

Action plan

Table 1. Annual cost of action plan

| Year | Council funding per year (existing) | Additional Council funding (per year) sought | External funding (per year) sought | Total proposed implementation costs |
|--------------|-------------------------------------|--|------------------------------------|-------------------------------------|
| 2019/20 | 123,800 | 0 | 0 | 123,800 |
| 2020/21 | 123,800 | 296,500 | 15,000 | 435,300 |
| 2021/22 | 123,800 | 465,000 | 68,500 | 657,300 |
| 2022/23 | 123,800 | 555,500 | 7,500 | 686,800 |
| 2023/24 | 123,800 | 441,500 | 3,500 | 568,800 |
| 2024/25 | 123,800 | 460,000 | 15,000 | 598,800 |
| 2025/26 | 123,800 | 531,000 | 21,000 | 675,800 |
| 2026/27 | 123,800 | 477,500 | 52,500 | 653,800 |
| 2027/28 | 123,800 | 496,000 | 21,000 | 640,800 |
| 2028/29 | 123,800 | 477,500 | 2,500 | 603,800 |
| Total | 1,238,000 | 4,200,500 | 206,500 | 5,645,000 |

Table 2. Additional staff resources

| No | Action | Action duration | Timeframe | Lead | Partner | Council funding per year (existing) | Council funding per year (additional) | Total Council funding per year | Total Council funding over the life of 10 year strategy | External funding required over the life of the action | Total funding over the life of 10 year strategy | Comments |
|----|--|-----------------|-----------------|--------------------------|--------------------|-------------------------------------|---------------------------------------|--------------------------------|---|---|---|---|
| 1. | Environmental education officer (1.0 FTE Band 5) | 9 years | 2020-21 onwards | Environment and Heritage | People and Culture | | 86,000 | 86,000 | 774,000 | | | This role is also identified in the Aspirational Energy Transition Plan. Recommended that one role would service the Biodiversity Conservation Strategy, Aspirational Energy Transition Plan and Integrated Water Management Plan |
| 2. | Environmental planner (0.5 FTE Band 6) | 8 years | 2021-22 onwards | Environment and Heritage | People and Culture | | 52,000 | 52,000 | 416,000 | | | |
| 3. | Biodiversity officer (1.0 FTE Band 5) | 8 years | 2021-22 onwards | Environment and Heritage | People and Culture | | 86,000 | 86,000 | 688,000 | | | |

Table 3. Goal 1: Protect

| No | Action | Action duration | Timeframe | Lead | Partner | Council funding per year (existing) | Council funding per year (additional) | Total Council funding per year | Total Council funding over the life of 10 year strategy | External funding required over the life of the action | Total funding over the life of 10 year strategy | Comments |
|----|---|-----------------|-----------------|---|--|-------------------------------------|---------------------------------------|--------------------------------|---|---|---|----------|
| 4. | Continue to provide input into Victorian and Government policies that advocate for protection and enhancement of biodiversity in Cardinia Shire | 10 years | 2019-20 onwards | Environment and Heritage | | | | | | | | |
| 5. | Keep a record of vegetation removal permits and the revegetation required to offset the losses. | 10 years | 2019-20 onwards | | | | | | | | | |
| 6. | Continue to implement pet restrictions as part of the planning permit process in high priority areas to protect threatened species | 10 years | 2019-20 onwards | Development Services (Statutory Planning) | Environment and Heritage, Development Services (Compliance) | | | | | | | |
| 7. | Develop guidelines for developers to encourage indigenous plantings | 1 year | 2020-21 | Environment and Heritage | Infrastructure Services, Operations, Planning and Development, Development and | | 15,000 | 15,000 | 15,000 | | 15,000 | |

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|-----|--|-----------------|--|---|---|-------------------------------------|---------------------------------------|--------------------------------|---|---|---|--|
| | | | | | Compliance Services, Policy Design Growth Area | | | | | | | |
| 8. | Develop and implement a cat and dog management awareness program to reduce impacts on biodiversity (focus on protection of southern brown bandicoot) | 4 years | 2022-23 2024-25 2026-27 2028-29 | Environment and Heritage | Development and Compliance Services, Operations Unit (Open Space), Communications | | 2,500 | 2,500 | 10,000 | 10,000 | 20,000 | Contingent on new biodiversity officer |
| 9. | Develop three priority threatened species action plans by 2028 | 3 years | 2024-25 2025-26 2027-28 | Environment and Heritage | Operations Unit (Open Space and Operations team), Strategic Planning | | 12,500 | 12,500 | 37,500 | 37,500 | 75,000 | |
| 10. | Identify Council and Crown land committees of management responsible for open space that contain indigenous vegetation and implement an environmental education program. | 1 year | 2023-24 | Environment and Heritage | Active Communities, Operations Unit (Open Space) | | | | | | | |
| 11. | Seek external funding to assist Council and Crown land committees of management for support in land management activities | 4 years | 2024-25 to 2027-28 | Environment and Heritage | Active Communities, Operations Unit (Open Space) | | | | | | | |
| 12. | Advocate resources for a planning compliance officer to audit permit conditions (including environmental conditions) | 1 year | 2025-26 | Development and Compliance Services (Compliance Services) | Environment and Heritage | | | | | | | |

Table 4. Goal 2: Enhance

| No | Action | Action duration | Timeframe | Lead | Partner | Council funding per year (existing) | Council funding per year (additional) | Total Council funding per year | Total Council funding over the life of 10 year strategy | External funding required over the life of the action | Total funding over the life of 10 year strategy | Comments |
|-----|--|-----------------|-----------------|--------------------------|---|-------------------------------------|---------------------------------------|--------------------------------|---|---|---|----------|
| 13. | Liaise with local aboriginal groups over the annual Council natural resource area works plans | 9 years | 2020-21 onwards | Environment and Heritage | Safe and Inclusive Communities, Operations Unit (Operations team) | | 2,500 | 2,500 | 22,500 | | 22,500 | |
| 14. | Deliver biodiversity education sessions throughout the organisation to raise environmental awareness in Council decision making | 10 years | 2019-20 onwards | Environment and Heritage | Operations Unit (Operations team, Open Space) | | | | | | | |
| 15. | Continue to support Eastern Region Pest Animal Network initiatives including the development of a regional Pest Animal Management Plan | 10 years | 2019-20 onwards | Environment and Heritage | | | | | | | | |
| 16. | Annually report on the revegetation outputs of the Council grant program | 10 years | 2019-20 onwards | Environment and Heritage | Operations Unit (Open Space) | | | | | | | |

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|-----|--|-----------------|--|-------------------------------|---|-------------------------------------|---------------------------------------|--------------------------------|---|---|---|--|
| 17. | Liaise with the nursery network to advice of salvage options for planned vegetation removal. | 10 year | 2019-20 onwards | Environment and Heritage | | | | | | | | |
| 18. | Investigate the opportunity to register an offset site with the native vegetation credit register | 1 year | 2019-20 | Environment and Heritage | | | | | | | | |
| 19. | Develop a natural resource area standard operating procedure to establish quality procedures for working in natural resource areas | 1 year | 2020-21 | Environment and Heritage | Operations Unit (Open space and Operations team), | | 8,000 | 8,000 | 8,000 | | 8,000 | |
| 20. | Continue to provide funds to manage Cardinia's significant NRA's in accordance with the bushland asset costing plan (excluding weed control) (Current budget \$57,000 reserve asset management) | 9 years | 2020-21 onwards | Operations Unit (Open Space) | Environment and Heritage | 57,000 | 60,000 | 117,000 | 1,110,000 | | 1,110,000 | Total funding for life of strategy equals \$57,000 in 2019-20 \$117,000 in 2020-21 onwards |
| 21. | Annually seek capital works budget for significant reserve works | 9 years | 2020-21 onwards | Operations Unit (Open Space) | Environment and Heritage | | 75,000 | 75,000 | 675,000 | | 675,000 | |
| 22. | Undertake roadside vegetation assessments and install signage | 2 years | 2020-21 to 2021-22 | Operations Unit (Open Space) | Environment and Heritage | | | | | 30,000 | 30,000 | |
| 23. | Annually plant 10,000 plants in Council reserves and on public manage land to meet objective 2.2 | 9 years | 2020-21 onwards | Operations Unit (Open Space) | Environment and Heritage Active Communities, | | 40,000 | 40,000 | 360,000 | | 360,000 | |
| 24. | Investigate a water balance study to assess the impact of new dams on minimum stream water flows | 1 year | 2021-22 | Environment and Heritage | Development and Compliance Services, Southern Rural Water | | | | | | | |
| 25. | Investigate staff resources required to adequately manage Council's natural resource areas including the provision of community support | 1 year | 2021-22 | Operations Unit (Open Space) | Environment and Heritage, Operations Unit (Open Space) | | | | | | | |
| 26. | Work across the organisation to incorporate the Sustainable Development Goals and native vegetation objectives in Council land management including prioritising indigenous planting and habitat retention and enhancement | 8 years | 2021- 22 onwards | Environment and Heritage | | | | | | | | Contingent on employment of new education officer |
| 27. | Develop a prioritised inventory of natural resource areas requiring reserve management plans and complete one plan every second year (utilising a consultant) starting from 2021-22 | 4 years | 2021-22 2023-24 2025-26 2027-28 | Operations Unit (Open Space) | Environment and Heritage | | 3,500 | 3,500 | 14,000 | 14,000 | 28,000 | |
| 28. | Implement conservation and education signage for priority bushland reserves | 3 years | 2022-23 2025-26 2027-28 | Operations Unit (Open Space), | Environment and Heritage Communications | | | | | 15,000 | 15,000 | |
| 29. | Undertake shire wide biodiversity monitoring program on private properties and for threatened | 2 years | 2022-23 2025-26 | Environment and Heritage | | | 40,000 | 40,000 | 80,000 | | 80,000 | Contingent on employment of new |

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|-----|--|-----------------|--------------------|--------------------------|---|-------------------------------------|---------------------------------------|--------------------------------|---|---|---|--|
| | species to assist with reporting against strategy objectives | | | | | | | | | | | biodiversity officer. |
| 30. | Undertake biodiversity monitoring in priority NRA's to inform on biodiversity health and enable evaluation of reserve management and assist with reporting against strategy objectives | 2 years | 2022-23 2025-26 | Environment and Heritage | Operations Unit (Open Space) | | 30,000 | 30,000 | 60,000 | | 60,000 | Contingent on employment of new biodiversity officer |
| 31. | Purchase of multispectral imagery through coordinated imagery program (CIP) in DELWP to provide biodiversity analysis and assist with reporting against strategy objectives | 2 years | 2023-24 2027-28 | Information Services | Environment and Heritage | | 5,000 | 5,000 | 10,000 | | 10,000 | |
| 32. | Coordinate the development of a roadside management plan. Consultancy cost to develop the plan | 1 year | 2022-23 | Environment and Heritage | Operations Unit (Operations team and Open Space), Community Strengthening (Emergency Management), Infrastructure Services | | 50,000 | 50,000 | 50,000 | | 50,000 | Contingent on employment of new biodiversity officer |
| 33. | Undertake roadside vegetation community liaison and education | 1 year | 2024-25 | Environment and Heritage | Operations Unit (Open Space) | | | | | | | Contingent on employment of new biodiversity officer |
| 34. | Annually provide 20 plants for 150 private landholders and schools (3000 plants) to meet objective 2.2 | 5 year | 2024-25 onwards | Environment and Heritage | | | 9,000 | 9,000 | 45,000 | | 45,000 | |
| 35. | Increase the 2018-19 Trust for Nature rate rebate to meet CPI | 5 year | 2024-25 onwards | Environment and Heritage | Rates | 15,000 | 3,000 | 18,000 | 165,000 | | 165,000 | Total funding for life of strategy equals \$15,000 for 2019-20 – 2023-24 \$18,000 in 2024-25 onwards |
| 36. | Advocate for the development of a climate adaptation strategy, which will consider the impacts on climate vulnerable species. | 1 year | 2024-25 onwards | Environment and Heritage | | | | | | | | |
| 37. | Extend the existing annual Landcare Bandicoot habitat planting 15,000 plants to meet objective 2.2 | 3 years | 2026-27 onwards | Environment and Heritage | | 20,000 | 30,000 | 50,000 | 290,000 | | 290,000 | Total funding for life of strategy equals \$20,000 for 2019-20 – 2025-26 |

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|----|--------|-----------------|-----------|------|---------|-------------------------------------|---------------------------------------|--------------------------------|---|---|---|-----------------------------|
| | | | | | | | | | | | | \$50,000 in 2026-27 onwards |

Table 5. Connect

| No | Action | Action duration | Timeframe | Lead | Partner | Council funding per year (existing) | Council funding per year (additional) | Total Council funding per year | Total Council funding over the life of 10 year strategy | External funding required over the life of the action | Total funding over the life of 10 year strategy | Comments |
|-----|--|-----------------|-----------------|------------------------------------|--|-------------------------------------|---------------------------------------|--------------------------------|---|---|---|----------|
| 38. | Support community lead catchment based biodiversity projects e.g. Cannibal Creek Catchment and Cardinia Creek Nature Links | 10 years | 2019-20 onwards | Environment and Heritage | Operation Unit (Open Space, Operations team) | | | | | | | |
| 39. | Identify and consider strategic land purchases that enhance Cardinia's biodiversity | 10 years | 2019-20 onwards | Environment and Heritage | | | | | | | | |
| 40. | Stage 1 Undertake biolink mapping across the municipality. Map local and regional biodiversity assets and develop biolink corridors at different scales on private and public land.* | 1 year | 2020-21 | Environment and Heritage | Operation Unit (Open Space) Community Strengthening, Strategic Planning, DELWP | | 50,000 | 50,000 | 50,000 | 50,000 | 100,000 | |
| 41. | Stage 2 Incorporate areas of an endorsed biolink plan into the planning scheme using environmental overlays | 1 year | 2022-23 | Strategic and Economic Development | Environment and Heritage | | | | | | | |

Table 6. Engage

| No | Action | Action duration | Timeframe | Lead | Partner | Council funding per year (existing) | Council funding per year (additional) | Total Council funding per year | Funding over the life of the 10 year strategy | External funding required over the life of the action | Total funding over the life of 10 year strategy | Comments |
|-----|---|-----------------|-----------------|--------------------------|------------------------------|-------------------------------------|---------------------------------------|--------------------------------|---|---|---|-----------------------------|
| 42. | Develop action plans for individual 'friends' of bushland reserve groups | 10 years | 2019-20 onwards | Environment and Heritage | Operations Unit (Open Space) | | | | | | | |
| 43. | Continue to support nature based play spaces into playground design | 10 years | 2019-20 onwards | Environment and Heritage | Active Communities | | | | | | | |
| 44. | Continue to implement the biodiversity incentive scheme for Landcare course subsidies | 10 years | 2019-20 onwards | Environment and Heritage | | 2,000 | | 2,000 | 20,000 | | 20,000 | |
| 45. | Annually report on the combined number of community participants involved in natural environment programs | 10 years | 2019-20 onwards | Environment and Heritage | | | | | | | | |
| 46. | Continue and improve support for Council's four wildlife shelters with annual funding | 9 years | 2020-21 onwards | Environment and Heritage | | 3,000 | 1000 | 4,000 | 39,000 | | 39,000 | Expansion of the grant from |

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|-----|--|-----------------|-----------------|--------------------------|---------|-------------------------------------|---------------------------------------|--------------------------------|---|---|---|--|
| | | | | | | | | | | | | 2 wildlife shelters to 4 shelters. Total funding for life of strategy equals \$3,000 for 2019-20 \$4,000 in 2020-21 onwards |
| 47. | Continue to support and increase friends group grant budget to accommodate: <ul style="list-style-type: none"> the establishment of new friends groups the support of Cardinia Environment Coalition's management of public land | 9 years | 2020-21 onwards | Environment and Heritage | | 10,000 | 7,000 | 17,000 | 163,000 | | 163,000 | Total funding for life of strategy equals \$10,000 for 2019-20 \$17,000 for 2020-21 onwards |
| 48. | Improve on the delivery of environmental education programs to schools, kinders and the community | 9 years | 2020-21 onwards | Environment and Heritage | | 8,000 | 2,000 | 10,000 | 98,000 | | 98,000 | Contingent on employment of new environmental education officer Total funding for life of strategy equals \$8,000 for 2019-20 \$10,000 in 2020-21 onwards |
| 49. | Investigate and support university research opportunities to better understand environmental science, which will inform conservation management. | 8 years | 2021-22 onwards | Environment and Heritage | | | | | | | | Contingent on employment of new environmental education officer |
| 50. | Increase the existing biodiversity incentive grant to community group initiatives on private and public land to conserve threatened species | 7 years | 2022-23 onwards | Environment and Heritage | | 8,800 | 20,000 | 28,800 | 228,000 | | 228,000 | Total funding for life of strategy equals \$8,800 for 2019-20 – 2021-22 \$28,800 in 2022-23 onwards |

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|-----|--|----------------------|-----------------|--------------------------|--|-------------------------------------|---------------------------------------|--------------------------------|---|---|---|---|
| 51. | Initiate contact with new landholders to raise awareness of the biodiversity related resources and available Landcare networks | 7 years | 2022-23 onwards | Environment and Heritage | Communications | | 1,500 | 1,500 | 10,500 | | 10,500 | |
| 52. | Review the value of coordinating a local biodiversity stakeholders committee. | 4 years | 2025-26 | Environment and Heritage | Cardinia Environment Coalition | | | | | | | |
| 53. | Work with universities to develop farm demonstration sites that monitor farm productivity as a result of conservation works (ecosystem services). Year 1 of 10-year project with set up costs only needed in year 1. | 1 year (set up year) | 2026-27 | Environment and Heritage | Federation University, Western Port Catchment Landcare Network | | | | | 50,000 | 50,000 | Contingent on employment of new biodiversity officer. |