

Biosecurity Plan 2026-30

for invasive Plants and Animals



Acknowledgement of Country

Gladstone Regional Council would like to acknowledge the traditional custodians of this land, the Bailai, the Gurang, the Gooreng Gooreng and the Taribelang Bunda people.

We pay respect to their Elders past, present and emerging.

Gladstone Regional Council is committed to cultivating a culture of inclusion and connectedness, acknowledging that our communities are richer when diversity is embraced.

Executive Summary

The Biosecurity Plan 2026 sets out Council's strategic approach to managing invasive plants and animals across all land types in our region. Endorsed under delegated authority, it demonstrates Council's commitment to protecting our environment, supporting community wellbeing and fulfilling statutory obligations under the *Biosecurity Act 2014*. The Plan aligns with the Queensland Biosecurity Strategy 2024–2029, and is informed by complementary frameworks, including the Queensland Invasive Plants and Animals Strategy 2020–2030, the National Biosecurity Strategy, and regional pest management priorities.

Biosecurity is a shared responsibility. Everyone has a General Biosecurity Obligation (GBO): a duty to take reasonable steps to prevent, manage, and respond to biosecurity risks. This Plan explains the GBO in plain language and outlines how Council supports voluntary compliance through education, practical guidance, and strong partnerships.

Recognising that complete eradication of invasive species is rarely feasible, the Plan provides a clear framework for prioritising resources, coordinating action, and embracing emerging technologies. It identifies key risks, challenges, and success indicators, and sets out strategic actions to ensure measurable progress and continuous improvement.

Council works alongside landholders, community groups, industry, and neighbouring councils to ensure biosecurity efforts are locally relevant, legally compliant, and regionally coordinated. This Plan reflects our shared commitment to stewardship, transparency, and long-term environmental protection, and provides a foundation for practical action across our region.



Leisa Dowling

Chief Executive Officer
Endorsed under delegated authority

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1 Introduction

1.1 Purpose

In Queensland, the *Biosecurity Act 2014 (Qld)* (the Act) provides the legislative framework for managing biosecurity risks, including the impacts of invasive species, such as weeds and pest animals. Under the Act, local governments are required to develop and adopt a Biosecurity Plan that outlines a strategic approach to managing invasive species within their respective local government area.

The Gladstone Regional Council biosecurity plan (the Plan) provides guidance to reduce the biosecurity risks and impacts of invasive plants and animals on the region's health, lifestyle, economy, and the environment.

By managing invasive species responsibly, we can help restore balance where ecosystems have been disrupted and maintain the integrity of healthy environments. This gives native species a fighting chance to survive and thrive thereby protecting biodiversity for future generations.

This Plan provides support for informed decision making and coordinated actions across all stakeholders. It outlines the strategic approach and identifies responsibilities of land managers, relevant agencies, and the local community in meeting their obligations under the Act. It includes:

- identification of the priority invasive plants and animals
- management objectives for these priority species
- recommended actions to reduce and mitigate biosecurity risks
- clarification of responsibilities under the Act, and;
- outlines support for land managers implemented through Property Pest Management Plans (PPMP) and Council-led programs.

This plan will commence in 2026 and be reviewed and updated every four years to guide implementation for the next period.

1.2 Scope

This Plan addresses the management of invasive plants and animals (referred to as *invasive biosecurity matter* under biosecurity legislation), as well as locally declared species that meet one or more of the following criteria:

- Listed as prohibited or restricted matter under current biosecurity legislation
- Declared under Subordinate Local Law No. 3 (*Community and Environment Management*) 2011.

The management of the following is **not included** in this plan as they are generally managed under the regulatory role of Biosecurity Queensland:

• plant and animal diseases, parasites, or viruses	• marine animals and plants
• public health pests e.g., rodents, mosquitoes, cockroaches, etc.	• noxious fish
• nuisance native and domestic animals	• some tramp ant species

All land and waterways within the boundaries of the local government area are included within the scope of this Plan.

1.3 Objectives

Our objective is to identify high-risk invasive species in the Gladstone region and implement practical, effective measures to manage them. This includes enhancing local and regional pest control efforts and aligning our actions with the Queensland Governments strategy for prevention and management of invasive plants and animals. This plan aims to:

- guide Council's biosecurity actions, ensuring resources are allocated effectively to manage priority pests and weeds
- support landholders, industry, and the community in fulfilling their General Biosecurity Obligation (GBO) under the Act
- promote collaboration and shared responsibility between Council, government agencies, land managers, and residents
- deliver awareness, education and networking opportunities for individuals, land managers and communities to safeguard environmental values, primary production, and the economy from invasive plant and animal species
- build capacity among land managers to improve their ability to manage invasive species effectively
- enhance resilience by reducing the long-term risks associated with invasive species.

By implementing this plan, Gladstone Regional Council is committed to maintaining a healthy, sustainable, and productive region for future generations. This includes actively managing biosecurity risks on Council-managed land and sharing progress where appropriate, alongside supporting landholders and communities in fulfilling their obligations.

1.4 Plan development

This plan has been developed to reflect various local, regional, state, and national strategies, policies, and initiatives. Where applicable, the overarching principles, objectives, and management strategies from these plans are incorporated as best practices to achieve desired outcomes.

Consultation has been undertaken with community groups, industry representatives, state government departments, natural resource management groups and other key stakeholders with a vested interest in invasive species management.

The Plan aligns with the Council's Corporate Plan, guiding the priorities and allocation of resources for annual Operational Plans outlining intended outcomes for the effective management of weeds, pests, and biosecurity risks within the Gladstone Regional Council Local Government Area.

National and state government legislation and strategies considered include:

Australian Government

- *Biosecurity Act 2015*
- *Environment Protection and Biodiversity Conservation Act 1999*
- National Biosecurity Strategy 2022-2032
- Australian Weeds Strategy 2017–2027
- Australian Pest Animal Strategy 2017–2027
- Australia's Strategy for Nature 2024-2030

Queensland Government

- *Biosecurity Act 2014*
- Biosecurity Regulation 2016

- *Nature Conservation Act 1992*
- Queensland Biosecurity Strategy 2024–2029
- Queensland Invasive Plants and Animals Strategy 2025–2030
- Queensland Wild Dog Management Strategy 2021–2026
- Queensland Feral Deer Management Strategy 2022–2027
- Biodiversity Conservation Strategy 2022

2 What is biosecurity?

Biosecurity is the implementation of measures that reduce the risk of the introduction and spread of invasive species and diseases and minimise the impacts of those that are already established in the State.

Biosecurity affects us all and is everybody's business. Queenslanders are united by the potential risk to our businesses, our communities, the environment and our health. Good biosecurity practice requires everyone to be aware of their obligations and take active steps to manage the biosecurity risks under their control.

While this plan deals solely with [invasive biosecurity matter](#) (also known as invasive plants and animals), other significant obligations included in the Act relate to the management of animal and plant diseases and contaminants to reduce biosecurity risk. If you need information on aspects of biosecurity management that are not linked to invasive plant and animal management, visit the Department of Primary Industries website at: www.dpi.qld.gov.au or call their Business Information Center on 13 25 23.

2.1 What does it protect?

The Gladstone region is an Eco-Certified destination and the official gateway to the Southern Great Barrier Reef, featuring iconic locations such as Agnes Water and the Town of Seventeen Seventy, and is home to one of the largest bulk commodity ports in the world. Located within the Fitzroy Region of Central Queensland, the Gladstone local government area spans approximately 10,500km² with a population of approximately 65,500.

This region lies on the traditional lands of the Bailai, Gurang, Gooreng Gooreng, and Taribelang Bunda peoples, whose enduring cultural connections are reflected in sacred sites, shell middens, and ceremonial landscapes. The region also includes Heron Island, Lady Musgrave Island, North West Island, Wilson Island, and Curtis Island each forming part of the Great Barrier Reef World Heritage Area and recognised for their outstanding universal value. Curtis Island also contains nationally significant wetlands and is listed in the Directory of Important Wetlands in Australia.

These natural and cultural landscapes are central to the region's biodiversity, tourism appeal, and economic resilience. Protecting them through strong biosecurity practices is essential to sustaining Gladstone's unique identity and ensuring its environmental and cultural values endure for future generations.

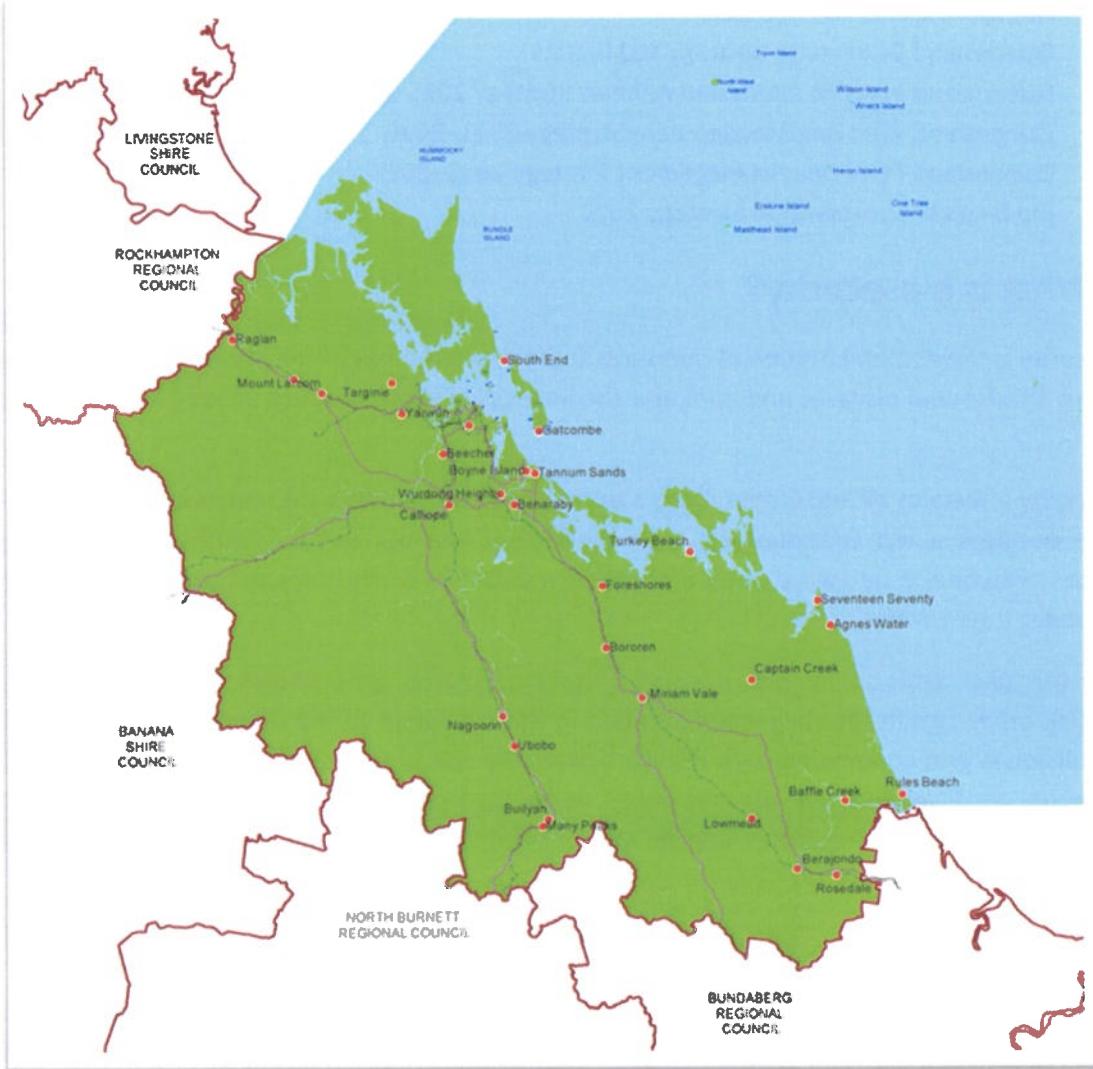


Figure 1 Geographical Map of GRC Area and neighbouring councils

3 Biosecurity responsibilities

3.1 The *Biosecurity Act 2014*

The Act aims to protect Queensland from the impacts of invasive plants and animals, animal and plant diseases, and biological, chemical, and physical contaminants. It promotes proactive management of biosecurity risks using timely and effective biosecurity responses to protect human health, the economy, the environment and social amenity.

The Act is built around the following concepts:

- *Shared responsibility* - everyone (governments, industries and individuals) who deals with something that may pose a biosecurity risk to Queensland has an obligation to manage the risk.
- *Risk-based decision making* - the Act requires that the response to a biosecurity risk is reasonable and practical and risk-based decision making is used to ensure that the response is proportionate to the level of risk. This allows flexibility in the application of the legislation and balances the interests of the community with those of the individual.

- *The precautionary principle* - allows action to be taken to manage biosecurity incursions where serious or irreversible damage is possible, but the scientific knowledge is incomplete. It considers that on-balance, the cost of not taking action to minimise a risk is more significant than the cost of taking early and definitive action which subsequently proves to be unnecessary.

These principles are designed to provide a responsive and equitable system for the management of biosecurity risks in Queensland. The *Biosecurity Act 2014* and the *Biosecurity Regulation 2016* can be found on the Office of Queensland Parliamentary Council website:

www.legislation.qld.gov.au/browse/inforce.

3.2 Invasive biosecurity matter

This Plan addresses the management of biosecurity risks associated with invasive biosecurity matter, which includes invasive plants and animals listed under biosecurity legislation.

This includes:

1. **Prohibited matter** – invasive species that pose a significant biosecurity risk and are not to be kept, moved, or released under any circumstances
2. **Restricted matter** – invasive species that may be present in Queensland but require specific management actions to limit their spread and impact

Council actions will align with the most current legislative definitions and listings, including updates to the *Biosecurity Act 2014* and the *Biosecurity Regulation 2016*. As part of this alignment, Council acknowledges the 2025 Biosecurity Queensland review of prohibited and restricted matter lists.

This review proposes the inclusion of additional invasive species that are not currently known to occur in our region but may pose future risks. Although their presence has not been confirmed locally, Council supports early awareness, targeted surveillance, and stakeholder education to ensure readiness should new incursions arise. Species listed in this Plan as “New Listed Invasive Species” indicate proposed inclusions for which the general biosecurity obligation applies.

3.3 The general biosecurity obligation

The [general biosecurity obligation](#) (GBO) is the principal obligation under the Act and requires a person to take action to minimise biosecurity risks.

To fulfill their GBO, a person must:

1. meet the requirements of any of the prescribed obligations (prohibited and restricted matter requirements) that are relevant (see details below), and
2. undertake any *other* reasonable and practical actions that are required in the circumstances to minimise or prevent the biosecurity risk under their control. This may include active management of priority invasive plants and animals.

The prescribed obligations apply across all situations, while the requirement to take ‘reasonable and practical’ actions provides flexibility to manage diverse biosecurity risks effectively, efficiently and sustainably. As a landholder and public land manager, Council is also subject to the General Biosecurity Obligation and is committed to fulfilling its responsibilities under the Act, including the management of biosecurity risks on Council-managed land.

The general biosecurity obligation (GBO)

1. Prescribed legislative elements

Prohibited matter obligations

Restricted matter obligations

2. Outcome-based legislative elements

Reasonable and practical measures

3.3.1 Prohibited matter obligations

Prohibited matter refers to biosecurity matter that is not currently present or established in Queensland, but would cause significant harm to the economy, environment, or community if introduced. It must not be kept, moved, or released without a permit. If found, it must be reported to Biosecurity Queensland on 13 25 23 within 24 hours, in accordance with biosecurity legislation.

3.3.2 Restricted matter obligations

Restricted matter refers to biosecurity matter that is already present in Queensland and known to have social, environmental, or economic impacts. Each species is assigned one or more management categories (1–7) under biosecurity legislation, based on its characteristics and associated risks. These categories outline specific actions that must be taken — such as containment, disposal, or movement restrictions.

Unless authorised by permit, landholders and other relevant parties must manage restricted matter in accordance with its assigned category obligations as set out in current biosecurity legislation.

3.4 Locally declared species

Under the *Queensland Local Government Act 2009*, a local government may by resolution agree to adopt a subordinate local law for the declaration of a locally emerging invasive pest within its Local Government Area, even if the species is not listed under the Queensland Biosecurity legislation.

In accordance with *Subordinate Local Law No. 3 (Community and Environment Management) 2011*, a person must not introduce, propagate, breed, or provide harbour to a declared local pest.

The following species, declared by Council under local law, are formally recognised as **local invasive biosecurity matter** under Section 48 of the *Biosecurity Act 2014*:

- Feral leucaena (*Leucaena leucocephala*) - refers to leucaena that has escaped cultivation and is growing unmanaged in the environment.
- Indian Myna (*Acridotheres tristis*) – an aggressive invasive species that threaten native wildlife by competing for food, nesting sites, and are known to carry diseases.

This recognition under the Act supports Council's continued work with landholders and the wider community to manage these species, with guidance provided through the general biosecurity obligation to help reduce associated risks.

3.5 Responsibilities

Under the *Biosecurity Act 2014* various individuals, organisations, and government agencies have specific roles and responsibilities to help manage biosecurity risks in Queensland. The Act adopts a shared responsibility and nil-tenure approach, meaning everyone, regardless of land ownership or tenure, has a duty to manage biosecurity risks under their control. Table 1 provides an overview of stakeholders and their biosecurity responsibilities.

Table 1 Responsibilities under the Biosecurity Legislation

Stakeholder	Responsibility
Australian Government	<ul style="list-style-type: none"> • Lead national border protection and emergency response coordination • Administer national legislation (<i>Biosecurity Act 2015</i>), policies and programs • Support national arrangements such as Intergovernmental Agreement on Biosecurity, National Biosecurity Committee, Environmental Invasive Species Committee • Provide strategic direction and coordination to support states, territories, and local governments in meeting their biosecurity obligations.
Queensland Government	<ul style="list-style-type: none"> • Lead and coordinate Queensland's biosecurity framework including legislation, strategies and policy development • Ensure compliance with the <i>Biosecurity Act 2014</i> and support implementation of the General Biosecurity Obligation across sectors • Maintain state research capability and foster collaboration across agencies and regions • Coordinate and declare emergency responses under the Act • Develop and promote best practice management material for invasive plants and animals • Support regional and local governments in fulfilling their biosecurity responsibilities.
Other state agencies	<ul style="list-style-type: none"> • manage invasive plants and animals on state managed land in accordance with their General Biosecurity Obligation under the <i>Biosecurity Act 2014</i> • implement 'good neighbour' policy • collaborate in local government biosecurity planning processes • develop and implement state land biosecurity plans • coordination biosecurity activities across government agencies.
Gladstone Regional Council	<ul style="list-style-type: none"> • ensure compliance with <i>Biosecurity Act 2014</i> and undertake enforcement activities within the Gladstone region • develop and implement the Biosecurity Plan in consultation with stakeholders • communicate about the General Biosecurity Obligation (GBO) to people in the local government area, using accessible and locally relevant formats • manage invasive plants and animals on Council managed land in accordance the GBO, including proactive planning, monitoring, and restoration activities • actively manage biosecurity risks on Council land and share progress where appropriate • support community education, reporting, and coordinated control efforts through practical resources, incentives, and regionally distributed engagement
First Nations People	<ul style="list-style-type: none"> • Actively promote Aboriginal peoples and Torres Strait Islander peoples' perspectives when decisions about invasive species management are made that will directly affect them • Share knowledge to support invasive pest management • participate in collaborative management activities and support the management of invasive plants and animals on country as per the general biosecurity obligation.
Individuals, industry, and organisations	<ul style="list-style-type: none"> • Work collaboratively, develop and maintain positive relationships with neighbours and share knowledge to support invasive species management • Use best management practice approaches • Develop and implement actions to prevent or minimise biosecurity risk.

4 Strategic biosecurity management

Strategic biosecurity management requires a planned and well considered approach to the management of invasive plants and animals. It considers the biology and behaviour of individual species, their comparative biosecurity risk, and the current and potential level of invasion/establishment to determine the most effective management approach.

When effective, strategic management has the potential to reduce the impact and cost of managing an invasive plant or animal. Having a strategic approach may also help by solving issues before they are out of hand, through faster detection and timely implementation of the appropriate management tools.

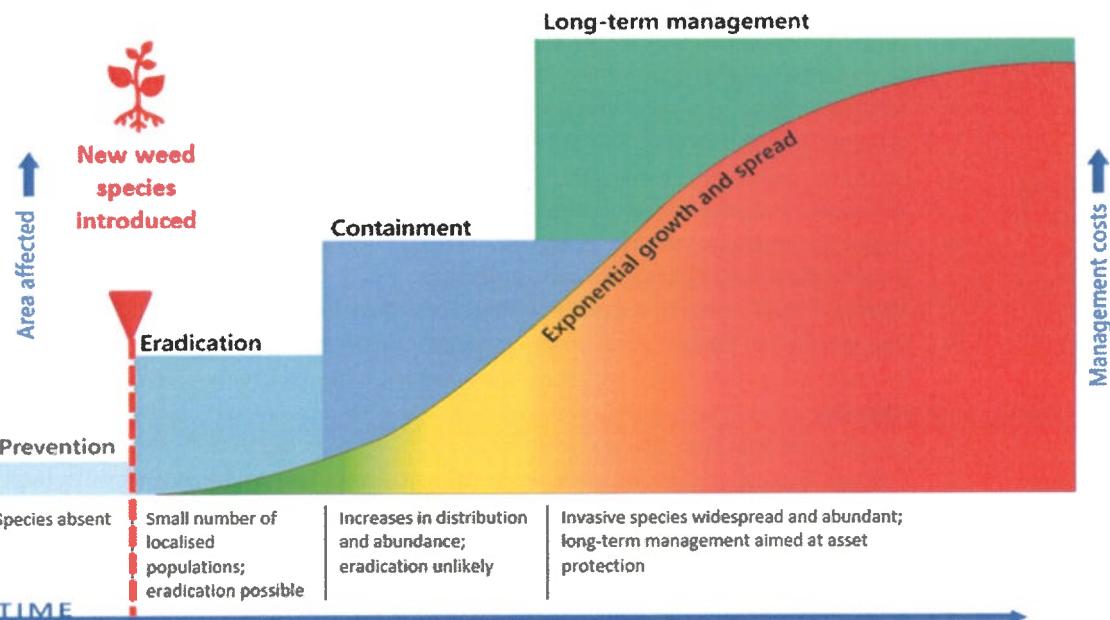


Figure 2. Generalised Invasion Curve used in a biosecurity approach to Invasive Plants and Animals (Invasion-Curve - Invasive Species Council).

Biosecurity planning practices use the generalised invasion curve (Figure 1) as the basis for strategic decision-making for invasive species management. This pairs an understanding of invasion biology with economic modelling to help decision-makers determine where to invest their resources. When used in conjunction with good distribution mapping, and an understanding of the environmental/landscape factors that benefit species invasion, a more sophisticated and tailored management plan can be developed.

The invasion curve illustrates how management costs increase as an incursion progresses. Investing in prevention or early eradication is significantly more cost-effective than managing established populations.

This plan has been developed using standardised approaches to risk prioritisation that consider the extent and impact of invasive species at a local level so that they can be assigned to the relevant management objective i.e. prevention, eradication, containment or asset protection. From this, appropriate reasonable and practical measures can be established.

4.1 Risk prioritisation tool

The risk prioritisation process employs a standardised risk assessment tool, developed by Biosecurity Queensland, to evaluate and classify priority invasive plant and animal species based on the following criteria:

Risk

Step 1 - Identify which species grow or have the potential to grow in the region

Step 2 - Determine species risk by assessing against three criteria:

1. **Impact** – the economic, environmental, social amenity and human health effects the species has
2. **Invasiveness** - the species' ability to spread and become established
3. **Potential distribution** - how far the invasive plant or animal could spread



Management Feasibility

Step 3 – Determine the management feasibility against three criteria:

1. **Current distribution** – how large is the infestation/population?
2. **Cost of control** – what is the cost of control activities?
3. **Effectiveness of control options** – how effective are management options and what is the risk of the species being reintroduced to areas under management?

The risk and feasibility assessment generates a score and assigns each species into one of the four management objectives. Those species listed as low to negligible are typically on a watch list to reassess if they begin to show invasive characteristics.

Council's approach is to direct its biosecurity strategy toward species that represent a manageable and justifiable risk, ensuring that limited resources are used effectively.



Table 2 Risk Prioritisation Tool risk and feasibility matrix

Risk	Feasibility of Control				
	Negligible (<5)	Low (>5)	Medium (>9)	High (>15)	Very High (>23)
Negligible (<5)	No/limited action	No/limited action	No/limited action	No/limited action	No/limited action
Low (>5)	No/limited action	No/limited action	Asset Protection	Asset Protection	Asset Protection
Medium (>9)	Asset Protection	Asset Protection	Asset Protection	Containment	Containment
High (>15)	Asset Protection	Asset Protection	Containment	Containment	Eradication
Very High (>23)	Asset Protection	Asset Protection	Containment	Eradication	Eradication

Source: Biosecurity planning tools for Local Government - instruction book, 2019-20

4.2 Priority invasive plants and animals

Species have been categorised based on the associated management objectives, as illustrated in the generalised invasion curve shown in Figure 2 above.

Management objectives have been identified for each priority invasive plant and animal.

These objectives include:

- **Prevention** – aims to prevent the arrival and establishment of invasive plants and animals that are not already in the Gladstone region. The priority for these species will be very high.
- **Eradication** – aims to completely remove the invasive plants and animals from the Gladstone region within the next 5 to 10 years. The priority for these species will be high.
- **Containment** – aims to prevent further spread of the species in the Gladstone region. The priority for these species will be medium to high.
- **Asset protection** – aims to reduce the impact of the invasive plants and animals on economic, environmental, and/or social/amenity assets. This may include agricultural land, natural areas, or shared community spaces such as parks and urban areas. The priority for these species will be medium to low.

Note that everyone has a responsibility to adhere to the prescribed legislative obligations associated with all species of prohibited and restricted matter regardless of whether they are specifically listed as a priority in this plan. The following tables (below) highlight priority species that have a particular biosecurity impact within the Gladstone region, so that additional management action is warranted.



4.2.1 Prevention Invasive Species

These species are not currently present in the Gladstone region but pose a significant biosecurity risk. Many are at high risk of arriving due to their known distribution and invasion pathways. If established, they are likely to cause significant biosecurity impacts.

This strategy aims to prevent the introduction and establishment of these priority invasive species by raising awareness among land managers and the community, and by encouraging early detection and rapid response to minimise potential impacts.

Table 3 Prevention invasive species – not found in the Gladstone region

Prevention Invasive Species – VERY HIGH priority				
Aim - to prevent the arrival and establishment of invasive plants and animals.				
Common name	Scientific name	Biosecurity legislation -Category	WoNs	Distribution
Invasive Plants				
African Boxthorn	<i>Lycium ferocissimum</i>	3	✓	Present in State
Alligator Weed	<i>Alternanthera philoxeroides</i>	3	✓	Borders region
Bitou bush	<i>Chrysanthemoides monilifera</i> ssp. <i>rotundata</i>) and boneseed (<i>Chrysanthemoides monilifera</i> ssp. <i>monilifera</i>).	3		Present in State
Thunbergia	<i>Thunbergia grandiflora</i>	3		Borders region
Cabomba	<i>Cabomba caroliniana</i>	3	✓	Present in State
Cholla Cacti with the following names:				
• Coral Cactus	<i>Cylindropuntia fulgida</i>	3	✓	Present in State
• Devil's Rope Pear	<i>C. imbricata</i>	3	✓	No mapping
• Hudson Pear	<i>Cylindropuntia pallida</i> and <i>C. tunicata</i>	2,3,4,5	✓	Borders region
• Jumping Cholla	<i>C. prolifera</i>	2,3,4,5	✓	No mapping
• Snake Cactus	<i>C. spinosior</i>	3	✓	Present in State
Gamba Grass	<i>Andropogon gayanus</i>	3	✓	Borders region
Giant Sensitive Plant	<i>Mimosa diplotricha</i>	3		Present in State
Honey Locust	<i>Gleditsia triacanthos</i>	3		Present in State
Mexican Feather Grass	<i>Nassella tenuissima</i>	2, 3, 4, 5		Present in State
Pond Apple	<i>Annona glabra</i>	3	✓	Present in State
Prickly Pears:				
• Bunny Ears	<i>Opuntia microdasys</i>	2, 3, 5	✓	Present in State
• Drooping Tree Pear	<i>O. monacantha</i> syn. <i>O. vulgaris</i>	3	✓	No mapping
• Riverina Pear	<i>O. elata</i>	3	✓	No mapping
• Tiger Pear	<i>O. aurantiaca</i>	3	✓	No mapping
Siam Weed	<i>Chromolaena odorata</i> , <i>C. squalida</i>	3		Present in State
Sicklepod	<i>Senna tora</i> , <i>S. hirsute</i> , <i>S. obtusifolia</i>	3		Borders region
Tropical Soda Apple	<i>Solanum viarum</i>	2,3,4,5		Present in State
White Ball Acacia	<i>Acaciella angustissima</i>	2,3,4,5		Borders region
Invasive Animals/ Insects				
Asian Honeybee	<i>Apis cerana</i>	1		Present in State
Electric Ant	<i>Wasmannia auropunctata</i>	1		Present in State
Red Imported Fire Ant	<i>Solenopsis invicta</i>	1		Present in State
Yellow Crazy Ant	<i>Anoplolepsi gracilipes</i>	3		Present in State

Table 4 Examples of reasonable and practical measures -- Applies to PREVENTION and New Listed Species

Reasonable and Practical Measures for PREVENTION Invasive Species		
Prevent the arrival and establishment of invasive plants and animals.		
Action	Measure	Success indicator
Awareness	<ul style="list-style-type: none"> • Be aware of 'prevention' species listed in this Biosecurity Plan • Have unfamiliar plants/animals found on your property, region, or in areas where you are undertaking work, formally identified. • Inspect high risk invasion/introduction pathways (e.g. this might include roadsides, stockyards and watering points). 	Knowledge of invasive species
Surveillance	<ul style="list-style-type: none"> • Inspect high risk invasion/introduction pathways (e.g. this might include roadsides, stockyards and watering points). 	Early detection
Introduction of invasive species	<ul style="list-style-type: none"> • Carry out hygiene procedures on vehicles and machinery and clothing etc. (e.g. wash down, brush down, visual inspections, quarantine) • Spell stock that has been moved from another area that is/might be infested with a species included on the prevention target list e.g. keep stock in a holding area that can be regularly checked for a period of time. • Source stock feed and garden products from areas that are not infested with species from the prevention list and/or request a weed hygiene declaration. • Remove harbour that may provide shelter and habitat for invasive animals. • Check that the plant (including reproductive parts), animal or fish you are acquiring is not listed under this Biosecurity Plan or the Queensland Biosecurity legislation. 	Reduced risk of weed (including reproductive plant parts) and animal entry
Distribution	<ul style="list-style-type: none"> • No species on the prevention list may be grown or propagated, kept, moved, sold, given away or released. 	
Notification	<ul style="list-style-type: none"> • Prohibited matter (as listed in the Biosecurity legislation) is reported to Biosecurity Queensland [HOTLINE 132523]. • Restricted matter and locally significant species listed as prevention targets in the biosecurity plan are reported to the Council Biosecurity Officer (07 4970 0700). 	Immediate reporting
Disease transmission	<ul style="list-style-type: none"> • Ensure ruminants do not have access to restricted animal material (RAM) or animal feed containing RAM including access to organic fertilisers until fertilisers have been incorporated into pasture. • Ensure swill is not accessible or fed to pigs and poultry including pet and hobby farm pigs and poultry. 	No Reports of BSE and other TSEs

* Bovine Spongiform Encephalopathy (BSE) and other Transmissible Spongiform Encephalopathies (TSEs)

4.2.2 Species Newly Listed under Queensland Biosecurity Legislation – 2025 Review

Table 5 New Listed Invasive Species – not currently present locally

New Listed Invasive Species – Very High priority			
Aim - to prevent the arrival and establishment of invasive plants and animals.			
Common name	Scientific name	Biosecurity legislation - Category	Distribution
Invasive Plants			
Amazon Frogbit	<i>Limnobium laevigatum</i>	3, 5	Present in State
Blackberry,	<i>Rubus spp. (all species except native Rubus species) (excluding fruit)</i>	3	European blackberry is widespread and invasive in southern QLD
Brazilian jurema	<i>Mimosa tenuiflora</i>	3, 5	Present in State
Bog Moss	<i>Mayaca lutiatis</i>	3, 5	Early-stage spread in QLD waterways
Cacti	<i>Austrocylindropuntia</i>	2,3,4,5	Present in State
Coastal Silver-oak	<i>Brachylaena discolor</i>	3, 5	Present in State
Glory Bower	<i>Clerodendrum chinense</i>	3, 5	Known to spread in tropical gardens
Hairy Water Hyssop	<i>Bacopa lanigera</i>	3	Present in State
Hiptage	<i>Hiptage benghalensis</i>	3	Garden escapee, smothers native vegetation
Ivy Gourd	<i>Coccinia grandis</i>	3, 5	Present in State - spreads via human activity
Kidneyleaf Mudplantain	<i>Heteranthera reniformis</i>	3, 5	Ornamental escapee forming dense aquatic mats
Paper Mulberry	<i>Broussonetia papyrifera</i>	3, 5	Detected in Brisbane and northern coastal areas
Sicklebush	<i>Dichrostachys cinerea</i>	3	Present in State

The species listed in this section are newly recognised under Queensland's *Biosecurity Act 2014* and are not currently known to occur in the Gladstone region. Council applies the same reasonable and practical measures outlined in Table 4, which support early awareness, surveillance, and prevention of introduction. These measures are particularly relevant given the known pathways through which invasive species enter and spread, including online trade, escape from ornamental plantings, garden waste, animal and soil movement and aquarium releases, the same mechanisms responsible for many current incursions.

4.2.3 Eradication Invasive Species

Eradication invasive species are currently limited in distribution and abundance within the region but pose a significant biosecurity risk. As such, elimination is considered a feasible and strategic objective for land managers to achieve. To support this, Council will develop and implement a targeted eradication plan for each species identified as a local eradication priority species under this Biosecurity Plan.

Table 6 Management Objective –Intensive control towards ERADICATION of known infestations

ERADICATION Invasive Species – High priority				
Aim to completely remove the invasive plants and animals from the Gladstone region.				
Common name	Scientific name	Biosecurity legislation - Category	WoNs	Distribution
Invasive Plants				
Bellyache Bush	<i>Jatropha gossypiifolia</i>	3	✓	Scattered
Chinee Apple	<i>Ziziphus mauritiana</i>	3		Scattered
Fireweed	<i>Senecio madagascariensis</i>	3		Isolated, Scattered
Harrisia Cactus	<i>Harrisia martinii, H. tortuosa and H. regelii</i>	3		Isolated, Scattered
Madeira vine	<i>Anredera cordifolia</i>	3	✓	Scattered
Mesquite	<i>Prosopis spp.</i>	3	✓	Isolated
Prickly Acacia	<i>Vachellia nilotica</i>	3	✓	Isolated
Water Hyacinth	<i>Eichhornia crassipes</i>	3	✓	Scattered

Note: Water Hyacinth (*Eichhornia crassipes*) has not been detected in the target water body for over two years despite annual monitoring during peak growing seasons. Due to the species' ability to regrow from fragments and the long viability of its seeds, monitoring will continue for at least 5 years before declaring the weed eradicated.

Table 7 Examples of reasonable and practical measures for Eradication invasive plants and animals

Reasonable and Practical Measures for ERADICATION invasive species		
Prevent entry and establishment of these invasive plants - Intensive control towards eradication		
Aim	Measure	Success indicator
Awareness	<ul style="list-style-type: none"> • Be aware of 'eradication' invasive species listed in this Biosecurity Plan. • Have unfamiliar plants/animals found on your property, region, or in areas where you are undertaking work, formally identified. 	Knowledge of invasive species
Surveillance	<ul style="list-style-type: none"> • Conduct detailed surveillance and mapping to locate all populations and determine extent. • Carry out area/property surveillance activities or targeted inspections (e.g. checking properties on a regular basis for eradication targets) and inspect high risk invasion/introduction pathways (e.g. this might include roadsides, stockyards and watering points). 	Early detection
Introduction	<ul style="list-style-type: none"> • Carry out hygiene procedures on vehicles and machinery and clothing etc. (e.g. wash inspections, quarantine), before entering clean area or before leaving infested area. • Spell stock that has been moved from another area that is/might be infested with a species included on the target list e.g. keep stock in a holding area that can be regularly checked for a period of time. • Source stock feed and garden products from areas that are not infested with species from the eradication target list and/or request a weed hygiene declaration. • Remove harbour that may be providing shelter and habitat for invasive animals. • Check that the plant (including reproductive parts), animal or fish you are acquiring is not listed under this Biosecurity Plan or the Queensland Biosecurity legislation. 	Reduced risk of weed entry
Control - Refer to Queensland Government restricted invasive plants	<ul style="list-style-type: none"> • Remove or destroy all plants and reproductive plant parts, fully and continuously suppress and destroy following best practice methods, follow approved control and disposal best practice methods for each species. This may include: <ul style="list-style-type: none"> • chemical treatments • physical or mechanical removal • planting competitive vegetation / crops / pastures • utilise biological control agents. • Continue monitoring to assess progress toward eradication, including inspection by Council to ensure compliance. • Ensure that control and disposal methods are approved and do not result in further spread. • Manage pest animal in accordance with an eradication plan. 	No spread – ongoing removal
Distribution	<ul style="list-style-type: none"> • No 'eradication' invasive plants may be grown or propagated, kept, moved, sold, given away or released. • Ensure that control and disposal methods are approved and do not result in further spread. 	No spread
Notification	<ul style="list-style-type: none"> • Prohibited matter (as listed in the Biosecurity legislation) is reported to Biosecurity Queensland [HOTLINE 132523]. • Restricted matter listed as eradication targets in the Biosecurity Plan are reported to Council (07 49700 0700). 	Immediate reporting

4.2.4 Containment Invasive Species

Containment species have established populations in parts of the region but are not everywhere. While broad-scale eradication is not feasible, a practical and achievable strategy is to manage biosecurity risks by preventing further spread through targeted eradication of new infestations and reduction of existing populations.

Table 8 Containment Invasive species – present in the region and requires sustained management to mitigate spread

Containment Invasive Species– High priority				
Aim - to reduce existing populations and prevent further spread of the species.				
Common name	Scientific name	Biosecurity legislation - Category	WoNs	Distribution
Invasive Plants				
African Fountain Grass	<i>Cenchrus setaceus</i>	3	✓	Scattered
African Tulip Tree	<i>Spathodea campanulata</i>	3	✓	Scattered
Feral Leucaena	<i>Leucaena leucocephala</i>	Local invasive biosecurity matter		Widespread
Giant Rat's Tail Grass	<i>S. pyramidalis</i> <i>and S. natalensis</i>	3	✓	Widespread
Grader Grass	<i>Themeda quadrivalvis</i>	Locally significant		Widespread
Groundsel Bush	<i>Baccharis halimifolia</i>	3		Scattered
Mother of Millions	<i>Bryophyllum delagoense</i> <i>and Bryophyllum x houghtoni</i>	3		Widespread
Parkinsonia	<i>Parkinsonia aculeata</i>	3	✓	Scattered
Parthenium	<i>Parthenium hysterophorus</i>	3	✓	Widespread in the North
Rubber Vine	<i>Cryptostegia grandiflora</i>	3	✓	Widespread
Salvinia	<i>Salvinia molesta</i>	3	✓	Scattered
Water Lettuce	<i>Pistia stratiotes</i>	3	✓	Scattered
Weedy Sporobolous Grasses (excluding Giant Rats Tail Grass)	<i>Sporobolus spp.</i>	3	✓	Widespread
Yellow Bells	<i>Tecoma stans</i>	3		Scattered

Table 9 Examples of reasonable and practical measures for Containment invasive plants and animals.

Reasonable and Practical Measures for CONTAINMENT invasive species Reduce existing populations and prevent further spread of the species.		
Aim	Measure	Success indicator
Awareness	<ul style="list-style-type: none"> • Be aware of 'containment' invasive species listed under the biosecurity plan. • Have unfamiliar plants and animals found on your property, region, or in areas where you are undertaking work, formally identified. 	Knowledge of invasive species
Surveillance	<ul style="list-style-type: none"> • Conduct detailed surveillance and mapping to locate all populations and determine extent. • Carry out area/property surveillance activities or targeted inspections (e.g. checking properties on a regular basis) and inspect high risk invasion/introduction pathways (e.g. this might include roadsides, stockyards and watering points). 	Early detection
Introduction	<ul style="list-style-type: none"> • Carry out hygiene procedures on vehicles, machinery, and clothing (including wash downs, brush downs, visual inspections, and quarantine), before entering clean area or before leaving infested area. • Spell stock that have been moved from another area that is/might be infested with a species included on the containment target list (e.g., keep stock in a holding area that can be regularly checked for a period of time). • Source stock, feed and garden products from areas that aren't infested with species from the containment list and/or request a weed hygiene declaration. • Remove harbour that may be providing shelter and habitat for invasive animals. • Check that the plant (including reproductive parts), animal or fish you are acquiring is not listed under this Biosecurity Plan or the Queensland Biosecurity legislation. 	Reduced entry into new areas
Control - Refer to Queensland Government restricted invasive plants	<ul style="list-style-type: none"> • Collaborate with your neighbours to manage threats and to reduce reinfestation. • Identify priority assets for targeted management and develop a property or pest management plan. • Remove or destroy all plants and reproductive plant parts, fully and continuously suppress and destroy by approved control and disposal best practice methods for each species. This may include: <ul style="list-style-type: none"> • maintaining weed free buffers • slash to prevent seeding, remove fruit • conduct chemical treatment or physical removal/burial of outliers etc • use designated tracks to avoid spreading to clean areas • monitoring clean areas to identify and treat any weed incursions • maintain competitive vegetation/crops/pastures • implement a biological control program • participate in a pest animal baiting program • Ensure that control and disposal methods are approved and do not result in further spread. 	No spread – ongoing control and removal

Reasonable and Practical Measures for CONTAINMENT invasive species Reduce existing populations and prevent further spread of the species.		
Aim	Measure	Success indicator
	<ul style="list-style-type: none"> Continue monitoring to assess progress toward containment, including inspection by Council to ensure compliance. 	
Distribution	No 'containment' species may be grown or propagated, kept, moved, sold, given away or released. Actively managing invasive species that could have negative impacts on neighbouring properties. Carry out hygiene procedures on vehicles and machinery (e.g. wash down, brush down, visual inspections) before leaving infested areas or before entering clean areas. <ul style="list-style-type: none"> Minimise seed spread (e.g. slash to prevent seeding, remove fruit, establish a weed free buffer zone) Spell stock in holding areas when leaving areas with these species suspected/present Do not supply stock feed, manure, garden products from areas where these species are suspected/present Ensure that control and disposal methods are approved and do not result in further spread. 	No spread
Notification	No required	Not applicable



Figure 3 Waterways can act as pathways for weed and pest movement, highlighting the need for coordinated biosecurity action

4.2.5 Asset Protection

These species are widely distributed across the Gladstone region making large scale elimination or containment unfeasible. Instead, management efforts should focus on protecting high-value assets by limiting the spread and reducing the impact of these species. This approach is both achievable and appropriate for land managers.

Priority assets include conservation reserves, waterways, wetlands, riparian zones, productive agricultural and horticultural land, as well as community spaces and residential areas frequented by locals and visitors.

Engagement will identify specific areas of concern to the community and will be risk assessed to determine priority actions and locations for control and inclusion. GRC will collaborate with responsible parties through education, awareness, incentive programs and services, and compliance and enforcement to reach the desired outcomes for priority actions.

Table 10 Asset Protection invasive species widely spread throughout the region

Asset Protection – Medium to Low priority				
Aim - to reduce the overall economic, environmental, and/or social impacts of the invasive species				
Common name	Scientific name	Biosecurity legislation - Category	WoNs	Distribution
African Love Grass	<i>Eragrostis curvula</i>			Widespread
Annual Ragweed	<i>Ambrosia artemisiifolia</i>	3	✓	Scattered
Broadleaved Pepper Tree	<i>Schinus terebinthifolius</i>	3		Widespread
Captain Cook Tree	<i>Thevetia peruviana</i>	3	✓	Widespread
Cat's Claw Creeper	<i>Dolichandra unguis-cati</i>	3		Widespread in the South
Hymenachne	<i>Hymenachne amplexicaulis</i>	3	✓	Scattered
Lantana	<i>Lantana spp.</i>	3		Widespread
Praxelis	<i>Praxelis clematidea</i>			Widespread
Prickly Pear	<i>Opuntia stricta and Opuntia tomentosa.</i>	3	✓	Widespread
Singapore Daisy	<i>Sphagneticola trilobata</i>	3		Widespread
Snake Weed	<i>Stachytarpheta spp.</i>			Widespread
Thatch Grass	<i>Hyparrhenia rufa</i>			Widespread
Wild Tobacco	<i>Solanum mauritianum</i>	3		Widespread
Invasive Animals				
European Fox	<i>Vulpes vulpes</i>	3, 4, 5, 6		Widespread
European Rabbit	<i>Oryctolagus cuniculus</i>	3, 4, 5, 6		Widespread
Feral Cat	<i>Felis catus</i>	3, 4, 6		Widespread
Feral Deer	<i>Cervidae</i>	3, 4, 6		Scattered
Feral Pig	<i>Sus scrofa</i>	3, 4, 6		Widespread
Indian Myna	<i>Acridotheres tristis</i>	Local invasive biosecurity matter		Widespread
Wild Dog, Dingo, other than domestic dog	<i>Canis familiaris</i>	3, 4, 6		Widespread

Table 11 Examples of reasonable and practical measures for Assets Protection invasive plants and animals

Reasonable and Practical Measures for ASSET PROTECTION invasive plants and animals Prevent the spread to key sites/assets of high economic, environmental and/or social value.		
Aim	Measure	Success indicator
Awareness	<ul style="list-style-type: none"> • Be aware of 'asset protection' invasive species listed under the biosecurity plan. • Have unfamiliar plants and animals found on your property, region, or in areas where you are undertaking work, formally identified. 	Knowledge of invasive species
Surveillance	Undertake and record surveillance or targeted inspections prioritising introduction pathways such as roads, stockyards, and watering points.	Early detection in areas not infested
Introduction	<ul style="list-style-type: none"> • Carry out hygiene procedures on vehicles and machinery and clothing etc., (e.g. wash down, brush down, visual inspections, quarantine) before entering clean area or before leaving infested area. • Use designated tracks to avoid spreading into clean areas. • Spell stock that have been moved from another area that is/might be infested with a species included on the asset protection target list (e.g. keep stock in a holding area that can be regularly checked for a period of time). • Source stock feed and garden products from areas that aren't infested with species listed in the biosecurity plan and/or request a weed hygiene declaration. • Remove harbour that may be providing shelter and habitat for invasive animals. • Check that the plant (including reproductive parts), animal or fish you are acquiring is not listed under this Biosecurity Plan or the Queensland Biosecurity legislation. 	Reduced spread into new areas
Control Refer to Queensland Government restricted invasive plants	<ul style="list-style-type: none"> • Identify priority assets for targeted management and develop a property or pest management plan. • Manage risk of spread with best practice control and disposal methods for each species. This may include: <ul style="list-style-type: none"> • maintaining weed free buffers • slash to prevent seeding, remove fruit • conduct chemical treatment or physical removal/burial of outliers etc • use designated tracks to avoid spreading to clean areas • monitoring clean areas to identify and treat any weed incursions • maintain competitive vegetation/ crops/ pastures • implement a biological control program • participate in a pest animal baiting program • continuous monitoring of clean areas to identify and treat any weed incursions. 	Control with no further spread
Distribution	<ul style="list-style-type: none"> • No 'asset protection' invasive plants may be sold, traded, given away, or released into the environment. 	No spread

Reasonable and Practical Measures for ASSET PROTECTION invasive plants and animals Prevent the spread to key sites/assets of high economic, environmental and/or social value.		
Aim	Measure	Success indicator
	<ul style="list-style-type: none"> Check that plants (including reproductive parts of the plants) and animals purchased at nurseries, markets, online or otherwise acquired are not listed in the biosecurity plan. Be familiar with the location of washdown facilities when traveling /accessing areas where these species are present. Carry out hygiene procedures on vehicles and machinery (e.g. wash down, brush down, visual inspections) before leaving infested areas or before entering clean areas. Minimise seed spread from your property - establish a weed free buffer zone, slash, remove fruit, remove seed heads. Spell stock in holding areas when leaving areas infested with these species. Ensure that control and disposal methods are approved and do not result in further spread. 	
Notification	Not required - however 'asset protection' invasive animal species can be reported via Feral Scan at feralscan.org.au	



Figure 4 Broad-leaved Pepper Tree (*Schinus terebinthifolia*) — an invasive species known for outcompeting native vegetation and spreading rapidly in disturbed areas.

4.3 Ongoing Biosecurity Activities – business as usual

The strategic themes guiding Queensland's invasive plant and animal management have been relatively consistent across successive strategies, including the *Queensland Weed and Pest Animal Strategy 2010–2015*, the *Invasive Plant and Animal Strategy 2019–2024*, and the current *2025–2030 Strategy*.

Key priorities like early detection and rapid response, collaboration, risk-based planning, and community engagement remain central. Council's business-as-usual activities and strategic actions reflect these principles, ensuring that our day-to-day work aligns with the State's long-term biosecurity goals, but also demonstrates Council's commitment to managing risks on its own land and supporting community action.

Table 12 below outlines each strategic theme from the Queensland Invasive Plant and Animal Strategy, alongside a description of Council's business-as-usual activities that support and deliver on these themes. Many of these activities are designed to support land managers and the wider community in managing biosecurity risks.

Table 13 outlines the planned initiatives and actions for the Strategic Action Plan, scheduled to commence in 2026. These actions are designed to build on existing efforts and further strengthen Council's delivery of the strategic themes.

Table 12 Business as usual activities that align with the strategic themes

Prevention and preparedness <i>Prevent the introduction, establishment and spread of invasive plants and animals</i>	
Activity	Description
Control	Apply relevant legislation and promote compliance strategies to manage high-priority potentially invasive plants.
Industry and Biosecurity	Work with industry and Biosecurity Queensland to prevent the sale and spread of prohibited or restricted invasive plants.
Inspection and surveillance program	Undertake inspections for invasive biosecurity matter to determine if landowners are meeting their general biosecurity obligation.
Weed hygiene inspections	Council offers third party weed and seed declarations, inspections of vehicle and machinery washdowns.
Monitoring social media platforms	Scanning online platforms (e.g. classifieds, social media, e-commerce sites) for listings of declared species and collaborating with Biosecurity Queensland to address illegal listings.
Education and awareness	Share knowledge and information on how to become involved in community-driven approaches to improve early detection, eradication and control methods for invasive plants and animals.
Emergency response	Council has developed a Biosecurity Emergency Animal Disease Response Plan in partnership with Biosecurity Queensland, developed from a scenario-based exercise to test its effectiveness.

Effective management approaches

Use management approaches that effectively reduce the impacts of invasive plants and animals

Activity	Description
Best practice approaches	Council offers landholders access to free onsite appointments to assist in the development of a Property Pest Management Plan. These site-specific plans are an effective planning tool for landholders in managing invasive pest species.
Invasive species grants program	This program assists landholders to implement best practice management for the management of containment invasive species listed under the Biosecurity Management Plan.
Roadside invasive weed control program	Local roads are on scheduled routine work programs to minimise the spread of invasive weeds, with the main focus on Giant Rats Tail Grass and Parthenium.
Council land /reserves	Council controlled sites follow a scheduled maintenance program to reduce the spread of invasive weeds. This includes a combination of manual, chemical, and biological control methods, along with revegetation efforts and the use of fire where appropriate to promote healthy, competitive native plant growth.
Straying livestock management	Council provides a roaming livestock management service to assist landholders in safely recovering their animals, inspecting fencing where needed, and supporting compliance with local laws and biosecurity obligations.
Biological control	Application of biological control agents to suppress the growth and spread of invasive weeds e.g., <i>Salvinia</i> weevil (<i>Cyrtobagous salviniae</i>), Parthenium rust (<i>Puccinia abrupta</i> var. <i>partheniicola</i>).
Aquatic weed control	Aquatic weed control is managed through a staged approach that combines approved chemical treatments with biological control methods, carefully designed to protect water quality and minimise impact on aquatic ecosystems.
Feral pig control program	Approved practices (e.g., chemical baiting and cage trapping) carried out in accordance with strict guidelines set by Biosecurity Queensland, Queensland Health and Animal welfare legislation to ensure safe, responsible, and effective use to reduce feral pig impact on the community, agriculture and the environment.
Indian myna bird control program	Approved methods for trapping including community participation for trapping on private properties to protect native wildlife and reduce the impact on local ecosystems and biodiversity.
Wild dog program	Approved practices (e.g., chemical baiting, soft foothold and cage trapping) carried out in accordance with strict guidelines set by Biosecurity Queensland, Queensland Health and Animal welfare legislation to ensure safe, responsible, and effective use to reduce wild dogs' impact on the community, agriculture and the environment.
Fox control program	To protect native wildlife and turtle nesting sites, the program encourages land managers and community involvement through coordinated efforts using approved practices such as baiting, soft foothold and cage trapping, den fumigation and reporting sightings. <i>Control activities must follow humane and legal requirements. Council supports responsible practices by providing guidance, promoting community responsibility, and reserving the right to conduct spot checks where necessary.</i>

Effective management approaches

Use management approaches that effectively reduce the impacts of invasive plants and animals

Activity	Description
Feral deer control program	Council delivers a coordinated feral deer control program using approved, humane methods in line with national standards and animal welfare legislation, to reduce environmental, agricultural, and road safety impacts.
Rabbit control	Approved practices (e.g., cage trapping, burrow destruction, fumigation and biological control on participating private properties) carried out in accordance with strict guidelines set by Biosecurity Queensland, Queensland Health, and Animal welfare legislation to ensure safe, responsible, and effective use to reduce the impact on the community, agriculture and the environment.
Feral cat management	Council encourages responsible pet ownership, promotes free microchipping of pet animals, makes traps available to the public. Trapped animals that are microchipped are then scanned, to reunite pet animals with their owner.
Weed spraying equipment hire	Council loans a range of spray equipment to assist landholders in the management of invasive pest plants within the Gladstone region such as QuikSpray units and wick wipers. Terms and conditions apply.
Trap hire	Council offers rural land managers the opportunity to loan invasive pest animal traps to control invasive pest animals on their land within the Gladstone region. Control activities must follow humane and legal requirements. Council supports responsible practices by providing guidance, promoting community responsibility, and reserving the right to conduct spot checks where necessary. Terms and conditions apply.

Communication, engagement and training

Communicate and engage with stakeholders so they understand their role and have the skills and knowledge to manage invasive plants and animals

Activity	Description
Invasive plant and animal workshops	Community workshops aimed to raise awareness of invasive species impacts and offer practical management advice to help landholders and residents take informed action.
Improve communication networks	Continue to actively participate in groups such as the Capricorn Pest Management Group (CPMG), Burnett Mary Regional Group (BMRG) and the Fitzroy Basin Association (FBA) that support the management of invasive species.
Citizen science initiatives	Promote the use of Feral Scan - a free, community-driven platform, available as a website and mobile app, which allows the community to report sightings of pest animals, record damage, and log control activities in their local area.
Biosecurity pest and weed website	The Council website offers easy access to information on the Gladstone region's priority invasive plants and animals, including educational videos on key species. Information is also disseminated through social media platforms.
Biosecurity education and awareness	Participate in annual events e.g., EcoFest, Mt Larcom Show, Rockhampton Beef Week to inform and involve residents in understanding the environmental, economic, and agricultural impacts of invasive species, while sharing practical management guidance.

Commitment, roles and responsibilities

Foster stakeholder commitment to coordinated, landscape- scale management programs and initiatives

Activity	Description
Investment opportunities	Continue to identify and apply for grants that support biosecurity land management initiatives.
Interagency collaboration	Collaborative briefings with industry and state agencies including the Department of Primary Industries (DPI), Biosecurity Queensland, Department of Transport and Main Roads, and Queensland Health, to discuss shared priorities, coordinate invasive species management, and strengthen cross-sector collaboration.
Community resource sharing	Encourage collaboration among landholders to share tools, knowledge, and detection efforts as well as coordinating trapping efforts across property boundaries.
Collaborative action planning	The Biosecurity Plan is shaped by community consultation and continues to prioritise education, awareness, and engagement as key components.

Monitoring and assessment

Develop and use standardised methods to monitor, report on and assess the status and effectiveness of invasive plant and animal management actions undertaken

Activity	Description
Invasive plant distribution survey mapping	Council collects invasive species data through standardised forms, real-time syncing, and custom mapping layers making information readily accessible to the business and the community while ensuring accuracy and easy sharing with Biosecurity Queensland.
Data collection	Promote the use of monitoring systems i.e. Feral Scan to encourage community involvement to improve early detection, eradication and control methods.
Invasive plant and animal monitoring	Monitoring and recording priority invasive plants and animals through field surveys, digital mapping platforms (ArcGIS Field Maps), camera traps, and Feral Scan.
Surveillance and monitoring	Surveillance to identify and assess new threats, analysing monitoring data, and updating actions accordingly to support proactive, evidence-based management.
Assessments	Review data and assess compliance and identify areas for improvement.

4.4 Strategic Action Plan

In addition to the ongoing activities delivered by Council and its stakeholders the following actions based on the six key themes of the Queensland Invasive Plants and Animals Strategy 2025–2030, have been identified to further address biosecurity risks across the region.

Table 13 Strategic action plan - supporting and advancing the strategic themes

Prevention and preparedness <i>Prevent the introduction, establishment and spread of invasive plants and animals</i>		
Strategic Action	Success Indicator	Target date
Biosecurity emergency preparedness	Undertake a review of the emergency response plan and update where required. Attend DPI training when available.	Term of the Plan
Contractor GBO	Collaborate with Council's Procurement team to review contract biosecurity requirements.	2026 - 2027
Effective management approaches <i>Use management approaches that effectively reduce the impacts of invasive plants and animals</i>		
Eradication program	Develop and implement a treatment and control program aimed at the ERADICATION priority species listed in this plan. Confirm infestations through mapping to guide prioritisation and support budget planning.	Term of the Plan
Planned burns	Coordinate with Council's First Nations Fire and Land Officer to apply cultural burning practices in targeted areas to help manage invasive weeds.	Ongoing
Integrated road corridor biosecurity management	Council will collaborate with adjoining landholders and the Department of Main Roads to achieve effective and consistent biosecurity outcomes across all road corridors.	Ongoing
Adaptive land management	Develop and conduct a targeted trials to test practical techniques for suppressing invasive weeds, improving ground cover, and reducing soil erosion. Outcomes are expected to equip landholders with practical tools to protect and enhance their properties.	Term of the Plan
Strategic planning <i>Develop strategic plans for managing invasive plants and animals in collaboration with stakeholders and using a risk-based approach</i>		
Develop local government area biosecurity plan	Consult with landowners, managers and the community to support the understanding of the general biosecurity obligations.	
GBO for new development planning	Incorporate the Biosecurity Plan priorities into the GRC Planning Scheme where applicable.	2026 - 2028

Communication, engagement and training <p><i>Communicate and engage with stakeholders so they understand their role and have the skills and knowledge to manage invasive plants and animals</i></p>		
<p>Effective use of citizen science initiatives</p> <p>Promote Weed Spotters Network and iNaturalist on Council's website to support the detection of invasive plant and animals.</p>		
Commitment, roles and responsibilities <p><i>Foster stakeholder commitment to coordinated, landscape- scale management programs and initiatives</i></p>		
<p>Improve stakeholder knowledge and capacity</p> <p>Work with stakeholders to implement weed seed spread mitigation measures (e.g. 'reducing weed risks in fodder' guide).</p>		
<p>Improved customer service</p> <p>Improve the quality and accessibility of information to help land managers better understand and engage with Council by sharing clear, practical resources on the website and during invasive species inspections.</p>		
<p>Regional Coordination</p> <p>Collaborate with neighbouring councils and state agencies to manage shared biosecurity risks across boundaries.</p>		
Monitoring and assessment <p><i>Develop and use standardised methods to monitor, report on and assess the status and effectiveness of invasive plant and animal management actions undertaken</i></p>		
<p>Monitoring program</p> <p>Improve weed management by implementing a weed tracking system to improve data collection and analysis.</p>		
<p>Data sharing</p> <p>Explore sharing weed distribution data with relevant agencies, where feasible.</p>		
<p>Risk review</p> <p>Undertake review of priority species in response to new incursions or legislative updates.</p>		
<p>Conduct end-of-cycle impact review</p> <p>Assess the overall effectiveness of the Biosecurity Plan, including progress against strategic actions, stakeholder collaboration, and outcomes achieved, to inform future planning cycles.</p>		

4.5 Monitoring and Review

Council will monitor implementation progress through annual operational planning and reporting. Specific targets, performance indicators, and funding allocations will be developed through these processes. Mapping will be used to confirm infestations (where relevant) and guide prioritisation and budget planning.

A formal impact review will be conducted in 2030, assessing progress against strategic actions, stakeholder collaboration, and outcomes achieved. This review will inform the next iteration of the Plan.

4.6 Compliance

Council is committed to encouraging voluntary compliance through education, awareness and support to assist land managers in meeting their General Biosecurity Obligation (GBO) under the Act, as well as requirements under local law.

Our first priority is to build awareness and provide the tools and advice needed to take reasonable and practicable steps to reduce biosecurity risks. However, when guidance and support has been provided and risks are still not being managed, authorised officers have a statutory responsibility to take appropriate compliance action (refer to compliance and enforcement process overview flow chart below). This ensures effective risk management and upholds Council's role in protecting the region from the impacts of invasive animals and weeds.



Figure 5 Council's Biosecurity Pest Management - engaging with the community at Ecofest — sharing practical tips, resources, and stewardship activities.

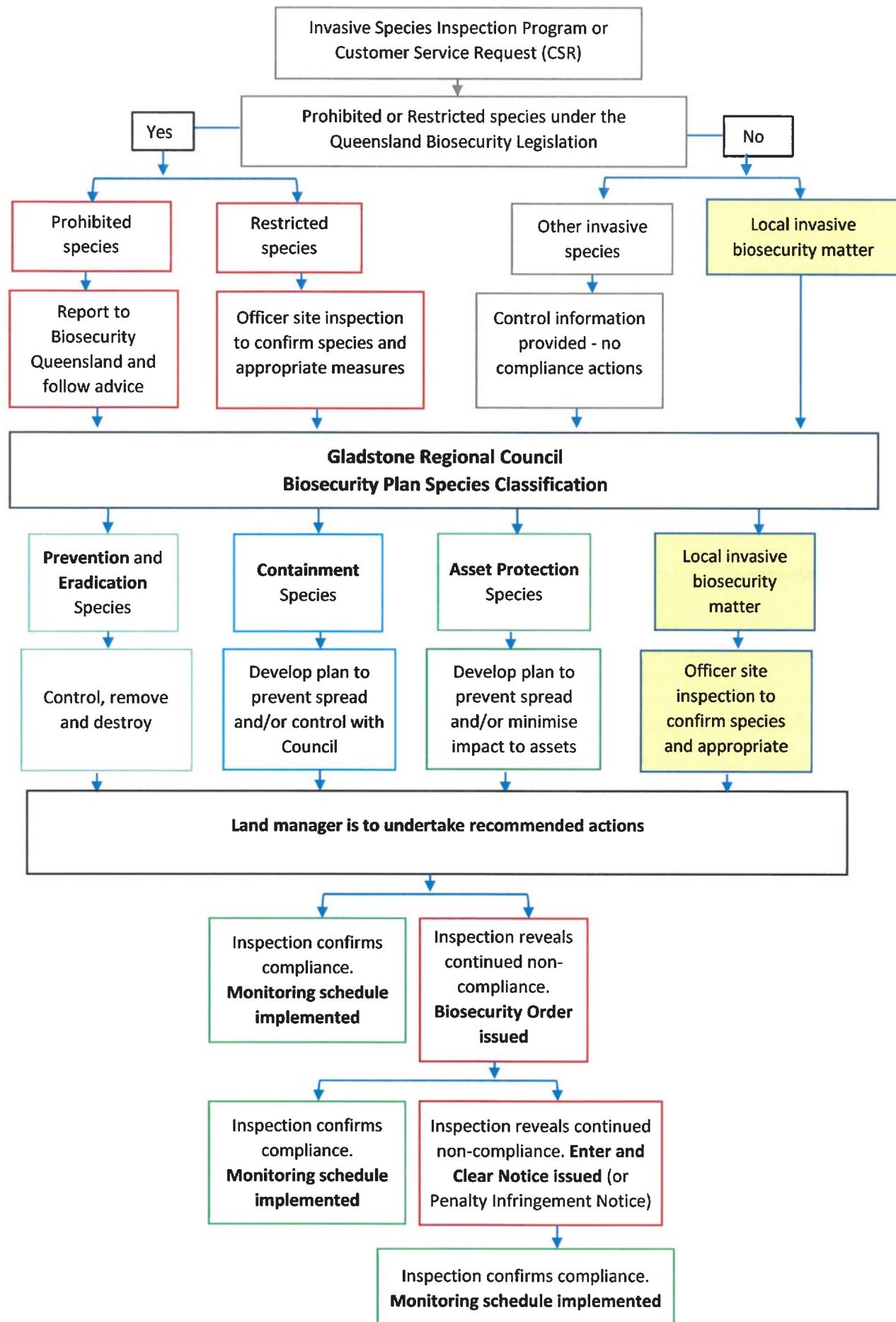


Figure 6 Overview of Council's compliance process —from inspection and recommended actions to resolution via compliance or enforcement.

Appendix 1 - Definitions

Biosecurity considerations	Include human health, social amenity, the economy and the environment i.e. things which may be negatively impacted by biosecurity matter.
Biosecurity event	An event or potential event that has been, or is likely to be caused by biosecurity matter, and which has had, or may have a <i>significant</i> adverse effect on a biosecurity consideration (s14). These are usually high-risk events such as an outbreak of disease which may have widespread impacts on an industry.
Biosecurity matter	A living thing (other than a human or part of a human), a disease, a pathogenic agent that can cause disease in a living thing other than a human or in a human via transmission of the pathogenic agent from an animal, or a contaminant (biological, chemical and physical) (s15).
Biosecurity risk	Any risk (real or potential) of an adverse effect on a biosecurity consideration caused by: biosecurity matter, dealing with biosecurity matter or a carrier, or carrying out an activity relating to biosecurity matter or a carrier (s16).
Carrier	Any 'thing,' dead or alive, biological or inanimate, that is carrying or has the potential to carry biosecurity matter (s17). A 'thing' includes a human.
Contaminant	Anything that may be harmful to animal or plant health or pose the risk of an adverse effect on a biosecurity consideration (s18). Examples include pathogenic bacteria in irrigation water, environmental contaminants including dioxins and residual organochlorine pesticides, heavy metals in fertilisers and animal feed and weed seeds.
Deal with	Deal with, biosecurity matter or a carrier, includes any of the following – (a) keep or possess, whether intentionally or otherwise, the biosecurity matter or carrier; (b) conduct experiments with the biosecurity matter or carrier; (c) produce or manufacture the biosecurity matter or carrier; (d) breed the biosecurity matter or carrier; (e) propagate the biosecurity matter or carrier; (f) use the biosecurity matter or carrier in the course of manufacturing a thing that is not the biosecurity matter or carrier; (g) grow, raise, feed or culture the biosecurity matter or carrier; (h) distribute the biosecurity matter or carrier; (i) import the biosecurity matter or carrier; (j) transport the biosecurity matter or carrier; (k) dispose of the biosecurity matter or carrier; buy, supply or use the biosecurity matter or carrier for the purposes of, or in the course of, a dealing mentioned in any of paragraphs (a) to (k).
General Biosecurity Obligation	Under the GBO, everyone is responsible for managing biosecurity risks that are: - under their control and - that they know about or should reasonably be expected to know about.
	Individuals and organisations whose activities pose a biosecurity risk must take all reasonable and practical steps to prevent or minimise each biosecurity risk by:

- minimising the likelihood of causing a ‘biosecurity event,’ and limit the consequences if such an event is caused
- preventing or minimise the harmful effects a risk could have, and not do anything that might make any harmful effects worse.

<i>Invasive biosecurity matter</i>	Invasive plants and animals (weeds and pest animals) listed as prohibited matter and restricted matter under biosecurity legislation; or listed in a regulation or emergency prohibited matter declaration (a temporary measure prior to listing as restricted or prohibited matter in the Act).
<i>Prohibited matter</i>	Prohibited matter is defined under biosecurity legislation and includes species that are not currently established in Queensland but pose a significant risk to the economy, environment, or community.
<i>Reasonable and practical measures</i>	The term ‘reasonable and practical measures’ is used throughout the legislation to include all the mitigation measures (actions or inactions) that a person would reasonably be expected to undertake to prevent or minimise a biosecurity risk in a particular circumstance.
<i>Restricted matter</i>	Biosecurity matter that is already present in Queensland and may have an adverse effect on a biosecurity consideration if restrictions are not imposed (ss21 and 22). Restricted matter is assigned category numbers from 1-7 based on its characteristics and the risks it poses.

Appendix 2 - Biosecurity Legislation - categories

Categories 1 and 2 have specific urgent reporting requirements, whether or not they are in a person's possession.

Categories 3, 4, 5 and 7 relate to the requirements for restricted matter that is in a person's possession

Category 1	Must be reported to Biosecurity Queensland within 24 hours. Includes red imported fire ants , electric ants , Asian honeybees , and certain animal diseases, aquatic diseases and pathogens
Category 2	Must be reported to Biosecurity Queensland or an authorised person within 24 hours. Includes certain noxious fish, weeds and pest animals such as spotted gar and red-eared slider turtle .
Category 3	Must not be supplied to another person or be released into the environment unless authorised. Includes weeds, pest animals and noxious fish (e.g. gambusia , dingoes , yellow crazy ants).
Category 4	Must not move to ensure that it does not spread into other areas of the State. Includes specific weeds, pest animals and noxious fish such as the bitou bush , feral pig or giant cichlid.
Category 5	Must not possess or keep this restricted matter under your control. Includes weeds, pest animals and noxious fish such as rabbits and carp .
Category 6	Must not feed. The intention of this prohibition is to discourage population growth. Includes invasive animals such as feral deer, foxes, rabbits and wild dogs and noxious fish such as carp , gambusia and tilapia .
Category 7	Must dispose of noxious fish (whole carcass - no parts removed) in the ground above the high tide water mark or in a waste disposal receptacle. Includes noxious fish such as carp , weatherloach , climbing perch , gambusia and tilapia .

Appendix 3 – References, relevant website etc.

Biosecurity Act 2014, current from 26 April 2024, authorised by the Authorised by the Queensland Parliamentary Counsel.

Biosecurity Queensland. (n.d.). *Invasive plants (weeds)*. Queensland Government, Department of Agriculture and Fisheries. Retrieved July 23, 2025, from <https://www.dpi.qld.gov.au/business-priorities/biosecurity/invasive-plants-animals/plants-weeds>

Dalzell, S. A., Shelton, H. M., Mullen, B. F., Larsen, P. H., & McLaughlin, K. G. (2006). *Leucaena: A guide to establishment and management*. Meat & Livestock Australia Ltd. Sydney, Australia.

Department of Agriculture and Fisheries, Queensland. (2018). *Queensland biosecurity strategy 2024–2029*. State of Queensland.

Department of Agriculture and Fisheries, Queensland. (2024, September 30). *Queensland Invasive Plants and Animals Strategy 2025–2030*. Biosecurity Queensland. <https://www.publications.qld.gov.au/dataset/>

Department of Agriculture, Fisheries and Forestry. (2022). *Weeds of National Significance*. Australian Government. <https://www.agriculture.gov.au/biosecurity-trade/pests-diseases-weeds/weeds/wons>

Department of Primary Industries. (2025). Biosecurity in Queensland: A Review of the Prohibited and Restricted Matter Lists – Discussion Paper. Queensland Government.

Gladstone Regional Council Services and Information:

<https://www.gladstone.qld.gov.au/pests-weeds>

<https://www.gladstone.qld.gov.au/biosecurity>

<https://www.gladstone.qld.gov.au/weed-spray-equipment-hire>

<https://www.gladstone.qld.gov.au/feral-animals-1>

<https://www.gladstone.qld.gov.au/current-local-laws>

Queensland Local Government Act 2009 available at

<https://www.legislation.qld.gov.au/view/html/inforce/current/act-2009-017>

Queensland Biosecurity Strategy 2024–2029, <https://www.dpi.qld.gov.au/business-priorities/biosecurity/enhancing-capability-capacity/qld-biosecurity-strategy>

Queensland Invasive Plants and Animals Strategy 2025-2030, <https://www.dpi.qld.gov.au>

Queensland Wild Dog Management Strategy 2021–2026, <https://www.dpi.qld.gov.au>

Queensland Feral Deer Management Strategy 2022–2027, <https://www.daf.qld.gov.au>

Biodiversity Conservation Strategy 2022, <https://www.qld.gov.au>

Biosecurity Act 2015 , <https://www.legislation.gov.au>

Environment Protection and Biodiversity Conservation Act 1999,

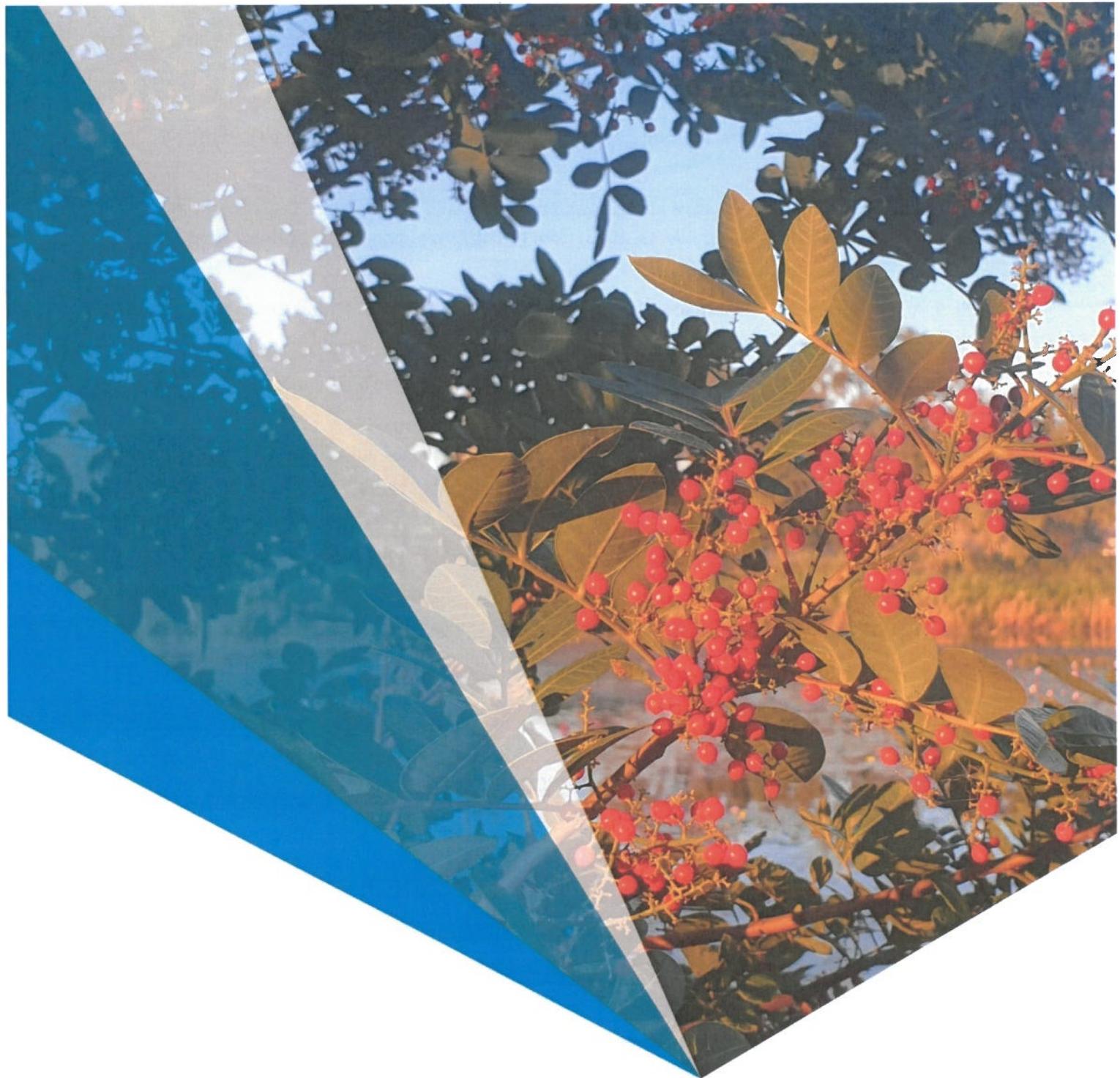
<https://www.dcceew.qld.gov.au/environment/epbc>

National Biosecurity Strategy 2022-2032 , <https://www.biosecurity.gov.au>

Australian Weeds Strategy 2017–2027 , <https://www.agriculture.gov.au>

Australian Pest Animal Strategy 2017–2027 , <https://www.agriculture.gov.au>

Australia's Strategy for Nature 2024-2030, <https://www.dcceew.qld.gov.au>



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