

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
2023-24	53,000	123,000	10,000	186,000
2024-25	53,000	113,000	10,000	176,000
2025-26	53,000	158,000	25,000	236,000
2026-27	53,000	118,000	25,000	196,000
2027-28	53,000	138,000	10,000	201,000
2028-29	53,000	128,000	10,000	191,000
2029-30	53,000	158,000	25,000	236,000
2030-31	53,000	98,000	25,000	176,000
2031-32	53,000	83,000	10,000	146,000
2032-33	53,000	163,000	10,000	226,000
Total	530,000	1,280,000	160,000	1,970,000

The success of the plan's objectives will be informed by the results of the monitoring actions, the numbers of which have been highlighted in orange.

Table 2. Additional human resources need to deliver the action plan

No.	Action	Action duration	Timeframe	Lead	Partner	Council funding per year (existing)	Council funding per year (additional)	Total funding per year	Total Council funding over the life of the 10-year plan	External funding required over the life of the plan	Total funding over the life of the 10-year plan	Comments
1.	Increase the current 0.5 EFT Land management officer role with additional funding to a total 1.0 EFT position ongoing.	10-years	2023-24 onwards	Environment and Heritage		43,000	43,000	86,000	860,000		860,000	Support the existing role to implement biolink objectives and actions. Note this is \$430,000 of additional funding over a 10-year period.
2.	Support the bushland reserves team 0.2 EFT	5 years	2024-25 to 2028-29	Operations - Bushland team			20,000	20,000	100,000		100,000	This supports the implementation of action 6

Table 3. Biolink action plan

No.	Action	Action duration	Timeframe	Lead	Partner	Council funding per year (existing)	Council funding per year (additional)	Total funding per year	Total Council funding over the life of the 10-year plan	External funding required over the life of the plan	Total funding over the life of the 10-year plan	Comments
3.	Liaise with the municipal fire management planning committee on the design of biolink landscape scale proposals	Ongoing		Environment and Heritage	Emergency Management, CFA, DELWP							
4.	Undertake fire behaviour modelling to inform the design of a demonstration biolink corridor in Koo Wee Rup	1 year	2024-25	Environment and Heritage	Emergency Management		5,000	5,000	5,000		5,000	The first demonstration site is predominantly revegetation so can be done from the desktop for \$5,000.
5.	Undertake fire behaviour modelling to inform the design of a demonstration biolink corridor in Upper Pakenham	1 year	2028-29	Environment and Heritage	Emergency Management		15,000	15,000	15,000		15,000	The second demonstration site is more complex than the first (action 4) and would require \$15,000 site assessment
6.	Implement 2 demonstration biolinks (Koo Wee Rup and Upper Pakenham) to show the practical application of environmental and fuel management outcomes within the same corridor.	4 years	KWR 2025-26 to 2026-27 and Upper Pakenham 2029-30 to 2030-31	Environment and Heritage	Operations - Bushland team		15,000	15,000	60,000	60,000	120,000	Contingent on support from land management officer role
7.	Establish a framework to facilitate ecological burning on private land. This will explore the use of Traditional Owner 'cultural fire practice' burning.	3 year	2023-24 to 2025-26	Emergency Management	Environment and Heritage							
8.	Implement targeted pest animal programs on public land and private land informed by the Eastern Region Pest Animal Plan.	10 year	2023-24 onwards	Operations - Bushland team (Council land) and Environment and Heritage (private land)			40,000	40,000	400,000	100,000	500,000	Contingent on support from land management officer role
9.	Support academic research into local changes in forest fuel loads, comparing locations where fox control has had an impact on lyrebird populations.	3 years	2027-28 to 2029-30	Environment and Heritage	Operations - Bushland team		10,000	10,000	30,000		30,000	Contingent on support from land management officer role

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10.	Provide an annual contribution to engage a regional pest animal officer (as per Council resolution on 21 September 2020) to oversee the implementation of <i>Eastern Regional Pest Animal Plan</i>	10 years	2023-24 onwards	Environment and Heritage		10,000		10,000	100,000		100,000	
11.	Undertake a study of unconstructed government roads, liaising with DELWP to: <ul style="list-style-type: none"> Determine the delegated land manager for each reserve (including licence arrangements – DELWP action = \$0) Confirm those that have been gazetted and formally closed. This will inform where unconstructed roads can become future biolinks and the location of associated future education programs (\$25,000). 	1 year	2027-28	Governance	Environment and Heritage Operations – Open Space team		25,000	25,000	25,000		25,000	Governance Unit undertaking action (b) with support from an external resource
12.	Provide training for community friends groups and the Bushland reserves team to meet <i>Aboriginal Heritage Act</i> requirements for biolinks along waterways that are listed under the Act.	1 year	2024-25	Environment and Heritage	Safe and inclusive communities Operations – Bushland team		5,000	5,000	5,000		5,000	
13.	Undertake a study of private land along the coast to inform the development of future integrated property plans (that balance environmental, drainage and agricultural values) and the establishment of a coastal buffer.	1 year	2029-30	Environment and Heritage	Policy Design and Growth Area Planning team		50,000	50,000	50,000		50,000	
14.	Support the environmental and safety objectives through: <ul style="list-style-type: none"> fire behaviour research along roadsides shelterbelt design research 	Ongoing		Emergency Management	Environment and Heritage							
15.	Collaborate with Melbourne Water to find synergies in areas where their priority works align with biolink plan priorities	Ongoing		Environment and Heritage	Melbourne Water							
16.	Develop and implement a Biolink communication plan to raise awareness of the plan objectives	Year 1	2023-24	Environment and Heritage								Contingent on support from land management officer role
17.	Regularly review the adequacy of Council environmental planning overlays to protect biodiversity and the use of biolink content to inform future planning amendments	Ongoing		Environment and Heritage								
18.	Undertake monitoring of indicator species in priority natural resource areas	2 years	2023-24 2025-26	Environment and Heritage			40,000	40,000	80,000		80,000	This is supplemented by funding in the Biodiversity Conservation Strategy - action 30
19.	Update friends group and community group environmental conservation initiatives onto the biolink interactive map to increase exposure to the broader community	3 years	2023-24 2026-27 2029-30	Environment and Heritage								Contingent on support from land management officer role

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20.	Regularly update biolink corridor data with environmental attributes and align priorities with neighbouring Council and government stakeholder initiatives	Ongoing	2023-31	Environment and Heritage								Contingent on support from land management officer role
21.	Mid-term project review of the biolink plan and mapping	1 year	2026-27	Environment and Heritage								
22.	Review of the Biolink Plan	1 year	2032-33	Environment and Heritage	Whole of Council		80,000	80,000	80,000		80,000	

Table 4. List of actions from Biodiversity Conservation Strategy that are supported by the biolink plan

No.*	Action	How the biolink plan supports this action
6	Continue to implement pet restrictions as part of the planning permit process in high priority areas to protect threatened species	The biolink plan maps the most important areas of habitat and identifies locations where priority conservation management actions can be focused to protect threatened species in Cardinia Shire.
8	Develop and implement a cat and dog management awareness program to reduce impacts on biodiversity (focus on protection of southern brown bandicoot)	The biolink plan maps the most important areas of habitat and identifies locations where priority conservation management actions can be focused to protect threatened species in Cardinia Shire.
9	Develop 3 priority threatened species action plans by 2028	The biolink plan maps the most important areas of habitat and identifies locations where priority threatened species actions can be focused in Cardinia Shire.
10	Identify Council and Crown land committees of management responsible for open space that contain indigenous vegetation and implement an environmental education program.	The biolink plan maps the most important areas of habitat and identifies locations where priority threatened species actions can be focused in Cardinia Shire.
11	Seek external funding to assist Council and Crown land committees of management for support in land management activities	The biolink plan maps the most important areas of habitat and identifies locations where priority threatened species actions can be focused in Cardinia Shire.
13	Liaise with local traditional owner groups over the annual Council natural resource area works plans	The biolink plan maps the most important areas of habitat and identifies locations where priority threatened species actions can be focused in Cardinia Shire.
15	Continue to support Eastern Region Pest Animal Network initiatives including the development of a regional Pest Animal Management Plan	The biolink plan maps the most important areas of habitat and identifies locations where priority threatened species actions can be focused in Cardinia Shire.
16	Annually report on the revegetation outputs of the Council grant program	The biolink plan maps the most important areas of habitat and identifies locations where priority conservation management actions can be focused and reported on in Cardinia Shire.
20	Continue to provide funds to manage Cardinia Shire's significant NRAs in accordance with the bushland asset costing plan (excluding weed control)	The biolink plan maps the most important areas of habitat and identifies Council reserves where priority conservation management actions will best benefit biodiversity.
21	Annually seek capital works budget for significant reserve works	The biolink plan maps the most important areas of habitat and identifies Council reserves where priority conservation management actions will best benefit biodiversity.
22	Undertake roadside vegetation assessments and install signage	The biolink plan maps the most important areas of habitat and identifies Council reserves where priority conservation management actions will best benefit biodiversity.
23	Annually plant 10,000 plants in Council reserves and on public manage land to meet objective 2.2	The biolink plan maps the most important areas of habitat and identifies Council reserves where priority conservation management actions will best benefit biodiversity.
25	Investigate staff resources required to adequately manage Council's natural resource areas including the provision of community support	The biolink plan maps the most important areas of habitat and identifies Council reserves where Council has a legislative obligation to protect threatened species and ensure listed populations do not deteriorate. Priority conservation areas to allocate management resources are identified in the plan.
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	The biolink plan maps the most important areas of habitat and identifies Council reserves where priority conservation management actions will best benefit biodiversity.

No.*	Action	How the biolink plan supports this action
29	Undertake shire wide biodiversity monitoring program on private properties and for threatened species to assist with reporting against strategy objectives	The biolink plan maps the most important areas of habitat to guide monitoring programs. The plan identifies a rationale to identify 15 fauna indicator species to more broadly inform on species health.
30	Undertake biodiversity monitoring in priority NRAs to inform on biodiversity health and enable evaluation of reserve management and assist with reporting against strategy objectives	The biolink plan maps the most important areas of habitat to guide monitoring programs. The plan identifies a rationale to identify 15 fauna indicator species to more broadly inform on species health.
31	Purchase of multispectral imagery through coordinated imagery program (CIP) in DELWP to provide biodiversity analysis and assist with reporting against strategy objectives	The biolink plan maps the most important areas of habitat to guide monitoring programs and to more broadly inform on species health.
32	Coordinate the development of a roadside management plan. Consultancy cost to develop the plan	The biolink plan maps the most important areas of habitat and identifies Council reserves where priority conservation management actions will best benefit biodiversity.
33	Undertake roadside vegetation community liaison and education	The biolink plan maps the most important areas of habitat and identifies Council reserves where priority conservation management actions will best benefit biodiversity.
34	Annually provide 20 plants for 150 private landholders and schools (2,250 plants) to meet objective 2.2	The biolink plan maps the most important areas of habitat and identifies locations where priority conservation management actions can be focused to protect threatened species in Cardinia Shire.
35	Increase the 2018-19 Trust for Nature rate rebate to meet CPI	The biolink plan maps the most important areas of habitat and identifies locations where priority conservation management actions can be focused to protect threatened species in Cardinia Shire.
37	Extend the existing annual Landcare Bandicoot habitat planting – 10,000 plants to meet objective 2.2	The biolink plan maps the most important areas of habitat and identifies locations where priority conservation management actions can be focused to protect threatened species in Cardinia Shire.
38	Support community-led catchment-based biodiversity projects, e.g. Cannibal Creek Catchment and Cardinia Creek Nature Links	The biolink plan maps the most important areas of habitat and identifies locations where priority conservation management actions can be focused to protect threatened species in Cardinia Shire.
39	Identify and consider strategic land purchases that enhance Cardinia Shire's biodiversity	The biolink plan maps the most important areas of habitat and identifies locations where priority conservation management actions can be focused to protect threatened species in Cardinia Shire.
45	Annually report on the combined number of community participants involved in natural environment programs	Objective 4: Engage and educate – the number of community members actively participating in natural environment programs has increased.
48	Improve on the delivery of environmental education programs to schools, kindergartens and the community	Objective 4: Engage and educate – the number of community members actively participating in natural environment programs has increased.
49	Investigate and support university research opportunities to better understand environmental science, which will inform conservation management.	Objective 4: Engage and educate – the number of community members actively participating in natural environment programs has increased.
50	Increase the existing biodiversity incentive grant to community group initiatives on private and public land to conserve threatened species	The biolink plan maps the most important areas of habitat and identifies locations where priority conservation management actions can be focused to protect threatened species in Cardinia Shire.

*Action number as per Council's *Biodiversity Conservation Strategy*

Table 5. List of actions from Weed Management Strategy that are supported by the Biolink Plan

No.*	Action	How the biolink plan supports this action
1	Continue to develop annual weed control programs for bushland reserves and road reserves, as part of a rolling treatment roster (1-3 years)	The biolink plan maps the most important areas of habitat and identifies Council reserves where priority conservation management actions will best benefit biodiversity.
2	Continue to collaborate with partner agencies, community groups and landholders, to plan and implement weed programs.	The biolink plan maps the most important areas of habitat and identifies locations where priority conservation management actions can be focused to protect threatened species in Cardinia Shire.
3	Seek external funds to continue the Emerald Lake Park Vegetation Management Project.	The biolink plan maps the most important areas of habitat and identifies Council reserves where priority conservation management actions will best benefit biodiversity.
7	Seek budget allocation to undertake weed mapping to inform a new GIS weed layer for Council bushlands and road reserves (to assist in the development of annual weed control programs).	The biolink plan maps the most important areas of habitat and identifies Council reserves where priority conservation management actions will best benefit biodiversity. The plan informs on the minimum data resolution that is required to successfully achieve this action.

No.*	Action	How the biolink plan supports this action
8	Seek funding for a future stage of the Cannibal Creek Catchment Biodiversity Project (beyond 2021) and continue Council's funding co-contribution to the project.	The biolink plan maps the most important areas of habitat and identifies locations where priority conservation management actions can be focused in Cardinia Shire.
14	Continue to inform key public land managers of weed priorities in Cardinia and encourage a strategic long-term approach to weed control, including addressing any concerns of weeds on adjoining council and private land.	Biolink plan will help to define the location of 'key public land managers'.
16	Continue to act as lead agency and work in collaboration with stakeholders involved in the current Peri Urban Weed Partnerships Project, (2019-2021)	The biolink plan maps the most important areas of habitat and identifies locations where priority conservation management actions can be focused in Cardinia Shire.
17	Expand annual weed reduction programs for Council bushlands	The biolink plan maps the most important areas of habitat and identifies Council reserves where priority conservation management actions will best benefit biodiversity.
18	Seek annual funding allocation for roadside weeds program, to match Victorian Government contribution through the Roadside Weeds and Pests Animal Program	The biolink plan maps the most important areas of habitat and identifies Council reserves where priority conservation management actions will best benefit biodiversity.
22	Seek funding for a future stage of the Peri Urban Weed Partnerships Project (beyond 2021), and continue Council's funding co-contribution to the project	The biolink plan maps the most important areas of habitat and identifies locations where priority conservation management actions can be focused in Cardinia Shire.
26	Expand the Weed Control Grant program.	The biolink plan maps the most important areas of habitat and identifies locations where priority conservation management actions can be focused in Cardinia Shire.

*Action number as per Council's *Weed Management Strategy*