



# Volunteering with NRE Tas

Induction and Participation Manual for NRE Tas Volunteers

---

*"In recognition of the deep history and culture of this Island, we would like to acknowledge and pay our respects to Tasmanian Aboriginal people, the traditional owners of this Country, and recognise Aboriginal people's continuing connection to Land, Sea, Waterways, Sky and Culture."*

---

# Contents

---

|                                               |           |
|-----------------------------------------------|-----------|
| <b>A message from the Secretary</b>           | <b>4</b>  |
| <b>Welcome</b>                                | <b>5</b>  |
| <b>About NRE Tas</b>                          | <b>6</b>  |
| <b>NRE Tas Volunteer Programs</b>             | <b>7</b>  |
| <b>Volunteer leadership and management</b>    | <b>10</b> |
| <b>Our commitment to NRE Tas volunteers</b>   | <b>10</b> |
| Recognition                                   | 11        |
| Volunteer recruitment                         | 11        |
| Volunteer personal information                | 12        |
| Youth volunteers and family involvement       | 12        |
| <b>Our Expectations</b>                       | <b>14</b> |
| Volunteer Code of Conduct                     | 14        |
| Child Safety                                  | 14        |
| <b>NRE Tas Volunteer Management Framework</b> | <b>15</b> |
| <b>Volunteer Requirements</b>                 | <b>16</b> |
| Registration                                  | 16        |
| Attendance records                            | 16        |
| Work, Health, Safety & Wellbeing (WHS&WB)     | 17        |
| Uniforms                                      | 18        |
| Media                                         | 18        |
| <b>Volunteer Supports</b>                     | <b>20</b> |
| Insurance                                     | 20        |
| Issue resolution                              | 21        |
| Volunteer assistance program                  | 21        |
| Out-of-pocket reimbursements                  | 21        |
| <b>Acknowledgements</b>                       | <b>22</b> |

June 2026

© Crown in Right of the State of Tasmania December 2022

# A message from the Secretary

The Department of Natural Resources and Environment (NRE Tas) is fortunate to work alongside hardworking and skilled volunteers, who partner with us every day to achieve environmental conservation and sustainability outcomes that preserve the heritage and biodiversity of Tasmania.

These volunteers help us achieve our department's purpose of delivering a sustainable Tasmania.

Our volunteering program allows Tasmanians to participate in opportunities that are unique and diverse, that not only benefit the Tasmanian Government and economy, but also assist to improve the health and wellbeing of our communities.

Volunteers are a valued part of our organisation, providing their time, skills, and knowledge freely and willingly, complementing our existing resources.

Our volunteering opportunities are traditionally taken up by those who enjoy meeting people, who wish to contribute to conservation efforts and enjoy nature.

Volunteers benefit from these programs by gaining new skills, making new friends, mental and physical health and wellbeing, giving something back and improving confidence.

We are proud to have about 2000 people volunteering with the department and it is almost impossible to quantify the value they provide to our department.

We are grateful for the support of our volunteers, who add considerable value to our programs, and we will continue to identify and provide opportunities for the public to get involved to partner with us to care for the Tasmanian environment.

I would like to personally acknowledge the significant contribution of all our enthusiastic and committed NRE Tas volunteers who give so freely of their time, expertise and energy, working with NRE Tas employees to preserve this beautiful island for future generations to enjoy.

---

*Jason Jacobi, Secretary,*

*Department of Natural Resources and Environment Tasmania*

---

# Welcome

Thank you for your interest in volunteering with the Department of Natural Resources and Environment Tasmania (NRE Tas).

This manual provides key information for new and current NRE Tas volunteers.

If you are new to volunteering with NRE Tas, it will help you understand your rights and what is expected of you as a volunteer

NRE Tas has many different volunteer programs across Tasmania. These programs bring together people and community groups from all kinds of backgrounds. They help people connect with each other as well as achieve valuable outcomes for the programs and the community.

We use the definition of volunteering provided by Volunteering Australia as the National peak body, which is:

*“Volunteering is time willingly given for the common good and without financial gain”.*



# About NRE Tas

At NRE Tas, our purpose is to ‘*deliver a sustainable Tasmania*’. We manage Tasmania’s natural resources to protect the environment, support industry and deliver long-term benefits.

Our vision is a Tasmania where our natural resources, cultural values and environment are recognised and used sustainably to support our future prosperity.

Six strategic priorities guide our work, and these are based on the United Nations Sustainable Development goals. They are:

- Enable business and employment through sustainable growth of Tasmania’s industries.
- Deliver best practice legislative and regulatory systems and support programs.
- Put Tasmanian Aboriginal people at the heart of managing land, sea and Country.
- Protect and strengthen Tasmania’s cultural and natural values.
- Enable authentic and rewarding experiences of Tasmania.
- Build a high-performance department, driven by our people and our systems.

The Department is structured into four main divisions:

- Strategy and Business Services (includes administrative oversight of the Royal Tasmanian Botanical Gardens and Inland Fisheries Service)
- Environment, Heritage and Land
- Parks and Wildlife Service
- Primary Industries and Water.

## Want to find out more?

The NRE Tas Strategic Plan 2022 – 2027 explains the Department’s roles, priorities and performance. The NRE Tas Strategic Plan is available to download on our [website](#).

# NRE Tas Volunteer Programs

NRE Tas has a strong history of volunteer involvement, collaborating with individuals and community partners right across the State of Tasmania. Our [programs](#) include:

## ✓ Visitor Information

Dedicated volunteers assist visitors by providing information about services, facilities, and points of interest across Tasmania's National Parks and Reserves, wetlands, and the Botanical Gardens.

## ✓ Education Activities

NRE Tas collaborates with skilled educators to deliver engaging experiences that help Tasmania's next generation, new residents, and the broader community to connect with, understand, and protect the natural environment.

## ✓ Threatened Species

Volunteers work alongside NRE Tas biologists and field staff to monitor Tasmania's unique flora and fauna, including assisting with breeding programs such as Save the Tasmanian Devil and the Orange-bellied Parrot Program.

## ✓ Fisheries

Trained Fishcare volunteers engage with the community to promote sustainable recreational fishing practices. They provide education and guidance through schools, community events, fishing locations, and organised clinics.

## ✓ Caretakers

Passionate about remote and wild places, volunteer caretakers support the Parks and Wildlife Service by providing information and helping protect natural areas at remote sites, campsites, and visitor centres.

## ✓ Parks and Reserves

Volunteers work closely with the Parks and Wildlife Service across a variety of programs, including weed and pest management, restoration of historic sites and walking tracks, snow sports support, and conservation activities.

## ✓ Horticulture

Volunteers with an interest in gardening contribute to the development and maintenance of important landscapes, including the Royal Tasmanian Botanical Gardens and threatened species enclosures, enhancing visitor experiences and habitat protection.

## ✓ Citizen Science

Volunteers support citizen science initiatives by helping collect data about the natural environment and contributing to conservation efforts.

## Informal volunteering

NRE Tas volunteers participate in planned and managed activities as part of authorised volunteer programs. Given our duty of care and responsibility to effectively support and manage volunteer involvement, we are unable to host impromptu involvement, including during emergency event responses.

Where a member of the public wishes to join a NRE Tas volunteer program, they are unable to participate in the activity unless they have first registered as a NRE Tas volunteer and been appointed to a program where a vacancy exists.

*Lesley, Royal Tasmanian Botanical Gardens Volunteer*



## Community Partners

The NRE Tas skilled volunteer workforce includes individuals who are members of community groups, including Wildcare Tasmania, Landcare Tasmania, Birdlife Tasmania, progress associations, historical societies, sport and hobby clubs.

Our long-standing community partners often initiate new volunteering opportunities that are of mutual benefit. Volunteers engaged within these programs have a specific skillset, knowledge or capability.

Volunteer Service Organisations such as Wildcare and Landcare regularly welcome new members. To find out more, please contact [Wildcare Tasmania](#) or [Landcare Tasmania](#) directly.

### **How community group members participate as NRE Tas volunteers**

Community groups run under their own rules, such as their constitution or membership guidelines. Members may have different roles and responsibilities, and they may not be covered by the same laws that apply to volunteers. Their insurance can also be different from volunteer insurance, with different inclusions and exclusions.

If a community group works with NRE Tas on a volunteer activity, each person in the group must be registered as an authorised NRE Tas volunteer if they want to join a program and access support, including insurance.

### **Grant funds and activity assessments**

The Department of Natural Resources and Environment Tasmania (NRE Tas) is responsible for managing protected areas under legislation such as the *National Parks and Reserves Management Act 2002*, along with other relevant laws. The Parks and Wildlife Service (PWS), as part of NRE Tas, manages these lands on behalf of the Crown, as well as Crown land and areas reserved for future production forests under separate legislation.

As the land manager, PWS is responsible for assessing proposed volunteer activities to ensure they meet environmental, social and economic requirements.

Community groups must consult and collaborate with NRE Tas before applying for external funding for activities on land managed by the Department. This process allows PWS to assess proposed works and either provide the necessary approvals or explain why the activities cannot proceed.

# Volunteer leadership and management

## Our commitment to NRE Tas volunteers

- We will consult and collaborate with our volunteers, where decisions may impact their involvement.
- We will provide our volunteers with a safe work environment and systems of work, including orientation and training.
- Our volunteer engagements will be in line with equal opportunity and anti-discrimination legislation.
- Our volunteers will have access to wellbeing support and adequate insurance cover.
- We will identify meaningful and interesting volunteer opportunities for involvement, that do not replace paid worker positions.
- Volunteer personal information will be treated as confidential and handled in accordance with the Personal Information Protection Act (2004) and the Privacy Act (1988).
- If a concern arises, volunteers will have access to our issues resolution procedures.
- We recognise that volunteer rights and responsibilities are similar to those of NRE Tas employees, and we will respect and uphold these values.
- We will recognise the commitment and valuable contributions that volunteers provide as they work with NRE Tas employees to deliver both Government and community programs.

## NRE Tas volunteers

- Are part of the NRE Tas team, valuing other volunteer and employee contributions and differences.
- Complete all required induction, training and orientation activities.
- Look out for each other, and report incidents, hazards and any medical conditions that could impact personal welfare.
- Are accountable, uphold and respect NRE Tas values and confidentiality.
- Follow all reasonable instructions, including relevant NRE Tas policies and procedures.
- Promote volunteering by representing NRE Tas and wearing any appropriate identification, uniform or safety gear when undertaking activities.

- Positively contribute to address any workplace conflicts by using honest and compassionate communication styles
- Contribute their time, unique set of skills and knowledge
- Provide honest feedback to ensure the ongoing improvement of NRE Tas volunteer programs.

## Recognition

We will value and recognise NRE Tas volunteers by:

- Regularly reviewing volunteer programs to see what's working well and what can be improved;
- Sharing volunteer stories on our website and social media;
- Celebrating years of service;
- Personal messages of thanks;
- Reporting contributions in an Annual Report to the NRE Tas Executive;
- Taking part in national and international volunteering events; and/ or
- Holding other celebration events.

## Volunteer recruitment

NRE Tas engages volunteers directly through community groups and by advertising opportunities and expressions of interest. Where possible, we aim to make opportunities available to the broader community.

NRE Tas provides volunteers with clear information about their roles, including what they will be doing and what is expected of them.

Our volunteers play a valued and complementary role, they don't replace paid staff but instead bring additional skills, perspectives, and energy that strengthen the work we do together.

We're committed to creating an inclusive and welcoming environment. We value diversity and equal opportunity, and we do not discriminate based on age, disability, gender, marital status, or political or religious beliefs.

At times, there may be more interest than available roles. When this happens, we select volunteers based on how well their skills, experience, and any required checks align with the role, helping ensure the best fit for both the volunteer and the program.

## Volunteer personal information

NRE Tas will maintain volunteer personal information in accordance with the *Personal Information Protection Act (2004)* and the *Privacy Act (1988)*. Personal information is collected for the purpose of the volunteer activity and only used to manage volunteer involvement.

Examples of documentation classified as personal information may include:

- Volunteer registration information (only your email address needs to be provided, we don't need your date of birth and address details)
- Volunteer program information and agreements
- Attendance records
- Health information
- Screening information (i.e. Working with Vulnerable People Registration, National Police check)
- Training and feedback records
- Issues resolution documentation

## Youth volunteers and family involvement

Our Child and Youth Safety and Wellbeing Policy explains how we protect children and young people and make sure they are safe and feel safe. You can find the policy, and our procedure for reporting child safety concerns on our [website](#).

NRE Tas supports equal opportunity in volunteering and, age alone should stop someone from taking part. The most important thing when involving young people in volunteering is their safety and welfare.

Before children take part in any activity, we assess any risks to make sure they are safe. This may include checks such as Working with Vulnerable People registrations or police checks. If these are required, volunteers cannot take part without them.

To ensure the welfare of young people (under the age of 18 years):

- Youth or family involvement is planned, with information communicated to all workers.
- The physical and online environments are adequately risk assessed, including any requirement for screening processes.
- Young volunteers must always be with a parent or guardian unless they are part of a supervised school or community group activity.
- All workers understand their responsibilities for child safety and how to report concerns or complaints.

- Workers are not to be alone 1:1 with a young person, unless that involvement is incidental, or they are the parent/guardian.
- Where overnight activities form part of a family friendly volunteer program, separate family accommodation facilities must be made available.
- Young people within volunteer programs should have the opportunity to share their views and be involved in decision making where appropriate.
- Written parental or guardian permission is required before taking photos or videos of young people, including for social media.

For more information, please refer to:

- The Australian Human Rights Commission's [National Principles](#) for Child Safe Organisations
- [Department of Justice](#) for information on Working with Vulnerable People
- The Strong Families, Safe Kids [website](#)
- The Office of the Independent Regulator [website](#)

*Friends of Tasman Island  
PWS Volunteers*



# Our Expectations

## Volunteer Code of Conduct

While NRE Tas volunteers are not subject to the State Service Act, we expect all our workers, including volunteers, to act in accordance with the principles of Section 9 of the *State Service Act 2000* (the State Service Code of Conduct). This means we expect our volunteers to uphold these principles by:

- Behaving honestly and with integrity.
- Performing duties with care and diligence.
- Treat everyone with respect and without harassment, victimisation or discrimination.
- Comply with all applicable Australian law and any lawful or reasonable direction by a NRE Tas representative and/or Volunteer Team Leader.
- Maintain confidentiality when dealing with any sensitive information acquired during volunteer duties.
- Use Government resources responsibly.
- Behave in a way that does not adversely affect the integrity and good reputation of the State Service, including the use of social media.

NRE Tas is committed to creating an inclusive workplace that embraces diversity, equity and respect for all workers. We recognise the value, unique skills and knowledge that Aboriginal employees bring to the workplace.

NRE Tas has a culture of zero tolerance towards violence, including any form of family violence. We will continue to create safe workplaces that are free from violence and expect all workers to engage in respectful relationships.

We will promote and ensure respectful behaviours between all workers with any inappropriate behaviours managed in accordance with the NRE Tas Issue Resolution Policy and procedures.

## Child Safety

We are committed to building a positive and proactive child safe culture to support child safety and wellbeing. Our Child and Youth Safety and Wellbeing Policy available on our [website](#) sets our standards of professional conduct in relation to child safety required of all our workers, including volunteers. **All our volunteers must complete child safety training before** they undertake any volunteering activity with NRE Tas. The training is available on our [website](#).

# NRE Tas Volunteer Management Framework

The NRE Tas volunteer management approach aligns with the principles of Volunteering Australia's National Guidelines for Volunteer Involvement. This approach guides how the Department manages a volunteer program, from initiation to the completion of a program where we celebrate achievements and success.

NRE Tas employees plan and manage programs to comply with relevant legislation, including ensuring assessments are undertaken to assess hazards and risks and any impacts to the environment, including cultural and heritage sites.

The NRE Tas volunteer management framework includes five key processes to deliver successful, rewarding and safe volunteering programs.

---

## **INITIATE**

***We assess and approve new volunteer programs based on a review of department priorities and community needs. This includes the identification of key program benefits, risks and the resources available to deliver a successful program***

## **PLAN**

***The planning process ensures good governance by addressing and outlining key program information relating to legislative requirements, insurance, environmental, cultural and heritage assessments, roles and responsibilities.***

## **APPOINT**

***All volunteers must be registered in our volunteer management software system, MyImpact, provided with key program information and appointed to a program as a need arises.***

## **MANAGE**

***We ensure appropriate supervision on the day of the volunteer activity, including the provision of safety briefings, orientation, training, attendance records and support for any issues as they arise. In some cases, experienced and authorised Volunteer Team Leaders assist in planning and supervising activities.***

## **EVALUATE**

***Volunteer programs are reviewed and evaluated for performance, including any key improvement and training needs. This ensures our volunteers have opportunities to provide feedback and program achievements are celebrated.***

# Volunteer Requirements

NRE Tas seeks to ensure volunteers are provided with the same respect and relationship management as NRE Tas employees. Therefore, wherever relevant, NRE Tas policy and procedures apply to all workers.

## Registration

Volunteers must be registered in the NRE Tas online Volunteer Management System – My Impact, prior to participating in any volunteering activity. You can access My Impact directly through the NRE Tas website, and you can download the My Impact app on Google Play or the Apple App store

- Under the Profile > Qualifications section any relevant licences, registrations and qualifications can be included.

## Attendance records

Attendance records are required for each volunteer participating in an activity, noting the start and finish times and the location of the activity. *All attendance must be recorded **within seven (7) days** of undertaking the activity.*

Attendance records are important to:

- Identify the location and contact details of all workers in an emergency response;
- Confirm work attendance in the event of an insurance claim; and
- Enable NRE Tas to recognise and celebrate volunteer contributions.

### How to log your volunteer hours:

1. Login to your MyImpact profile on the website or through the MyImpact App
2. Select the 'Hours' tab
3. Select the program you are volunteering with from the drop-down menu
4. Enter your volunteering hours for each day that you volunteer.
5. Select 'Save'

If you are volunteering in a community group, your group leader may log your hours for you. If you are unsure if your hours have been logged, please contact your NRE Tas supervisor.

## Work, Health, Safety & Wellbeing (WHS & WB)

NRE Tas provides a safe and healthy environment for all workers where:

- Safety is a right, not an option.
- Everyone, including volunteers, has a responsibility for their own safety and the safety of others.
- Our target is for zero injuries.

Health and safety is our highest priority, we will:

- Identify, assess and control higher risk activities to an acceptable level
- Provide induction and training to enable all workers to work safely
- Consult with all workers including volunteers about decisions that may affect their health and safety
- Provide adequate resources to support WHS & WB requirements

While at work, all workers, including employees, volunteers and contractors, will:

- Take all reasonable care to ensure good health and safety practices are implemented at all times
- Identify and support measures to eliminate or minimise unsafe conditions including reporting all accidents, incidents and hazards
- Assume personal responsibility for their own safety and for others by always operating in a safe and appropriate manner.

### Incident reporting

Volunteers must report any risk, hazard, incident or near miss, as soon as they occur, directly to the activity supervisor.

The NRE Tas supervisor must report any incidents and hazards through the NRE Tas online reporting system for investigation and follow-up.

NRE Tas will support the welfare of volunteers following an incident as our first priority, including access to injury management support through People and Culture

### Orientation and safety briefings

Volunteers are provided with a site orientation on the day of the volunteering activity, including safety information, the purpose of the activity and where relevant, onsite training. Where approved, volunteer team leaders may provide this information on our behalf.

As part of the volunteer activity safety briefing, all workers are to be made aware of:

- The procedures and plans for managing an emergency, including evacuation procedures,

- The nominated NRE Tas employee who is authorised to coordinate and manage any issues, including incidents and emergency response,
- How to seek medical treatment and assistance, including the location of first aid kits and qualified first aiders,
- Health and Safety information specific to the activity i.e. risk assessments, safety data sheets etc.

## Health information

Most NRE Tas volunteer roles involve outdoor work in different environments and weather conditions. Some activities may take place in remote areas where medical help is not close by. Because of this, volunteers need a reasonable level of fitness and good health.

When applying, volunteers are asked to share any health or accessibility information that may be relevant. This is to help make sure the work is safe for them and for others. Where possible, this information is used to make adjustments or ensure volunteers have what they need to take part safely. In some cases, if there are concerns, we may ask for medical advice to confirm it is safe for the person to participate.

As personal circumstances can change, volunteers should think about their current health before taking part.

Volunteers must arrive ready and fit for work. If any adjustments are needed to support their participation, these must be discussed with the NRE Tas staff member in charge before the activity.

## Uniforms

Some volunteer roles require wearing a uniform or identification that shows you are representing NRE Tas.

If you are given any NRE Tas uniform or identification you must return them when you stop volunteering. Uniforms and identification should only be worn while volunteering and not at other times.

## Media

NRE Tas is represented by Tasmanian Government Ministers who are responsible for presenting and explaining Government policies, programs and services to the public. Workers, including volunteers, must abide by the Tasmanian Government Communications Policy if approached by the media for a statement relating to NRE

Tas matters. Speak to your NRE volunteer coordinator if you are approached or wish to engage with the Media.

For further information, please refer to the [Tasmanian Government Communications Policy](#)

## Use of social media

We encourage you to follow and share information from our social media pages. A list of NRE Tas Facebook pages is available on our [website](#).

Social media posts to group pages should reflect NRE Tas values and recognise and celebrate the valuable contribution of volunteers.

Comments or photos posted by employees and volunteers on NRE Tas social media channels must have relevant photo permissions and follow the NRE Tas social media policy and code of conduct.

*Sally, PWS volunteer  
Freycinet National Park Visitor Centre*



# Volunteer Supports

## Insurance

Cover is provided to approved and registered NRE Tas volunteers through the Tasmanian Risk Management Fund (TRMF) for:

- Legal liability - where NRE Tas is found to be legally liable for the actions of a volunteer, and
- Personal injury – which is no-fault personal accident cover for personal injury to a volunteer.

This cover is subject to a volunteer satisfying the below:

- the individual or group has been appointed directly by NRE Tas,
- there is a high level of NRE Tas supervision over the activities of the individual or group,
- NRE Tas has the power to dismiss the individual or group.

## Exclusions

Personal accident cover is not provided in circumstances where workers' compensation would not apply to an employee in the same circumstances.

In addition, the Fund will not respond where a person:

- acts outside the scope of the activities authorised by the agency, or contrary to its instructions; or
- is affected by alcohol or certain other drugs at the time of the incident;
- is involved in a motor vehicle accident; or
- the personal injury occurs during time off - even if this has been sanctioned by a relevant officer or authorised representative.

Volunteers are encouraged to read the [terms and conditions](#) of the TRMF's personal accident cover in order to understand that it is limited and if necessary, individual volunteers may wish to review their own personal insurance requirements.

Please note, NRE Tas policy is to utilise the TRMF Personal Accident Cover to provide compensation to volunteers in the event of an incident resulting in injury. In certain circumstances, other legislative provisions may apply.

Personal Accident Cover provides gap cover only; volunteers must claim benefits from Medicare and/or their private health insurance first. Volunteer medical out-of-pocket expenses are then reimbursed through the TRMF insurance policy.

**Please note**, workers compensation cover does not apply to NRE Tas volunteers, therefore, it is essential when seeking medical assistance that you advise your medical professional that you are covered by volunteer insurance cover (not workers compensation).

## Issue resolution

We want all NRE Tas volunteers to have a positive and enjoyable volunteering experience. If something causes conflict or there is an issue that requires resolution, we have an issue resolution process that will help. It

- Establishes our commitment to providing a fair and supportive working environment for all workers.
- Provides a clear way to raise and deal with concerns or complaints
- Provides a flexible approach and takes individual circumstances into account.
- Encourages issues to be resolved early and informally where possible to avoid them becoming bigger problems.

A copy of the Issue Resolution Policy and Procedure is available to view by emailing [volunteering@nre.tas.gov.au](mailto:volunteering@nre.tas.gov.au).

*Work with us to try to resolve any issues at the lowest level first.*

## Volunteer assistance program

Volunteers can access support through our Employee Assistance Program (EAP). The EAP provides access to qualified professionals, including psychologists, social workers and counsellors.

For advice on the range of services available, please speak to your NRE Tas contact or email: [volunteering@nre.tas.gov.au](mailto:volunteering@nre.tas.gov.au)

## Out-of-pocket reimbursements

NRE Tas does not normally provide reimbursement to volunteers for participation hours or travel costs. All NRE Tas volunteer programs are planned, and where pre-approved out-of-pocket expenses have been identified, these must be documented within the relevant volunteer program plan or authorised by a NRE Tas employee.

From time to time, volunteers may incur incidental costs associated with volunteer activities. Volunteers are encouraged to discuss any unplanned expenses with the relevant NRE Tas employee responsible for managing the volunteer program, and prior to incurring any costs.

# Acknowledgements

NRE Tas would like to acknowledge Volunteering Australia's National Standards for Volunteer Involvement as the guiding principles that have been used to develop our volunteer involvement guidelines and the policy and advisory support received from Volunteering Tasmania.

To all NRE Tas Volunteers past and present, thank you for your commitment and contributions that assist in making Tasmania a wonderful place to live and visit. Thank you to our employees who manage volunteer programs. Your expertise and community minded approach assists in delivering meaningful volunteer programs that align to community needs and Government priorities.

We would also like to acknowledge the City of Hobart, Zoos Victoria, Parks ACT, NSW & Victoria, Conservation Volunteers Australia and the other Tasmanian Government agencies who have shared their expertise and volunteer management practices with us.

---

*Our volunteers are what make us; they help us to do more and to be better stewards of this amazing landscape; its plants; animals; history and culture, whether on land or at sea - I am truly grateful for their skill, dedication and passion to support the Department in delivering sustainable Tasmania. - **Jason Jacobi, Secretary***

---

Mary, Fishcare volunteer





**Department of Natural Resources and Environment Tasmania**

**Email:**

**volunteering@nre.tas.gov.au**

**[www.nre.tas.gov.au](http://www.nre.tas.gov.au)**