

Sample

MANAGEMENT PLAN PROVISIONS FOR NATURAL AREAS

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1.1 Purpose of the plan

This management plan specifies the manner in which the land to which it applies will be used and managed, and the objectives for that use and management. The Plan may also be used to determine priorities for the use of resources and funds, and to guide the carrying out of works.

1.2 Land to which the plan applies

This plan applies to all land identified in Schedule 1 and shown the Map. The total area of the land is hectares.

1.3 Management authority, tenure & ownership

For the purposes of this plan, the management authority is

Details of tenure, known restrictions on the use of the land, ownership and occupation are provided in Schedule 2.

[Note: In the case of a 'plan of management' for community land under Division 2 of Chapter 6 of the Local Government Act 1993, the following matters should be specified:

- applicable categorisation and subcategorisation of the land
- whether the land is a 'public reserve'
- whether the land is subject to a trust for a public purpose (for example, an instrument executed by a donor or transferor)
- whether the land was dedicated as a condition of a development consent
- the name of any person having trusteeship of the land.]

1.4 Strategic context

The strategic planning objectives (or vision) for the land to which the plan applies are as follows:

- to protect the remnant native vegetation within natural areas as self-sustaining ecological systems, retaining as far as possible locally indigenous plants and animals
- to maintain the scenic, scientific, educational, aesthetic, and heritage values of natural areas
- to prevent degradation of natural areas, minimise physical disturbance to land, and restore degraded land
- to promote, foster awareness of and support for the management of natural areas, and to encourage community involvement
- to maintain important visual and habitat corridors
- to provide safe, high quality recreational opportunities having regard to the objectives outlined above
- to promote research and monitoring of natural areas to document their significance and improve management practices.

1.5 Planning framework

The land to which this plan applies is subject to the *Local Environmental Plan 19...* (the LEP).

Note: Details of how the LEP affects the carrying out of development on the land should be summarised. In addition, other applicable policies and plans should be identified, and the effect of relevant provisions summarised. Such documents could include State environmental planning policies, regional environmental plans,

regional vegetation management plans, development control plans and recovery plans.

Requirements under any of the above policies or plans made under the *Environmental Planning and Assessment Act 1979*, the *Native Vegetation Management Act 1997* or the *Threatened Species Conservation Act 1995* are independent of, and apply in addition to, the requirements specified by this management plan.

1.6 Management objectives

The primary objective of the plan is to manage the land in a way that protects its natural values. The dominant purpose of management is therefore to protect and maintain the natural ecosystems that are present on the land.

Subsidiary objectives of the plan are:

- to inform Council staff and the community of the way in which the land is to be managed
- to achieve the specific objectives and works identified in the plan
- to maintain, and where appropriate, improve the values of the land, and to minimise the long-term maintenance costs
- to provide a data bank for information relevant to present and future management of the land
- to establish an administrative structure that ensures achievement of the objectives of this plan
- to identify the major management issues applying to the land
- to provide for the plan's periodic review
- to simplify the process of management as far as possible.

1.7 Site history

[Note: This section should outline the history of the land, particularly as regards matters that affect or restrict its use or development.]

Part 2: Natural resource information

[Note: This part should present a brief overview of the natural areas of the land, identify its bioregional context, summarise available natural resource information and describe its relevance for management purposes. Important references should be listed in Part 8.]

Part 3: Management issues

Management of the land must take into account the plan's primary objective, that is, to manage the land in a way that protects its natural values. This entails consideration of the following specific issues:

- biodiversity conservation
- vegetation management & weeds
- fauna
- bushfire
- streams & stormwater management
- recreation
- works & infrastructure
- activities & maintenance
- pollution control
- access & occupation
- education & community involvement
- information, monitoring & research
- administration
- cultural & historic sites
- other issues.

Part 4 describes, in relation to each management issue, management guidelines that are to be applied, and desired outcomes that should be achieved.

The management issues addressed by this plan can be grouped into three categories relating to:

- **protection of natural ecosystems** on the land and their ability to be self-sustaining
- **activities carried out on the land** which may adversely affect natural ecosystems on the land
- **activities carried out on nearby land** which may adversely affect natural ecosystems on the land.

Some issues may fall into more than one category.

This plan primarily relates to the first two categories. Issues relating to the latter category are primarily regulated through the process of assessment and determination of development applications under the *Environmental Planning and Assessment Act 1979*.

Part 4: Management guidelines

4.1 Biodiversity conservation

Biodiversity refers to the considerable variety of native flora and fauna that occur in the area. This is important for ecological reasons and also has cultural and social significance.

Diversity - refers to the variety of species and vegetation communities present. An objective of management is to retain the diversity of natural areas.

Rare and threatened plants - areas worthy of special protection are to be identified. These include locations of rare plant communities or rare or threatened plants (ROTAP). Special management measures may be required on such land.

Fragmentation of natural areas - measures are to be taken to avoid fragmentation of vegetation in natural areas by roads, tracks, services, etc. Natural areas should be retained in contiguous areas as large as possible, with the minimum length of perimeters.

4.2 Vegetation management & weeds

The aim of vegetation management is to retain the distribution, abundance and diversity of native species and communities presently existing on the land, and where appropriate, to regenerate pre-existing natural communities.

A key element of vegetation management is to minimise the area, degree and duration of disturbance to natural vegetation. Another important part of vegetation management is to identify and recognise the important features and significance of the land.

Dominant species - management should retain dominant native species and allow natural processes to continue. Natural vegetation communities, whilst self-sustaining, vary over time in response to changes in factors such as climate, bushfire or other disturbances. Communities are generally described in terms of dominant species (especially trees).

Vegetation structure - is the term used to describe the general character of the cover of the tallest stratum of vegetation, including its height, density and form. Typical vegetation structures that occur are tall open forest, woodland, and heath. Different management is required for the different structural forms.

Species inventory - before any activity with the potential to disturb bushland is carried out on the land, a plant survey must be undertaken to establish an inventory of the species present, and any specific management requirements for particular plants.

Fire sensitivity of plant species - different species have varying sensitivity to fire and may require varying fire frequencies and intensities for survival. This is to be considered in undertaking any management activities involving the use of fire.

Weeds - for the purpose of vegetation management in natural areas, a weed is regarded as any non-indigenous plant.

Weed control - refers to control of non-indigenous native plants in natural areas. Measures are to be implemented to control and manage existing and future processes leading to weed invasion and sources of weeds which are invasive of natural areas. An important element of weed control is an understanding the causes of weed invasion and taking measures to minimise these causes.

Weed monitoring - monitoring is to be undertaken to identify and respond to the occurrence of new plant species which pose a potential threat to natural areas.

Weed control techniques - weed control is to be carried out in a manner that minimises negative environmental impacts. Different techniques are required in varying situations, especially along watercourses, which are very sensitive to pollution impacts.

An important part of control is the regular monitoring of weeds in natural areas on an ongoing basis.

Weed invasion - occurs in natural areas mainly as a result of the following factors:

- physical disturbance due to construction activity, clearing, or mowing
- increased soil moisture due to runoff
- increased nutrients from runoff or waste dumping
- increased light levels due to clearing or dieback
- increase in weed propagules and seed dispersal agents.

Measures are to be taken to prevent the occurrence of factors leading to weed invasion. Typically, weeds move into bushland from adjoining urban or other modified areas. The main entry locations are stormwater drains, roads and tracks and from over the back fences individual residential properties. Weeds tend to spread most rapidly downslope along watercourses, roads and tracks, and then move slowly into adjacent bushland.

Weed surveys - in areas of bushland subject to restoration or regeneration, weed surveys are to be undertaken periodically at intervals of not more than 3 years.

Noxious weeds - these are plants posing a threat to agriculture, the environment or the community, and are formally declared under the *Noxious Weeds Act 1993*. Some categories of noxious weeds are legally required to be removed as soon as possible.

Regeneration and rehabilitation - where land disturbance occurs, bush regeneration is the preferred method of rehabilitation.

Fauna habitat - vegetation management is to have regard to the value of the vegetation as fauna habitat. In particular, old trees (both living and dead) and a diverse vegetation structure maintaining understorey species is to be retained.

Vegetation corridors - as far as possible, vegetation corridors are to be retained to link larger natural areas so as to facilitate movement of native fauna and plants. Vegetation corridors may be planted or regenerated.

Vegetation removal - native vegetation must not be removed from the site. Any non-native vegetation which is removed is to be disposed of away from bushland to avoid spread of seed or nutrients. Trees may be removed where they are a weed or non-native species, or are hazardous to public safety.

Formal gardens - formal gardens are not compatible with retention of natural vegetation. New gardens must not be constructed.

Disturbance to vegetation - measures are to be taken to prevent disturbance to existing vegetation, including roots, water regime, and surrounding soil.

Vegetation along watercourses - vegetation and natural hydrological processes is to be retained along watercourses as far as possible

Replacement and planting of vegetation - local genetic material is to be used for revegetation and restoration work as far as possible.

Removal of unsafe, dead trees - unsafe, diseased or dying trees immediately adjacent to facilities, buildings or high use public areas may be removed.

Tree preservation - tree preservation controls apply to the land. As far as possible, existing trees are to be retained, with priority given to locally indigenous species.

4.3 Fauna

Native fauna populations and habitats are to be protected, maintained and enhanced. Impacts on wildlife and habitat are to be taken into consideration whenever any

management activity is proposed (such as bushland regeneration, weed control, bushfire hazard reduction, recreation activities, etc).

Threatened fauna - threatened native fauna utilise the land to which the plan applies. Any activities undertaken on the land shall be carried out in a manner that ensures that such animals are not adversely affected by the activity.

Other native fauna - the presence of any native fauna is to be taken into account in the management of the land.

Re-introduction and release of native fauna - must not be carried out unless it is reasonably likely that the land on which the animal is to be released forms part of its expected home range. Consultation must be undertaken with the NPWS regarding licensing issues.

Fauna surveys - fauna surveys are to be undertaken prior to any significant development works likely to affect the habitat of any native fauna.

Introduced fauna - control of feral animals (foxes, wild dogs, feral cats, etc) is to be undertaken.

Domestic animals - the use of the land for exercising or training of domestic animals (eg horses, dogs, cats, etc) is incompatible with the protection and management of native fauna and habitat, and must not be permitted or carried out.

Grazing - the grazing of non-native animals (such as horses, sheep or goats) must not be carried out on the land.

4.4 Bushfire

Management of the land is to take reasonable measures to prevent damage to life and property from bushfires, and to ensure that as far as possible, bushfire management is compatible with the other objectives of this plan of management.

Bushfire hazard reduction - is to be undertaken where there is an identified high hazard to buildings or other improvements on the land or on surrounding land. As far as possible, bushfire hazard reduction is to be by mechanical means, and is to be undertaken along property boundaries. Hazard reduction programs are to include an adequate environmental assessment, and are to be implemented in a manner that protects the biodiversity.

Fire regimes - different plant communities and species respond differently to fire and may benefit from or be adversely affected by fires occurring at differing intervals, intensities or seasons. For some plant communities, a minimum inter-fire period has been estimated based on the period of time required for fire-sensitive species to grow and reproduce. Estimates of the general minimum inter-fire period for plant communities within the area are to be made, and these are to be taken into account in bushfire hazard reduction programs.

Bushfire management plans - where appropriate, specific parcels of community land are to have a fire management plan prepared and adopted.

Broad scale hazard reduction burns - are to be conducted in a manner that retains patches of unburnt vegetation.

Fire trails - existing fire trails are to be maintained in good condition, or are to be closed and rehabilitated where no longer required. No new trails are to be constructed.

Monitoring - periodic weed monitoring and control needs to be undertaken after bushfires and hazard reduction burning.

Emergencies - this plan authorises any necessary activities to be carried out during declared bushfire emergencies. Following the carrying out of any works, periodic monitoring will be undertaken, and rehabilitation works undertaken if necessary.

4.5 Streams & stormwater management

The prime objective is to promote the protection of stream habitats, ecosystems and amenity.

Watercourses - natural hydrological processes are to be maintained where possible, including natural vegetation and the flow regimes to maintain creek line stability and health of terrestrial and aquatic plant communities.

Drainage, runoff and stormwater - water quality entering natural areas is to be maintained at a level which is acceptable for sustainable natural area management, and as far as possible, is to maintain pre-development conditions. Additional runoff is not to discharge into bushland areas. Special design requirements apply for pipe discharges into bushland, including measures to ensure dissipation of stormwater velocity. Permeable ground surfaces are to be maintained as far as possible and on-site disposal of stormwater should occur.

Habitat protection - existing natural habitats are to be maintained.

Pollution - pollution of estuaries is to be minimised by use of alternative disposal methods or high level treatment of wastes.

Water quality - activities along streams are to be strictly controlled with the objective of maintaining a level of water quality suitable for fish and other aquatic life.

Stormwater drains - drains into foreshores and estuaries are to incorporate pollution control measures to minimise load of debris, nutrients and other chemicals entering the waterway.

Streambank erosion - measures are to be taken to prevent streambank erosion.

Land reclamation - reclamation of foreshores or estuaries which results in any loss of, or disturbance to wetlands or other natural habitat must not be carried out.

Watercourses - natural vegetation, and aquatic communities are to be retained along watercourses as far as possible. Watercourses within bushland are particularly susceptible to disturbance and invasion by weeds, and additional measures are to be taken to monitor and control disturbance in such areas.

Loss of wetlands - any activity undertaken must not cause any net loss of wetland area. Measures are to be taken to ensure that there is no degradation of the quality of wetlands. Wetlands are important because of their role in sediment and nutrient filtration, thus maintaining downstream water quality. Important issues are clearing, filling and draining in and around wetlands. Wetlands occur in a variety of situations, and may be associated with estuaries, floodplains and other streams, or other poorly drained sites. As far as possible, the functions of existing wetlands are to be maintained.

Filling and draining - reclamation, filling, draining or other works that results in any loss of, or disturbance to wetlands or other associated natural habitat must not be carried out. The fauna habitat value of wetlands and associated surrounding natural areas is to be maintained, and where possible, enhanced.

4.6 Recreation

Recreation activities are encouraged, but are subsidiary to the objective of management of the land to retain its natural features and qualities.

Camping - overnight camping is not permitted, except where specifically designated. Occasional camping outside designated areas in conjunction with specific events may be permitted. Camping areas are to have adequate arrangements for sewerage and waste disposal.

Bushwalking - bushwalking is permitted in all natural areas.

Off-road recreation vehicles - the use of off-road recreation vehicles is not permitted on all land to which this plan applies, except on properly constructed roads, or for maintenance or management purposes.

Horse riding - horse riding is permitted only on tracks designated for this purpose. Horse riding causes damage to tracks and natural areas, spread of weeds and introduction of nutrients. Any designated tracks are not to be located in undisturbed bushland areas, and regular maintenance is required, especially to control track damage and erosion.

Field sports - formal playing fields for sports must not be established on land to which this plan applies. Informal areas may be used for this purpose.

Fishing - fishing is controlled by NSW Fisheries, and is unaffected by the operation of this plan.

Barbecues - barbecues may be established only in designated formal picnic areas, and measures are to be taken to prevent bushfire hazards. Such measures may include a minimum cleared distance between the barbecue and bushland of 20 metres and provision of reticulated water supply. Wherever possible, timber-fired barbecues are not to be installed unless provision is made for fuel to be obtained from off the site.

Recreation equipment - recreation equipment, including playing facilities, tables, and the like are to be installed and maintained in accordance with accepted standards.

Cycling - cycling is encouraged on formed and constructed roads and tracks. Cycling is not to be permitted on informal tracks where it may cause damage to natural vegetation, or may contribute to soil erosion or track damage.

Public entertainment - public entertainment may only be carried out with approval of the Council under Chapter 7 of the *Local Government Act 1993*, and where the Council is satisfied that no public nuisance will occur.

Recreational activities - the management authority may restrict any recreational activity to specific areas, times, or seasons where this is necessary to achieve the objectives of the plan.

4.7 Works & infrastructure

Development activities are to be undertaken in a manner that minimises the area, degree and duration of disturbance. Development sites are to be restored to greatest extent practicable. On-site resources (topsoil, vegetation, etc) are to be used to the maximum possible extent.

The plan does not authorise new development works except under certain conditions, and where any necessary approvals have been obtained.

Amenities and facilities may be provided where consistent with the need to facilitate public enjoyment of the natural area compatible with its conservation. Generally, provision of facilities in sensitive natural areas is to be limited. Amenities and infrastructure are to be maintained to the highest possible standard.

Lighting - must not be provided in natural areas, except where required for public safety and the protection of assets.

Services and utilities - services and utilities (such as water supply, sewerage, electricity supply, and telecommunications) may be constructed, maintained or repaired on the land, provided that the other guidelines of this plan are complied with.

Community uses and buildings - are permitted in and adjacent to existing buildings. New development is subject to other provisions of this plan.

Signs - signs providing directional or community information, not including commercial advertising, may be erected on the land in accordance with *Development Control Plan No. ... - Signs and Advertising*.

Recreation facilities - facilities specifically for active recreation purposes are not to be provided on the land. Passive recreation facilities consistent with the objectives of this plan may be provided, subject to the other provisions of the plan.

Observation and lookout points - may be established provided they are not visually obtrusive, and are constructed and maintained in a manner such as to ensure public safety.

Landscape design - a high standard of landscape design is to be provided for in any works undertaken on the land.

Protection of trees - measures are to be taken to prevent damage and disturbance to tree roots by cutting of roots, loss of water, soil compaction or build up of soil.

Tree planting - wherever possible, new tree plantings are to be locally indigenous species to link, enhance and complement local native vegetation.

Construction work - progressive site stabilisation and restoration are to be undertaken during any construction work.

Soil compaction - measures are to be taken to minimise the compaction of soil by heavy machinery, such as by fencing off undisturbed vegetation.

Stockpiling of materials - works are to be completed in stages (clearing, topsoil stripping, relocation of topsoil, mulching, planting, etc) so as to follow the principle of isolating stockpiles of different materials to prevent contamination.

Development adjacent to community land - development works along boundaries and adjacent to the land to which this plan applies is to take into account the guidelines outlined in this section.

Clearing - further clearing of bushland on the land must not be carried out.

Filling - as far as possible, fill material obtain from other sites shall not be brought onto the land. Off-site soil material may only be used where it has a minimal weed content.

Restoration - following construction, all areas immediately adjoining natural areas are to be restored, as far as possible reinstating the plant species, structure and dynamics of the pre-existing indigenous plant communities. Strategies are to be adopted which maximise the natural recovery of those plant communities. Restoration is to be carried out in a manner that minimises weed invasion of nearby native vegetation.

Drainage - drainage works may only be undertaken where these do not adversely affect the natural drainage patterns on the land, and where the works are essential to protect roads, services, buildings or other improvements on the land.

Earthworks - are to be minimised as far as possible, and are to be undertaken in a manner that minimises the need for rehabilitation.

Nutrients leached from building materials - materials (including concrete, gravel, topsoil, etc) must be stockpiled in such a way as to prevent nutrients from leaching into watercourses or into groundwater systems.

Development adjoining natural areas - as far as possible development adjoining natural areas is to retain natural areas on adjoining private land, and appropriate conditions of consent are to be imposed so as to prevent adverse impacts on natural areas.

New development works - new development works (such as construction of roads, parking areas, cycleways, etc) are not authorised by this plan, except where the works are consistent with the objectives of this plan, are identified in the adopted master plan

included in Schedule X, and where any necessary approvals have been obtained under the *Environmental Planning and Assessment Act 1979*.

4.8 Activities & maintenance

Acceptable activities - This plan of management authorises the activities as listed below, in cases where the activities do not compromise the identified dominant use of the land as a natural area. Passive recreational uses are permitted, including bushwalking, photography, etc. Educational and scientific uses are permitted.

Unacceptable activities - Activities interfering with the peace and ecological diversity of natural areas are generally discouraged, unless specific provision has been made for them.

Activities which are not authorised include:

- use of powered vehicles (other than essential service vehicles)
- horse riding (except on tracks designated for horse riding)
- hunting or interference with fauna
- exercising of pets in areas which are excluded from that purpose
- collection of flora, rocks, soil, timber (alive or dead) or leaf litter
- clearing of vegetation to preserve views.

Domestic pets should be discouraged from utilising natural areas. They must be accompanied by and under the control of an adult at all times.

Maintenance - existing assets on the land are to be identified, and measures taken to maintain them in a satisfactory manner.

4.9 Pollution control

Pollution is a major factor in weed invasion and in the degradation of natural areas. Management should seek to ensure that no pollution is generated on the land, and that adequate measures are taken to prevent adverse impacts from adjoining land.

Soil erosion and sedimentation - all activities are to ensure adequate controls to prevent soil erosion and sedimentation, and are to be inspected periodically. This is particularly important during any construction works, and in the maintenance of roads and tracks.

Nutrients - measures are to be taken to minimise and to control nutrients entering watercourses, water bodies or groundwater. Paved surfaces should be designed to minimise nutrient runoff and concrete should be used in preference to bitumen.

Environment protection (noise control, dust, chemicals, etc) - measures are to be taken during any construction or maintenance works to ensure that normal environmental protection, pollution control and health guidelines are complied with.

Litter - litter is to be regularly collected and removed. Litter bins shall only be provided adjacent to amenities in natural areas. It is the responsibility of all users to ensure that any areas used are left in a tidy manner after use.

Rubbish dumping (including garden waste) - is not permitted. Any lawn clippings are to be disposed of off-site or in a manner that does not affect natural vegetation, or encourage the spread of weeds.

Irrigation - irrigation is to be minimised on any lawns or mowed areas to avoid runoff and a raised water table.

4.10 Access & occupation

The plan seeks to ensure that essential pedestrian and vehicular access through or into natural areas minimises the impact on the area. Non-essential pedestrian and vehicular access shall be progressively closed and affected areas restored. Permanent or temporary use of natural areas on community land for access to private lands is in general not supported or permitted.

New roads - the plan does not authorise the construction of new roads, or the substantial realignment of existing roads.

Road maintenance - existing roads are to be regularly maintained in a safe condition.

Track construction - walking tracks are to be constructed and located so as to ensure minimal erosion and soil loss and reduce maintenance requirements.

Track maintenance - tracks are to be inspected at least annually and are to be maintained to ensure they do not become unsafe, or cause land degradation.

Track closure - the Council may close and rehabilitate non-essential tracks, or other roads and tracks that are poorly located and represent an erosion hazard.

Car parking - parking facilities may be provided in association with the provision of recreation facilities.

Cycleways - cycleways may be constructed to give access to facilities within natural areas.

Paths and paving - new paths and paving may be constructed in association with existing facilities, and shall be adequately maintained.

Fencing - may be constructed to restrict access or to protect sensitive areas. Fences are to be constructed in accordance with any adopted standards or guidelines and as provided for in the *Dividing Fences Act 1991*.

Four wheel drive access - must not be provided, except where there has been historical use, and such access is specifically permitted, as identified by signs.

Illegal access - measures are to be taken to cease or prevent any unauthorised access across the land.

Illegal occupation - measures are to be taken to cease or prevent any unauthorised occupation of the land.

Public access - can be denied to assist rehabilitation or protection of special items of significance or where a lease has been granted, but shall not otherwise be denied.

4.11 Education & community involvement

Natural areas provide an important educational resource. Community involvement is also important in management and monitoring and the protection of important natural values.

Education - education and interpretative facilities may be provided in natural areas.

Use of areas by educational and scientific institutions - the plan allows and seeks to promote the conduct of educational and scientific activities on the land. Educational institutions should advise the management authority of their activities and of the results of any research undertaken.

Community involvement in management - where appropriate, the management authority may undertake community consultation subsequent to the making of this plan, and may give community groups a role in management of the land.

4.12 Information, monitoring & research

An important part of the management process is to regularly document and update information relating to land to which the plan applies, and to monitor changes. Educational and scientific use of natural areas is encouraged.

Visitor monitoring and research - measures should be instituted to assess usage of areas by visitors.

Environmental information - a data base of environmental information of relevance for management should be established and maintained. Key components would include information on the presence of plant and fauna species, plant communities, bushfire history and weeds.

Environmental monitoring - periodic environmental monitoring of important environmental indicators is desirable to establish changes or trends, and should be undertaken, especially in relation to water quality.

4.13 Administration

Administrative issues have an important influence on the way in which the land is managed.

Staff resources - the management authority shall provide adequate staff resources for the management of the land in accordance with this plan. Staff shall have appropriate qualifications and experience.

Environmental impact assessment of activities - the environmental impact of activities carried out on the land will be assessed having regard to the requirements of the *Environmental Planning and Assessment Act 1979*.

Other authorities - other government authorities (for example, National Parks & Wildlife Service, Dept Land & Water Conservation) may have responsibilities or involvement in the management of the land or of immediately adjacent land. Where appropriate, consultation is to be undertaken with relevant authorities.

Activities carried out by other authorities - where activities are carried out on the land by other authorities, the management authority is to make such authorities aware of the provisions of this plan and, as far as possible, is to seek to ensure that any activities are compatible with the objectives and guidelines of this plan.

Contract and volunteer labour - in managing the land the management authority may use contract or volunteer labour, but shall ensure that supervisors have appropriate qualifications and experience, and are made aware of the requirements of this plan.

Delegation of management responsibilities - Where responsibilities are delegated by the management authority, a requirement of the delegation shall be that the provisions of this management plan are complied with.

Leases and licences - these formalise the use of the land by other organisations, groups, or individuals. A lease or licence applying to the land must not be entered into unless it is specifically authorised by this plan.

Easements - easements may be granted for the provision of services over the land, but only if the provision of such services is unlikely to adversely affect the natural values of the land.

Temporary uses - the management authority may allow temporary uses of any of the land to be carried out up to a maximum continuous period of one month in any calendar year, provided it is satisfied that the use is not inconsistent with the objectives of this plan.

4.14 Cultural & historic sites

Sites of cultural and historic significance exist on the land to which the plan applies. Measures shall be taken to ensure that such sites are protected, and the requirements of any applicable legislation are to be complied with.

Aboriginal sites - such sites are likely to occur, even if not currently known or protected. An archaeological survey must be undertaken prior to any significant development works so as to establish the presence or absence of sites.

Heritage items - items of the European cultural heritage may be identified on the land, and are to be protected and maintained.

4.15 Other issues

Existing uses - Existing uses that are inconsistent with the guidelines outlined in this plan, and which are being carried out as at [specify date], may continue to operate, but may not expand beyond their actual physical extent as at that date, nor may they increase in intensity.

Adjoining development - the management authority is to take into account the effect of development and management activities carried out on adjoining land. Activities of concern include discharge of stormwater, clearing, unauthorised filling. As far as possible, adjoining development should make provision for buffer zones on the adjoining land. Joint boundary management programs with adjacent landholders is encouraged.

Energy efficiency - measures should be taken to improve the energy efficiency of all buildings and activities carried out on the land to which this plan applies. Suitable measures may include use of energy-efficient lighting, periodic auditing of energy use, and appropriate orientation of any new buildings according to passive solar design principles.

Neighbours - the management authority is to endeavour to be a good neighbour, and as far as possible, is to consult with adjoining owners in respect of management activities which may affect them.

Commercial activities (eg selling food and drinks) - commercial activities may be carried out on the land, provided that such use is ancillary to the use of land for a purpose authorised under this plan, and is approved by the management authority.

Emergencies - this plan authorises any necessary activities to be carried out during an emergency. Following the carrying out of any such activities, periodic monitoring is to be undertaken, and rehabilitation works undertaken if necessary.

Public liability - the management authority is to maintain public liability insurance for the land to which the plan applies.

Public safety - reasonable measures are to be taken by the management authority to ensure and maintain the public safety of persons using the land.

Part 5: Management zones

Three management zones are identified for management of the land. Each zone has differing management objectives and practices. The applicable management zone must be identified for each site prior to making or implementing management decisions.

5.1 Regeneration zone

Bush regeneration programs will be carried out in the regeneration zone.

Bush regeneration (including natural regeneration and assisted regeneration) has the objective of returning bushland and its ecosystem processes to a natural condition.

One type of regeneration is natural regeneration which relies on natural germination and resprouting of plants and focuses on weed removal, management of disturbance and the maintenance of natural processes and does not normally include replanting of vegetation. Assisted regeneration uses natural regeneration but also includes intervention actions such as site replanting with locally indigenous seed or plant material derived from the locality and from a similar plant community to that occurring on the site, or controlled management of disturbance.

Land suitable for bush regeneration must be in reasonable condition where disturbance can be effectively controlled.

5.2 Reconstruction zone

Bush reconstruction programs will be carried out in the reconstruction zone.

Bush reconstruction is appropriate in situations where there has been significant disturbance to a site and bush regeneration is not likely to be successful.

Bush reconstruction is the process of restoring bushland to a former condition where resilience is depleted, and ecosystem elements or processes need importation or major augmentation before recovery can recommence. This includes reintroduction of species and major changes to the ecosystem structure and function of a site.

For some important plant communities (such as those listed as endangered ecological communities) special measures may need to be applied to reconstruct plant communities where they have been extensively disturbed.

5.3 Revegetation zone

Revegetation programs will be carried out in the revegetation zone.

Revegetation involves the planting or establishment of plants on a site. The emphasis is on the growth of the plants rather than the maintenance of natural processes. The objective of revegetation is to increase tree and native vegetation cover for reasons of enhancing biodiversity, amenity and visual impact, and establishing corridors. In most cases revegetation will take place on land that is already cleared or extensively disturbed.

Part 6: Implementation

6.1 Application of management policies & guidelines

The management policies and guidelines specified by this plan:

- must be taken into consideration by the management authority when making management decisions, and
- must be complied with by the management authority when implementing those decisions.

6.2 Action plan

This plan specifies performance targets and priorities for actions to be taken in relation to the land.

Evaluation of achievement of the objectives of the plan is to be periodically undertaken. A summary of indicators and targets for major objectives is as outlined in the table below.

6.3 Administration

The management authority is responsible for implementing and reviewing the provisions of this plan.

The main priority during the term of this plan is to maintain current facilities in at least their present level, to prepare an updated inventory of facilities and to establish a framework for future management of natural areas. Particular attention needs to be given to staff development and training in the management of natural areas, and in compiling and maintaining a data base of natural resource information relating to the land. Future plans of management could include a program of works to be undertaken.

The plan does not provide for significant development works, and any major developments are expected to require the preparation of a specific plan of management to authorise the works on the land on which they are proposed.

6.4 Review of plan

The plan applies for a period ofyears commencing on, after which period the plan shall lapse.

The management authority is to commence a review of the plan at least one year prior to the date on which it lapses. The review is to include all relevant background information, including updated ecological information and details of proposed works and expenditure.

Following the review, the management authority is to arrange for an updated plan to be approved of by [insert relevant agency or authority] prior to the date on which the plan lapses.

TABLE: INDICATORS & PERFORMANCE TARGETS

Objective	Indicators	Performance Target
Biodiversity conservation	Presence of threatened species, area of endangered ecological communities	No loss of threatened species from area, no reduction in area or degradation of endangered ecological communities
Vegetation management and weeds	Area of site degradation, area of bush regeneration, species lists for each land parcel, area of land clearing, presence of weed species, regeneration of rare species	Retention of present abundance and diversity of plant species and vegetation communities, improvement of natural resource data base, compliance with plan guidelines
Fauna	Presence of native fauna species, fauna surveys, presence of fauna habitat	Compliance with plan guidelines, retention of present abundance and diversity of fauna species
Bush fires	Number of bushfires, intensity of bushfires, damage caused by bushfires, bushfire records	Manageable bushfire hazard, protection of assets
Streams and stormwater	Changes in water quality	Improvement in water quality and stream biodiversity
Recreational opportunities	Visitor usage, site degradation	User satisfaction, public safety
Development works and infrastructure	Preparation of specific site plans of management, cost of works	Completion of construction, satisfactory site rehabilitation
Activities and maintenance	Maintenance cost, regularity of inspection and cleaning, number of incidents of vandalism, inventory of assets	Compliance with plan guidelines, up to date inventory of assets
Pollution control	water quality monitoring, results of monitoring of other aspects of the environment	Maintenance and updating of information, improvement in environmental quality
Access and occupation	Cost of works undertaken	Compliance with plan guidelines
Education and community involvement	Community management or monitoring programs	Compliance with plan guidelines
Information, Monitoring and Research	Indicators to be monitored, documentation of areas and condition, mapping of areas	Regular monitoring frequency, improvement of water quality
Administration	Staff training undertaken, number of staff employed, qualified staff in bushland management	Compliance with plan guidelines
General Issues	Issue of leases	Compliance with plan guidelines
Cultural and historic sites	Number of heritage sites, maintenance of heritage sites	Compliance with plan guidelines

