

ATTACHMENT 5 – Planned expenditure for the proposed special rate variation over the initial 4 years and actions in the Biodiversity Management Strategy

Note: all amounts in the table below include rate peg increases. For 2017/18 onwards, amounts include the assumed rate peg of 2.5%, as recommended by IPART.

Table 1: Biodiversity Management Strategy planned expenditure summary – Year 1 to Year 4

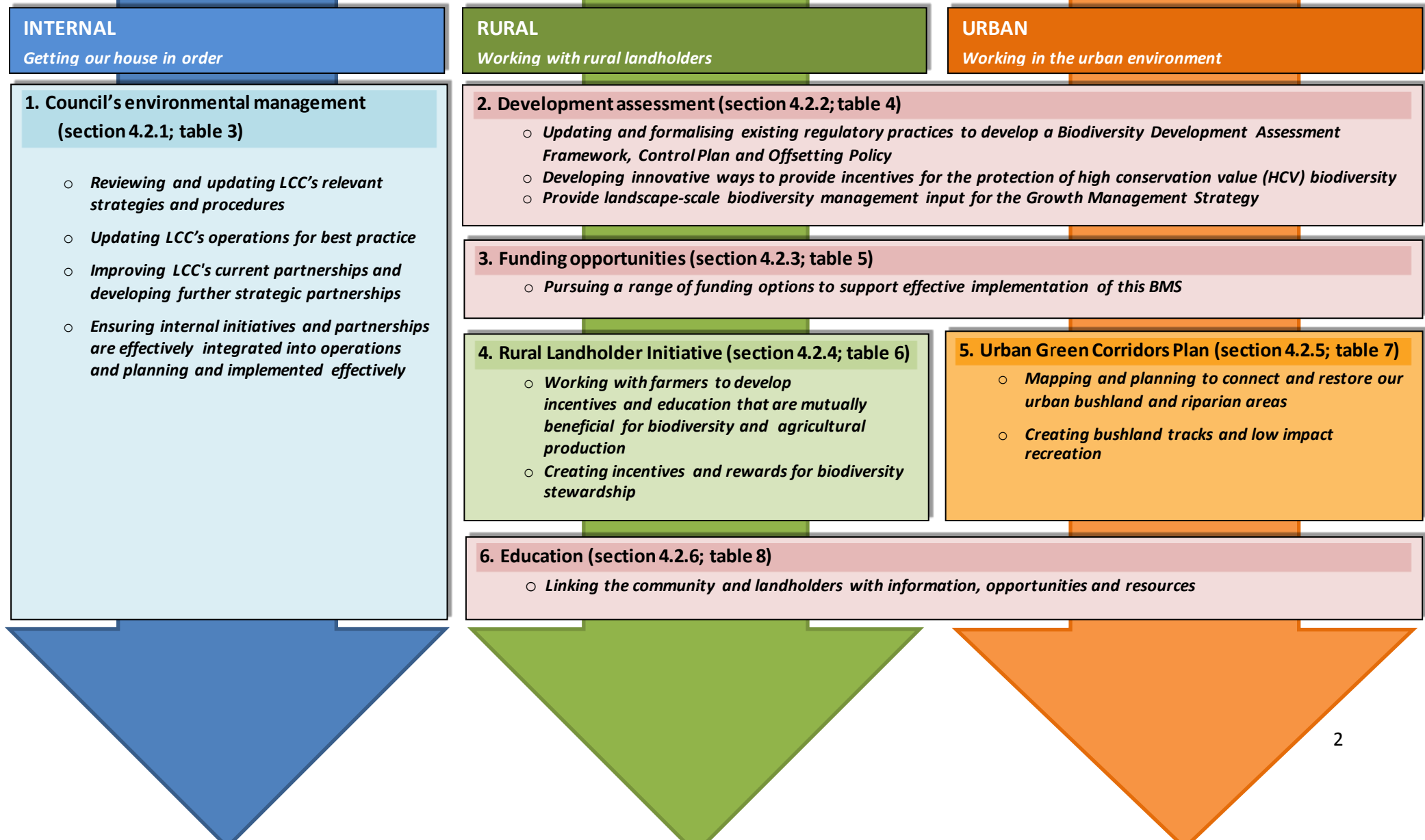
	BMS Action #	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Cleaning up our own backyard											
<i>Planning and Processes</i>											
Review Operational Plan for Roadside Vegetation Management 2005	1	20,000	0	0	0	0	0	0	0	0	0
Staged weed management in road reserve High Conservation Value areas	2	20,000	30,800	31,500	37,700	38,600	39,600	40,600	41,600	42,600	43,700
Complete vegetation mapping for the Lismore LGA	3	80,000	0	0	0	0	0	0	0	0	0
<i>Supporting the community</i>											
Recognition of community achievements	25	5,000	5,100	5,300	5,400	5,500	5,600	5,700	5,800	5,900	6,000
Strategic conservation projects (e.g. wild dogs)	28	10,000	30,800	31,500	32,300	33,100	33,900	34,700	35,600	36,500	37,400
Education actions	57; 58	10,000	10,300	10,500	10,800	11,000	11,300	11,600	11,900	12,200	12,500
<i>Subtotal</i>		<i>\$145,000</i>	<i>\$77,000</i>	<i>\$78,800</i>	<i>\$86,200</i>	<i>88,200</i>	<i>90,400</i>	<i>92,600</i>	<i>94,900</i>	<i>97,200</i>	<i>99,600</i>
Working with rural landholders											
<i>Implementation</i>											
Rural landholder capacity building - project implementation	44	33,400	107,200	105,200	116,500	120,900	124,500	121,300	131,300	127,900	132,000
Rural landholder capacity building - extension officer	45	86,000	88,200	90,400	92,600	94,900	97,300	99,700	102,200	104,800	107,400
Rural and rural residential collaborative information pack	46	5,000	5,100	5,300	5,400	5,500	5,600	5,700	5,800	5,900	6,000
Coastal Zone Management Plan implementation - riparian restoration in rural areas	48	38,600	48,400	44,700	48,100	59,200	55,700	60,000	72,600	63,000	62,500
Community and industry group partnerships	47	20,000	30,800	36,800	32,300	33,100	33,900	34,800	41,600	42,600	43,700
Rate rebate program	38	0	10,300	10,500	10,800	11,000	17,000	17,400	17,800	18,300	22,500
<i>Subtotal</i>		<i>\$183,000</i>	<i>\$290,000</i>	<i>\$292,900</i>	<i>\$305,700</i>	<i>324,600</i>	<i>334,000</i>	<i>338,900</i>	<i>371,300</i>	<i>362,500</i>	<i>374,100</i>
Working in the urban environment											
Implement components of the Sport and Recreation Plan	54	20,000	21,500	26,300	26,900	27,600	28,300	29,000	29,700	30,400	31,200
Wellbeing and tourism initiatives	54	5,000	5,100	5,300	5,400	5,500	5,600	5,700	5,800	5,900	6,000
Weed management in urban bushland	52	25,000	30,800	31,500	32,300	33,100	44,100	34,800	38,000	39,000	37,500
Weed management in priority urban riparian areas	53	25,000	25,600	26,300	21,500	22,100	22,600	19,700	17,800	18,200	18,700
Road and traffic management for wildlife	13	26,000	25,600	26,300	10,800	16,600	5,700	17,400	0	18,300	0
<i>Koala Plan of Management Implementation</i>											
Advisory Group	14	1,000	1,000	1,100	1,100	1,100	1,100	1,100	1,100	1,100	1,100
Training program for development assessment	36	10,000	0	0	0	0	0	0	0	0	0
Koala habitat restoration program	14	30,000	35,900	36,800	32,300	33,100	33,900	23,200	35,700	36,600	37,500
Study: koala density and population in koala planning area	14	30,000	0	0	16,200	0	0	17,400	0	0	18,700
<i>Subtotal</i>		<i>\$172,000</i>	<i>\$145,500</i>	<i>\$153,600</i>	<i>\$146,500</i>	<i>139,100</i>	<i>141,300</i>	<i>148,300</i>	<i>128,100</i>	<i>149,500</i>	<i>150,700</i>
Total per year		\$500,000	\$512,500	\$525,300	\$538,400	551,900	565,700	579,800	594,300	609,200	624,400

Extract from Lismore City Council's *Biodiversity Management Strategy 2015-2035*, demonstrating actions to be undertaken over the next 20 years.

Figure 2. Broad structure of biodiversity strategies and actions.

(Section references identify where these strategies are discussed in detail).

Governance actions (section 5)



1.1.1 Environmental management by Council

To fulfil the community's vision of environmental leadership by Council, Lismore City Council (LCC) will review and update its planning, processes and operations to ensure best-practice environmental management. LCC will also act to ensure that updated strategic directions within Council are integrated effectively into all operations of Council. Council also aims to equip staff with the skills necessary to be able to apply operational changes effectively, through training and further education.

Council will try to provide a good example of effective management of land and will work to develop genuine and effective partnerships with the community so that together we can improve biodiversity values in the Lismore LGA. Council has developed a range of actions to ensure biodiversity is managed on many levels. Over time Council will monitor, report on and continually improve its strategies to ensure ongoing improvement of its environmental management.

Table 3 summarises the detailed actions and strategies that Council will undertake to build and enhance its own operations and to support the community in relation to environmental management by the LCC.

Table 3. Environmental management by Lismore City Council. The table details the internal management actions of Council associated with its environmental management.

KEY TO TABLES 3–9

ID# is the unique number given to each action in the BMS so that it can be easily identified and referred to consistently throughout this report.

Priority: Given as High (H), Medium (M) or Low (L), and colour-coded in the table. Note that the priority assigned to strategies is not a reflection of the importance of each action, but rather an indication of Council's capacity to undertake the actions with available resources. For example High (H) priority actions are the most important and will be undertaken sooner than those of a lower priority.

Links: Refer to the actions within overarching policies, strategies and plans (as abbreviated), with the numbers referring to sections within those documents: CAP2 – *Northern Rivers Catchment Action Plan 2 – 2013–2023 (CAP2)*; BRR – *Border Ranges Rainforest Biodiversity Management Plan – NSW & Queensland*; NRR – *Northern Rivers Regional Biodiversity Management Plan*; CZMP – *Coastal Zone Management Plan for the Richmond River Estuary*; KPOM – *Comprehensive Koala Plan of Management for South-east Lismore* (for further details and references, see section 4.2).

Partners (and elsewhere in table): BFMPC – Bushfire Risk Management Plan Committee; DPI – Department of Primary Industries; FNCW – Far North Coast Weeds; IPART – Independent Pricing and Regulatory Tribunal; KIG – KPOM Implementation Group; LLS – Local Land Services; NCLHPA – North Coast Livestock Health and Pest Authority; NLLSS – Northern Local Land Support Services; NRCMA – Northern Rivers Catchment Management Authority; NRWC – Northern Rivers Wildlife Carers Inc.; OEH – Office of Environment and Heritage (NSW); RFS – Rural Fire Service (NSW); RMS – Roads & Maritime Services (NSW); RRCC – Richmond River County Council; SCU – Southern Cross University; SFFA – Subtropical Farm Forestry Association; WIRES – Wildlife Information, Rescue & Education Service Inc. (NSW).

Indicative duration: Refers to the estimated time to accomplish the action. Actions may be one-off with a predicted duration, others may be ongoing.

Indicative budget: Refers to the monetary resources required to achieve the action. Note that if the action requires ongoing budget then the amount stated is the maximum per year, as it may vary slightly from year to year.

Funding Source: Potential funding options for a given action (see [Appendix 6](#) for the discussion of funding options for the BMS).

Responsible party: Refers to the sections within LCC responsible for coordinating and delivering an action or that need to be consulted.

Other abbreviations: EEC – endangered ecological community; GIS – geographic information system; KPI – key-performance indicator; LCC – Lismore City Council; LEP – local environmental plan; LG Act – *Local Government Act*; POM – plan of management; SOP – standard operating procedure; SRV – special rate variation.

ID #	Action	Priority H M L	Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
Planning and processes								
1.	Conduct review of roadside vegetation Review LCC guidelines relevant to roadside vegetation, including: (a) LCC’s <i>Operational Plan for Roadside Vegetation Management</i> (Lismore City Council 2005) to: i. Facilitate the staged management of areas of high conservation value (HCV) areas within the Lismore LGA road reserves. Priority should be given to areas containing or adjoining HCV vegetation or habitat. ii. Develop best-practice on-ground methods to manage roadside weeds. (b) Develop mapping of roadside HCV areas using the most up-to-date vegetation mapping. (c) Roadside conservation value area markers. This update will consider opportunities for multi-purpose markers, which may include interpretive signage.	M	CAP2: 3.2.2; BRR: 10.1.3, 12.4.8; NRR: 3.3.5, 12.4.3, 12.4.8	As required	1 year	\$20,000	Special Rate Variation (SRV), existing LCC budget or external grant funding (see Appendix 8 for a discussion of funding options)	LCC Environmental Strategies working with LCC Roads & LCC Parks
2.	Implement roadside weed management in HCV areas Implement staged roadside weed management in HCV areas in Council-managed road reserves. This will be informed by the most current <i>Operational Plan for Roadside Vegetation Management</i> (Eco-Connections 2005).	M	CAP2: 3.2.2; BRR: 10.1.3, 12.4.8; NRR: 3.3.5, 12.4.3, 12.4.8	As required	Ongoing/ Annual	Up to \$35,000	SRV, existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	LCC Environmental Strategies working with LCC Roads & LCC Parks
3.	Reduce maintenance costs of Council managed land (a) Identify areas of community, operational and other land owned or managed by Council that require intensive high-cost maintenance that could be converted to a less-intensive lower cost maintenance regime that would also yield biodiversity benefits (e.g. converting lawns, which require intensive maintenance at a high cost, into biodiverse native plantings that require less intensive maintenance at a lower cost).	L	CAP2: 3.2.2; BRR: 5.7.4, 5.7.5; NRR: 3.3.5, 5.4.30	As required	6 months		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Parks

ID #	Action	Priority	Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H M L						
	(b) Investigate the feasibility of options identified in (a) and, where appropriate, update any plan of management. (c) Implement feasible measures identified in (a) and (b) above. (d) Develop a work plan to update relevant LCC Parks strategic documents, including the <i>Public Land Plan of Management</i> (Lismore City Council 1995). (e) Update LCC Parks strategic documents in an effort to reduce maintenance costs and benefit biodiversity in the LGA.							
4.	Review LCC Landscape Guidelines (2007) (a) Review LCC <i>Landscape Guidelines</i> (Lismore City Council 2007) to make it more user friendly for developers and members of the community not familiar with plant species and vegetation associations. For example, include: <ul style="list-style-type: none"> i. Grouping of local, native plant associations suited for particular soil types, aspect or slope, along with maintenance requirements of particular vegetation associations. ii. Coloured pictures to provide visual examples of recommended plantings. 		CAP2: 2.1.6; 4.3.2; BRR: 2.2.2 NRR: 1.3.2	As required	6 months			LCC Environmental Strategies working with LCC Parks
5.	Minimising clearing for essential infrastructure Minimise the clearing of vegetation for the construction of essential infrastructure, by: <ul style="list-style-type: none"> (b) Identify areas of HCV in areas of land identified in the Lismore Strategic Road Review May 2013; relevant capital works planned for in the Strategic Business Plan for Water Supply and Waste Water Services; and the Rous Water 30-year Capital Works Program. (c) Investigate options for alternative location of infrastructure to avoid or minimise impacts on HCV areas (e.g. locate proposed infrastructure on cleared land or within existing infrastructure corridors). (d) Investigate the feasibility of options identified in (b) above at the time proposed new infrastructure is designed. 	L	NRR: 3.3.10	Rous Water; As required	6 months; ongoing as necessary		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Strategic Planning
6.	Licencing Ensure that relevant sections within LCC have appropriate expertise and licences to work in threatened species habitat or endangered ecological communities (EECs). This should be extended to arrangements with contractors working in areas of HCV.	M	NRR: 2.1.5	Relevant external contractors ; As required	3 months		LCC (under existing recurrent budget)	LCC Environmental Strategies
7.	Development Application Conditions of Consent Develop a process to monitor and report on: <ul style="list-style-type: none"> (a) Long-term compliance of Conditions of Consent associated with Development 	M	CAP2: 3.6.1; KPOM: 3, 7	As required	3 months		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC

ID #	Action	Priority	Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H M L						
	Applications. (b) The effectiveness of biodiversity offsets or compensation measures associated with Conditions of Consent for Development Applications, to achieve desired outcomes.							Development and Compliance
8.	Mapping Review Council mapping system (including the public mapping resource; see http://mapping.lismore.nsw.gov.au/Exponare/PublicApplication2_1400X1050.aspx) to consider new and updated information. This should include, but not be limited to: <ul style="list-style-type: none"> (a) Updating mapping of records of HCV species, habitats and communities using the <i>Atlas of NSW Wildlife</i> database (OEH) and identify HCVs as outlined in the BMS. (b) Simplifying the mapping records in Council's mapping system by removing old mapping data or clearly defining it for efficient use of the system. This should be applied to the internal and external mapping systems. (c) Undertaking regular updates of Council's mapping resources, as relevant information becomes available and otherwise every 5 years to include records from external sources, such as the <i>Atlas of NSW Wildlife</i>. 	H	CAP2: 2.2.5; BRR: 1.1.9; NRR: 1.1.4, 2.1.5, 1.4.8	OEH; As required	3 months		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Information Services (GIS Analyst)
9.	Input into reviews of asset management plans Provide input into the regular review of Council's assets management plans to ensure that biodiversity values are considered. These plans include: <ul style="list-style-type: none"> (a) <i>Transport Assets Management Plan</i> (e.g. includes roadside maintenance and areas of HCV within Council's road reserves; Lismore City Council 2013e). (b) <i>Buildings Assets Management Plan</i> (Lismore City Council 2012a). (c) <i>Wastewater Systems Assets Management Plan</i> (Lismore City Council 2013f). (d) <i>Land Improvement and Other Structures Assets Management Plan</i> (Lismore City Council 2012b). (e) <i>Stormwater Drainage Assets Management Plan</i> (Lismore City Council 2012c). 	M	CAP2: 2.1.3, 3.2.2, 3.6.4	As required	Ongoing / Annual		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Assets Management
10.	Review Street Tree Master Plan 2008 This review should include, but not be limited to: <ul style="list-style-type: none"> (a) Transition to all locally native street trees and urban plantings. (b) For exotic trees that are heritage listed or in street or public open-space plantings, use long-term planning to transition to all locally native species (e.g. introducing native strangler figs to mature Camphor Laurel trees to replace these in the long 	L	CAP2: 2.2.9, 3.2.2; BRR: 5.7.4, 5.7.5; NRR: 5.4.30	As required	1 year		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Parks

ID #	Action	Priority	Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H M L						
	term).							
11.	Information gaps and creating a baseline To inform biodiversity management in the Lismore LGA, continually seek: (a) To identify gaps in knowledge of biodiversity in the LGA and add to baseline data on biodiversity, especially to identify areas of HCV. (b) Opportunities to work with community partners to increase knowledge of biodiversity and identify areas of HCV.	H	BRR: 1.1.9; NRR: 2.1.9	As required	Ongoing		LCC (under existing recurrent budget)	LCC Environmental Strategies
12.	Mapping of vegetation and bushfire hazard (a) Council will consult with the Rural Fire Service (RFS) and the Bushfire Risk Management Plan Committee (BFMPC) regarding: i. Update the <i>Bushfire Risk Management Plan</i> for the Lismore LGA to take into account the location and significance of areas of HCV, including Koala habitat. ii. RFS to provide a GIS layer of fire history for the Lismore LGA. iii. Extend detailed vegetation mapping into the 'Green Zone' (as identified in Stewart <i>et al.</i> 2011) to directly inform bushfire hazard mapping for the Lismore LGA. (b) Provide any updated vegetation mapping to the RFS and BFMPC to inform bushfire hazard mapping.	H	BRR: 1.1.9; NRR: 2.1.9	RFS; BFMPC; external contractors	1 year	\$80,000	SRV, existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	LCC Environmental Strategies working with external partners
13.	Roads and traffic management for wildlife (a) For existing roads, Council will: i. Work with relevant community groups to identify road-kill hotspots within the Lismore LGA. ii. Audit existing wildlife road safety measures that will inform the following action. iii. Develop an integrated program of works for the implementation of a 'toolbox' of wildlife road-safety measures (e.g. speed reduction, wildlife signage, wildlife care group signage, lighting, road verge maintenance, exclusion fencing, underpasses, glider poles, and rope crossings) to target road-kill hotspots identified in point i. above. iv. Ensure the proper maintenance and management of any infrastructure developed in line with the above actions. (b) For any Road & Maritime Services (RMS)-funded road programs within the	M	BRR: 10.5.3; NRR: 3.5.4, 12.1.1, 12.1.2, 12.1.3, 12.1.4, 12.1.5; KPoM: 24, 25, 26	Friends of the Koala; WIRES; North Coast Wildlife carers; RMS; KPoM Committee	Initial 5 years then alternate 2 years and ongoing	Up to \$26,000	SRV, existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	LCC Environmental Strategies working with LCC Roads, LCC Infrastructure Services & external partners

ID #	Action	Priority	Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H M L						
	Lismore LGA, Council will incorporate a 'toolbox' of wildlife road-safety measures (e.g. speed reduction, signage, lighting, road-verge maintenance, exclusion fencing and underpasses) in the design and construction of these roads.							
14.	Management actions detailed in the KPoM (a) Council will continue to implement the management actions detailed in Table 1 of the KPoM for the Lismore LGA. This includes: <ul style="list-style-type: none"> i. Ongoing habitat restoration works. ii. A study of density and population of Koalas in the planning area. iii. Implement the KPoM Implementation Group (KIG), as described in the KPoM (Lismore City Council 2013c). (b) Where appropriate, Council will integrate management actions identified in the KPoM into the BMS (e.g. Action 14 could be undertaken in unison with KPoM Actions 24–26).	M	NRR: 3.1.4	KIG	Ongoing	Action 14(a)i: \$35,000 (ongoing); Action 14(a)ii: \$30,000 first year, then \$15,000 every 3 years; Action 14(a)iii: \$1,000 (ongoing)	LCC (under existing recurrent budget)	LCC Environmental Strategies working with external partners
15.	Council emissions offsetting Investigate opportunities to offset emissions associated with Council's sale of renewable energy certificates, to implement relevant qualifying BMS actions.	L	BRR: 3.1.2 NRR: 3.1.1	As required	Ongoing		LCC (under existing recurrent budget)	LCC Environmental Strategies working with external partners
16.	Lismore Local Environment Plan (LEP) (a) Assist LCC Strategic Planning area to resolve deferred matters in Lismore's 2012 LEP, as discussed in Appendix 8. (b) Work with LCC Strategic Planning and provide advice on the strategic use of zoning for effective land-use planning associated with areas of HCV.	M	BRR: 3.2.5 NRR: 3.3.7	DPE; As required	As required		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Strategic Planning
Operating procedures and training								
17.	Standard Operating Procedures (a) Update or develop Standard Operating Procedures (SOP) for best-practice environmental management. SOPs should include, but not be limited to: <ul style="list-style-type: none"> i. Management of roadside weeds to avoid and reduce the spread of environmental and noxious weeds. ii. Work in sensitive environmental areas, such as wetlands, regenerating native vegetation, wildlife corridors, wildlife habitat, bridge roosts, Special Environmental Areas (within Roadside Conservation Areas). iii. Vehicle and equipment hygiene. iv. Soil erosion and sediment control. 	M	CAP2: 2.2.6, 2.2.7, 3.2.2, 5.4.4; BRR: 5.3.4, 10.1.4, 10.1.6; NRR: 1.4.12, 3.3.5, 5.3.2, 5.4.5, 12.4.5, 12.4.6	As required	1 year		Existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	LCC Environmental Strategies working with LCC Infrastructure Services, LCC Roads, LCC Parks & LCC Works

ID #	Action	Priority			Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H	M	L						
	v. Stripping, stockpiles and dumpsites. (b) Work with Infrastructure Services to identify opportunities to update and/or develop other SOPs for their operations. (c) Implement operational changes, such as those mentioned above. (d) Review SOPs every 5 years to ensure currency with best-practice. (e) Develop measurable key-performance indicators (KPI) for updated or new SOPs (as identified in Action 17 (a)) to evaluate their success and to improve actions.									
18.	Training (a) Incorporate new or updated SOPs into inductions, other workplace training and ongoing professional development to ensure consistent implementation of procedures. This will likely include: <ul style="list-style-type: none"> i. Integration of new provisions into existing workplace training systems. ii. Integration of provisions into monitoring and reporting of biodiversity management to ensure compliance and improvement over time. (b) Develop internal LCC training alongside the start of any new or updated planning, procedural or operational policies, as soon as possible after their implementation. (c) On-going monitoring to be undertaken to ensure new and relevant policies are being effectively implemented and improvements made where possible. (d) Set up appropriate internal staff procedures to ensure Council's updated operational strategies are transferred effectively into on-ground operations.			L	CAP2: 2.2.6, 2.2.7, 3.2.2, 5.4.4; BRR: 5.3.4, 10.1.4, 10.1.6; NRR: 1.4.12, 3.3.5, 5.3.2, 5.4.5, 12.4.5, 12.4.6	As required	3 years		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Infrastructure Services, LCC Roads, LCC Parks & LCC Works
19.	Recruitment criteria Update recruitment criteria for staff of Council's Roads and Parks sections to include a minimum of Certificate 3 in Conservation Land Management or equivalent qualification as 'Desirable criteria'.			M	BRR: 5.9.1	As required	2 months		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Human Resources & LCC Infrastructure Services
20.	Staff Training Where relevant, promote participation by Council's current and future employees in: <ul style="list-style-type: none"> (a) Conservation and land-management certificate courses. (b) Training in accredited weed hygiene practices (e.g. the equivalent to the Victoria Government's WeedStop training). 			L	CAP2: 3.7.1; BRR: 5.9.1, 5.9.4; NRR: 5.2.5, 5.3.3, 5.4.5	As required	Regular intervals	To be confirmed on investigation	LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Human Resources & LCC Infrastructure

ID #	Action	Priority	Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H M L						
	(c) Conduct training in identification of weeds for field staff.							Services
21.	National Tree Day Continue to undertake Council's annual Corporate Sustainability Staff Tree Planting Day. This will assist staff to fulfil 'volunteer hours' and build Council staff's understanding of the natural values in the Lismore LGA and to promote the efforts of community volunteer groups.	M		Planet Ark;	2 days/year	\$1,000	Existing LCC Environmental Strategies budget (Catch Administration) and Fleet Carbon Offset fund	LCC Environmental Strategies & Council staff
22.	Partnering with the community to conduct works on Council land (a) Develop policies and procedures to enable the Roads and Parks departments of LCC to work with the community to manage native vegetation and weeds on Council-managed land. (b) Develop and implement a Roads and Parks partnering program, whereby: <ul style="list-style-type: none"> i. LCC Roads and Parks work with private landholders and community groups to undertake management of weeds in roadside reserves in exchange for management of weeds on adjacent private land. Priority should be given to areas of HCV. ii. A landholder register is developed in which community members can request weeds be managed on their adjoining public road reserve. Priorities would be determined based on the landholder undertaking management of weeds on 'their side of the fence' and whether the road reserve or adjoining property contains areas of HCV. (c) Develop documentation for environmental volunteers that: <ul style="list-style-type: none"> i. Provides the means for volunteer groups or individuals to work safely on Council owned or managed land, including road reserves. ii. Aims to support environmental volunteers by providing information to help them continue their work in the best and safest way possible. iii. Includes information on a range of important topics, including Council support for volunteers, the roles and responsibilities of members of volunteer groups, and essential information regarding insurance and workplace health and safety. (d) In association with Actions 21(a), (b) and (c) above, consider the option of developing an 'adopt a road' or 'adopt a road reserve' program, whereby community members or groups can voluntarily manage weeds within a given road or road reserve.	M	BRR: 14.1.3; NRR: 2.1.2; 3.4.6; 19.1.3	Community groups; landholders	6 months		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Roads, LCC Infrastructure Services & LCC Occupational Health & Safety Committee
Devolved regulatory responsibilities and county councils								

ID #	Action	Priority			Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H	M	L						
23.	Devolved regulatory responsibilities (a) Audit and review Council's governance and agreements associated with existing environmental management service providers, including Council's devolved responsibility arrangements with relevant county councils. This will aim to: <ol style="list-style-type: none"> Assess the effectiveness of Council fulfilling its legislated obligations. Improve efficiencies and ensure value for money. Ensure any additional county council programs, beside those associated with Council's developed responsibilities, align with Council's related strategies and policies. Reduce duplication and improve efficiencies with Council's related activities. Undertake collaborative actions, such as education and joint events. Ensure ongoing communication and sharing of information between LCC and county councils for strategic planning. This should be undertaken quarterly with each county council. (b) Review Council's agreement with Far North Coast Weeds (FNCW) to fulfil aims in Action 23(a) and to ensure any <i>New Pest Invader Alert and Rapid Response Plan</i> for the region has been developed and is implemented. (c) Review Council's agreements with Richmond River County Council (RRCC) to fulfil aims in Action 23(a) and to ensure effective implementation of the <i>Coastal Zone Management Plan for the Richmond River Estuary</i> (CZMP) (Hydrosphere Consulting 2011) and related education programs.		M		CAP2: 2.2.2, 2.2.3, 2.2.9, 3.2.2, 3.7.2, 5.4.3; BRR: 5.1.1, 5.1.3; NRR: 1.1.2, 6.3.1; CZMP: 1b, 7b	FNCW; RRCC; Rous Water (Lismore); and as required	6 months		LCC (under existing recurrent budget)	LCC Environmental Strategies working with external parties
24.	Coastal Zone Management Plan (CZMP; Hydrosphere Consulting 2011) (a) Continue commitments and involvement with the CZMP Implementation Committee, including: <ol style="list-style-type: none"> Input into any review of the progress of the CZMP and monitoring of KPIs and the 10-year review. Involvement in initiatives to retain, rehabilitate and conserve existing native floodplain vegetation. Also see Action 48 (Table 6, below) for Council's contributions to on-ground implementation of the CZMP for riparian restoration.		M		CAP2: 5.4.3; CZMP: 1a, 3d, 7a	RRCC; CZMP Implementation Committee	Ongoing	To be confirmed on investigation	LCC (under existing recurrent budget)	LCC Environmental Strategies working with RRCC & other external parties
Supporting the community										
25.	Community contribution to biodiversity		L		CAP2: 3.5.2, 4.3.1; BRR: 3.3.7;	Community groups; industry	Ongoing / Annual	\$5,000	SRV, existing LCC budget or external grant	LCC Environmental Strategies &

ID #	Action	Priority	Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H M L						
	<p>(a) Council will develop initiatives to recognise and celebrate the achievements, contributions and stewardship of landholders, and other groups or individuals in managing biodiversity in the Lismore LGA.</p> <p>(b) Council will consider the following options:</p> <ul style="list-style-type: none"> i. Developing annual awards for biodiversity achievements in various representative categories, within the rural and urban environments. ii. Hosting an annual event (e.g. morning tea) for National Volunteer Week to acknowledge the significant contributions of volunteers to the LGA and its residents. This could extend to all volunteer groups or individuals across the whole LGA and will be collaboratively run within Council across all departments. iii. Further assistance as a form of recognising achievements in and commitments to biodiversity management. <p>(c) Council will recognise and promote the biodiversity management achievements identified in point (a) above in relevant forums and publications (e.g. the Council website, Facebook and the <i>Local Matters</i> publication).</p>		NRR: 3.4.1	groups			funding (see Appendix 8 for detail on funding options)	LCC Communications
26.	<p>Plants of local provenance</p> <p>In order to promote the use of plants, seedlings and seed of local provenance, Council will:</p> <p>(a) Develop a register of local nurseries that propagate seedlings from seed that is of local provenance.</p> <p>(b) Ensure that seedlings used in restoration or revegetation projects are propagated from seed that is of local provenance.</p>	M	BRR: 12.1.2; NRR: 1.3.2, 17.1.1; KPoM: 17, 18	As required	Ongoing	-	LCC (under existing recurrent budget)	LCC Environmental Strategies
27.	<p>Non-financial incentives</p> <p>Council will seek partnering opportunities to implement non-financial incentives, such as:</p> <p>(a) Provision of discounted or free native plants or materials for weed control to qualifying landholders. This partnership would be developed along with eligibility criteria. This may involve Council partnering with local native nurseries.</p> <p>(b) Council biodiversity stewardship product labelling incentives, whereby Council partners with and/or develops a product label and eligibility criteria to reward biodiversity stewardship in agricultural retail.</p>	L	CAP2: 2.2.3, 2.2.9; BRR: 3.3.7, 9.1.5; NRR: 3.4.1, 3.4.4	Subtropical Farm Forestry; others as required	6 months	To be confirmed on investigation – will be incorporated under the Rural Landholder Incentive program	SRV, existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	LCC Environmental Strategies working with LCC Communications & external parties
28.	<p>Biodiversity conservation projects</p> <p>Seek, on an ongoing basis, to work with the community, including the Aboriginal and</p>	M	CAP2: 2.2.3, 2.2.9; BRR: 13.1.4;	Aboriginal and Torres Strait	Ongoing	Up to \$30,000	SRV, existing LCC budget or external grant	LCC Environmental Strategies

ID #	Action	Priority			Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H	M	L						
	Torres Strait Islander community, and related organisations, to implement biodiversity conservation projects (see Appendix 5).				NRR: 18.1.4	Islander community			funding (see Appendix 8 for detail on funding options)	working with LCC Community Services & external parties
29.	<p>Creating employment and training opportunities</p> <p>(a) Seek partners to support training and employment opportunities for community members, including Aboriginal and Torres Strait Islanders, in management and control of weeds. For example, forming partnerships to collaboratively apply for funding or assistance from regional, state or Commonwealth bodies to support these actions, including use of the Green Army Program to implement weed management in the Lismore LGA.</p> <p>(b) Undertake a transparent and competitive Expression of Interest process to identify suitable contractors to implement works related to the BMS. This will form a Service Provider Panel which will be reviewed and updated every two years. Creating local employment opportunities will be considered a priority.</p>	H			CAP2: 2.2.3, 3.7.2; BRR: 5.1.6, 5.4.7, 5.9.6, 13.1.3, 13.1.4; NRR: 5.2.5, 6.2.4, 18.1.1, 18.1.3	EnviTE; other relevant service providers	Ongoing		Grant funding	LCC Environmental Strategies working with external parties

1.1.2 Development assessment

Conservation of biodiversity is a priority goal at national and state levels and is integral to achieving ecologically sustainable development (NSW National Parks and Wildlife Service 2001). Biodiversity conservation requires cooperative efforts by all spheres of government, including local government. Loss of biodiversity is closely associated with development and changes in land-use. Equally, substantial conservation opportunities also exist on private land. Consequently, the private sector has a crucial role in biodiversity conservation (NSW National Parks and Wildlife Service 2001).

With local knowledge and close community links, local government has the capacity not simply to respond to legislative requirements, but to take positive initiatives that set new directions for the future. Consequently the LCC proposes to formalise development assessment processes through the actions set out in Table 4. These actions provide clear direction for developers and ensure better strategic planning for biodiversity consideration, protection and enhancement in the process of development application and approval.

Table 4. Development assessment actions. Actions associated with Council's development assessment policies that affect biodiversity management in the LGA.

For the key to definitions and abbreviations used below, see Table 3.

ID #	Action	Priority				Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H	M	L							
Development assessment											
30.	<p>Formalise a development assessment framework</p> <p>Develop a Biodiversity Development Assessment Framework that formalises current development assessment processes (consistent with details provided in Appendix 4) and which includes:</p> <p>a) Development of a Biodiversity Development Control Plan (DCP) consistent with regional biodiversity management plans. For example, such a DCP will include provisions that ensure:</p> <p>i. Likely impacts of developments and activities adjacent to rainforest and related vegetation are fully assessed and appropriate buffers included.</p> <p>ii. Asset protection zones for new developments are included within the development proposal area and do not affect, or require clearing of, adjacent rainforest or related vegetation.</p> <p>iii. Flora of local provenance is selected for revegetation and rehabilitation projects.</p>	H	CAP2: 2.1.3, 3.2.2, 3.6.1, 3.6.4; BRR: 3.2.4, 3.2.2, 3.2.5, 4.1.6, 4.1.7, 4.1.20, 4.1.21; NRR: 1.3.2, 3.1.2, 3.1.4, 3.3.2, 3.3.3, 3.3.4, 3.3.8, 3.5.14; CZMP: 6b	As required	6 months		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Development and Compliance & LCC Strategic Planning			

ID #	Action	Priority			Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H	M	L						
	<p>iv. Flying-fox camps are appropriately buffered to minimise land-use conflicts.</p> <p>v. Riparian areas have appropriate buffer zones surrounding them.</p> <p>The BiodiversityDCP will consider Part 4 (development applications) and 5 (review of environmental factors) of the EPA Act and will consider areas of HCV.</p> <p>b) Development of a Biodiversity Offsets Policy to formalise current LCC practices (consistent with provisions set out in Appendix 7). This will clearly state Council's preferred hierarchy of management – '1. Avoid, 2. Mitigate, 3. Offset'. Council will work closely with NCLLS and OEH to ensure this policy is consistent with current NSW policy.</p> <p>c) Amend the Lismore Local Environment Plan (LEP) to activate the Development Assessment Framework.</p> <p>Council intends to initiate this action within 6 months of adoption of this BMS.</p>									
31.	<p>Review Development Control Plans</p> <p>Review other DCPs to consider the objectives of the BMS and the Biodiversity DCP (Action 30). These include reviewing and updating:</p> <p>(a) The Tree Preservation Order DCP, which will be updated to be consistent with regional biodiversity management plans, for example including provisions that ensure:</p> <p>i. Hollow-bearing trees and recruitment trees are retained to ensure hollow-bearing trees are available into the future.</p> <p>ii. Protection of important remnant native vegetation and significant trees (e.g. threatened ecological communities and Koala habitat).</p>		M		<p>CAP2: 3.2.2, 3.6.4; BRR: 3.2.7; NRR: 3.3.2, 3.3.6; CKPOM: 9</p>	As required	6 months		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Development and Compliance & LCC Strategic Planning
32.	<p>Update internal procedural documents</p> <p>Update procedural documents for LCC staff to reflect updates to any DCPs (Action 31) and the BiodiversityDCP (Action 30). These include, but are not limited to:</p> <p>(a) Internal Development Application Guidelines.</p> <p>(b) Application assessment checklists.</p> <p>(c) Standard development approval conditions.</p>		H		<p>CAP2: 2.1.3, 3.2.2, 3.6.1, 3.6.4; BRR: 3.2.4, 3.2.2, 3.2.5, 4.1.6, 4.1.7, 4.1.20, 4.1.21; NRR: 3.1.2, 3.1.4, 3.3.2, 3.3.3, 3.3.4, 3.3.8, 3.5.14; CZMP: 6b</p>	As required	2 months		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Development and Compliance
33.	<p>Review of Growth Management Strategy (Lismore City Council In draft [Sep 2014])</p>		H		<p>CAP2: 2.2.5, 3.2.2, 3.6.4; BRR: 1.1.2,</p>	As required	As necessary		LCC (under existing recurrent	LCC Environmental Strategies

ID #	Action	Priority			Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H	M	L						
	Provide input into the review of Council's Growth Management Strategy, including input into development constraints, such as areas of HCV and priority habitat and corridors.				2.1.2; NRR: 1.4.8				budget)	working with LCC Strategic Planning
34.	Review of Section 94 Contributions Plan Identify future opportunities under the Section 94 Contributions Plan, and provide input and comment where necessary. This may include the inclusion of bushland tracks associated with the implementation of a Trails Strategy within the Lismore Sport and Recreation Strategy.		L		CAP2: 3.6.4	As required	2 months		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Strategic Planning
35.	Regulatory incentives Council will investigate and pursue, where relevant, the use of regulatory incentives for the long-term protection of biodiversity on private land. See Appendix 4: Section 3 for further detail.		M		CAP2: 3.6.4	As required	3 months		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Strategic Planning
36.	Development assessment training Undertake Council staff training to ensure consistent use and application of the development assessment frameworks associated with Action 30 of the BMS and the KPOM.		M			As required	6 months	\$10,000	SRV, existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	LCC Environmental Strategies working with LCC Development and Assessment

1.1.3 Funding opportunities

The successful implementation of the biodiversity conservation measures in the BMS requires an adequate revenue base, so it is important to consider carefully the financing of biodiversity conservation initiatives at the outset of the planning process.

Councils have a wide range of sources of revenue, including rates, annual charges, user charges, fees, financial assistance grants, special purpose grants, developer contributions, borrowings and investment income. LCC has reviewed its existing financial arrangements and investments in environmental programs and has developed a number of proposed actions to raise funds for biodiversity actions in this BMS (see Table 5).

Table 5. Funding opportunities. Actions for funding options to implement the BMS.

For the key to definitions and abbreviations used below, see Table 3.

ID #	Action	Priority H M L	Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
Special Rate Variation								
37.	<p>Special Rate Variation (SRV)</p> <p>Seek community feedback and any subsequent approval from the NSW State Government for a SRV, to implement the BMS in accordance with the Independent Pricing and Regulatory Tribunal (IPART) process. The iterative application process involves:</p> <p>(a) Council’s resolution to:</p> <p>i. Include consideration of a SRV to fund the implementation of the BMS with this document for public exhibition and comment.</p> <p>ii. Consult the community on the proposed rate increase, as well as the need and magnitude of an increase; alternatives that have been investigated; intended community benefits and any other consequences; and to assess the community’s capacity and willingness to pay additional rates.</p> <p>(b) Based on Council’s consideration of submissions to the BMS and specific community consultation on a proposed SRV, Council resolved whether to apply, or not, to IPART for a SRV to implement actions in the BMS.</p> <p>(c) Should Council resolve to apply to IPART, Council will prepare an application to IPART in line with the IPART Guidelines.</p> <p>(d) Should Council resolve to apply to IPART, Council will review its strategic planning documents to include the intention of applying for a SRV.</p> <p>Council’s proposal for a SRV is for an ongoing \$500,000 to implement actions under the</p>	H	CAP2: 2.2.5, 2.2.9, 3.1.2	IPART; Lismore community	1.5 years		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Community Services & LCC Finance

ID #	Action	Priority			Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H	M	L						
	<p>BMS, which will apply to three rating categories: Farmland, Res/Rural and Residential. See a ten year Budget Summary at Appendix 10.</p> <p>At the earliest, the SRV could start in July 2016. However this would only happen if the community supports it, Council applies to IPART, and IPART approves the application.</p> <p>See Appendix 6 Funding Options for further detail.</p>									
Rate rebates										
38.	<p>Rate rebates</p> <p>(a) Council will develop and implement, where deemed effective, a rate rebates policy that complements other incentive programs. For further detail, see Appendix 6: Section 2.</p> <p>(b) Continue to provide and promote opportunities, as described under the <i>Local Government Act 1994</i> (LG Act), for landholders to apply to Council for rate exemptions on land protected under eligible covenanting agreements. For further details see Appendix 6: Section 2.</p>						Ongoing	Up to \$15,000	SRV, existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	LCC Environmental Strategies working with LCC Finance
Grant funding and partnerships										
39.	<p>External funding</p> <p>Continue to seek grant funding as opportunities arise, to fund actions of the BMS. Where possible Council will also strive to:</p> <p>(a) Use any budget allocation for the BMS (including from a SRV), as well as Council in-kind support, to leverage external grant funding, giving Council greater return on its investment. Any funding achieved through grant funding will be used to achieve greater on-ground outcomes for that related action.</p> <p>(b) Develop strong partnerships to share project management, monitoring and evaluation and other administrative responsibilities associated with grant funding.</p> <p>(c) Collaborate and form cost-sharing partnerships with community organisations and other government agencies to undertake projects. An example is the current project with Southern Cross University (SCU). Also see Appendix 7 for the design of the Rural Landholder Initiative.</p>				CAP2: 3.7.2; BRR: 14.1.3; NRR: 5.2.5, 19.1.3	SCU; community organisations; other government agencies; others as required	Ongoing		LCC (under existing recurrent budget)	LCC Environmental Strategies
Other funding opportunities										
40.	<p>Seek alternative funding options</p> <p>(a) Continue to seek novel methods to attract funding for investment into</p>				CAP2: 3.5.2, 3.7.2	As required	Ongoing		LCC (under existing recurrent budget)	LCC Environmental Strategies

ID #	Action	Priority	Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H M L						
	biodiversity conservation and management. (b) Consider development and management of a perpetual fund through philanthropic investment, seeking partnerships with organisations and community groups to do so. See Appendix 6.4 for further detail.							
41.	Seek funding within Council budget Where possible or necessary, seek funding from Council's existing budget. This is especially important should other reliable funding sources (including a SRV) be unsuccessful and before any successful SRV is implemented.	M		As required	Ongoing		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Community Services & LCC Finance

1.1.4 Rural Landholder Initiative

The Rural Landholder Capacity Building Program (the Rural Landholder Initiative) is a specific project set out in Council's *Imagine Lismore* Partnering Strategy. The aim of the Rural Landholder Initiative is to broaden Lismore's capacity to develop and maintain a sustainable environment through partnerships with rural land managers and primary producers, other private sector businesses, Landcare groups and natural resource managers to deliver two key outcomes:

- Improve environmental outcomes through genuine partnerships with Lismore's rural landholders.
- Initiate and support best-practice land management and thus improve profitability of land and land-uses.

Although the Rural Landholder Initiative was a standalone project in *Imagine Lismore*, it has been incorporated into the BMS, as there are clear synergies with the objectives of the BMS. The Rural Landholder Initiative has therefore become the delivery mechanism for the rural components of the BMS. Table 6 summarises the actions to be taken within the BMS under the Rural Landholder Initiative.

Table 6. The Rural Landholder Initiative. Management actions to be conducted within the Council's Rural Landholder Initiative under the BMS.

For the key to definitions and abbreviations used below, see Table 3.

ID #	Action	Priority H/M/L	Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
Program design								
42.	Design phases With Southern Cross University (SCU) and other stakeholders, Council will design a long-term Rural Landholder Initiative. The initiative will be developed in phases (see Appendix 7 for details): <u>Phase 1:</u> Design and conceptualisation of the initiative. <u>Phase 2:</u> Consultation with rural landholders across five major sectors. <u>Phase 3:</u> Identification and development of incentives and policies. <u>Phase 4:</u> Design of pilot project(s) and preparation of funding application(s).	H	CAP2: 2.1.3, 2.2.5, 2.2.6, 3.1.1, 3.1.2, 3.1.5, 3.5.1, 3.6.2, 3.7.2, 5.4.4; BRR: 3.3.1; NRR: 3.4.1, 19.1.3; CZMP: 5b, 5c	SCU; community groups; LLS; RRCC; landholders; agricultural industry bodies	8 months	\$30,000	LCC budget (\$15,000) and external grant funding (SCU: \$15,000)	LCC Environmental Strategies
43.	Implementation of pilot projects (a) Based on the design phase (Action 42), pilot projects will be used to test and improve the proposed incentives and policies underpinning the Rural Landholder Initiative. (b) Council will seek further partnerships to implement, monitor, report on and improve these pilot projects. See Appendix 7 for details of the proposed pilot	M	CAP2: 2.2.5, 2.2.6, 3.1.1, 3.1.2, 3.1.5, 3.5.1, 3.6.2, 3.7.2; BRR: 3.3.2, 3.3.5; NRR: 3.4.1, 19.1.3; CZMP: 5b, 5c	SCU; community groups; LLS; RRCC; landholders; agricultural industry	2 years	\$83,400	SRV (\$33,400) Existing LCC budget (one of \$50,000)	LCC Environmental Strategies working with LCC Media Coordinator

ID #	Action	Priority H/M/L	Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
	projects.			bodies; contractors				
Implementation								
44.	Program rollout Council will then implement a full rollout of financial and non-financial incentives as tested and adjusted. (a) Without pre-empting the outcomes of Actions 42 and 43, Appendix 7 provides a summary of possible financial and non-financial initiatives based on similar programs around Australia. (b) Education and incentives will increase the capacity of landholders and the community to conduct best-practice land management with the aim of benefitting biodiversity and, in turn, ecosystem services and sustainable agriculture. The Initiative will provide easy-to-use information and resources tailored to industry sectors (see Appendix 7). (c) Council will seek partnerships and funding opportunities to deliver the educational initiatives and incentives in the BMS.	M	CAP2: 2.1.3, 2.2.5, 2.2.6, 2.2.7, 2.2.9, 3.1.1, 3.1.2, 3.1.5, 3.5.2, 3.6.2, 3.7.1; BRR: 2.1.1, 2.2.2, 2.2.3, 3.1.7, 3.3.1, 3.3.2, 3.3.5, 3.3.7, 5.4.5, 5.5.3, 5.7.3, 5.9.2, 9.1.1, 9.1.4, 9.1.5, 9.1.6; NRR: 1.1.2, 1.3.2, 1.4.12, 3.4.1, 9.2.3, 10.1.5, 10.2.1, 10.3.1, 13.1.1, 13.1.2, 13.1.8; CZMP: 5b, 5c	Community groups; LLS; RRCC; landholders; agricultural industry bodies; SCU; contractors; SFFA	Ongoing	Up to \$120,000	SRV, existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	LCC Environmental Strategies working with LCC Finance, & LCC Media Coordinator
45.	On-ground extension service for rural landholders As identified in the <i>Imagine Lismore 4 year Plan 2013–2017</i> (Lismore City Council 2013a), Council will employ a Natural Resource Management Officer to deliver extension services and support activities under the Rural Landholder Initiative (see Appendix 7).	M	CAP2: 2.1.3, 2.2.9, 3.1.5, 3.5.1, 3.7.1; BRR: 14.1.2, 14.1.5, 14.1.6, 14.1.7, 14.1.7, 14.1.8; NRR: 1.3.2, 3.4.6, 3.4.7, 3.4.8, 3.5.6, 19.1.2, 19.1.4, 19.1.6, 19.1.7; CZMP: 8a	Community groups; LLS; RRCC; FNCW; landholders; agricultural industry bodies; contractor	Ongoing	\$86,000	SRV, existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	LCC Environmental Strategies working with LCC Human Resources & LCC Community Services
46.	To-the-door information for rural landholders (a) In collaboration with stakeholders, Council will develop and distribute an annual biodiversity and land-management information pack to all rural and rural residential landholders within the Lismore LGA. (b) The above distribution of information will ensure: <ol style="list-style-type: none"> Landholders are aware of land-management incentives, resources and related opportunities. Landholders are encouraged to take up land-management practices that are beneficial for effective management of their ecosystem services. Minimisation of duplication of educational resources between local 	L	CAP2: 2.1.3, 2.2.5, 2.2.6, 2.2.9, 3.1.1, 3.1.2, 3.1.5, 3.7.1; BRR: 2.1.1, 2.2.2, 2.2.3, 3.1.7, 3.3.1, 3.3.5, 3.3.7; NRR: 3.5.7; CZMP: 5b, 5c, 8a	Rous Water; RRCC; FNCW; WIRES; NRW; SFFA	Ongoing	\$5,000	SRV, existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	LCC Environmental Strategies working with LCC Media Coordinator, LCC Community Services, & LCC Administration

ID #	Action	Priority H/M/L	Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
	government organisations (e.g. FNCW, RRC and Rous Water).							
Partnerships								
47.	<p>Partnerships with industry</p> <p>Council will seek partnerships with agricultural industry groups to:</p> <p>(a) Develop and implement on-ground programs that benefit biodiversity conservation or ecosystem service management and sustainable agriculture. For example, LCC will investigate partnerships with the Australian Macadamia Society to:</p> <p>i. Identify, protect and enhance areas containing wild Macadamia populations to protect genetic stocks for the future.</p> <p>ii. If possible, provide access to Council chipped green waste and a level of access to chippers to assist Macadamia growers to manage soil erosion and associated impacts.</p> <p>(b) Develop and implement land-management initiatives associated with delivery of the BMS (e.g. education and incentives).</p>	M	CAP2: 2.2.5, 2.2.6, 2.2.9, 3.1.1, 3.1.2, 3.1.5, 3.5.2, 3.7.1; BRR: 5.4.5; CZMP: 5b, 5c	Landholders; agricultural industry bodies; community groups; LLS; RRCC; FNCW; SFFA	Ongoing	Up to \$10,000	SRV, existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	LCC Environmental Strategies working with LCC Media Coordinator; LCC Community Services.
48.	<p>Partner for rural riparian restoration</p> <p>Work with RRCC on the implementation of the CZMP (Hydrosphere Consulting 2011) and on-ground riparian restoration projects in rural areas of the Lismore LGA. This will include the management of priority weed species such as Indian Coral Tree.</p>	M		RRCC; FNCW; contractors; others as required	10 years	\$449,750 (over 10 years)	SRV, existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	LCC Environmental Strategies

1.1.5 Urban Green Corridors Plan

The Urban Green Corridors Plan is focused on building and protecting biodiversity values in the urban environment through effective planning for, and implementation of, connectivity of habitat. Actions (see Table 7) concentrate on promoting biodiversity values in the community and increasing opportunities to interact with and appreciate biodiversity through a range of initiatives.

Table 7. Urban Green Corridors Plan. Management actions to be conducted under the Council's Urban Green Corridors Plan associated with the BMS.

For the key to definitions and abbreviations used below, see Table 3.

ID #	Action	Priority			Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H	M	L						
Planning										
49.	<p>Urban Green Corridors Plan</p> <p>Develop an Urban Green Corridors Plan in collaboration with stakeholders to:</p> <p>(a) Develop GIS mapping using existing resources to identify:</p> <ul style="list-style-type: none">Existing habitat and bushland areas in the Lismore urban area.Existing habitat linkages throughout the Lismore urban area, including the Wilsons River, wetlands, rehabilitation areas and riparian areas.Priority areas for bush regeneration and plantings to create habitat connectivity.Priority riparian corridors and stormwater areas for rehabilitation or revegetation. <p>(b) Identify areas of high-conservation value within the urban environment for protection and enhancement, e.g. Platypus habitat along Tucki Tucki Creek.</p> <p>(c) Develop a detailed bush regeneration plan to connect and enhance existing bushland, riparian corridors and wildlife habitat for priority species. This includes creating linkages with urban fringe habitats.</p> <p>(d) Identify and determine priorities for management action throughout the mapped urban green corridors area to reduce existing threats to biodiversity values and to determine priorities for future investment.</p> <p>(e) Identify areas in the current Section 94 Contributions Plan and areas for future consideration for inclusion in the Contributions Plan.</p> <p>(f) Identify potential priority environmental offset sites for future developments that are required to offset their adverse environmental impacts.</p> <p>(g) Work with relevant stakeholders to integrate and share existing mapping and</p>	M	CAP2: 2.2.3, 2.2.5, 2.2.9, 3.6.4; BRR: 5.4.3; NRR: 1.3.3, 1.4.12, 3.3.5; CZMP: 6a	EnviTE; county councils; SCU; Fotk; Landcare groups	1 year		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Parks, LCC Community Services, LCC Administration, LCC Strategic Planning & LCC Development and Compliance		

ID #	Action	Priority			Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H	M	L						
	information, including: <ul style="list-style-type: none"> Integrated RRCC mapping of priority restoration sites. Wilsons River Reach Plan. Plan of Management for the Tucki Tucki Creek Recreation Reserve. LCC Bushland Restoration Report. 									
50.	Good Neighbourhood Program Develop a Good Neighbourhood Program whereby: <ol style="list-style-type: none"> Urban landholders adjacent to bushland reserves or other important habitats, such as riparian sites, are rewarded for undertaking bush regeneration and weed management on their properties. Rewards would likely be LCC undertaking bush regeneration on 'Council's side of the fence'. Landholders are recognised as in Action 25 (above). Council collaborates with stakeholders to develop and implement a green-waste dumping awareness campaign and, where possible, an incentives program to encourage use of the Council waste facility. Council develops partnerships to construct and distribute wildlife nest-boxes (e.g. for birds, possums and microbats) to willing landholders adjacent to urban bushland areas. This would involve investigating partnerships with the Lismore Men's Shed and wildlife and Landcare groups. Urban landholders adjacent to bushland are provided with information regarding the best suited garden plantings to complement adjoining bushland. This action will be complemented by action 57 which implements a 'My Native Garden' initiative. 		M			Landcare; Lismore Men's Shed; landholders; community and community groups; neighbours; Landcare groups	6 months		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Waste Services, & LCC Parks
Implementation										
51.	Supporting community groups <ol style="list-style-type: none"> Develop partnerships with and support community groups to implement priority bush regeneration and biodiversity conservation activities in both urban and rural settings, including: <ol style="list-style-type: none"> Bush regeneration works in priority HCV areas. Riparian restoration. Undertake a community pilot project to provide a working example of this initiative and to test the procedures for partnering with community group. 		M		CAP2: 2.2.3, 2.2.9; BRR: 5.4.3, 5.4.5; NRR: 1.3.3, 5.4.1, 5.4.2	Landcare groups; community groups; WIRES; NRW; Fotk; RRCC; EnviTE; NLSS			SRV, existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	LCC Environmental Strategies
52.	Restoration of urban bushland reserves <ol style="list-style-type: none"> Continue to invest in the restoration of Lismore's urban bushland reserves 		M		CAP2: 2.2.3, 2.2.9; BRR: 5.4.3,	EnviTE; NLSS; contractors	Ongoing	Up to \$119,000	Existing LCC budget (\$80,000);	LCC Environmental Strategies

ID #	Action	Priority			Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H	M	L						
	<p>through weed management and bush regeneration. Current investment will be increased where funding permits.</p> <p>(b) Continue to seek partnerships and funding opportunities to undertake priority weed management and bush restoration in Lismore's urban bushland areas.</p> <p>(c) Continue to report on and determine priorities for urban bushland restoration works annually (also considering connectivity priorities in Action 49).</p> <p>(d) Continue to apply and promote best-practice weed-control management.</p>				5.4.5; NRR: 1.3.3, 5.4.1, 5.4.2				plus, up to \$39,000 from a SRV, existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	working with LCC Parks
53.	<p>Connectivity management</p> <p>Implement, in stages, the priority actions to improve connectivity identified in Action 49. This will include weed management and bush regeneration in urban riparian areas.</p>					EnviTE; NLSS; county councils; SCU; Fotk; Landcare groups	Ongoing	Up to \$25,000	SRV, existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	LCC Environmental Strategies working with LCC Parks
54.	<p>Community participation in biodiversity</p> <p>Promote community health and well-being associated with biodiversity and green spaces, including:</p> <p>(a) Development of a Feel Blue? Touch Green! program as described in <i>Beyond Blue to Green: The Benefits of Contact with Nature for Mental Health and Well-being</i> (Townsend and Weerasuriya 2010). The program will:</p> <ol style="list-style-type: none"> Promote the benefits of green spaces for the mental health and well-being of the whole community, including the elderly and young. Increase access to natural environments to improve the quality of life in neighbourhoods. Promote volunteering in natural areas as a means of increasing health and well-being. Promote the integration of natural green, open spaces in future urban renewal and development projects. <p>(b) Input into the LCC's Sport and Recreation Strategy to:</p> <ol style="list-style-type: none"> Develop or restore, and connect, walking tracks in the Lismore bushland reserve system and in the Lismore urban area, to encourage safe, low-impact recreational opportunities for the community. Promote the appreciation of urban biodiversity values. Develop a Trails Strategy to incorporate the above points. Development of 		M		CAP2: 3.7.1, 4.2.1, 4.2.3, 4.2.1	Landcare groups; community groups; community; Lismore Botanic Gardens	Ongoing	\$5,000 (ongoing); up to \$25,000 (Sport & Recreation Plan actions)	SRV, existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	LCC Environmental Strategies working with LCC Parks, LCC Community Services, LCC Media Coordinator, & LCC Strategic Planning

ID #	Action	Priority	Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H M L						
	<p>this Strategy will involve a feasibility study to identify priority areas their cost benefits.</p> <p>(c) Develop interpretation signage and educational materials to increase the community's knowledge and appreciation for Lismore's urban biodiversity values. This may be associated with walking track initiatives.</p> <p>(d) Promote and increase the use of Lismore's reserves, for example through educational programs and updated maps of walking tracks.</p> <p>(e) Seek opportunities to develop, implement and promote programs highlighting the benefits to human health and well-being of biodiversity and green spaces.</p>							

1.1.6 Education

Biodiversity resources and values are available for all to experience and appreciate, and the best way to deliver the goals of the BMS – improved biodiversity outcomes – is through the support and involvement of the local community. Generating and harnessing community support and involvement requires:

- The development and delivery of education and training to improve the general level of understanding of complex biodiversity issues in the community.
- The use of incentives to encourage beneficial changes of behaviour and, conversely, to discourage environmentally damaging behaviours.
- The recognition and reward of good environmental outcomes by the community.
- Up-to-date and accessible data to show progress towards identified goals and to be able to monitor that progress.

Opportunities for community engagement need to be tailored to the levels of experience, exposure, interest and availability of the local community, while focusing on the overall goal of improving local biodiversity values in the Lismore LGA. New ways of interacting with all sectors of our community need to be developed to ensure that vital messages remain relevant and accessible.

Lismore City Council has a role in both the development and provision of educational resources, as well as through partnerships with others to deliver the best outcomes on the ground. Particular aspects of biodiversity values that need improved knowledge in our community include the concepts of ecosystem services, protection and management of habitat components, the presence of threatened species and their management, and activities incompatible with maintaining and improving biodiversity values. The key focus will be to share information and provide resources to engage and build the communities capacity relating to natural resources management and other management issues. Table 8 summarises the education actions to be undertaken as part of this BMS.

Table 8. Education. Education actions of Council under the BMS.

For the key to definitions and abbreviations used below, see Table 3.

ID #	Action	Priority	Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H M L						
Education								
55.	<p>Up-to-date information</p> <p>Regularly provide up-to-date information to the community through Council’s communication mediums, including:</p> <p>(a) Social media, e.g. Council’s Facebook page and Twitter feed.</p> <p>(b) Council’s fortnightly <i>Local Matters</i> publication (available at http://www.lismore.nsw.gov.au/cp_themes/default/page.asp?p=DOC-</p>	H	CAP2: 2.1.3, 3.7.1	As required	Ongoing		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Community Services & LCC Media Coordinator

ID #	Action	Priority			Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
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	NYS-33-27-08 .									
56.	Website (a) Inform the community through the development of an Environment & Sustainability webpage on Council's website. This website will be divided into intuitive and easy to follow themes. (b) On the website, provide resources and links for the community on how to manage biodiversity on their land and, where possible, gain assistance to do so. For example, the website will include links to: <ul style="list-style-type: none"> i. Opportunities for Council funding and external grants, including opportunities to lodge an expression of interest in Council incentive programs (e.g. incentive payments for managing and enhancing ecosystem services through the Rural Landholder Initiative). ii. FNCW resources and events (e.g. Look Learn Act website). iii. Rous Water initiatives and events. iv. Local Landcare groups, including Soil Care Inc. v. Opportunities to pursue environmental product labelling and promotion of environmental stewardship, such as Land for Wildlife. vi. Voluntary land acquisition and revolving funds (e.g. Nature Conservation Trust of NSW). vii. Relevant educational programs and resources, including the Weed Warriors and Weed Web school programs. viii. Pest management websites. ix. Best-practice farming management practices for biodiversity and commercial productivity benefits. x. Key research findings relevant to the Lismore LGA. xi. Links to information on the Subtropical Farm Forestry Association. xii. Links to local wildlife conservation and management groups. 	H			CAP2: 2.1.3, 2.2.4, 2.2.9, 3.1.5, 3.7.1; BRR: 5.1.5, 5.9.5, 5.9.7, 7.1.6, 9.1.5, 14.1.9; NRR: 3.5.9, 5.2.4, 5.4.6; CZMP: 13b	As required	Ongoing		LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Community Services & LCC Media Coordinator
57.	Community education programs (a) Actively seek partnerships to develop, implement and promote education programs. Priorities for programs should be reviewed annually and aligned with related actions within the BMS. Possible partnerships include: <ul style="list-style-type: none"> i. Relevant EnviTE employment and training programs. ii. Richmond Landcare Inc. workshops and events. iii. My Native Garden (Byron Bay initiative). iv. Carp muster event (Bogan Shire Council initiative) and promotion of commercial fisheries targeting Carp for on-sale through organisations such as the Ballina Fishing Cooperative. 	M			CAP: 2.1.3, 2.2.6, 2.2.7, 2.2.9, 3.1.2, 3.1.5, 3.7.1; NRR: 3.5.9, 5.3.3, 5.3.5, 10.1.1, 10.1.15, 12.3.1, 12.3.13, 16.1.3, 16.1.4, 6.5.37	Richmond Landcare Inc.; Byron Shire Council; Bogan Shire Council; Australian Macadamia Society; other agricultural industry groups; Rous Water; FNCW; RRCC; EnviTE; NLSS; agricultural	Ongoing	Up to \$18,000	SRV, existing LCC budget or external grant funding (see Appendix 8 for detail on funding options)	LCC Environmental Strategies working with LCC Community Services & LCC Media Coordinator

ID #	Action	Priority	Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H M L						
	v. Partnership with the Australian Macadamia Society for conservation and erosion prevention programs. vi. Relevant Rous Water school programs. vii. Council's Arts Hub (as outlined in <i>Imagine Lismore</i>). viii. Agricultural industry events. ix. Urban cultural and environmental educational programs that reflect urban initiatives in the BMS. (b) In addition to rural education actions described in section 4.4, seek partnerships to develop and promote community and landowner awareness of: i. The ecosystem services provided by and biodiversity values of hollow-bearing trees, dead trees, isolated paddock trees, fallen timber and hollow logs. ii. Identification and management of weeds, including priority species such as Indian Coral Tree. iii. The negative effects of dumping garden waste in urban and rural residential bushland remnants. This campaign may include incentives such as vouchers providing discounted or free dumping of green waste. iv. Best practice management of wetlands and threatened wetland species, including the Black-necked Stork (Jabiru) <i>Ephippiorhynchus asiaticus</i> . This will include education on the conservation of wetland species habitat, especially floodplain wetlands, and abatement of key threats.			industry groups; Fotk; WIRES; NRW; community groups; community; landholders; schools; Wetland Care Inc.				
58.	Continue existing education programs Council will continue to build and maintain its existing partnerships to collaborate on the following educational programs: (a) Council will promote and participate in the 2-day National Tree Day event with partners such as the Wilsons River Landcare group and sponsors including the Lions Club, Planet Ark and City Toyota, providing resources and catering. (b) Promote Council's environmental strategies and initiatives at the North Coast National Lismore Show.	M	CAP2: 2.1.3, 2.2.9, 3.7.1	Wilsons River Landcare; varying parties depending on event's theme	6 days per year, ongoing	\$3,000	Existing LCC Environmental Strategies budget (catchment administration funding)	LCC Environmental Strategies
59.	Tourism and biodiversity (a) Review the tourism resources and interpretation displays relating to	L	CAP2: 2.1.3, 3.7.1, 4.2.1, 4.2.3	As required.	3 months		LCC (under existing recurrent	LCC Environmental Strategies

ID #	Action	Priority	Links	Partners	Indicative duration	Indicative budget	Funding source	Responsible party
		H M L						
	biodiversity in the Lismore LGA, particularly at the Lismore Visitor Information Centre, to include: <ul style="list-style-type: none"> i. Biodiversity values and specific biodiversity attractions in the Lismore LGA. ii. Visitor impacts on conservation reserves. iii. Up-to-date maps of walking tracks. (b) Develop a sustainability and environment display at Council's administrative centre in Goonellabah, also inviting partners to display relevant information and resources.						budget)	working with LCC Tourism, LCC Administration, LCC Information Centre staff, LCC Community Services & LCC Media Coordinator
60.	Responsible pet ownership <ul style="list-style-type: none"> (a) Build on existing responsible pet ownership initiatives, including the promotion of: <ul style="list-style-type: none"> i. Microchipping and registration of pets. ii. The use of collars and tags. iii. Desexing pets at an early age to reduce wandering and prevent unwanted breeding. If possible Council will investigate options to subsidise desexing of Cats. iv. Keeping Cats indoors at night. v. The threats to wildlife, including Koalas, posed by domestic pets. (b) Review and identify current open space areas, and other Council managed habitat areas, with significant biodiversity values, such as Koala habitat, to exclude dogs under the <i>Companion Animals Act 1998</i> (NSW). (c) Work with the Council's compliance department to identify areas suitable for fenced off-leash dog areas in Lismore's urban areas. <p>Where relevant, this initiative will be undertaken in conjunction with Action 26 of the LCC KPoM and the <i>Companion Animals Act 1998</i>.</p>	M	CAP2: 3.7.1, BRR: 10.5.1, 10.5.2; NRR: 12.1.13, 12.1.16	Community groups; veterinary facilities; community; Fotk	3 months	\$2000	LCC (under existing recurrent budget)	LCC Environmental Strategies working with LCC Development and Compliance & LCC Media Coordinator

2 Governance

Lismore City Council (LCC) seeks to continually improve its management of biodiversity in the Lismore Local Government Area (LGA). Although this Biodiversity Management Strategy (BMS) is a plan for 20 years, it will be reviewed every 4 years to ensure that Council is delivering the expected outcomes and to ensure that the BMS continues to address the priority issues in local and regional biodiversity management using the best knowledge and methods available. This 4 yearly review will be done in time to inform the Council 4 yearly delivery plan review processes. Council has developed a range of governance actions to ensure these reviews see the continual oversight and improvement in the BMS.

Table 9. Governance actions under the BMS.

For the key to definitions and abbreviations used below, see Table 3.

ID #	Action	Priority	Links	Partners	Duration	Indicative budget	Funding Source	Responsible Party
		H						
Governance								
61.	<p>Review of the Biodiversity Management Strategy (BMS)</p> <p>(a) Review the BMS every 4 years, including:</p> <ul style="list-style-type: none">i. Update of mapping and biodiversity databases of flora, fauna, vegetation, ecological communities and areas of high conservation value (HCV), incorporating current listings.ii. Review of on-ground actions in all sections of the BMS (including those in Appendix 5) and incorporate management actions or projects associated with new regional priorities or listings of species, communities or ecological communities.iii. Review of actions and priorities of actions based on any new science and research or other information that will improve the ability of the BMS to meet its objectives.iv. Review actions based on management of potential new biosecurity threats.v. Review actions based on changes to Local, State and Commonwealth Government policies and legislation related to biodiversity management. <p>(b) Undertake community consultations as required.</p>	H	CAP2: 5.4.3; BRR: 1.1.10, 1.1.11, 15.1.2, 15.1.6; NRR: 2.1.10, 20.1.2	As required	Ongoing	\$2,000 (to implement actions 61 and 62)	LCC (under existing recurrent budget)	LCC Environmental Strategies working with internal stakeholders
62.	<p>BMS Implementation Panel</p> <p>(a) Establish a BMS Implementation Panel to oversee the implementation of management activities identified in the BMS, as well as the four yearly BMS review, as identified in action 61.</p>		CAP2: 5.4.3; BRR: 1.1.10, 1.1.11, 15.1.2, 15.1.6; NRR: 2.1.10, 20.1.2	As required	Ongoing		LCC (under existing recurrent budget)	LCC Environmental Strategies

ID #	Action	Priority			Links	Partners	Duration	Indicative budget	Funding Source	Responsible Party
		H	M	L						
63.	State reporting Clearly report biodiversity outcomes and successes as part of Council's reporting obligations under the 5-yearly Regional State of the Environment Report. (Regulatory obligation)	H			CAP2: 5.2.3; BRR: 15.1.2; NRR: 20.1.5	As required	Ongoing	\$5,000	Under Council's existing recurrent budget)	LCC Environmental Strategies