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NATIONAL
Fire Ant Eradication
PROGRAM

National Fire Ant Eradication Program

Compliance and Enforcement Strategy 2023–27

The National Fire Ant Eradication Program is a nationally cost-shared program funded by all Australian territories and governments, and the federal government.

Australian Government
Queensland Government
ACT Government
Government of South Australia
Department of Primary Industries and Regions
NORTHERN TERRITORY GOVERNMENT
Department of Primary Industries and Regional Development
Tasmanian Government
AGRICULTURE VICTORIA
NSW GOVERNMENT

Queensland Government

EXHIBIT 38

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EXHIBIT 38

CONTENTS

Purpose 4
Objectives 5
Our operating context 6
Regulatory framework 6
Legislative review 7
Our approach 8
Compliance approach 10
Objectives 10
Tactics 10
Voluntary compliance 11
Assisted compliance 11
Enforcement approach 13
Objectives 14
Tactics 14
Detect non-compliance 14
Deter non-compliance 16
Responding to non-compliance 17
Continuous improvement 20

EXHIBIT 38

Purpose

Fire ants can have devastating consequences on Australia's economy, human and animal health, the environment and social amenity. Compliance with Queensland's biosecurity regulatory framework is essential for achieving our vision that *Australia is free from fire ants by 2032*.

The purpose of the Compliance and Enforcement Strategy 2023–27 (the strategy) is to implement the National Fire Ant Eradication Program's (NFAEP) strategic approach to delivering compliance and enforcement activities. The strategy provides information on:

- Queensland's legislative and regulatory framework for fire ant compliance
- the approach, principles and objectives that will guide our interventions
- processes available to promote compliance and identify, assess and address non-compliance
- tools we will use to respond to non-compliance such as biosecurity orders, directions, penalty infringement notices and prosecutions.

Since fire ants were initially detected in 2001, our program has had a strong focus on supporting and encouraging voluntary compliance through raising awareness and educating stakeholders. This strategy acknowledges that whilst voluntary compliance will remain an important preliminary tool, a stronger approach to enforcing compliance will be deployed in recognition of the significant engagement that has been invested to date in supporting stakeholders to fulfil their obligations. This approach is supported by an increase in compliance and enforcement capacity and capability.

For the purposes of this strategy, compliance is defined as the adherence to the legal requirements and obligations of the *Biosecurity Act 2014* (the Act) and Biosecurity Regulations 2016 (the Regulation) (summarised in the "Our approach" section). Enforcement is the use of influence, authority and statutory powers under the Act to achieve or compel compliance.

EXHIBIT 38

Objectives

The primary objective of this strategy is to support the successful eradication of fire ants. It provides a framework for making consistent and transparent compliance and enforcement decisions and ensures our activities are targeted to supporting our priority objectives outlined in Table 1.

Table 1. Our compliance and enforcement objectives

Objective	Obligation
Prevent the spread of fire ants within, between and beyond the fire ant biosecurity zones resulting from human-assisted movement.	Biosecurity Regulation 2016 Chapter 5, Part 5, Division 2, keeping and moving fire ants and materials that can carry fire ants (fire ant carriers). Supporting information: Stop the spread
Promote and enforce compliance with the general biosecurity obligation in order to reduce fire ant densities within the fire ant suppression area.	*Biosecurity Act 2014* section 23 What is a general biosecurity obligation. Supporting information: General biosecurity obligation
Ensure everyone reports the presence or suspected presence of fire ants within 24 hours.	*Biosecurity Act 2014* section 42 Reporting presence of category 1 or 2 restricted matter. Supporting information: Reporting fire ants
Ensure the NFAEP has access to properties to undertake surveillance, eradication treatment, and compliance and enforcement activities.	*Biosecurity Act 2014* Division 1 Power to enter, sections 259 – 264. Fire ant prevention and control program and surveillance program. Supporting information: Access to private properties

Why is reporting suspected fire ants within 24 hours critical to eradication?

The *Biosecurity Act 2014* requires a person to report the presence or suspected presence of fire ants to the National Fire Ant Eradication Program within 24 hours.

Having an accurate and up to date understanding of **where fire ants are** is crucial for successful eradication. The data helps to inform treatment planning and assists in identifying potential pathways for the movement of fire ants during investigations.

Failure to report the known presence of fire ants could result in a maximum penalty of $116,100 (750 penalty units) or 6 months imprisonment.



You must report fire ants within 24 hours of sighting by calling 13 25 23 or visiting **our website.**

EXHIBIT 38

Our operating context

Our Fire Ant Response Plan 2023–27 (the Response Plan) (the Response Plan) aligns with the recommendations of the Strategic Review of the National Red Imported Fire Ant Eradication Program August 2021 and builds on two decades of learning and experience in delivering the world's most successful fire ant eradication program.

Our Response Plan focuses on strengthening containment and compliance, and intensifying program-led and community treatment using a systematic, outside-in approach.

The scale up of surveillance and treatment operations, is bolstered by an increased number of compliance officers and an enhanced focus on intelligence led, risk-based targeting of high-risk activities.

An enhanced compliance and enforcement focus is one of the 3 key pillars of successful eradication (surveillance, treatment and compliance) and is critical to safeguarding the significant investment by all levels of government, industry and the community in eradicating fire ants.

Another key feature of the Response Plan, supported by the Queensland government's formation of the Fire Ant Suppression Taskforce (FAST), is a shift towards encouraging self-treatment within the areas awaiting eradication. FAST brings together local, state and federal government departments and agencies, industry and community to expand self-treatment and reduce the density of fire ants and the risk to undermine eradication efforts.

Regulatory framework

Fire ants are a category 1, restricted biosecurity matter under the Act. Our program is a biosecurity program under the Act (s.232) and it operates as both a surveillance program (s.233) and a prevention and control program (s.234). There is provision to establish the whole or a part of Queensland as a biosecurity zone for a stated biosecurity matter, in this case fire ants and fire ant carriers (s.128). The Act allows our authorised officers to enter properties (s.261) to which a biosecurity program applies and to take any action authorised by those programs.

Everyone in Queensland has a general biosecurity obligation, s. 23 (GBO) under the Act. The GBO requires everyone to take practical steps to prevent or minimise biosecurity risk. This means that everyone must look for fire ants, report any suspected fire ants or nests, treat the fire ants (within the fire ant suppression area); and prevent fire ants from infesting any carrier material that may be stored, received or processed at a premises.

Failure to minimise biosecurity risk in these ways can be considered a failure to discharge the GBO. A person also fails to discharge their GBO if they contravene a regulation or fail to comply with movement controls. Though the Regulation does not outline everything a person must do, or not do, to discharge the GBO.

Fire ant biosecurity zones have been established in areas of South East

EXHIBIT 38

Queensland (SEQ) for managing and eradicating fire ants. Fire ant biosecurity zone regulatory provisions restrict the movement of fire ants and fire ant carriers[1] to help prevent human-assisted movement. In 2023, Queensland's fire ant biosecurity zones were adjusted to align with the Interstate Plant Quarantine (IPQ) zones. This will mean that the fire ant biosecurity zones will be reviewed monthly, and the boundary will be mapped to a 5 km radius from a confirmed infestation.

The high-risk products that can carry fire ants include:

- Baled hay or straw
- Soil
- Mulch
- Manure
- Quarry products
- Turf
- Containerised plants
- Used agricultural machinery.

Persons who breach the relevant biosecurity regulations can be prosecuted. Penalty infringement notices (PINs) can also be issued by authorised officers for non-compliance with the Regulation. If a person or company cannot comply with requirements of the Regulation, a biosecurity instrument permit (BIP) may be granted (on application and assessment) to authorise the movement subject to conditions. Compliance with movement controls and the conditions of biosecurity instrument permits is essential in preventing the human-assisted movement of fire ants beyond the biosecurity zones.

Legislative review

The legislative framework that our program operates within is under review. The review will examine the Biosecurity Regulation 2016 and identify potential amendments (if necessary) or new regulations that could be included to address any gaps in the existing framework. It will assess the suitability of the existing regulations through consultation with impacted stakeholders (e.g. developers, nurseries, primary producers etc.). This will consider the practicalities and challenges of complying, as well as examining the inclusion of regulations specific to the creation and management of favourable fire ant habitat within the biosecurity zones.

A related project will review penalty infringement notices and penalty units relevant to the biosecurity legislation, contained in Schedule 1 of the State Penalties Enforcement Regulation 2014. At present, there is a limited number of notices available, and the financial penalties (for both individuals and corporations) need to ensure adequate deterrence.

[1] Refer Schedule 11 of the Biosecurity Regulation 2016 for a list of fire ant carriers.

EXHIBIT 38

Our approach

Our success depends on the ability and willingness of individuals, industry and all levels of government to fulfil their obligations and ensure their actions are compliant with the legislative framework.

Our priority is on building a preventative approach to non-compliance with activities focused on promoting voluntary and assisted compliance. We do this by providing stakeholders with access to relevant information that allows them to understand their obligations and how to comply.

Inevitably there will be people who either intentionally or unintentionally fail in their obligations, increasing the risk of fire ant spread and endangering our shared goal of eradication. We will employ a stronger, graduated enforcement response and make use of the full range of regulatory tools available to take enforcement action against companies or individuals, particularly in circumstances of repeated or deliberate non-compliance.

Enforcement responses will be consistent with the public interest and recognise the potential for deterrence of future non-compliance, as well as being proportionate to the level of risk (refer Figure 1).



Figure 1. Escalated approach to compliance and enforcement

The principles in the table below serve to guide our delivery of compliance and enforcement activities. The principles align with the Queensland Government Regulatory Performance Framework, the Biosecurity Queensland Compliance Strategy and associated Compliance and Enforcement Guidelines.

EXHIBIT 38

Principle 1	Compliance with the Act and subordinate legislation, whilst mandatory, is achieved most effectively through **voluntary compliance.**
Principle 2	**Communication and engagement** with industry, other government agencies and the wider community will maximise voluntary community compliance.
Principle 3	Community cooperation through **reporting suspected breaches** of legislative requirements to our program is encouraged and promoted.
Principle 4	**A higher standard of compliance** is expected of those who have engaged with our program as well as those issued with a PIN or a biosecurity order.
Principle 5	Compliance and enforcement activities are undertaken in a **fair, impartial, consistent, transparent, lawful and resource efficient** manner.
Principle 6	Compliance and enforcement activity is **proportionate to the level of risk** and potential impact on our program achieving its objectives.

Accessing your property to conduct fire ant eradication activities

Our prevention and control program for fire ants is authorised under **s.235** of the *Biosecurity Act 2014.* This biosecurity program allows an authorised officer to enter a place to take any action authorised by the biosecurity program which includes activities directed towards achieving our program's objectives to prevent and control fire ants. **S.261** of the Act grants authorised officers the power to enter a place under the biosecurity program and **s.270** grants power to enter a place without consent if the occupier cannot be located or if the occupier refuses to give consent.

In October 2023, the Queensland Supreme Court dismissed an injunction application by a resident who sought to refuse fire ant eradication treatment at their property. This case serves as a timely reminder that everyone needs to understand their obligations to support fire ant eradication.

Typically, where an occupier refuses entry for fire ant treatment, our program's compliance officers will work collaboratively with the property owners to encourage voluntary consent before exercising provisions of the Act to gain enforced entry, which, as a last resort, may include attendance by Queensland Police Service.

EXHIBIT 38

Compliance approach

Supporting our stakeholders to comply through voluntary and assisted compliance activities is a guiding principle of our program. Ensuring that everyone is aware of their obligations and understands what they need to do to identify, report, treat and prevent the spread of fire ants is critical.

Efforts to provide support for voluntary and assisted compliance will be prioritised towards:

- educating stakeholders that are new to industry and Biosecurity Regulation 2016, for example, stakeholders that are included in the fire ant biosecurity zones as a result of zone changes
- raising awareness of any new regulations or requirements.

Analysis of compliance trends will also be used to determine if industries or geographic areas require additional awareness raising interventions or education.

Objectives

The objectives of compliance activities are to:

1. Promote voluntary compliance through raising awareness of legislation
2. Achieve compliance by working with stakeholders to develop and assess alternative risk mitigation strategies.

Tactics

Compliance objectives will be achieved by implementing the following tactics:

1. Assessing the level of stakeholder understanding of their obligations.
2. Targeted communication and engagement initiatives to raise stakeholder awareness, including potential consequences of breaching the legislation.
3. Explore innovative approaches to voluntary compliance.
4. Using tools to assist voluntary compliance.

EXHIBIT 38

Voluntary compliance

The objective of the voluntary compliance is that the community and industry are made aware of their obligations and voluntarily comply with those obligations.

Assess the level of understanding

The level of understanding of obligations will be assessed and analysed to understand awareness of and attitudes to the GBO and movement controls. Work will also be done to identify barriers to community awareness and support. Data regarding compliance trends will also be used to inform targeted communication and engagement initiatives to grow awareness.

Targeted initiatives to raise awareness

Broadscale and targeted activities to raise stakeholder awareness will include:

1. Development and publication of guidance documents.
2. Communication across highlighting the presence and risk of fire ants.
3. Communication to promote awareness of responsibilities in mitigating the spread of fire ants through human-assisted movement.
4. Communication to promote legislative obligations and awareness of the fire biosecurity zones.
5. Targeted communications and engagement for specific industry groups explaining their responsibilities.
6. Engagement with major fire ant carrier retailers and wholesalers to encourage them to apply mitigation measures to supplied carrier products.
7. Publishing compliance-focused content on social media.
8. The publication of enforcement action taken by our program to encourage compliance This will be complemented by the promotion of businesses and individuals meeting their GBO and mitigating risk of spreading fire ants.
9. Online tools (e.g. online biosecurity instrument permit (BIP) application portal, fire ant compliance tool and interactive maps will be published to assist stakeholders to comply with their obligations.

Innovative approaches

Options for market-based measures, such as recognising industry accreditation schemes will be explored to provide further incentive for businesses to improve compliance with movement controls.

Assisted compliance

In circumstances where a stakeholder is unintentionally non-compliant and is making genuine attempts to understand and comply with obligations, our program will adopt an assisted compliance approach. There are several tools available that can support stakeholders in maintaining compliance with their obligations.

EXHIBIT 38

Biosecurity instrument permits

We will engage with stakeholders and industry sectors to ensure that those unable to comply with the Regulation understand that a BIP may facilitate an alternative and effective means of mitigating the risk of fire ant spread. Whilst BIPs can offer some flexibility and are able to be tailored to the needs of the applicant, they must be scientifically based on the biology and behaviour of fire ants. Our program strives for consistency across BIP conditions for similar carriers and activities. A risk assessment is undertaken to support a decision to issue a BIP.

Applications are typically received for movements of soil across or outside the fire ant biosecurity zones; as well as for movements of mulch and processed materials. Generic BIPs may also authorise low-risk movements for a class of persons/activities. Our program expects a high standard of compliance with BIPs given they authorise non-compliance with the Regulation.

Stakeholders can apply for a BIP online via our website.



Advisory notice

Our program considers the use of advisory notices in circumstances where stakeholders unintentionally conduct their business operations in a non-compliant manner. The aim of the advisory notice is to formally advise the stakeholder of their existing non-compliance, whilst establishing the expectation with the stakeholder that they will take immediate steps, within agreed timeframes to modify their operation to achieve voluntary compliance.

Warning letter

A warning letter may be issued to a person or company in circumstances where the non-compliance is minor or administrative in nature, or where taking a stronger enforcement approach is not in the public interest. Typically, a warning letter is used as a last opportunity for the person or company to achieve voluntary compliance, after which any future non-compliance will incur an escalated enforcement response.

EXHIBIT 38

What is the general biosecurity obligation?

Under s.23 of the *Biosecurity Act 2014*, everyone has a **general biosecurity obligation** (GBO) to take all reasonable and practical measures to prevent or minimise a biosecurity risk (fire ants) that they would reasonably be aware of; and not to do or omit to do something that may worsen the effect or potential effects of fire ants.

Failing to discharge the GBO can result in a maximum penalty of 3,000 penalty units or 3 years imprisonment.

To support fire ant eradication efforts, discharging your GBO includes three steps:

1. **LOOK and REPORT** – check your property and any oncoming fire ant carriers for fire ants and report any suspect fire ants or fire ant nests.
2. **TREAT** – if you are in the fire ant eradication treatment area you must grant authorised officers from the National Fire Ant Eradication Program to enter and treat your property; if you are in areas awaiting eradiation treatment you must arrange for treatment of the nest. Find out what area your property is in by visiting our fire ant map: **https://www.fireants.org.au/fire-ant-map**
3. **PREVENT –** the spread of fire ants by ensuring all fire ant carriers being produced, stored or received at your property have had appropriate risk mitigation measures applied to prevent carrier infestation.

Enforcement approach

This strategy for enforcing the GBO and Regulation recognises that:

- high levels of infestation within the fire ant biosecurity zones
- the movement of fire ants in carrier material
- the creation of favourable fire ant habitat all pose a risk to successful eradication.

There are 3 main elements to our enforcement approach. One is to deploy a range of tools to detect non-compliance such as intelligence gathering and risk-based compliance monitoring. The second is to deter non-compliance using a range of behaviour change methods, such as publicising the consequences of non-compliance. Finally, our program will make full use of the enforcement tools available to respond to non-compliance.

EXHIBIT 38

Objectives

The objectives of enforcing compliance with the GBO and Regulations is to:

1. detect non-compliance
2. deter non-compliance by persons living or working within the biosecurity zones
3. respond to non-compliance and enforcing the law.

Tactics

Enforcement objectives will be achieved by implementing the following tactics:

1. Enhancing intelligence gathering and co-regulatory partnerships.
2. Continuous, risk-based proactive compliance monitoring.
3. Building capability and capacity.
4. Enforcement activities.

Detect non-compliance

Intelligence gathering and co-regulation

Our program uses data and information from a range of sources to monitor compliance and inform compliance and enforcement activities. The key elements of our program's intelligence gathering are:

- Intelligence and information gathering from both internal and external sources (e.g. field operations staff, community reports, local government engagement, industry-specific research and engagement etc.).
- Promotion of our program's illegal activity reporting service where the community can report suspected non-compliance.

The reporting of suspected non-compliance assists us in identifying areas of emerging concern and significant issues that may require immediate attention. Our program will continue to engage with regulatory partners and undertake joint exercises that may identify trends in behaviour and detect possible non-compliance.

Our program will seek out and embrace new technologies, datasets and platforms that will enhance intelligence driven enforcement. This may include the deployment of remote sensing systems, including drones, to detect fire ants, new fire ant habitat, monitor carrier stockpile size and tracing or tracking carrier movements.

EXHIBIT 38

Proactive compliance monitoring

Proactive compliance monitoring ensures that resources are used in an effective and efficient manner and enforcement efforts focus on the highest priority risks to achieve the eradication objective.

Compliance monitoring is undertaken to determine whether people are discharging their GBO appropriately and adhering to the Regulation and informs enforcement responses and strategies.

Our program has developed a risk-based compliance monitoring system to effectively and efficiently deploy effort across the operational area. Our program maps the risks of non-compliance associated with several factors, such as type of carrier, movement frequency and purpose. This is combined with information about characteristics of specific industries, volume and scope of carrier movement and historical program compliance and enforcement activity. This mapping is used to assess the risk of non-compliance within specific industries and by specific companies or individuals.

Proactive compliance monitoring follows a cycle, whereby the actions and learnings undertaken are used to inform and assess future risk. Our program will implement this compliance monitoring cycle (Figure 2) and use it to inform the annual compliance and enforcement work plan and, enable more targeted communications, engagement and education campaigns.

Figure 2. NFAEP compliance monitoring cycle



EXHIBIT 38

Responsive monitoring

Responsive compliance occurs when our program receives information relating to a potential breach of the Act or the Regulation. Information regarding suspected non-compliance can come from a range of sources including the public, industry or government. Our program will use a range of activities to respond to suspected non-compliance including education or completion of a compliance check.

Additionally, our program is responsible for responding to fire ant detections of importance (DOI). DOIs are detections that present a risk to our program's ability to achieve eradication. These comprise detections outside the fire ant biosecurity zones or in the areas where we are conducting eradication treatment and/or surveillance activities. In these situations, our compliance team will respond in a timely and proportionate manner to determine if the detection of importance is a result of non-compliant activity.

Deter non-compliance

Communicating enforcement activities

Our program is committed to transparently communicating our regulatory priorities. Making our compliance and enforcement activities publicly available is an effective way to deter others from engaging in non-compliance activities. Where possible, we will publish compliance and enforcement actions on our website.

We will balance the need to communicate outcomes with our obligations to manage personal information in accordance with privacy laws.

Building capacity and capability

Our program recognises the need to employ and maintain a workforce to manage compliance and enforcement. Our capacity in this area will be enhanced by:

- Increasing the size of our compliance team to build capacity and capability in our program to undertake compliance activities. The team structure will encourage career progression as members gain experience and develop skills particularly in areas of investigation and intelligence gathering.
- Delivering ongoing in-house and external training in intelligence and data analysis, investigation procedures, legislation and effective communication. This training will complement officers' understanding of their powers under the Act and subordinate legislation and enhance the necessary competencies to perform compliance and enforcement roles in a safe, professional and ethical manner.

A larger compliance and enforcement workforce will result in quantifiable increases in compliance and enforcement activities through to 2027. Our program will monitor these

EXHIBIT 38

activities and report on changes through an annual report cycle. This is further described in the Continuous Improvement section of this strategy.

Responding to non-compliance

Enforcement activities will target the highest risks providing the greatest compliance enforcement benefit. The degree and type of enforcement action will be commensurate with the nature and seriousness of non-compliance, the public interest and potential deterrence effects. Enforcement activity will be guided by non-compliance risk assessments and compliance monitoring.

As noted in compliance enforcement principles 5 and 6, enforcement will be undertaken in a fair, impartial, consistent, transparent, lawful and resource efficient manner and will be proportionate to the level of risk and potential impact on achieving the objectives of this strategy.

When minor non-compliance is detected – particularly unintentional – it may be appropriate to issue an advisory notice to formally notify an individual or company of their existing non-compliance. However, in instances of repeated or deliberate non-compliance, we have various tools to enforce compliance.

Giving a direction for a prevention and control program

Section 237 of the Act allows an authorised officer:

- to direct an occupier of a place to take reasonable steps to remove or eradicate fire ants as it relates to the fire ant prevention and control program; or
- destroy fire ants or fire ant carriers if the authorised officer believes on reasonable grounds that it poses a significant biosecurity risk.

A person who fails to comply with a direction under s.237, without reasonable excuse, commits an offence under s.238 of the Act.

Issuing biosecurity orders

Biosecurity orders may be issued if an authorised officer reasonably believes that the person has failed, or may fail, to discharge their obligations under the biosecurity legislation. For example, a person may be required not to move, to treat, dispose or destroy a fire ant carrier to mitigate the risk of spreading fire ants in a stated way in a reasonable time period.

Financial penalties can be imposed for failing to comply with a biosecurity order by issuing a penalty infringement notice or by prosecution.

EXHIBIT 38

In accordance with s.380 of the Act, our program may seek to recover costs incurred by completing actions required under a biosecurity order in circumstances where a recipient of a biosecurity order has failed to complete those actions.

Issuing penalty infringement notices

Authorised officers can issue PINs to individuals or corporations for certain offence provisions of the biosecurity legislation. At present, the State Penalties Enforcement Regulation 2014 lists the following fire ant-relevant infringement notice offences under the *Biosecurity Act 2014*:

- Failure to discharge a person's general biosecurity obligation by failing to comply with the carrier movement and storage regulations (s.25 – 7 penalty units for an individual or 35 penalty units for a corporation).
- Failure to carry a biosecurity instrument permit when acting under that permit (s.133 – 1 penalty unit for an individual or 5 penalty units for a corporation).
- Failure to comply with a direction from an authorised officer (s.238 – 1 penalty unit).
- Failure to render assistance to an authorised officer when requested (s.298 – 1 penalty unit).
- Obstructing an authorised officer (s.336 – 1 penalty unit).
- Failure to comply with a biosecurity order (s.377 – 7 penalty units for an individual or 35 penalty units for a corporation).

The value of a penalty unit is prescribed in the Penalties and Sentences Regulation 2015[2].

Our program will actively target persons and companies with a history of deliberate or serious non-compliance with repeat property visits, issuing penalty infringement notices, or the initiation of court proceedings, if non-compliance continues to be detected.

[2] The value of a penalty unit at 1 July 2023 is $154.80.

EXHIBIT 38

Pursuing prosecution through the courts

Where repeated or deliberate non-compliance is identified, we may pursue prosecution. The Act provides substantial penalties, including up to three years imprisonment, for prosecution of persons if they fail to comply with the provisions of the Act. Specific provisions include:

- Failure to discharge a person's general biosecurity obligation (s.24 – 750 penalty units/6 months imprisonment).
- An aggravated offence (s.27) failure to discharge a person's general biosecurity obligation (s.24 – 3000 penalty units/3 years imprisonment).
- Failure to report the presence of a category 1 restricted biosecurity matter (s.42 – 750 penalty units/6 months imprisonment).
- Failure to comply with a direction from an authorised officer (s.238 – 50 penalty units).
- Failure to render assistance to an authorised officer when requested (s.298 – 50 penalty units).
- Obstructing an authorised officer (s.336 – 100 penalty units).
- Failure to comply with a biosecurity order (s.377 – 800 penalty units).

With the exception of an aggravated offence under s.24(1)(a) the 'failure to discharge a general biosecurity obligation', these offences are treated as summary offences under s.356 of the *Biosecurity Act 2014* and would be prosecuted accordingly.

EXHIBIT 38

Stopping the spread of fire ants through human-assisted movement

Fire ants are highly adaptive and can be unknowingly transported in a range of carrier materials if storage and movement requirements are not followed. The spread of fire ants through human-assisted movement to areas outside of the fire ant biosecurity zone is a significant risk to successful eradication and so our program takes a strong approach to maintaining compliance with movement requirements.

Chapter 5 Part 5 of the Biosecurity Regulation 2016 outlines how fire ant carrier materials must be managed in fire ant biosecurity zones.

Our program frequently identifies potential illegal movement and storage of fire ant carriers through online surveillance initiatives. For example, following the online detection of a potential non-compliance relating to hay storage and movement, a property owner was issued with an advisory notice and biosecurity order for failure to store the hay in accordance with the Biosecurity Regulation 2016 prior to movement. One month later officers issued the property owner with a penalty infringement notice for failing to discharge their general biosecurity obligation because their work practices were not updated. In circumstances such as this, where the person has had the chance to remediate non-compliance, future non-compliance will be escalated through to potential prosecution.

Continuous improvement

Monitoring and evaluation

Assessing the effectiveness of this strategy will be undertaken through our program's Monitoring and Evaluation Framework (M&E Framework). This framework has been developed in accordance with best practice guidance provided by Queensland Treasury, Queensland Audit Office and other global sources.

Every financial year, our program develops an annual work plan that outlines the work we intend to deliver over the coming 12-months. The annual work plan outlines compliance and enforcement priorities, key performance indicators, targets and the projects that will be planned to support delivery of this strategy. Our success against the annual work plan is assessed through quarterly and annual reports. These reports are published on our website.