From: [redacted]
To: Tasmanian Salmon Study Secretariat
Subject: Submission re Salmon Industry Study
Date: Sunday, 5 July 2026 11:39:38 PM
Attachments: RESPONSE TO SALMON INQUIRY docx.docx

Dear Study Leads,

Please accept the attached submission.

Yours Sincerely,

[redacted]

[redacted]

RESPONSE TO:
THE DRAFT STAKEHOLDER ENGAGEMENT PLAN AND DRAFT STUDY PLAN FOR THE TASMANIAN SALMON INDUSTRY STUDY – 5TH JULY 2026

RESPONDANT:

[redacted]

[redacted]

[redacted]

I request the above from XX TO XX be treated as confidential and redacted from my published submission.

Summary:

Initial Response to the Independent Salmon Industry Study:

Ensuring Genuine Community Consultation and Balanced Socio-Economic Outcomes for towns impacted by Salmon farming, with a special emphasis on Dover.

Dover has in the last twenty years become a fish farm town. It has altered markedly, and the future appears to be dire due to community dependence on Salmon industry employment, seen as the only source of local jobs.

As a resident my livelihood, and environment are now directly tied to the decisions made regarding the Tasmanian Salmon industry.
I acknowledge the industry's overwhelming economic presence and influence but must raise concerns about the current draft documents treatment of regional communities like Dover as passive subjects rather than active partners.

Please see the following actionable requests to amend both the **Draft Stakeholder Engagement Strategy** and the **Draft Study Plan** to ensure Dover residents are genuinely heard and future Salmon farming in our area is fairly developed and guaranteed sustainable.

[redacted]

Amendments to the Draft Stakeholder Engagement Strategy:

The strategy must move away from generic, top-down information sessions and implement a two-tiered communication framework that respects both the collective town and the individual resident.

Collective Town-Level Engagement:

Establish a Dover Salmon Consultation Committee:
- The strategy must fund and formalise a local, independent working group comprising residents, local business owners, traditional owners, and marine scientists.
- This committee must have a direct seat at the table with industry operators and regulators.

Co-Designed Town Forums:
- Instead of rigid "Q&A" panels dominated by industry presentations, the strategy must mandate interactive, facilitated workshops in Dover.
- These forums must allow the community to set the agenda with a focus on local discordant points like coastal access, environmental degradation, and visual pollution.

On-the-Ground Transparency Hubs:
- Establish a physical, accessible information point in Dover during consultation periods where residents feel safe to access information, including up-dates from this study. Not all residents can navigate complex online portals; physical access to maps, draft plans, and printed submission forms is vital.

Individual-Level Communication:
- Direct Impact Notifications:
Any individual resident living within a specific radius of lease zones, land-based facilities, or primary vessel routes must receive direct, written notifications (via mail and email) regarding proposed changes to biomass, infrastructure, or operational hours.

Accessible Technical Summaries:
Environmental and economic data must be translated into plain English, short-form summaries. Expecting individual citizens, many of whom are illiterate, to follow hundreds of pages of highly technical jargon has acted as a barrier to genuine consultation.

Accountability and Tracking:
Implement a public "Submission Tracker." Every individual piece of feedback from Dover must be logged, categorised, and published alongside a formal response detailing exactly how that feedback did or did not alter the final policy.

Amendments to the Draft Study Plan: Balancing Dover's Future

Dover has become an industrialised fish-farming hub at the expense of its once pristine environment and the loss of other economic and lifestyle pillars.

The Draft Study Plan must expand its scope to investigate how Salmon farming can be strictly balanced against recovery of the town's natural environment and its long-term economic viability.

Economic Diversification vs. Monoculture
- Impact on Alternate Economies: The study must actively measure the negative externalities of salmon farming on Dover's other key industries, specifically eco-tourism, recreational boating and fishing, and boutique marine tourism.

Local Job Quality and Retention:
- Rather than quoting statewide employment figures, the study must isolate data for Dover.
- How many local residents are employed in secure, long-term, high-value roles versus fly-in-fly-out or transient shift workers?
- Identify exact career choices available to local Salmon farm workers and quantify how many employees have moved up the career ladder into middle and upper management roles since 2016.
- How many school leavers who joined the industry for their first job are still employed after ten years and in what roles?

Environmental and Amenity Safeguards:
Transition Plan:
- The Study Plan must include a dedicated transition assessment for the D'Entrecasteaux Channel and Huon River.
- It must model the environmental recovery of Dover's immediate marine environment if Salmon farming alters in the future, eg pen densities are reduced or shifted further offshore, or the industry becomes unsustainable.

Acoustic and Visual Footprint Study:
- The study must establish and set up controls for strict, localized baselines for noise pollution (from night-time feed barges and vessels) and light pollution currently affecting Dover residents.
- It must specify clear penalties for breaches and specify how such penalties will be policed and reported in real time.

Loss of Amenity:
- It must investigate the cumulative psychological and lifestyle impacts on residents due to changes to the environment and a loss of amenity, eg from a quiet rural setting to an industrialized neighbourhood.

Biosecurity and Marine Debris:
The study must include a strict, independent auditing mechanism for marine debris tracking.
- It must outline clear, localized penalties for operators whose equipment impacts Dover’s beaches and endangers local wildlife. It must ensure penalties are enforced and such enforcement is publicly notified to residents in real time.

Conclusion:

For Dover to have a sustainable future, we cannot simply be "managed" stakeholders. We require a strategy that empowers our town to co-regulate the environment we live in and a study plan that values our well-being equally alongside corporate profit. I look forward to seeing these changes reflected in the final frameworks.

The final report when submitted to government:
Must include a date to be made publicly available in real time.
Must be in an 'easy read' format suitable for the Tasmanian community at large to understand.
Must be in full, without government redactions or other alteration to the content.
Must clearly define and provide a timeline for implementation of the report recommendations.

Personal Observations over Twenty Years in Dover:

Matters that affect the Salmon industry Study – not in hierarchical order.

Quote: The objective of the study is to *'identify and listen to stakeholders across government, industry, communities ……etc…. and the public, to integrate diverse perspectives into the review process with transparency and trust.'*

If the objective is achieved, it will be a 'first' for Tasmania.

Consultation with Industry:
There have never been genuine, transparent, inter-personal consults with local, Salmon communities, (specifically with Dover) about the future of the towns, changes to the towns or the future of the Salmon industry.
Every town forum has been dominated by Salmon industry representatives who have closed questioning at the first sign of disagreement with industry practice.

Mistrust and 'Citizen Scientist' Information:
There is a high degree of general mistrust about any communication with the Salmon industry. It is usually not welcomed by the industry.
Stakeholders don't believe their observations will be believed or balanced against scientific and technical date extolled by the Salmon companies.

Job Security:
Local employees fear they will lose their jobs if they comment about internal issues or observations of work practices they dislike, feel unsafe with, or have a moral point of disagreement with.

New employees sign non-disclosure forms at the start of employment.

Open Transparent Sharing of Information:
Stakeholders, particularly community members have never had physical access to the same information as the Salmon companies.

RTI requests are time consuming, costly, difficult to phrase and often are severely redacted, supplied when the matter is closed or returned incomplete.

Illiteracy and its Impact:
At least 50% of adults in the Huon Valley are functionally illiterate. The number climbs to about 68% if reading and reading comprehension is separated from numerical literacy.

Many can't understand even if information is simplified.

Sustainability the Key Question:
Quote: *'The study will help inform future policy decisions that seek to balance a sustainable industry with positive outcomes for the Tasmanian environment and community.*

The question is whether the Salmon industry is sustainable in its current form, or is simply assumed to be so?
"Sustainability" varies depending on the source of information.
There is no benchmark for either economic or environmental sustainability. There never has been such a benchmark in the history of the local Salmon industry.

Industry expansions have been approved without proper scrutiny and without community knowledge or understanding.
Development Applications out for public comment through local councils are lengthy, difficult to understand and relate to and require extensive checking of reference material if it can be located.
Sustainability is rarely a heading and is usually not mentioned.

Management Methods:
"Adaptive Management" is touted by the industry, but it is not an effective management tool.
The term has become a 'buzzword' used to push through controversial expansion.
Adaptive management lacks baseline data so is usually trial and error rather than adaptive science.
There is potential for permanent harm rather than pro-active intervention and as it acts slowly after an event, adaptive management cannot prevent eco-system damage, so it shifts results to the environmental response.

Presentation of Science Based Information to the Industry:
When groups critical of Salmon industry expansion go to extreme lengths to make a relevant point or pay to have a scientific query resolved scientifically, they and their findings are ignored, by government and the industry.

Young People and Motivation:
I have grave concerns for Dover and its present community. My students have had little motivation or family support to proceed past year 10 at school or to look for work outside of

the local area. There is an unhealthy reliance on Salmon farm employment, fostered by the Salmon farms, that has led to even the most intelligent and able student negating their ability to move into a rewarding job away.

From Then till Now:
Dover town used to be lively, well presented and a tourist centre. It has become quiet, with businesses closed over weekends and holidays due to changed work patterns like shift work affecting many Salmon employees.
Their seems neither the will nor the motivation to beautify the town or to develop community activities like those once present.

There is a degree of hardship even poverty due to limited local employment available outside the Salmon industry.

Council services have been reduced due to limited interest and decreasing demand.

The Salmon industry spruiks support for the local community and both Tassal and Huon donate a pittance to local activities and local clubs.
Both the major Salmon companies could easily negotiate with the community to enhance the natural environment with gardens, signage, and facilities but they have never supported the town at this level.
Salmon donations though ensure town loyalty. They also create discord between what an individual will support a club for and what a Salmon donation will support that same club for.

Finally:

I am willing to expand on points made in this submission.
I like the approach outlined in the drafts of the Stakeholder Engagement Plan and the Study Plan.
I hope the outcome will finally provide answers to current issues and guide a future that is sustainable and fair for all stakeholders.

Yours Sincerely,

[redacted]

[redacted]
5th July 2026.