites;
 - 7.2.2.3. assessing hydration levels;
 - 7.2.2.4. determining how much leaf has been consumed, and noting the koala's preference for species of leaf;
 - 7.2.2.5. noting the quantity and quality of faecal pellets (if multiple koalas are held within the same enclosure, the quantity of faecal pellets should be divided by the number of koalas held within the enclosure) and urine; and
 - 7.2.2.6. assessing behaviour and looking for indications of pain, distress, and activity.
- 7.2.3. Carers must monitor the health of orphaned pouch young or a koala in critical care housing at least twice per day and weigh them at least twice per week.
- 7.2.4. Carers must monitor the health of orphaned juveniles (excluding pouch young) or a koala in intermediate care at least twice per day and weigh them at least once per week.
- 7.2.5. Carers must conduct a close visual assessment of a koala in pre-release housing at least once per day to determine if veterinary care is needed.
- 7.2.6. Carers must regularly monitor the temperature (i.e., using a digital probe thermometer) of any artificial heat source (e.g., blankets, hot water bottles and electric heat mats) within artificial pouches and enclosures containing thermal support, to ensure appropriate temperatures are maintained.
- 7.2.7. Unless otherwise advised by a veterinarian from the SEQ Wildlife Hospital Network, carers must return a koala to the closest appropriate veterinarian for a follow-up examination;
- 7.2.7.1. when monitoring shows unexpected results potentially indicating illness or disease; or
 - 7.2.7.2. at any time period the treating veterinarian advises; and
 - 7.2.7.3. with any moving/transport of koalas being in accordance with section 16 of this Code of Practice.

N.B. Within SEQ, the closest appropriate veterinarian and treating veterinarian means the closest SEQ Wildlife Hospital.

8. Controlling disease transmission between animals

8.1. Objective

- 8.1.1. To prevent the spread of diseases among koalas undergoing treatment and/or care. Koalas that are exposed to stressors may be more susceptible to contracting and expressing infectious diseases.

8.2. Standards

- 8.2.1. Carers must ensure that any koala suspected of, or known to be carrying, an infectious disease be taken immediately to the closest appropriate veterinarian.
- 8.2.2. Carers must use dedicated cleaning equipment for each enclosure.
- 8.2.3. Carers must ensure all transport containers, enclosures, enclosure furniture, food containers, and water containers are thoroughly cleaned with an appropriate cleaner and then disinfected after each occupant, using veterinary disinfectant containing quaternary ammonium compounds or similar, for example F10 at 1:125 solution. Any remaining traces of chemical disinfectants must be rinsed off.
- 8.2.4. Carers must prevent any domestic pets from coming into contact with koalas, or their transport containers, enclosures, enclosure furniture, food containers, and water containers. Carers must ensure that koala enclosures and transport containers are designed and/or positioned so the koala cannot hear or see domestic pets.
- 8.2.5. Carers must wash their hands thoroughly with soap or disinfectant before and after handling each animal in care.
- 8.2.6. Other species undergoing rehabilitation must **not** be kept in the same enclosure as a koala.

9. Food and water

9.1. Objectives

- 9.1.1. To ensure the koala has a feeding and watering regime that encourages rapid recovery, supports growth in juveniles, and assists with the maintenance of foraging behaviour necessary for survival in the wild.

9.2. Standards

- 9.2.1. Carers must ensure clean, fresh drinking water is available at all times and changed daily, except in the case of orphaned juveniles (e.g., pouch young).
- 9.2.2. Water containers must be designed and positioned to avoid spillage and contamination and must be appropriate for the size, age, and mobility of the koala.
- 9.2.3. Carers must ensure fresh leaves are available for the koala to eat at all times and replaced daily. At a minimum, branches from at least three different preferred koala feed species, with mature and young leaves, must be provided, and sprayed with water prior to offering. Suitable leaf from genera such as *Lophostemon*, *Melaleuca*, and *Casuarina* should also be provided weekly.
- 9.2.4. Branches must be placed in holders that contain clean water. The water must be emptied and refilled daily, and the holders must be disinfected thoroughly daily.

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- 9.2.5. Carers may harvest leaves at least every two days and store prior to use. Stored leaves must not be accessible to pets, pests, and wild animals and must be protected from contamination, and nutritional and moisture loss (i.e., stored under cover in containers of fresh water for a maximum of two days). Branches must not be placed on or dragged across the ground as they may become contaminated.
- 9.2.6. If multiple koalas are kept within the same enclosure, carers must place branches in multiple locations so that koalas can feed simultaneously at a minimum of three leaf stations for one koala, and an additional two leaf stations for each additional koala.
- 9.2.7. Carers must feed an orphaned koala milk formula that is appropriate for its stage of development and condition.
- 9.2.8. Carers must ensure a majority of feeds for pouch young (post pap) are completed at night to replicate natural conditions and nocturnal behaviours.
- 9.2.9. Carers may offer contaminant-free soil to a koala in the intermediate and pre-release stages of care. Pieces of bark and termite mound may also be provided.
- 9.2.10. Koalas are very prone to humanisation and imprinting. All care must be taken to minimise social interactions with humans and natural behaviours must be allowed to develop.

10. Hygiene

10.1. Objective

- 10.1.1. To maintain clean care facilities so diseases are prevented or contained.

10.2. Standards

- 10.2.1. Carers must remove:
 - 10.2.1.1. faeces from enclosures on a daily basis; and
 - 10.2.1.2. uneaten leaf every day and ensure that any day-old leaf (recycled) is removed within a maximum of two days after it was originally offered.
- 10.2.2. Carers must gently and promptly clean koalas when soiled with faeces, urine, or uneaten food, with as little disturbance to the koala as possible.
- 10.2.3. Carers must clean:
 - 10.2.3.1. food and water containers on a daily basis. Cleaning involves the use of water and detergent if soiled followed by disinfection using veterinary disinfectant containing quaternary ammonium compounds or similar, for example F10 at 1:125 solution. Carers must ensure that any remaining traces of chemical disinfectants are rinsed off food and water containers;
 - 10.2.3.2. enclosure furniture, bedding, weighing bags and pouches whenever soiled; and
 - 10.2.3.3. bottles and teats used for feeding orphaned juveniles prior to every feed by sterilization.
- 10.2.4. Carers must wash their hands and clean all food preparation surfaces and equipment prior to preparing animal food.

- 10.2.5. Carers must ensure that equipment used for cleaning transport containers, enclosures, enclosure furniture, food containers, and water containers is safe to use and separate from those used domestically.

11. General housing requirements

11.1. Objectives

- 11.1.1. To ensure a koala undergoing treatment and/or care is housed in enclosures that keep it safe, secure, and free from additional stress.

11.2. Standards

- 11.2.1. Carers must ensure that all koalas are kept in appropriate housing for their stage of development and condition, commencing in the type of housing advised by the treating veterinarian, and moving to progressively larger enclosures whenever suitable weight gains and improvements in health are achieved. As necessary, carers should seek further advice from the treating veterinarian regarding progressing a koala to a larger enclosure.
- 11.2.2. Orphaned koalas may be progressed through the following housing:
- 11.2.2.1. unfurred pouch young housing;
 - 11.2.2.2. furred pouch young housing;
 - 11.2.2.3. juvenile care housing [A];
 - 11.2.2.4. juvenile care housing [B]; and
 - 11.2.2.5. pre-release housing.

Orphaned koalas may be progressed through housing in accordance with the following weights shown in the table below. The weights should be used as a **guide only** as there can be significant differences in weight depending on age (particularly in early stages of development) and sex. As necessary, seek further advice from the treating veterinarian:

Unfurred pouch young housing	Furred pouch young housing	Juvenile care housing [A]	Juvenile care housing [B]	Pre-release housing	Release to the wild
100g - 300g	300g - 700g	700g – 2kg	2kg – 2.5kg	2.5kg – 4kg	As determined by the treating veterinarian

- 11.2.3. Sick or injured koalas may be housed in the following housing and must **only** change between housing types when advised by the treating veterinarian:
- 11.2.3.1. critical care housing;
 - 11.2.3.2. intermediate care housing; and
 - 11.2.3.3. pre-release housing.

- 11.2.4. Carers must ensure enclosures are:
 - 11.2.4.1. maintained in accordance with any specific standards for the type of housing, as per sections 12–14 of this Code of Practice.
 - 11.2.4.2. escape-proof and designed and/or positioned so the koala cannot hear or see domestic pets and protects the koala from physical contact with wild animals, pests and domestic pets;
 - 11.2.4.3. sufficiently designed to protect a koala from climatic extremes and provide adequate shade and protection from the elements;
 - 11.2.4.4. safe for a koala to live in by excluding hazards that might harm it and positioned so the koala is not exposed to strong vibrations, noxious smells (e.g., wood smoke) or loud noises (e.g., radios, televisions and vehicles);
 - 11.2.4.5. designed so carers can readily access the koala;
 - 11.2.4.6. constructed from non-toxic materials that can be easily cleaned and disinfected; and
 - 11.2.4.7. sufficiently spacious for individuals to avoid undue conflict with any co-housed koalas.
- 11.2.5. Carers must ensure that orphaned pouch young are kept in artificial pouches made from soft fibres with no loose threads.

12. Orphaned koala housing

12.1. Objectives

- 12.1.1. To reduce activity for a short period of time to facilitate frequent monitoring, treatment and feeding, and to provide a mobile koala with enough space to allow some physical activity and greatly reduced interactions between the koala and humans, while enabling it to be readily caught for monitoring or treatment.

12.2. Standards – Unfurred pouch young housing

- 12.2.1. Unfurred pouch young housing must provide sufficient space for the koala to sit upright and to stretch its body and limbs.
- 12.2.2. The use of an Intensive Care Unit (ICU), such as a humidicrib, is essential for unfurred pouch young.
- 12.2.3. Unfurred pouch young housing must provide a constant temperature appropriate to the koala's stage of development. The temperature within the ICU must remain between 34°C – 36°C depending on the stage of development and requirements of the individual koala.
- 12.2.4. The temperature in unfurred pouch young housing must be regularly monitored using a digital thermometer, with minimal disturbance to the koala.
- 12.2.5. Electrical heat sources must be regulated by a thermostat.
- 12.2.6. Unfurred pouch young housing must contain a prop for the koala to hold on to (e.g., rolled up towels or teddy bear).

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- 12.2.7. Unfurred pouch young housing must be designed and/or positioned so that visual and auditory stimuli are reduced.
- 12.2.8. Substrate used in unfurred pouch young housing must be soft (e.g., blankets, towels, hospital padding) and replaced when soiled.
- 12.2.9. Unfurred pouch young housing must have a roof.
- 12.2.10. Unfurred pouch young housing must be adequately ventilated without allowing excessive draughts.

12.3. Standards – Furred pouch young housing

- 12.3.1. Furred pouch young housing must provide sufficient space for the koala to sit upright and to stretch its body and limbs.
- 12.3.2. The use of an Intensive Care Unit (ICU), such as a humidicrib, is essential for stages of furred pouch young development.
- 12.3.3. Furred pouch young housing must provide a constant temperature appropriate to the koala's stage of development.
- 12.3.4. The temperature in furred pouch young housing must be regularly monitored using a digital thermometer, with minimal disturbance to the koala.
- 12.3.5. Electrical heat sources must be regulated by a thermostat.
- 12.3.6. Furred pouch young housing must contain a prop for the koala to hold on to (e.g., rolled up towels or teddy bear).
- 12.3.7. Furred pouch young housing must be designed and/or positioned so that visual and auditory stimuli are reduced.
- 12.3.8. Substrate used in unfurred pouch young housing must be soft (e.g., blankets, towels, hospital padding) and replaced when soiled.
- 12.3.9. Furred pouch young must experience a light–dark cycle that replicates outside conditions.
- 12.3.10. Furred pouch young housing must have a roof.
- 12.3.11. Furred pouch young housing must be adequately ventilated without allowing excessive draughts.

12.4. Standards – Juvenile care housing [A]

- 12.4.1. Juvenile care housing [A] must provide sufficient space for the koala to move freely whilst being conveniently sized for capture.
- 12.4.2. Juvenile care housing [A] must;
 - 12.4.2.1. have a maximum of 4 koalas per enclosure;
 - 12.4.2.2. have dimensions of at least 2m (L) x 2m (H) x 2m (W) for one koala. For each additional koala housed, additional floor dimensions of at least 2m x 1m is required. Carers should seek to exceed these dimensions whenever possible for better animal welfare and management;

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- 12.4.2.3. have a minimum of three vertical branches, each with a fork, and two slanted poles for one koala. Additional vertical branches and forks are required for each additional koala housed.
- 12.4.3. A juvenile koala must experience a light–dark cycle that replicates outside conditions. This may be achieved by using a well-lit room or constructing an enclosure in a sheltered area outside.
- 12.4.4. The temperature in juvenile care housing [A] must be regularly monitored using a digital thermometer, with minimal disturbance to the koala.
- 12.4.5. Juvenile care housing [A] must have a roof.
- 12.4.6. Juvenile care housing [A] must be designed and/or positioned so that visual and auditory stimuli are reduced.
- 12.4.7. Orphaned koalas should be exposed to other koalas of a similar stage of development during the juvenile care stage [A/B] but must be kept as single sexes only once they begin exhibiting signs of sexual maturity (e.g., mounting, aggression between sexes).

12.5. Standards – Juvenile care housing [B]

- 12.5.1. Juvenile care housing [B] must provide sufficient space for the koala to move freely whilst being conveniently sized for capture.
- 12.5.2. Juvenile care housing [B] must;
 - 12.5.2.1. have a maximum of 4 koalas per enclosure;
 - 12.5.2.2. have dimensions of at least 2m (L) x 2m (H) x 2m (W) for one koala. For each additional koala housed, additional floor dimensions of at least 2m x 1m is required. Carers should seek to exceed these dimensions whenever possible for better animal welfare and management;
 - 12.5.2.3. have a minimum of three vertical branches, each with a fork, and three slanted poles for one koala. Additional vertical branches and forks are required for each additional koala housed.
- 12.5.3. A juvenile koala must experience a light–dark cycle that replicates outside conditions. This may be achieved by using a well-lit room or constructing an enclosure in a sheltered area outside.
- 12.5.4. The temperature in juvenile care housing [B] must be regularly monitored using a digital thermometer, with minimal disturbance to the koala.
- 12.5.5. Juvenile care housing [B] must be sufficiently designed to protect a koala from climatic extremes and provide adequate shade and protection from the elements.
- 12.5.6. Juvenile care housing [B] must be designed and/or positioned so that visual and auditory stimuli are reduced.
- 12.5.7. Orphaned koalas should be exposed to other koalas of a similar stage of development during the juvenile care stage [A/B] but must be kept as single sexes only once they begin exhibiting signs of sexual maturity (e.g., mounting, aggression between sexes).

13. Sick or injured koala housing

13.1. Objectives

- 13.1.1. To reduce activity for a short period of time to facilitate frequent monitoring, treatment and feeding for koalas affected by *critical* injury and/or illness. To provide a mobile koala with enough space to allow some physical activity and greatly reduced interactions between the koala and humans, while enabling it to be readily caught for monitoring or treatment.

13.2. Standards – Critical care

- 13.2.1. In SEQ, koalas that require critical care must be cared for:
 - 13.2.1.1. at the SEQ Wildlife Hospital of the treating veterinarian; or
 - 13.2.1.2. if unable to be cared for at the SEQ Wildlife Hospital of the treating veterinarian – at another SEQ Wildlife Hospital; or
 - 13.2.1.3. if unable to be cared for at any of the SEQ Wildlife Hospitals – by an appropriately trained koala rehabilitator (for example, see section 19 of this Code of Practice) who has been specifically authorised by the department to care for a particular koala.
- 13.2.2. Outside of SEQ, koalas that require critical care must be cared for:
 - 13.2.2.1. by a veterinarian; or
 - 13.2.2.2. at a veterinary clinic; or
 - 13.2.2.3. by an appropriately trained koala rehabilitator (for example, see section 19 of this Code of Practice) who has been specifically authorised by the treating veterinarian to care for a particular koala, or otherwise authorised by the department.
- 13.2.3. Critical care housing must provide sufficient space for the koala to sit upright and to stretch its body and limbs.
- 13.2.4. Critical care housing must:
 - 13.2.4.1. have a maximum of one koala per enclosure. The exception to this is a mother and her dependent juvenile;
 - 13.2.4.2. have dimensions of at least 1.2m (L) x 0.8m (H) x 0.7m (W); and
 - 13.2.4.3. contain a prop for the koala to hold on to (e.g., rolled up towels, or teddy bear if young) or an upright fork if they are able to hold it.
- 13.2.5. The temperature in critical care housing must be regularly monitored using a digital thermometer, with minimal disturbance to the koala.
- 13.2.6. Electrical heat sources must be regulated by a thermostat.
- 13.2.7. A koala in critical care housing must experience a light–dark cycle that replicates outside conditions.
- 13.2.8. Critical care housing must be designed and/or positioned so that visual and auditory stimuli are reduced.
- 13.2.9. Critical care housing must have a roof.

13.2.10. Critical care housing must be adequately ventilated without allowing excessive draughts.

13.3. Standards – Intermediate care

13.3.1. In SEQ, koalas that require intermediate care must be cared for:

13.3.1.1. at the SEQ Wildlife Hospital of the treating veterinarian; or

13.3.1.2. if unable to be cared for at the SEQ Wildlife Hospital of the treating veterinarian – at another SEQ Wildlife Hospital; or

13.3.1.3. if unable to be cared for at any of the SEQ Wildlife Hospitals – by an appropriately trained koala rehabilitator (for example, see section 19 of this Code of Practice) who has been specifically authorised by the department to care for a particular koala.

13.3.2. Outside of SEQ, koalas that require intermediate care must be cared for:

13.3.2.1. by a veterinarian; or

13.3.2.2. at a veterinary clinic; or

13.3.2.3. by an appropriately trained koala rehabilitator (for example, see section 19 of this Code of Practice) who has been specifically authorised by the treating veterinarian to care for a particular koala, or otherwise authorised by the department.

13.3.3. Intermediate care housing must provide sufficient space for the koala to move about whilst being conveniently sized for capture.

13.3.4. Intermediate care housing must;

13.3.4.1. have a maximum of one koala per enclosure. The exception to this is a mother and her dependent juvenile;

13.3.4.2. have dimensions of at least 3m (L) x 2m (H) x 2m (W). Carers should seek to exceed these dimensions whenever possible for better animal welfare and management; and

13.3.4.3. have a minimum of three vertical branches, each with a fork, and three slanted poles.

13.3.5. A koala in intermediate care housing must experience a light–dark cycle that replicates outside conditions.

13.3.6. Intermediate care housing must have a roof or be sufficiently designed to protect a koala from climatic extremes and provide adequate shade and protection from the elements.

13.3.7. Intermediate care housing must be designed and/or positioned so that visual and auditory stimuli are reduced.

13.3.8. Sexually mature females must be housed separately from sexually mature males; and adult males must be housed as far as possible from other adult males.

14. Pre-release housing

14.1. Objectives

- 14.1.1. To give the koala the opportunity to gain physical condition, acclimatise to current weather conditions and practice natural behaviour. At this stage of care, interactions between the koala and humans will be almost eliminated except for the presence of the carer(s) in the enclosure during necessary activities.

14.2. Standards

- 14.2.1. In SEQ, koalas that require pre-release care must be cared for:
 - 14.2.1.1. at the SEQ Wildlife Hospital of the treating veterinarian; or
 - 14.2.1.2. if unable to be cared for at the SEQ Wildlife Hospital of the treating veterinarian – at another SEQ Wildlife Hospital; or
 - 14.2.1.3. if unable to be cared for at any of the SEQ Wildlife Hospitals – by an appropriately trained koala rehabilitator (for example, see section 19 of this Code of Practice) who has been specifically authorised by the department to care for a particular koala.
- 14.2.2. Pre-release housing must provide sufficient space for the koala to move freely, express a range of natural behaviours and withdraw from co-housed koalas.
- 14.2.3. Pre-release housing must;
 - 14.2.3.1. have a floor area of at least 36m² per koala. Carers should seek to exceed these dimensions whenever possible for better animal welfare and management;
 - 14.2.3.2. have a minimum of one large, live tree per koala, suitable to allow a koala to develop advanced climbing skills and/or build muscle tone;
 - 14.2.3.3. contain natural habitat elements, including multiple tree forks per koala and branches oriented both vertically and horizontally of different thicknesses and textures, suitable to allow a koala to perform a range of natural behaviours; and
 - 14.2.3.4. have internal and external walls, at least 1.2 metres high, constructed of materials which prevent the escape of koalas (and prevent entry of wild koalas). These walls should be at least 2 metres away from the nearest internal or external branch to prevent escape (and prevent entry of wild koalas).
- 14.2.4. Pre-release housing must provide areas where the koala can gain exposure to prevailing weather conditions and areas where it can shelter.
- 14.2.5. Pre-release housing must be designed and/or positioned so that exposure to humans is kept to the minimum required for feeding, cleaning, and conducting close visual assessments.
- 14.2.6. Sexually mature females must be housed separately from sexually mature males; and adult males must be housed as far as possible from other adult males.

Part 3: Release

15. Release of koalas

15.1. Objective

- 15.1.1. To ensure that koalas released to the wild have a high chance of survival and, where possible, can re-join a local breeding population to contribute to the conservation of the species with minimal negative environmental impacts.

15.2. Standards

- 15.2.1. Koala releasers must be suitably trained, for example, in accordance with the training standards outlined in section 19 of this Code of Practice.
- 15.2.2. Koala releasers must only release koalas that have been assessed by a veterinarian and determined by the treating veterinarian to be physically and behaviourally fit for release. Koala releasers must release a koala as soon as practicable after this assessment. In SEQ, the treating veterinarian must be a veterinarian from the SEQ Wildlife Hospital Network.
- 15.2.3. A koala must only be deemed physically fit for release if:
 - 15.2.3.1. it has adequately recovered from any pre-existing injury;
 - 15.2.3.2. reasonable steps have been taken to determine the koala is free of disease;
 - 15.2.3.3. its weight and body condition are within the normal range for the koala's age and sex, or its weight and body condition is equal to or exceeds that of when it was admitted to a veterinarian; and
 - 15.2.3.4. it has adapted to prevailing climatic conditions.
- 15.2.4. In accordance with the NC Koala Plan, a koala must be released as close as practicable to the place where it was rescued; up to a maximum distance of 10 kilometres for a koala that was rescued as an adult, and up to a maximum distance of 20 kilometres for a koala that was rescued as an orphan.
- 15.2.5. The release site must also be suitable for the koala's release. A suitable release site is one that:
 - 15.2.5.1. contains appropriate habitat, shelter, water and food resources;
 - 15.2.5.2. is free of immediate hazards or risks (i.e., not a roadside);
 - 15.2.5.3. is known **not** to be subject to imminent land-clearing or significant development; and
 - 15.2.5.4. meets all other requirements in this section (section 15) of this Code of Practice.
- 15.2.6. If the rescue site is suitable for the koala's release, then the koala must be released there.
- 15.2.7. If the rescue site is **not** suitable for release, koala releasers must ensure that the koala is released at a suitable release site as close as practicable to the rescue site.

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- 15.2.8. Unless otherwise approved by the department, an infertile koala may **only** be released at the rescue site. Infertile koalas must **not** be released at any site that the treating veterinarian or koala releaser reasonably suspects to be at, or close to, *carrying capacity* for koalas, or at any site they reasonably suspect to have a high proportion of infertile koalas compared to fertile koalas.
- 15.2.9. For koalas in SEQ, the Guideline - Selection of Release Sites for Rehabilitated Koalas in South East Queensland provides additional guidance on the release of rehabilitated koalas.
- 15.2.10. In circumstances where a koala is proposed to be released at a location other than its rescue site, a releaser must make reasonable efforts to ensure that the koala is not being moved from or into different Traditional Owner's Country without first consulting with the relevant Traditional Owners.
- 15.2.11. Koala releasers must conduct an *on-site confirmation* of any proposed release site prior to releasing the koala to ensure it is a suitable release site.
- 15.2.12. Where a rehabilitated koala is proposed to be released on private property, approval must be obtained from the private owner prior to the release.
- 15.2.13. Where a rehabilitated koala is proposed to be released on Council owned or controlled land, approval must be obtained from the Council prior to the release. In circumstances where Council land is subject to a lease, approval must also be obtained from the lease holder.
- 15.2.14. Koalas must **not** be released into a protected area (e.g., a national park) or State forest unless all other release site options have been exhausted, and approval has been obtained from the department. For example, approval from the Ranger in Charge of a national park.
- 15.2.15. If no suitable release site can be identified for a koala through the above processes, the department may advise of a suitable release site.
- 15.2.16. If the rescue site of a koala is unknown, it must **not** be released without approval from the department.
- 15.2.17. Ensuring that risks to human health and safety are minimised, the release of koalas must take place as close as reasonably possible to the normal period of activity (e.g., early morning, or mid to late afternoon) to allow for the koala to immediately investigate its environment and avoid predation.
- 15.2.18. Koalas must **not** be released in weather conditions that are likely to cause significant hardship or reduced chances of survival.
- 15.2.19. Koala releasers must remain near the release site for a reasonable amount of time that is suitable to closely observe the koala's movement into the wild, for example, up to ten minutes. If a koala sustains or presents one or more of the following while the releaser is at or near the release site, the koala must be transported back to the treating veterinarian to be reassessed:
 - 15.2.19.1. the koala sustains an injury during transport, or immediately sustains an injury following release; or
 - 15.2.19.2. the koala does not attempt to, or appears to be unable to climb a tree; or

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- 15.2.19.3. the koala is seen not using all four limbs when walking or climbing.
- 15.2.20. Koala releasers should return to the release site at least once within 48 hours of release to conduct a similar observation of the koala. If the koala cannot be found and may have dispersed from the release site, reasonable attempts to locate the koala should be made, for example, up to ten minutes.
- 15.2.21. Tagging, banding, or other marking, including microchipping, may only be performed by a person who is authorised by the department to tag wildlife or by a registered veterinary surgeon, and must only be performed as part of a department approved program.
- 15.2.22. Any moving/transport of koalas must be in accordance with section 16 of this Code of Practice.

Part 4: General

16. Transportation

16.1. Objective

- 16.1.1. To avoid unnecessary transport of koalas and to ensure that any necessary transport occurs in such a way that minimises koala stress, injury, or escape.

16.2. Standards

- 16.2.1. Koala rehabilitators must only transport koalas:
 - 16.2.1.1. when necessary for koala rehabilitation (e.g., from the rescue site to a veterinary clinic, between a veterinary clinic and the premises of a koala rehabilitator when necessary, or to a release site);
 - 16.2.1.2. where koala transport is the sole purpose of the trip; and
 - 16.2.1.3. via the route that takes the shortest possible time.
 - 16.2.1.4. the exception to the above is the instance of orphaned juveniles. A koala rehabilitator may transport an orphaned juvenile to and from the carer's residence and place of work, and other reasonable locations but **only** while the juvenile requires feeding or care during this time, and providing there will be no breach of any provisions within this Code of Practice;
- 16.2.2. To avoid unnecessary pain or distress to the koala, koala rehabilitators must use transport containers that:
 - 16.2.2.1. are appropriate for the size and condition of the koala;
 - 16.2.2.2. prevent injury (e.g., fitted with padding such as cloth towels on the base);
 - 16.2.2.3. prevent escape;
 - 16.2.2.4. prevent rolling or tipping during transit;
 - 16.2.2.5. are hygienic;
 - 16.2.2.6. minimise light, noise, strong smells, visual stimulation;
 - 16.2.2.7. are suitably ventilated;
 - 16.2.2.8. provide protection from direct sunlight, wind, and rain;
 - 16.2.2.9. include fresh leaf during longer trips; and
 - 16.2.2.10. minimise stress (e.g., cover container with a breathable cloth, provide a rolled-up towel for a koala to hold on to).
- 16.2.3. Orphaned pouch young require a suitable artificial pouch. Koala rehabilitators must safely secure this pouch within a suitable transport container (e.g., cage, box, or basket). Artificial warmth may also be required, koala rehabilitators must ensure that this is **not** positioned in contact with the koala or transport pouch.

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- 16.2.4. Koala rehabilitators must monitor containers during transport to ensure temperatures remain appropriate for the age and condition of the koala. In most circumstances, a range of 34–36°C is appropriate for an unfurred pouch young, a range of 28–32°C is appropriate for a furred pouch young, and a range of 20–25°C is appropriate for an adult.
- 16.2.5. Koala rehabilitators must not transport koalas:
 - 16.2.5.1. in a hessian sack (koala's claws can become entangled and threads can irritate the eye or be inhaled);
 - 16.2.5.2. in the back of an uncovered utility vehicle;
 - 16.2.5.3. in a car boot that is separate from the main cabin;
 - 16.2.5.4. on a rescuer's lap; or
 - 16.2.5.5. whilst any domestic animal is in the vehicle.
- 16.2.6. The use of medication to facilitate transport must be assessed and approved by a veterinarian.
- 16.2.7. Koala rehabilitators must **not** hold a sick, injured, or orphaned koala without providing appropriate veterinary care when such veterinary care is reasonably accessible. For example, a person must not hold a koala that has been struck by a vehicle or attacked by a dog overnight, when access to 24-hour veterinary treatment is available.

17. Records

17.1. Objective

- 17.1.1. To maintain comprehensive records of sick, injured, or orphaned koalas. These records can be used to track and review individual case histories and identify trends and represent a useful resource for koala rehabilitators, regulators, veterinarians, educators, and research organisations.

17.2. Standards

- 17.2.1. Koala rehabilitators must keep records for all koalas they rescue, care for, and release.
- 17.2.2. All records must be maintained in a form that can be readily examined, analysed, and clearly understood, and be made available to a conservation officer of the department upon request. If the department advises of a method for entering records, that method must be adhered to.
- 17.2.3. Rescuers must record:
 - 17.2.3.1. time and date of rescue;
 - 17.2.3.2. exact location of rescue (including co-ordinates);
 - 17.2.3.3. reason for rescue;
 - 17.2.3.4. method of rescue (e.g., ground capture, flagging, koala trap);
 - 17.2.3.5. brief description of health or injuries;
 - 17.2.3.6. approximate age or age class (neonate, juvenile, sub-adult, adult, aged);
 - 17.2.3.7. sex (M, F, Unknown);

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- 17.2.3.8. any identifying numbers or tags;
- 17.2.3.9. veterinarian the koala was taken to; and
- 17.2.3.10. time and date of admission.
- 17.2.4. Carers must record:
 - 17.2.4.1. date a koala enters their care;
 - 17.2.4.2. veterinarian or rehabilitator that the koala was received from;
 - 17.2.4.3. all monitoring observations, including weight, amount of leaf/milk consumed, faecal counts, and behavioural observations, at the required frequency (see section 7 of this Code of Practice);
 - 17.2.4.4. date a koala leaves their care; and
 - 17.2.4.5. veterinarian or rehabilitator that the koala was relinquished to.
- 17.2.5. Koala releasers must record:
 - 17.2.5.1. time and date of release;
 - 17.2.5.2. exact location of release (including co-ordinates);
 - 17.2.5.3. whether the koala was released at its rescue site; and
 - 17.2.5.4. if not, the results of the assessment showing the rescue site to be unsuitable, and the results of all other assessments supporting the eventual release site.

18. Wildlife rehabilitation organisations

18.1. Objective

- 18.1.1. To identify the roles and responsibilities of koala rehabilitation organisations and persons operating under a group rehabilitation permit.

18.2. Standards

- 18.2.1. An organisation conducting koala rehabilitation activities in Queensland must be a legal entity (incorporated association or Australian company) and hold a valid rehabilitation permit issued under the NC Act by the department.
- 18.2.2. A voluntary wildlife rehabilitation organisation with a rehabilitation permit must ensure that:
 - 18.2.2.1. all members engaged in koala rehabilitation (rescue, care, and/or release) comply with this Code of Practice;
 - 18.2.2.2. the organisation and its members comply with the conditions of their rehabilitation permit;
 - 18.2.2.3. the organisation provides a current copy of the rehabilitation permit to members stating the period of membership and what species the member is endorsed to care for, together with the total number of animals that the member is entitled to hold, under the group rehabilitation permit;

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- 18.2.2.4. the organisation provides new and inexperienced members with appropriate and ongoing training and mentoring relating to koala rehabilitation;
- 18.2.2.5. membership lists are updated and forwarded annually within 20 business days at the close of each financial year to Permissions Management, the Department of Environment and Science, palm@DES.qld.gov.au or GPO Box 2454, Brisbane QLD 4001; Additionally, organisations in SEQ must keep up to date lists of all members available for inspection at all times by the department;
- 18.2.2.6. a process is established for handling alleged breaches of this Code of Practice , or non-compliance with other relevant rules of the organisation;
- 18.2.2.7. a procedure is established for responding to complaints against members either from external or internal parties (all new members must be given copies of this procedure); and
- 18.2.2.8. all members are given timely, clear, and detailed directions by the organisation concerning the activities that the member may carry out under the rehabilitation permit.
- 18.2.3. The organisation must advise the department in writing within 20 business days of any person who is no longer a member and that they are no longer permitted to operate under the permit.
- 18.2.4. If the organisation becomes aware that a member operating under the permit does **not** comply with this Code of Practice, the organisation must:
 - 18.2.4.1. identify the actions or steps needed to be taken by the member to comply with this Code of Practice and the associated time frames;
 - 18.2.4.2. take responsibility for the individuals' actions under the group permit, and either:
 - 18.2.4.2.1. limit the authority of the member to operate under the permit; or
 - 18.2.4.2.2. instruct the person in writing that they are no longer permitted to operate under the permit.
- 18.2.5. Members of a voluntary wildlife care organisation authorised to rehabilitate koalas require written approval from the permit holder to lawfully rehabilitate koalas under the organisation's rehabilitation permit. The document [Information Sheet – Authorising a relevant person under a rehabilitation permit](#) outlines the requirements and process for rehabilitation permit holders to authorise a relevant person to care for sick, injured, or orphaned protected animals under their rehabilitation permit. The document [Form – Rehabilitation permit authorisation](#) is to be completed by the permit holder for the member showing their details of membership and species permitted to be cared for. This form must be carried by the member at all times when dealing with animals under the authority.

19. Training

19.1. Objective

- 19.1.1. To ensure koala rehabilitators have the appropriate knowledge and skills to safeguard the welfare of koalas in their care.

19.2. Standards

- 19.2.1. All newly permitted koala rehabilitators must complete a suitable training course for new koala rehabilitators, and must not undertake the rescue, care, or release of koalas until this training is complete.
- 19.2.2. A suitable training course for new koala rehabilitators is one that, at a minimum:
 - 19.2.2.1. teaches the standards described in this Code of Practice, with practical and written assessment components relating to rescue, care, and release of koalas;
 - 19.2.2.2. teaches health and safety issues associated with koala rehabilitation (e.g., disease transmission, zoonoses, managing hazardous chemicals and operating in hazardous locations);
 - 19.2.2.3. focuses on what a person will be able to do as a result of completing the course (i.e., be competency-based);
- 19.2.3. A suitable training course for new koala rehabilitators should also:
 - 19.2.3.1. within the rescue component, include awareness training regarding the need for euthanasia in various circumstances, normal koala behaviour in urban environments, and the risks associated with unnecessary rescue;
 - 19.2.3.2. within the care component:
 - a. include a training module for 'General koala care', that would enable a carer to appropriately:
 - i. undertake care of koalas relevant to the developmental stage of the koala and/or level of care required;
 - ii. maintain their facility in a way that is suitable for the relevant developmental stage of the koala and/or level of care required;
 - iii. monitor all facets of a koala's health (as per this Code of Practice);
 - iv. identify suitable leaf for feeding koalas; and
 - v. understand the need for euthanasia in certain circumstances.
 - b. include an optional training module for 'Advanced koala care', that would enable a carer to appropriately care for sick or injured koalas.
 - 19.2.3.3. within the release component, include awareness training that in many circumstances koalas are required to be released back at their rescue site, and for SEQ based courses that they should include training on application of the Guideline - Selection of Release Sites for Rehabilitated Koalas in South East Queensland; and
 - 19.2.3.4. be accompanied by ongoing in-field support from *experienced koala*

rehabilitators.

- 19.2.4. All previously permitted koala rehabilitators must attend a suitable refresher training course every three years and provide proof of recent training when they apply for renewal of rehabilitation permits.
- 19.2.5. A suitable refresher training course is one that, at a minimum:
 - 19.2.5.1. teaches the standards described in this Code of Practice, with practical and written assessment components relating to rescue, care, and release of koalas; and
 - 19.2.5.2. teaches health and safety issues associated with koala rehabilitation (e.g., disease transmission, zoonoses, managing hazardous chemicals and operating in hazardous locations).
- 19.2.6. Training may be provided by a Wildlife Rehabilitation Organisation, or another suitable organisation, and should be delivered by trainers with significant, relevant experience. For example, an advanced koala care module should be delivered by a trainer with suitable veterinary care experience.

20. Definitions

Animal — any member of the animal kingdom (other than humans) as defined in the *Nature Conservation Act 1992*.

Carrying capacity — the maximum number of koalas that a site can sufficiently sustain before it suffers significant deterioration.

Code of Practice — the Code of Practice: Rehabilitation of Sick, Injured, or Orphaned Koalas in Queensland.

Conservation officer — a person who is appointed as such by the responsible Minister under the *Nature Conservation Act 1992*.

Critical — when the animal is affected by: major traumatic injuries, difficult breathing, major bleeding, serious head injury, or disembowelment; or is showing any signs of severe pain or discomfort; or has obvious injuries or illness that might cause the death of the animal; or is rescued or found in circumstances which might reasonably be expected to have caused such injuries or illness, even if they are **not** apparent (for example: dog attack); or the animal is moribund.

Department — the Department of Environment and Science.

Euthanasia — to achieve humane destruction of a koala, as per the Guideline: Determining Whether a Koala Requires Euthanasia.

Experienced koala rehabilitator — a person with a minimum of three (3) years, ongoing demonstrated wildlife rehabilitation experience specific to koalas.

Koala rehabilitator — a person who is engaged in the rehabilitation (rescue, care, and release) of sick, injured, or orphaned wildlife and is operating under a valid rehabilitation permit either as an individual or as member of a rehabilitation organisation.

NC Act — the *Nature Conservation Act 1992*.

NC Animals Regulation — the Nature Conservation (Animals) Regulation 2020.

NC Koala Plan — the Nature Conservation (Koala) Conservation Plan 2017.

On-site confirmation — an in-person visual inspection of the release site, conducted by a koala rehabilitator prior to the release of a koala, to confirm whether the release site is currently suitable for release.

Orphaned — a koala that was rescued at a stage of development where it was or would have been dependent on its mother but was kept, fed, and cared for by a person, in place of its mother due to the mother being deceased or temporarily sick or injured.

Permit — a rehabilitation permit issued under the *Nature Conservation Act 1992*.

Protected wildlife — an animal that is prescribed as such in the *Nature Conservation Act 1992*.

Rehabilitation — a multi-phase process aiming to address the welfare needs of koalas that are found sick, injured, or orphaned, and contribute positively to koala conservation, including rescue, care (if necessary), and release of koalas to the wild, in such a way that they can, where possible, successfully re-join local breeding populations.

Rehabilitation organisation — a corporation or association holding a valid rehabilitation permit whose members engage in the rehabilitation of sick, injured, or orphaned wildlife.

Rescue — limited to koalas that are, or are reasonably suspected to be, sick, injured, or orphaned, as per section 6.2.2. of this Code of Practice.

Rescue site — the location where the koala was rescued.

SEQ Wildlife Hospital — a veterinary clinic or facility of the SEQ Wildlife Hospital Network.

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SEQ Wildlife Hospital Network — Australia Zoo Wildlife Hospital, Currumbin Wildlife Hospital, Moggill Koala Rehabilitation Centre, and RSPCA Wildlife Hospital.

SEQ or South East Queensland — the local government areas of Brisbane City Council, Gold Coast City Council, Ipswich City Council, Lockyer Valley Regional Council, Logan City Council, Moreton Bay Regional Council, Noosa Shire Council, Redland City Council, Scenic Rim Regional Council, Somerset Regional Council, Sunshine Coast Regional Council, and Toowoomba Regional Council.

Treating veterinarian — in SEQ, the closest SEQ Wildlife Hospital. Outside of SEQ, the closest suitably experienced and qualified veterinarian to assess, treat, and care for koalas.

Veterinary surgeon — a person registered as a veterinary surgeon under the *Veterinary Surgeons Act 1936*.

Veterinary treatment — the conduct and application of veterinary surgery and veterinary medicine when applied to sick, injured, or orphaned animals by a veterinarian.

Wildlife — a protected animal as defined in the *Nature Conservation Act 1992*.

Zoonosis (plural zoonoses) — any infectious disease that can be transmitted from both wild and domestic animals to humans.

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Approved by

Ben Klaassen

Signature

30 June 2023

Date

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