## **MANAGEMENT PLAN FOR OFFSET SITE APPLICATIONS**

Native Vegetation Patch / Scattered Trees

## 

## Complete one plan for each Offset application

## This document should be prepared with consideration of the Native Vegetation Gain Scoring Manual Version 2 2017.

**Purpose**

The purpose of this plan is to outline how the offset zone(s) are managed over the 10-year active management period (improvement gain commitments), as well as the ongoing landowner commitments (maintenance gain commitments). The management plan will form a part of the Security Agreement which is placed on the land title.

This document is to be prepared together with the Assessment Report for Offset Applications in order to determine the current condition score for zones. The management issues or threats listed in the assessment report inform the landowner commitments and management in this management plan. The commitments and management actions outlined in this document forms the basis of gain scoring which is recorded in the Assessment Report for Offset Applications.

It is desirable to keep the Assessment Report for Offset Applications and this management plan separate. The assessment report will be kept on file as part of the registration of the Offsets generated from the site and will not be included on the land title. Assessors preparing this management plan and the corresponding assessment report for Offset application purposes must provide both reports to the landowner before Offset application stage. The assessor and landowner must discuss all aspects of both documents to ensure that the landowners are willing and able to undertake the required management of the Offset site, understand what is required of them and would like to proceed with their application. The assessor must inform the landowner of any updates to the documents prior to finalisation of the agreement, and ensure they are satisfied with any changes.

**Mapping Requirements**

Zone plan(s) showing the location of the Offset site(s)/zone(s) as follows:

* Sites within a parcel showing all zones (scaled to reasonable distance to show all zones within a parcel (2 or more plans may be required) added in consecutive order of site/zone identifier where more than 1 page)

## **< Delete this page before submitting for quality assurance review >**

**MANAGEMENT PLAN 1** <Insert the management plan number. If there is only one MP then this should be number 1. If there is also an MP for revegetation then this MP should be number 1 and the MP for revegetation number 2>

**Site Details**

|  |  |
| --- | --- |
| **Address** |  |
| **Land tenure** | Freehold or Public Land |
| **Assessor details** |  |
| **Site assessor** |  |
| **Assessment date** |  |
| **Site details** |  |
| **Credit identifier** | XX\_XXX-XXXX\_XX |
| **Number of sites**(s) |  |
| **Number of zone**(s) |  |
| **Total area of sites** (ha) | <total area of sites under this management plan to four decimal places> |
| **Asset type** | Protection of native vegetation patch and/or Protection of scattered trees |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Zone details** |  |  |  |  |  |  |  |  |
| **Asset Type \*** | P | ST |  |  |  |  |  |  |
| **Zone number** | 01A | 02A |  |  |  |  |  |  |
| **# Large Trees** [patch or ST] | n/a | 2 |  |  |  |  |  |  |
| **# Medium ST’s** | n/a | 1 |  |  |  |  |  |  |
| **Zone area** (ha) | 50.0000 | 0.1500 |  |  |  |  |  |  |

\*Asset type = P = Native Vegetation Patch; ST = Scattered Tree

<**Attach Zone plan(s)** showing the location of the site and zones in relation to the parcel of land. One Zone plan for each parcel:

The Zone plan is a black and white map showing the site and zone boundaries of the area under Agreement. The Zone plan is used in conjunction with the management plan to describe the actions that are required to be undertaken for each Zone and the location of the Zone within the site>

**Statement of Landowner’s management commitments to be achieved at the site**

**10-year management commitments**

[The 10-year management commitments listed below are optional for the landowner. Where chosen, please list management actions to be undertaken for the Offset site over the 10-year active management period. Management actions used to generate gain must be worded as per the *Native vegetation gain scoring manual V2*.

Note improvement gain is not available if a land manager is unable to control ALL high threats for the habitat components Tree canopy cover, Understorey, Recruitment and Organic litter. This includes threats from introduced animals including deer, wild pigs and goats or overgrazing by native herbivores including kangaroos, wallabies and possums, high threat herb / grass weeds, inappropriate fire or flood regime and other threats as identified).

If a manager has committed to controlling all high threats, the site management plan must contain the additional information as per the *Native vegetation gain scoring manual V2*. Refer to sections 3.9.3, 4.3, 5, Appendix 2 and Appendix 3 for details.

If the optional management actions are not chosen for any zones then please delete the text and accompanying table below.]

From the commencement of the Agreement, the landowner agrees to undertake the following management commitments to improve the quality and condition of native vegetation in the site for a period of 10 years from the commencement of the Agreement:

|  |  |
| --- | --- |
| **10-year management commitments** | |
| Zone(s) | Commitment |
|  | * control ALL high threats (e.g. grazing threats from introduced animals or overgrazing by native herbivores, inappropriate fire or flooding regime, other threats as identified) * eliminate all high threat herbaceous and grassy weeds to <1 percent cover (see Table 4) * report annually to Trust for Nature on management obligations, commitments, actions and results, including identification and actions taken for any new threats that may arise. |
|  | AND OPTIONALY FOR WOODY VEGETATION   * undertake supplementary planting (see Table(s) X,X) |

The landowner is required to maintain, in perpetuity, native vegetation condition and targets required to be achieved at the end of the 10-year management period, as outlined above.

[Please list ongoing land use commitments for the Offset site in the table below.

Landowner’s ongoing commitments vary across four broad vegetation types. Listed below are the ongoing commitments all landowner’s must undertake, as well as commitments specific to each vegetation type.

Please note that commitments used to generate gain must be worded as per the *Native vegetation gain scoring manual V2* and are required in perpetuity.]

**Ongoing management commitments**

From the commencement of the agreement, the landowner agrees to undertake the following management commitments to maintain the quality and condition of native vegetation at the site in perpetuity:

|  |  |
| --- | --- |
| **Ongoing management commitments** | |
| Zone(s) | Commitment |
| All | From the commencement of the Agreement the landowner must, for all vegetation types:   * eliminate all woody weeds < 1 % cover with no mature plants present * ensure that weed cover does not increase beyond the current level (% cover measured by Site Assessor when establishing the offset site: Table 3& Table 6) * monitor for any new and emerging high threat weeds and eliminate to < 1% cover * control rabbits [under Native Vegetation Offset Register this is a minimum requirement] * protect the Site from being readily accessible by persons (i.e. exclude persons, other than that required for management or monitoring) * monitor threats throughout the year (at least once per quarter) |
|  | For woody vegetation, the landowner must also:   * retain all standing trees (dead or alive) * retain all logs, fallen timber and leaf litter * exclude stock |
|  | For woody vegetation, Scattered Tree sites, the landowner must also:   * ensure recruitment of at least five new canopy species plants for each tree protected (living or dead) |
|  | For non-woody wetland vegetation, the landowner must also:   * exclude stock |
|  | For high rainfall Victorian volcanic plains or Gippsland plains grassland, the landowner must also: |
|  | * undertake periodic biomass management at agreed timing/frequency |
|  | OR   * undertake biomass management with no periodic schedule |
|  | For other grassland vegetation, the landowner must also: |
|  | * ensure that perennial weed cover does not increase beyond the current level. |
|  | * exclude stock and ensure that annual weed cover does not increase beyond the current level   OR   * monitor annual weed cover. If proportion of annual weeds ≥ 25% of the total vegetation cover, control by strategic grazing. At all other times, exclude stock |

# **Summary of threats and actions required to be completed to achieve the management commitments**

[This section should describe how the management actions listed above will be achieved. It should be clear and straightforward and provide sufficient guidance so that a landowner unfamiliar with the gain scoring approach can complete the actions.

Provide a description of each management activity to be undertaken.]

**Fencing**

[Describe the area to be fenced and fencing type to be used.]

Threats, including stock and people (other than management/monitoring personnel), must be excluded from the site(s) at all times. The intention of fencing is to protect the site(s) from threats. The location of fencing is not important as long as the site(s) are protected from all threats in perpetuity.

[where ecological grazing is permitted, otherwise delete:] Under this Agreement, the exception is stock are permitted into zones XX and XX, for biomass management / ecological grazing (annual grassy weed control), with the timing of permitted entry specified in this management plan under the management commitment biomass management / strategic grazing. At all other times stock must be excluded from these zones.

[If new fencing is required, otherwise delete:] New fencing is required around site(s) X. [outline where fencing required e.g. site 1 around the perimeter / along the southern and western boundaries – or could list which sites require fencing and refer to Table 1 for details of fencing location and timing]. Erect and maintain a fence according to the standards detailed in the Department of Environment, Land, Water and Planning’s (DELWP) *Management standards for native vegetation offset sites, November 2021* – Fencing management standard (note under these standards, no strands may be barbed, and the bottom strand must not be electrified). Fencing to be completed within 3 months of signing the Agreement.

[If no threat exists that requiring fencing, otherwise delete] No threats to site X currently exist, if a threat arises immediately erect and maintain a fence around the perimeter of the site(s) according to the standards detailed in DELWP *Management standards for native vegetation offset sites, November 2021* – Fencing management standard (note under these standards, no strands may be barbed, and the bottom strand must not be electrified).

If people (other than management/monitoring personnel) have ready access, is reasonably likely to have ready access, or becomes reasonably likely to have ready access, fencing must be erected and maintained (and gates locked, if present) to such a standard which protects the site(s) from being readily accessible by people. Signage must also be installed stating “conservation area, management access only”. [Where people are likely to have access currently, or in the foreseeable future, include additional detail on how access will be prevented. Wording of signage should be modified based on the likely threats. Where public access (e.g. walking tracks) and/or vehicle tracks within the property is required, these must be excised from the offset site (with a buffer as necessary), and measures put in place to ensure people do not enter the offset site]

[For scattered trees:] The area required for management for scattered trees is two times the canopy diameter of each scattered tree or 30m in diameter whichever is larger to allow for recruitment of canopy species plants outside of the drip-line of the tree. Stock must be permanently excluded from this scattered tree management area. [Insert actions to fence scattered trees in Table 1]

Where redundant fencing exists on site it is likely to pose a threat to native animals, especially if it is barbed. Wire from redundant fencing must be removed and disposed of at an appropriate facility.

**Table 1: Fencing method and timing** [ensure all table numbers and cross references are updated once management plan completed. To update, select all (Ctrl A), then right-click and select ‘update field’]

|  |  |  |  |
| --- | --- | --- | --- |
| **Site**(s) | **Method** | **Location for fencing and length** | **Timing** |
| Site X | Erect a new fence according to the standards detailed in DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard. | Entire boundary – X km | Within 3 months of commencement of the Agreement |
| Site X | Upgrade fencing around site X according to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard. | Southern and western boundary - approx. XXX m | Within 3 months of commencement of the Agreement |
| Site X | No threats to site X currently exist, if a threat arises, erect a fence around the perimeter of the site according to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard. | Entire boundary – XXX m | Immediately on identification of threat |
| Site X | Redundant fencing exists in site X and must be removed. | Site X – approx.. XXX m | Within 3 months of commencement of the Agreement |
| All Sites | Maintain fencing around boundary of all sites in good condition according to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard. Conduct regular monitoring to ensure all fencing meets the required standard. | Entire boundary around all sites where fencing exists or is required | Ongoing throughout each year (at least once per quarter), as well as after high winds or heavy rains |

***Woody weeds***

**Elimination of all woody weeds**

All woody weeds on site must be eliminated[[1]](#footnote-2). Eliminate all woody weeds listed in Table 2 by the end of the <first/second year- enter achievable year> of management using the methods outlined in Table 2. Indigenous plants should not be impacted during treatment.

Monitor throughout the year (at least quarterly) for any re-sprouting or seedlings and eradicate (either spot spray or hand pull) for the term of the Agreement.

Refer to DELWP *Management standards for native vegetation offset sites, November 2021*– Weed management standard.

*OR*

**Control woody weeds:**

Ensure that weed cover does not increase beyond current levels. Weeds listed in Table 2 were found on site. To ensure that weed cover does not increase, weeds must be controlled using the methods outlined in Table 2. As high threat weeds, control of woody weeds must be prioritised. Weed control must be undertaken annually for the first ten years, and as required thereafter to maintain or reduce weed cover. Monitor at least quarterly to assess weed cover, informing whether management targets are being met, and inform which species/zones should be targeted for management. Treat weeds before the plant has flowered and set seed. Indigenous plants should not be impacted during treatment.

Refer to DELWP *Management standards for native vegetation offset sites, November 2021*– Weed management standard.

**New and emerging woody weeds**

All new and emerging woody weeds must be eliminated. Monitor throughout the year for the term of the Agreement (at least quarterly), and eradicate any identified plants.

Refer to DELWP *Management standards for native vegetation offset sites, November 2021*– Weed management standard.

[under Native Vegetation Offset Register elimination of new and emerging woody weeds is a minimum standard and must be included in Table 2.

Weeds can have a significant impact on native vegetation. Landowners must meet their obligations under the *Catchment and Land Protection Act 1994* (CaLP Act) with respect to eradicating regionally prohibited weeds and preventing the growth and spread of regionally controlled weeds (ie. it is part of the landowner’s legal responsibilities [duty of care]). In the context of managing native vegetation, weeds are not restricted to those listed under the CaLP Act.

Elimination of regionally prohibited CaLP Act weeds is part of the landowner’s legal responsibilities (duty of care). As such, elimination of regionally prohibited CaLP Act weeds and/or controlling regionally controlled weeds alone does not generate additional site gain.]

**Table 2: Woody weeds – method and timing**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Common name** | **Scientific name** | **Zone**(s) | **Method** | **Timing** |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  | All | Monitor (at least quarterly) for and eliminate all new and emerging woody weeds | Ongoing |

**Table 3: Total cover of woody weeds in the Zone**

|  |  |
| --- | --- |
| **Zone**(s) | **Total cover of all woody weeds (%)** |
|  |  |
|  |  |

**Herbaceous weeds**

**Elimination of all high threat herbaceous and grassy weeds < 1% cover:**

All high threat weeds on site should be the focus of herbaceous weed control, and must be eliminated[[2]](#footnote-3). Aim to eliminate all high threat weeds listed in Table 4 by the end of the fifth year of management using the methods outlined in Table 4. Treat weeds before the plant has flowered and set seed. Indigenous plants should not be impacted during treatment.

Refer to DELWP *Management standards for native vegetation offset sites, November 2021*– Weed management standard.

*AND/OR*

**Control of all herbaceous weeds:**

Ensure that weed cover does not increase beyond current levels. Weeds listed in Table 4 and Table 5 were found on site. To ensure that weed cover does not increase, weeds must be controlled using the methods outlined in Table 4 and Table 5, prioritising efforts on high threat weeds and any weeds increasing in cover. Weed control must be undertaken annually for the first ten years, and as required thereafter to maintain or reduce weed cover. Monitor at least quarterly to assess weed cover, informing whether management targets are being met, and inform which species/zones should be targeted for management. Treat weeds before the plant has flowered and set seed. Indigenous plants should not be impacted during treatment.

Refer to DELWP *Management standards for native vegetation offset sites, November 2021* – Weed management standard.

**New and emerging high threat herbaceous and grassy weeds**

Monitoring for new and emerging high threat herbaceous and grassy weeds is to be conducted at least quarterly for the term of the Agreement, and any new and emerging weeds eliminated.

Refer to DELWP *Management standards for native vegetation offset sites, November 2021*– Weed management standard.

[under Native Vegetation Offset Register elimination of new and emerging herbaceous weeds is a minimum standard. The text above is to be retained and this action included in each year in the final Management Actions Table(s).

Weeds can have a significant impact on native vegetation. Landowners must meet their obligations under the *Catchment and Land Protection Act 1994* (CaLP Act) with respect to eradicating regionally prohibited weeds and preventing the growth and spread of regionally controlled weeds. In the context of managing native vegetation, weeds are not restricted to those listed under the CaLP Act.

Elimination of regionally prohibited CaLP Act weeds is part of the landowner’s legal responsibilities (duty of care). As such, elimination of CaLP Act weeds alone does not generate additional site gain.]

**Table 4: High Threat herbaceous and grassy weeds– method and timing**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Common name** | **Scientific name** | **Zone**(s) | **Method** | **Timing** |
|  |  |  |  |  |
|  |  |  |  |  |

**Table 5: Other herbaceous and grassy weeds – method and timing**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Common name** | **Scientific name** | **Zone**(s) | **Method** | **Timing** |
|  |  |  |  |  |
|  |  |  |  |  |

**Table 6: Total cover of herbaceous weeds in the Zone**

|  |  |  |
| --- | --- | --- |
| **Zone**(s) | **Total cover of all herbaceous and grassy weeds (%)** (including high threat herbaceous and grassy weeds) | **Total cover high threat herbaceous and grassy weeds** (%) |
|  |  |  |
|  |  |  |

**Pest animals**

Under the *Catchment and Land Protection Act 1994* all landowners must take reasonable steps to prevent the spread of, and as far as possible eradicate, established pest animals on their land, including, but not limited to rabbits and foxes.

Under this management plan, all pest animals listed under the *Catchment and Land Protection Act 1994* must be controlled, with abundance, activity, and disturbance reduced to negligible levels (including no active rabbit warrens and fox dens).

Rabbits should be monitored for at least quarterly and controlled throughout the year. If rabbit activity is detected on site, control must be undertaken, using an integrated approach in accordance with DELWP *Management standards for native vegetation offset sites, November 2021*– pest animal management standards, which would involve fumigation, hand collapsing of burrows and baiting. Remove any carcasses to prevent poisoning of native predators.

Foxes are a threat to native fauna and should be monitored for at least quarterly, and controlled throughout the year if activity is detected on your property. Fox dens where present must be destroyed through fumigation and hand collapse.

Remove rubbish. Disperse artificial piles of logs and rocks that may be used as harbour by pest animals. Do not remove indigenous plants, fallen logs or rocks from the site(s).

Continue to monitor rabbits and foxes at least quarterly and control all year round as well as any new and emerging pest animals.

Under the Native Vegetation Offset Register control of rabbits and new and emerging pest animals is a minimum standard and must be included in the table below.

Add text above, and within table regarding any additional CaLP Act pests that may pose a threat (e.g. pigs, wild dogs, goats and hares)

**Table 7: Pest animals to be controlled – species, method and timing**

|  |  |  |  |
| --- | --- | --- | --- |
| **Zone**(s) | Common name | Method | Timing |
| All | Rabbits & foxes | Fumigation and hand collapse of rabbit burrows and fox dens | Ongoing |
| All | Rabbits | Baiting |  |
| All | Rabbits | When baiting collect and dispose of carcasses to prevent poisoning of native predators. |  |
| All | Rabbits & foxes | Remove or disperse surface harbour | Ongoing |
| All | Rabbits & foxes | Monitor at least quarterly and control | Ongoing |
| All | Add other CaLP species to this table, as required (pigs, goats, hares) |  |  |
| All | New & emerging pest animals | Monitor at least quarterly and control | Ongoing |

**Supplementary planting**

[This management action is only applicable where this commitment has been chosen – delete if not applicable.]

[Supplementary Planting Table(s) below should be completed for ***each*** zone where there is a commitment to undertake supplementary planting. Additional notes about timing, methodology and site preparation should also be provided in text.]

Supplementary Planting must be undertaken in accordance with Table 8 – Survival and Diversity Targets and Table 9 [list additional tables if more than one zone] – Supplementary Planting tables. Supplementary planting of understorey species is to be undertaken <on the site OR in Site/Zone X> to improve the <xx, xx, xx, and xx layers e.g. canopy, understorey tree and small shrub layers>. The minimum survival targets and minimal species diversity targets for understory life forms are set out in Table 8.

Propagate tubestock (seedlings) from seed sourced as locally as possible and from the same soil type. Plant tubestock only in gaps in the existing native vegetation (natural or created by weed removal), outside of the drip-line of all trees and avoid impacting any existing native vegetation, including native grasses. Existing indigenous plants on the site(s) may count towards the survival targets. For basic principles of planting on the site refer to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard.

Provenance principles should be followed. Please seek advice from a local indigenous nursery.

Monitor following planting (after one, six and twelve months), and after periods of low rainfall. Count the plants survived per life form and report against Table 9 in each annual report. Replace any plants that die on an annual basis, where the minimum survival or diversity target is not met.

If the landowner would prefer to use alternative or additional species to those listed in the Revegetation Supplementary Planting Tables, then approval in writing from the Secretary’s representative must be obtained first.

**Table 8: Survival and Diversity Targets**

|  |  |  |
| --- | --- | --- |
| **Zone**(s) | **Survival Target**  **Number of plants/zone** | **Minimum Diversity Target for understorey life forms (excluding Overstorey)**  <6 for minimum standard> |
| 1A | 100 | 6 |
|  |  |  |
|  |  |  |

**Table 9: Supplementary planting – species to be planted and survival numbers**

[Supplementary planting Table(s) below should be completed for ***each*** zone that they apply.]

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Zone** | |  | | **Area available to be planted** | |  | |
| **EVC # and name** | |  | | | | | |
| **Bioregion** | |  | | | | | |
|  | |  |  | | **Survival Targets** [1] | | |
| **Life form** | | **Common name** [2] | **Scientific name** [2] | | **Density/ha** | | **Number of plants/zone** |
| **Overstorey**  **Canopy species** | |  |  | |  | |  |
| **Understorey** | **Understorey Trees and  Large Shrubs** (> 5 m tall) |  |  | |  | |  |
| **Medium Shrubs** (1-5 m tall) |  |  | |  | |  |
| **Small Shrubs** (<1 m tall) |  |  | |  | |  |
| **Large Tufted Graminoids** (>1 m tall) |  |  | |  | |  |
| **Total Survival Targets** | | | | |  | |  |
| [1] The minimum number of plants specified under survival targets for each category are the numbers required to be established by Year 10 of the management plan.  [2] Species outlined in this table are to be used to achieve the minimum survival and diversity targets. If the landowner would prefer to use alternative or additional species to those listed in this table, then approval in writing from the Secretary’s representative must be obtained first. | | | | | | | |

**Scattered Tree recruitment**

[This management action is only applicable for scattered tree sites – delete if not applicable.]

It is expected that each living scattered tree will recruit at least 5 new trees naturally once protected. Dead scattered trees cannot provide a seed source, so natural recruitment of the canopy may not occur. If natural recruitment of canopy species plants does not occur around each scattered tree (living or dead) after two years, undertake supplementary planting of canopy species in year 3 (in accordance with Table 11).

Annually count and report on recruitment, and undertake additional/replacement planting where the survival target is not met through lack of recruitment/plant death (Table 10).

Propagate tubestock (seedlings) from seed sourced as locally as possible and from the same soil type. Plant tubestock only in gaps in the existing native vegetation (natural or created by weed removal), outside of the drip-line of all trees and avoid impacting any existing native vegetation, including native grasses.

Provenance principles should be followed and canopy species should be appropriate to the bioregional EVC of the site. Please seek advice from a local indigenous nursery.

For basic principles of planting on the site refer to DELWP *Management standards for native vegetation offset sites, November 2021*– Planting management standards-.

**Table 10: Scattered Tree recruitment species and survival targets [create a table for each EVC]**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Bioregion** | | **Goldfields** | | |
| **EVC # and name** | | **0048 Heathy Woodland** | | |
| **Sites**(s) | **Number of ST’s protected** | **Canopy species recruits / plants appropriate to EVC** | | **Survival Target**  **Number of canopy recruits/plants per scattered tree** |
| **Common name** | **Scientific name** |
| 1A, 2A | 6 | Grey Box  Red Box  Yellow Gum | *Eucalyptus microcarpa*  *Eucalyptus polyanthemos*  *Eucalyptus leucoxylon* | 30 |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |

ST = Scattered Tree

**Table 11: Scattered Tree recruitment method and timing**

|  |  |  |
| --- | --- | --- |
| **Site**(s) | **Method** | **Timing** |
| Site X | Count natural recruitment of canopy species plants around each scattered tree protected (living or dead). | Years 1 – 10 |
| Site X | If natural recruitment of canopy species plants does not occur around each scattered tree (living or dead) after two years, undertake supplementary planting of canopy species. Undertake additional/replacement planting, on an annual basis, where the survival target is not met (Table 10). | Years 3 – 10 |

**Control ALL high threats**

[This management action is only applicable where this commitment has been chosen – delete if not applicable.]

Note improvement gain is not available if a land manager is unable to control ALL high threats for the habitat components Tree canopy cover, Understorey, Recruitment and Organic litter. If a manager has committed to controlling all high threats, the site management plan must contain the additional information as per the Native vegetation gain scoring manual V2. Refer to sections 3.9.3, 4.3, 5, Appendix 2 – Freehold Land and Appendix 3 – Crown Land and information below for details]

All high threats to native vegetation condition improvement including threats to soil structure, natural water flow, vegetation condition and the recruitment cycle must be controlled. Typical high threats requiring control include:

* In addition to pests listed under the *Catchment and Land Protection Act 1994*, grazing threats from species not listed under the Act, but considered as a pest animal due to their known environmental impact, such as deer and horses
* overgrazing by native animals including kangaroos, wallabies and possums
* inappropriate fire or flood regime
* inappropriate drainage
* threats to condition from vehicles including motorbikes
* illegal firewood collection/tree/log cutting or harvesting
* other threats as identified or that may appear during the 10-year active management period.

The aim of this commitment is for the landowner to go above and beyond that otherwise required by a standard management commitments, such as weed control and control of CaLP Act pest animals. Where high threats are described elsewhere in the Management Plan (e.g. weeds, rabbits), they should not be re-listed here leading to unnecessary duplication. Rather, this section must outline other high threats that may be present (e.g. over-abundant macropods), and how they will be controlled. If detailed information is required for control of rabbits/weeds, additional information can be provided in the relevant section (e.g. Herbaceous Weeds).

Refer to the Assessment Report template for further information regarding threats, examples and the quantification of improvement gains for controlling all high threats.

Describe all current and potential high threats and include management actions for their control.

Include enough information so that the landowner is aware of current and potential high threats, and how to control them. Include actions for quarterly monitoring for new high threats and developing an integrated program of management and control actions for each new threat that is identified.

If a landowner or land manager has committed to controlling all high threats, the site management plan must contain the following additional information:

* identification of all on-site threats (e.g. threats from introduced animals including deer, wild pigs, horses and goats or overgrazing by native herbivores including kangaroos, wallabies and possums, high threat weeds, inappropriate fire or flood regime, other threats as identified)
* the level of risk of each threat to improvement in the tree canopy recruitment and condition, understorey cover, diversity and recruitment and organic litter cover improvement
* ongoing (at least quarterly) monitoring for presence, activity and disturbance from introduced animals and overgrazing by native herbivores or for relevant threat
* where possible an indication of numbers of and/or activity level and impact of threat at time of monitoring
* an integrated program of management and control actions to adequately control each threat. The program must be integrated to ensure all identified threats are addressed and managed through coordinated actions and at multiple times throughout each management year to ensure the control of all threats is sustained. The land manager must be able to demonstrate that the control actions can be maintained in the long-term
* controlling introduced animals and native herbivores must be through the necessary approvals required under relevant legislation
* control actions must be appropriate for the threat and location (e.g. for introduced animals and native herbivores shooting may be inappropriate in some locations, extensive exclusion fencing is likely not practical or achievable in the long term)]
* monitoring for new high threats and developing an integrated program of management and control actions for each new threat that is identified.

[note you can create your own table(s) to be in line with the table formatting through the rest of this document or tailor the one below]

For example:

**Table 12: High threat XXXX control method and timing**

|  |  |  |  |
| --- | --- | --- | --- |
| Site(s) | Description of high threat | Method for monitoring and control / Actions | Timing |
| Site X | Overabundant macropods | Insert method for monitoring and control / Actions  The management plan must not state that control is not required, as it establishes unclear expectations should populations increase, or impacts be underestimated. If macropod numbers are low, the management plan may state something similar as follows “Kangaroo populations and impacts must be monitored. Kangaroo control [insert control methods] will be required if populations are excessive and/or are observed to be impacting the recruitment of native plants. Relevant approvals must be obtained prior to controlling kangaroos within the site” |  |
| Site X | Deer | Insert method for monitoring and control / Actions  The management plan must state that “deer abundance and disturbance must be reduced to negligible levels” (as specified for the control ALL high threats commitment in the gain scoring manual) |  |
| Site X |  |  |  |
| All Sites |  |  |  |

**Biomass management for high rainfall plains grassland**

[This management action is only applicable where this commitment has been chosen – delete if not applicable.]

[Additional notes about preparation and avoiding adverse impacts should also be provided in text.]

Monitor inter-tussock space is at least 30 per cent [specify frequency or timing].

**Table 13: Biomass management - method and timing**

|  |  |  |
| --- | --- | --- |
| **Zone**(s) | **Method** | **Timing** |
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**Strategic grazing for annual weed control in other grassland vegetation**

[This management action is only applicable in grassland vegetation where this is the commitment chosen to manage annual weeds – if the landowner has agreed to exclude stock then delete this management action.]

[Additional notes about preparation and avoiding adverse impacts should also be provided in text.]

Monitor following rainfall events and September – November

**Table 14: Strategic grazing for annual weed control - method and timing**

|  |  |  |
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| **Zone**(s) | **Method** | **Timing** |
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**Fixed photopoints**

Photopoint monitoring is where repeat photographs are taken from a fixed point. They can show work done, results and improvement or deterioration in site condition over time. Photographs must be taken at photopoints at least once per year (ideally at a similar time to those taken for the original site assessment: [insert date original photos taken]) and included in the Annual Report. The location of photopoints have been selected by site assessors and marked on-ground (which may be a temporary marker, e.g. ). The landowner must permanently mark the photopoint with a post within 3 months of the agreement taking effect.

**Table 15: Photopoint establishment and monitoring**

|  |  |  |
| --- | --- | --- |
| **Zone**(s) | **Method** | **Timing** |
| All | Replace temporary markers at fixed photopoints with permanent markers. | Within 3 months of commencement of the Agreement |
| All | Take photographs | Ongoing, at least once per year at approximately the same date and time as the original site assessment. |

**Rubbish**

The site(s) must be monitored for rubbish on a regular basis, and identified rubbish removed. No material may be stored on the site, and must be removed if identified on-site.

**Annual reporting and monitoring**

This Covenant requires the landowner to submit a report annually for each year of the ten years of this management plan and thereafter at the reasonable request of Trust for Nature.

Reports are to be submitted at least two months prior to the anniversary date of the registration of the deed of covenant on title to allow adequate time for compliance to be assessed, using the Annual Report template provided by Trust for Nature.

The Annual Report addresses progress against the commitments set out in this Agreement. Annual Reports must provide enough detail in the form of written comments and supporting evidence that an assessor can easily determine the completion of, or progress towards meeting the commitments for each zone. A minimum of one piece of evidence is to be provided per management commitment, such as a work log, photographs of works, before/after photos, receipts/invoices for equipment, materials, labour or professional fees

The monitoring observations and annual reporting must be submitted in the Monitoring and Annual Reporting template designed for this agreement during offset establishment.

Refer to the information sheets on Monitoring and Annual Reporting and Photopoint Monitoring for further detail.

**Maintaining native vegetation quality and condition in perpetuity**

This Covenant outlines management commitments and targets required to be achieved at the site to improve the quality and condition of native vegetation. At the completion of the 10-year active management period, the landowner is required to continue to undertake management to maintain native vegetation quality and condition at the site. This includes maintaining native vegetation condition and targets required to be achieved at the end of the 10-year management period and all ongoing management commitments and targets in perpetuity.

**Ten-year management action plan with targets**

[The Management Actions Table lists the actions required for each zone to achieve the 10-year and ongoing management commitments under the Agreement. The table examples below are spread across years 1, 2 & 3 and also years 4–10, this is to reflect the different management action requirements and timing for the management actions; e.g. fencing (constructing or upgrading new fencing in the first year and then maintaining after that) and supplementary planting (the first 3 years enable actions to achieve Establishment of species survival and diversity targets – then years 4-10 are for replacing any unsuccessful plantings).

**The number of tables needed will depend on what management actions are required under the Agreement and should be tailored to suit. Generally, the tables for years 2-10 can be condensed into one table if there is no scattered trees or supplementary planting**

**Table 16: 10-Year Management Actions Plan with Targets**

| **Year from Commencement: Year 1** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **Zone**(s) | | **Management Action Description** | **Reference Table for action** | **Timing** | **Target to be achieved** |
| **Fencing** | | |  |  |  |
| Site X | Erect a new fence around the entire boundary of the site – approx. X km | | Table 1 | Within 3 months of commencement of the Agreement | Erect fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard. |
| Site X | Upgrade fencing around site X. Fencing requires upgrading along the southern and western boundary - approx. XX m | | Table 1 | Within 3 months of commencement of the Agreement | Upgrade to fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard. |
| Site X | No threats to site X currently exist, if a threat arises erect a fence immediately around the entire boundary of the site – approx. XXX m | | Table 1 | Immediately on identification of threat | Erect fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard. |
| All Sites | Maintain fencing in good condition around entire boundary of all sites where fencing exists or is required. Conduct monitoring (at least quarterly) to ensure all fencing meets the required standard. | | Table 1 | Ongoing | Maintain fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard. |
| **Woody Weeds** | | |  |  |  |
| All | Monitor (at least quarterly) and eliminate all woody weeds OR if controlling, not eliminating woody weeds Monitor (at least quarterly) and control all woody weeds. Refer to Table 2 for list of woody weeds, their control method and timing of actions  Monitor for any re-sprouting or seedlings (at least quarterly) and eradicate (either spot spray or hand pull) | | Table 2 & Table 3 | Refer to Table 2 | Eliminate all listed woody weeds, with no mature plants present by end of Year 2 OR if controlling, not eliminating woody weeds No increase in cover beyond the cover listed in Table 3 for each Zone for woody weeds  <1% cover of all listed woody weeds, with no mature plants present at the end of Year 10  Minimise off-target damage (avoid all native plants) |
| All | Monitor (at least quarterly) and eliminate all new & emerging woody weeds | | n/a | Ongoing | <1% cover of all woody weeds, with no mature plants present at the end of Year 10 |
| **Herbaceous Weeds** | | |  |  |  |
| XX, XX | | Monitor (at least quarterly) and eliminate all high threat herbaceous and grassy weeds. Refer to Table 4 for list of high threat herbaceous and grassy weeds, their control method and timing of actions | Table 4 | Refer to Table 4 | Aim to eliminate all listed high threat herbaceous and weeds by end of Year 5  <1% cover of all high threat herbaceous and weeds at the end of Year 10  Minimise off-target damage (avoid all native plants) |
| All | | Monitor (at least quarterly) and control all herbaceous weeds. Refer to Table 4 & Table 5 for list of herbaceous weeds, their control method and timing of actions | Table 4 & Table 5 | Refer to Table 4 & Table 5 | No increase in cover beyond the cover listed in Table 6 for each Zone for all herbaceous weeds  Minimise off-target damage (avoid all native plants) |
| All | | Monitor (at least quarterly) for and eliminate all new & emerging herbaceous weeds | n/a | Ongoing | <1% cover of all new and emerging herbaceous weeds at the end of Year 10 |
| **Pest Animals** | | |  |  |  |
| All | | Monitor (at least quarterly) for and control rabbits and foxes. Refer to Table 7 for a list of control methods and timing of actions | Table 7 | Ongoing  Refer to Table 7 | Abundance, activity, and disturbance reduced to negligible levels  No surface disturbance within the Offset site  No active rabbit warrens to be present  No active fox dens to be present  No rubbish  Minimal artificial piles of logs and rocks |
| All | | Monitor (at least quarterly) and control all new and emerging pest animals | n/a | Ongoing | Control numbers of any new & emerging pest animals |
| **Supplementary Planting** | | |  |  |  |
| XX, XX | | Collect indigenous seed on site and/or place order with local indigenous nursery. Refer to Table 9 [add additional tables if applicable] for species list and Table 8 for minimum survival targets and minimum species diversity targets | Supplementary Planting Table 9 [add additional tables if applicable]  Survival and diversity targets Table 8 | If collecting on site - after seed has set for target species | Collect seed / propagate tubestock (seedlings) for species listed in Table 9 [add additional tables if applicable] from seed sourced on site or as locally as possible and from the same soil type  Provenance principles should be followed. Please seek advice from a local indigenous nursery  The minimum survival targets and minimum species diversity targets for understory life forms as set out in Table 8 & Table 9 [add additional tables if applicable] must be achieved |
|  | | Undertake weed control and pest animal control over planting area (avoiding any native plants) | n/a | Ongoing | Minimise off-target damage (avoid all native plants) |
|  | | Plant tubestock or seedlings and guard if required. Refer to Table 9 [add additional tables if applicable] for the species list and Table 8 for minimum survival targets and minimum species diversity targets | Supplementary Planting Table 9 [add additional tables if applicable]  Survival and diversity targets Table 8 | Establishment  Years 1 - 3 | By the end of Year 3 ensure that 100% of the Survival Target is met for the Zone as specified in Table 8  By the end of Year 3 ensure that 100% of the Target Diversity of understorey life forms for the Zone is met as specified in Table 8  Only species specified for the Zone have been sown/planted. Provenance principles should be followed. Please seek advice from a local indigenous nursery  Plant tubestock / seedlings only in gaps in the existing native vegetation (natural or created by weed removal), outside of the drip-line of all trees and avoid disturbing any native vegetation, including native grasses. |
| **Scattered tree recruitment** | | |  |  |  |
| XX, XX | | Monitor for natural recruitment of canopy species plants around each scattered tree protected (living or dead). | Table 10 | Years 1 - 3 | By the end of Year 3 ensure that 100% of the minimum canopy species Survival Target is met for the Site with species appropriate to the EVC as specified in Table 10 |
| XX, XX | | If natural recruitment of canopy species plants is unlikely or appears there will be inadequate recruitment, then: Collect indigenous seed on site and/or place order with local indigenous nursery. Refer to Table 10 for canopy species list and minimum survival targets. | Table 10 & Table 11 | If collecting on site - after seed has set for target species | Collect seed / propagate tubestock (seedlings) for species listed in Table 10 from seed sourced on site or as locally as possible and from the same soil type  Provenance principles should be followed. Please seek advice from a local indigenous nursery  The minimum survival targets as set out in Table 10 must be achieved |
| XX, XX | | Undertake weed control and pest animal control over planting area (avoiding any native plants) | n/a | Ongoing | Minimise off-target damage (avoid all native plants) |
| XX, XX | | If inadequate natural recruitment, then plant tubestock or seedlings and guard if required. Refer to Table 10 for canopy species list and for minimum survival targets. | Scattered tree recruitment species & survival targets Table 10 | Years 1 - 10 | By the end of Year 3 ensure that 100% of the minimum Survival Target is met for the Site with species appropriate to the EVC as specified in Table 10  Only species specified for the Site have been planted. Provenance principles should be followed. Please seek advice from a local indigenous nursery  Plant tubestock / seedlings only in gaps in the existing native vegetation (natural or created by weed removal), outside of the drip-line of all trees and avoid disturbing any native vegetation, including native grasses. |
| **Control ALL high threats** | | |  |  |  |
| XX, XX | | Control All high threats to native vegetation condition improvement. Refer to management action description and Table 12 for list of high threats and an integrated program of monitoring and control actions including method and timing of actions | Table 12 | Ongoing | No increase in, and where possible a reduction of presence, activity and impact of identified threat(s) from levels recorded at commencement date |
| XX, XX | | Monitor (at least quarterly) for new high threats and for each new threat identified - develop an integrated program of management and control actions to be implemented | Table 12 | Ongoing | Develop an integrated program of management and control actions for DELWP approval within 3 months of identification of threat.  Implement program upon DELWP approval. |
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| **Biomass Management for high rainfall plains grassland** | | |  |  |  |
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| **Strategic grazing for annual weed control in other grassland vegetation** | | |  |  |  |
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| **Annual reporting and monitoring** | | |  |  |  |
| All | | Replace temporary markers at fixed photopoints with permanent markers | Table 15 | Within three months of commencement of the Agreement | Permanent markers established at each photopoint |
| All | | Photographs taken at each photopoint | Table 15 | Same time of year, annually | Photographs taken at each photopoint, in same direction, annually |
| All | | Prepare and submit an annual report on the template provided. | n/a | Submit by the Agreement commencement anniversary date | Annual report is signed, dated and submitted by the landowner by the anniversary date of the commencement of the Agreement.  Report provides enough detail in the form of written comments and supporting evidence, including four completed quarterly/seasonal monitoring templates, that an assessor can easily determine the completion of / progress against the commitments for each zone.  Obligations of the landowner (compliance with section 5 of the Landowner Agreement) have been met and the obligations form is read, signed, dated and submitted with the annual report. |

| **Year from Commencement: Year 2** | | | | |
| --- | --- | --- | --- | --- |
| **Zone**(s) | **Management Action Description** | **Reference Table for action** | **Timing** | **Target to be achieved** |
| **Fencing** | |  |  |  |
| Site X | No threats to site X currently exist, if a threat arises erect a fence immediately around the entire boundary of the site – approx. XXX m | Table 1 | Immediately on identification of threat | Erect fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard. |
| All Sites | Maintain fencing in good condition around entire boundary of all sites where fencing exists or is required. Conduct monitoring (at least quarterly) to ensure all fencing meets the required standard. | Table 1 | Ongoing | Maintain fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard. |
| **Woody Weeds** | |  |  |  |
| All | Monitor (at least quarterly) and eliminate all woody weeds OR if controlling, not eliminating woody weeds Monitor (at least quarterly) and control all woody weeds. Refer to Table 2 for list of woody weeds, their control method and timing of actions  Monitor for any re-sprouting or seedlings (at least quarterly) and eradicate (either spot spray or hand pull) | Table 2 & Table 3 | Refer to Table 2 | Eliminate all listed woody weeds, with no mature plants present by end of Year 2 OR if controlling, not eliminating woody weeds No increase in cover beyond the cover listed in Table 3 for each Zone for woody weeds  <1% cover of all listed woody weeds, with no mature plants present at the end of Year 10  Minimise off-target damage (avoid all native plants) |
| All | Monitor (at least quarterly) and eliminate all new & emerging woody weeds | n/a | Ongoing | <1% cover of all woody weeds, with no mature plants present at the end of Year 10 |
| **Herbaceous Weeds** | |  |  |  |
|  | Monitor (at least quarterly) and eliminate all high threat herbaceous and weeds. Refer to Table 4 for list high threat herbaceous and weeds, their control method and timing of actions | Table 4 | Refer to Table 4 | Aim to eliminate all listed high threat herbaceous and weeds by end of Year 5  <1% cover of all high threat herbaceous and weeds at the end of Year 10  Minimise off-target damage (avoid all native plants) |
| All | Monitor (at least quarterly) and control all herbaceous weeds. Refer to Table 4 & Table 5 for list of herbaceous weeds, their control method and timing of actions | Table 4 & Table 5 | Refer to Table 4 & Table 5 | No increase in cover beyond the cover listed in Table 6 for each Zone for all herbaceous weeds  Minimise off-target damage (avoid all native plants) |
| All | Monitor (at least quarterly) and eliminate all new & emerging herbaceous weeds | n/a | Ongoing | <1% cover of all new and emerging herbaceous weeds at the end of Year 10 |
| **Pest Animals** | |  |  |  |
| All | Monitor (at least quarterly) and control rabbits and foxes. Refer to Table 6 for a list of control methods and timing of actions | Table 7 | Ongoing  Refer to Table 7 | Abundance, activity, and disturbance reduced to negligible levels  No surface disturbance; no active rabbit warrens present; no active fox dens present  No rubbish; minimal artificial piles of logs and rocks |
| All | Monitor (at least quarterly) and control all new and emerging pest animals | n/a | Ongoing | Control numbers of any new & emerging pest animals |
| **Supplementary Planting** | |  |  |  |
| XX, XX | Plant tubestock or seedlings and guard if required. Refer to Table 9 [add additional tables if applicable] for the species list and Table 8 for minimum survival targets and minimum species diversity targets | Supplementary Planting Table 9 [add additional tables if applicable]  Survival and diversity targets Table 8 | Establishment  Years 1 - 3 | By the end of Year 3 ensure that 100% of the Survival Target is met for the Zone as specified in Table 8 & Table 9 [add additional tables if applicable]  By the end of Year 3 ensure that 100% of the Target Diversity of understorey life forms for the Zone is met as specified in Table 8 & Table 9 [add additional tables if applicable]  Only species specified for the Zone have been sown/planted. Provenance principles should be followed. Please seek advice from a local indigenous nursery  Plant tubestock / seedlings only in gaps in the existing native vegetation (natural or created by weed removal), outside of the drip-line of all trees and avoid disturbing any native vegetation, including native grasses |
|  | Undertake selective weed control post planting |  | Ongoing | Minimise off-target damage (avoid all native plants) |
| **Scattered tree recruitment** | |  |  |  |
| XX, XX | Monitor for natural recruitment of canopy species plants around each scattered tree protected (living or dead). | Table 10 | Years 1 - 3 | By the end of Year 3 ensure that 100% of the minimum canopy species Survival Target is met for the Site with species appropriate to the EVC as specified in Table 10 |
| XX, XX | If natural recruitment of canopy species plants is unlikely or appears there will be inadequate recruitment, then: Collect indigenous seed on site and/or place order with local indigenous nursery. Refer to Table 10 for canopy species list and minimum survival targets. | Table 10 & Table 11 | If collecting on site - after seed has set for target species | Collect seed / propagate tubestock (seedlings) for species listed in Table 10 from seed sourced on site or as locally as possible and from the same soil type  Provenance principles should be followed. Please seek advice from a local indigenous nursery  The minimum survival targets as set out in Table 10 must be achieved |
| XX, XX | Undertake weed control and pest animal control over planting area (avoiding any native plants) | n/a | Ongoing | Minimise off-target damage (avoid all native plants) |
| XX, XX | If inadequate natural recruitment, then plant tubestock or seedlings and guard if required. Refer to Table 10 for the canopy species list and for minimum survival targets. | Table 10 & Table 11 | Years 3 - 10 | By the end of Year 3 ensure that 100% of the minimum Survival Target is met for the Site with species appropriate to the EVC as specified in Table 10  Only species specified for the Site have been planted. Provenance principles should be followed. Please seek advice from a local indigenous nursery  Plant tubestock / seedlings only in gaps in the existing native vegetation (natural or created by weed removal), outside of the drip-line of all trees and avoid disturbing any native vegetation, including native grasses. |
| **Control ALL high threats** | |  |  |  |
| XX, XX | Control All high threats to native vegetation condition improvement. Refer to management action description and Table 12 for list of high threats and an integrated program of monitoring and control actions including method and timing of actions | Table 12 | Ongoing | No increase in, and where possible a reduction of presence, activity and impact of identified threat(s) from levels recorded at commencement date |
| XX, XX | Monitor (at least quarterly) for new high threats and for each new threat identified - develop an integrated program of management and control actions to be implemented | Table 12 | Ongoing | Develop an integrated program of management and control actions for DELWP approval within 3 months of identification of threat.  Implement program upon DELWP approval. |
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| **Biomass Management for high rainfall plains grassland** | |  |  |  |
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| **Strategic grazing for annual weed control in other grassland vegetation** | |  |  |  |
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| **Annual reporting and monitoring** | |  |  |  |
| All | Photographs taken at each photopoint | Table 15 | Same time of year, annually | Photographs taken at each photopoint, in same direction, annually |
| All | Prepare and submit an annual report using the template provided | n/a | Submit at least 2 months prior to anniversary of Covenant registration | Annual report is signed, dated and submitted by the landowner at least two months prior to the anniversary date of the registration of the deed of Covenant on title  Report provides enough detail in the form of written comments and supporting evidence, including four completed quarterly or seasonal monitoring templates, that an assessor can easily determine the completion of / progress against the commitments for each zone |

| **Year from Commencement: Year 3** | | | | |
| --- | --- | --- | --- | --- |
| **Zone**(s) | **Management Action Description** | **Reference Table for action** | **Timing** | **Target to be achieved** |
| **Fencing** | |  |  |  |
| Site X | No threats to site X currently exist, if a threat arises erect a fence immediately around the entire boundary of the site – approx. XXX m | Table 1 | Immediately on identification of threat | Erect fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard. |
| All Sites | Maintain fencing in good condition around entire boundary of all sites where fencing exists or is required. Conduct monitoring (at least quarterly) to ensure all fencing meets the required standard. | Table 1 | Ongoing | Maintain fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard. |
| **Woody Weeds** | |  |  |  |
| All | Monitor (at least quarterly) for any re-sprouting or seedlings and eradicate (either spot spray or hand pull) OR if controlling, not eliminating woody weeds: Monitor (at least quarterly) and control all woody weeds | Table 2 & Table 3 | Refer to Table 2 | <1% cover of all listed woody weeds, with no mature plants present at the end of Year 10 OR if controlling, not eliminating woody weeds: No increase in cover beyond the cover listed in Table 3 for each Zone for woody weeds  Minimise off-target damage (avoid all native plants) |
| All | Monitor (at least quarterly) for and eliminate all new and emerging woody weeds | n/a | Ongoing | <1% cover of all woody weeds, with no mature plants present at the end of Year 10 |
| **Herbaceous Weeds** | |  |  |  |
|  | Monitor for (at least quarterly) and eliminate all high threat herbaceous and weeds. Refer to Table 4 for list high threat herbaceous and weeds, their control method and timing of actions | Table 4 | Refer to Table 4 | Aim to eliminate all listed high threat herbaceous and weeds by end of Year 5  <1% cover of all high threat herbaceous and weeds weeds at the end of Year 10  Minimise off-target damage (avoid all native plants) |
| All | Control all herbaceous weeds. Refer to & for list of herbaceous weeds, their control method and timing of actions | Table 4 & Table 5 | Refer to Table 4 & Table 5 | No increase in cover beyond the cover listed in Table 6 for each Zone for all herbaceous weeds  Minimise off-target damage (avoid all native plants) |
| All | Monitor (at least quarterly) for and eliminate all new and emerging herbaceous weeds | n/a | Ongoing | <1% cover of all new and emerging herbaceous weeds at the end of Year 10 |
| **Pest Animals** | |  |  |  |
| All | Monitor (at least quarterly) for and control rabbits and foxes. Refer to Table 7 for a list of control methods and timing of actions | Table 7 | Refer to Table 7 | Abundance, activity, and disturbance reduced to negligible levels  No surface disturbance; no active rabbit warrens present; no active fox dens present  No rubbish; minimal artificial piles of logs and rocks |
| All | Monitor (at least quarterly) for and control all new and emerging pest animals | n/a | Ongoing | Control numbers of any new & emerging pest animals |
| **Supplementary Planting** | |  |  |  |
| XX, XX | Plant tubestock or seedlings and guard if required. Refer to Table 9 [add additional tables if applicable] for the species list and Table 8 for minimum survival targets and minimum species diversity targets | Supplementary Planting Table 9 [add additional tables if applicable]  Survival and diversity targets Table 8 | Establishment  Years 1 - 3 | By the end of Year 3 ensure that 100% of the Survival Target is met for the Zone as specified in Table 8 & Table 9 [add additional tables if applicable]  By the end of Year 3 ensure that 100% of the Target Diversity of understorey life forms for the Zone is met as specified in Table 8 & Table 9 [add additional tables if applicable]  Only species specified for the Zone have been sown/planted. Provenance principles should be followed. Please seek advice from a local indigenous nursery  Plant tubestock / seedlings only in gaps in the existing native vegetation (natural or created by weed removal), outside of the drip-line of all trees and avoid disturbing any native vegetation, including native grasses |
| XX, XX | Undertake selective weed control post planting |  | Ongoing | Minimise off-target damage (avoid all native plants) |
| **Scattered tree recruitment** | |  |  |  |
| XX, XX | Monitor for natural recruitment of canopy species plants around each scattered tree protected (living or dead).  If inadequate natural recruitment, then plant tubestock or seedlings and guard if required. Refer to Table 10 for the canopy species list and for minimum survival targets. | Table 10 & Table 11 | Years 3 - 10 | Ensure that 100% of the minimum Survival Target is met for the Site with species appropriate to the EVC as specified in Table 10  Only species specified for the Site have been planted  Provenance principles should be followed. Please seek advice from a local indigenous nursery  Plant tubestock / seedlings only in gaps in the existing native vegetation (natural or created by weed removal), outside of the drip-line of all trees and avoid disturbing any native vegetation, including native grasses. |
| XX, XX | Undertake weed control and pest animal control over planting area (avoiding any native plants) | n/a | Ongoing | Minimise off-target damage (avoid all native plants) |
| **Control ALL high threats** | |  |  |  |
| XX, XX | Control All high threats to native vegetation condition improvement. Refer to management action description and Table 12 for list of high threats and an integrated program of monitoring and control actions including method and timing of actions | Table 12 | Ongoing | No increase in, and where possible a reduction of presence, activity and impact of identified threat(s) from levels recorded at commencement date |
| XX, XX | Monitor (at least quarterly) for new high threats and for each new threat identified - develop an integrated program of management and control actions to be implemented | Table 12 | Ongoing | Develop an integrated program of management and control actions for Trust for Nature approval within 3 months of identification of threat.  Implement program upon Trust for Nature approval. |
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| **Biomass Management for high rainfall plains grassland** | |  |  |  |
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| **Strategic grazing for annual weed control in other grassland vegetation** | |  |  |  |
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| **Annual reporting and monitoring** | |  |  |  |
| All | Photographs taken at each photopoint | Table 15 | Same time of year, annually | Photographs taken at each photopoint, in same direction, annually |
| All | Prepare and submit an annual report using the template provided | n/a | Submit by the Agreement commencement anniversary date | Annual report is signed, dated and submitted by the landowner at least prior to the anniversary date of the Agreement  Report provides enough detail in the form of written comments and supporting evidence, including four completed quarterly or seasonal monitoring templates, that an assessor can easily determine the completion of / progress against the commitments for each zone  Obligations of the landowner (compliance with section 5 of the Landowner Agreement) have been met and the obligations form is read, signed, dated and submitted with the annual report |

| **Year from Commencement: 4 – 10** | | | | |
| --- | --- | --- | --- | --- |
| **Zone**(s) | **Management Action Description** | **Reference Table for action** | **Timing** | **Target to be achieved** |
| **Fencing** | |  |  |  |
| Site X | No threats to site X currently exist, if a threat arises erect a fence immediately around the entire boundary of the site – approx. XXX m | Table 1 | Immediately on identification of threat | Erect fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard. |
| All Sites | Maintain fencing in good condition around entire boundary of all sites where fencing exists or is required. Conduct monitoring (at least quarterly) to ensure all fencing meets the required standard. | Table 1 | Ongoing | Maintain fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard. |
| **Woody Weeds** | |  |  |  |
| All | Monitor (at least quarterly) for any re-sprouting or seedlings and eradicate (either spot spray or hand pull) OR if controlling, not eliminating woody weeds Monitor (at least quarterly) and control all woody weeds | Table 2 & Table 3 | Refer to Table 2 | <1% cover of all listed woody weeds, with no mature plants present at the end of Year 10 OR if controlling, not eliminating woody weeds No increase in cover beyond the cover listed in Table 3 for each Zone for woody weeds  Minimise off-target damage (avoid all native plants) |
| All | Monitor (at least quarterly) and eliminate all new and emerging woody weeds | n/a | Ongoing | <1% cover of all woody weeds, with no mature plants present at the end of Year 10 |
| **Herbaceous Weeds** | |  |  |  |
|  | Monitor for (at least quarterly) and eliminate all high threat herbaceous and weeds. Refer to Table 4 for list high threat herbaceous and weeds, their control method and timing of actions | Table 4 | Refer to Table 4 | Aim to eliminate all listed high threat herbaceous and weeds by end of Year 5  <1% cover of all high threat herbaceous and weeds weeds at the end of Year 10  Minimise off-target damage (avoid all native plants) |
| All | Control all herbaceous weeds. Refer to & for list of herbaceous weeds, their control method and timing of actions | Table 4 & Table 5 | Refer to Table 4 & Table 5 | No increase in cover beyond the cover listed in Table 6 for each Zone for all herbaceous weeds  Minimise off-target damage (avoid all native plants) |
| All | Monitor (at least quarterly) for and eliminate all new and emerging herbaceous weeds | n/a | Ongoing | <1% cover of all new and emerging herbaceous weeds at the end of Year 10 |
| **Pest Animals** | |  |  |  |
| All | Monitor (at least quarterly) for and control rabbits and foxes. Refer to Table 7 for a list of control methods and timing of actions | Table 7 | Refer to Table 7 | Abundance, activity, and disturbance reduced to negligible levels  No surface disturbance; no active rabbit warrens present; no active fox dens present  No rubbish; minimal artificial piles of logs and rocks |
| All | Monitor (at least quarterly) for and control all new and emerging pest animals | n/a | Ongoing | Control numbers of any new & emerging pest animals |
| **Supplementary Planting** | |  |  |  |
| XX, XX | Monitor survival rates and plant tubestock or seedlings and guard if required. Refer to Table 9 [add additional tables if applicable] for the species list and Table 8 for minimum survival targets and minimum species diversity targets | Supplementary Planting Table 9 [add additional tables if applicable]  Survival and diversity targets Table 8 | Establishment  Years 1 - 3 | Ensure that 100% of the Survival Target is met for the Zone as specified in Table 8 & Table 9 [add additional tables if applicable]  Ensure that 100% of the Target Diversity of understorey life forms for the Zone is met as specified in Table 8 & Table 9 [add additional tables if applicable]  Only species specified for the Zone have been sown/planted  Provenance principles should be followed. Please seek advice from a local indigenous nursery  Plant tubestock / seedlings only in gaps in the existing native vegetation (natural or created by weed removal), outside of the drip-line of all trees and avoid disturbing any native vegetation, including native grasses |
| XX, XX | Undertake selective weed control post planting |  | Ongoing | Minimise off-target damage (avoid all native plants) |
| **Scattered tree recruitment** | |  |  |  |
| XX, XX | Monitor for natural recruitment of canopy species plants around each scattered tree protected (living or dead).  If inadequate natural recruitment, then plant tubestock or seedlings and guard if required. Refer to Table 10 for the canopy species list and for minimum survival targets. | Scattered tree recruitment method & timing Table XY Scattered tree recruitment species & survival targets Table X, X, X, X | Years 4 - 10 | Ensure that 100% of the minimum Survival Target is met for the Site with species appropriate to the EVC as specified in Table 10  Only species specified for the Site have been planted  Provenance principles should be followed. Please seek advice from a local indigenous nursery  Plant tubestock / seedlings only in gaps in the existing native vegetation (natural or created by weed removal), outside of the drip-line of all trees and avoid disturbing any native vegetation, including native grasses. |
| XX, XX | Undertake weed control and pest animal control over planting area (avoiding any native plants) | n/a | Ongoing | Minimise off-target damage (avoid all native plants) |
| **Control ALL high threats** | |  |  |  |
| XX, XX | Control All high threats to native vegetation condition improvement. Refer to management action description and Table 12 for list of high threats and an integrated program of monitoring and control actions including method and timing of actions | Table 12 | Ongoing | No increase in, and where possible a reduction of presence, activity and impact of identified threat(s) from levels recorded at commencement date |
| XX, XX | Monitor (at least quarterly) for new high threats and for each new threat identified - develop an integrated program of management and control actions to be implemented | Table 12 | Ongoing | Develop an integrated program of management and control actions for DELWP approval within 3 months of identification of threat.  Implement program upon DELWP approval. |
|  |  |  |  |  |
|  |  |  |  |  |
| **Biomass Management for high rainfall plains grassland** | |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
| **Strategic grazing for annual weed control in other grassland vegetation** | |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
| **Annual reporting and monitoring** | |  |  |  |
| All | Photographs taken at each photopoint | Table 15 | Same time of year, annually | Photographs taken at each photopoint, in same direction, annually |
| All | Prepare and submit an annual report using the template provided | n/a | Submit by the Agreement commencement anniversary date | Annual report is signed, dated and submitted by the landowner at least 2 months prior to the anniversary date of the Agreement  Report provides enough detail in the form of written comments and supporting evidence, including four completed quarterly or seasonal monitoring templates, that an assessor can easily determine the completion of / progress against the commitments for each zone  Obligations of the landowner (compliance with section 5 of the Landowner Agreement) have been met and the obligations form is read, signed, dated and submitted with the annual report |

## **MANAGEMENT PLAN FOR CREDIT APPLICATIONS**

## Revegetation

## Complete one plan for each credit application

## This document should be prepared with consideration of the Native Vegetation Gain Scoring Manual Version 2 2017

## **Purpose**

The purpose of this plan is to outline how the offset zone(s) are managed over the 10-year active management period (improvement gain commitments), as well as the ongoing landowner commitments (maintenance gain commitments). The management plan will form a part of the security agreement which is placed on the land title.

This document should be prepared together with the Assessment Report for Credit Applications in order to determine the current condition score for zones. The management issues or threats listed in the assessment report inform the landowner commitments and management in this management plan. The commitments and management actions outlined in this document forms the basis of gain scoring which is recorded in the Assessment Report for Credit Applications.

It is desirable to keep the Assessment Report for Credit Applications and this management plan separate. The assessment report will be kept on file as part of the registration of the credits generated from the site and will not be included on the land title. Assessors preparing this management plan and the corresponding assessment report for credit application purposes must provide both reports to the landowner before credit application stage. The assessor and landowner must all aspects of both documents to ensure that the landowners are to ensure that the landowner is willing and able to undertake the required management of the credit site, understand what is required of them and would like to proceed with their application. The assessor must inform the landowner of any updates to the documents prior to finalisation of the agreement, and ensure they are satisfied with any changes.

**Mapping Requirements**

Zone plan(s) showing the location of the credit site(s)/zone(s) as follows:

* Sites within a parcel showing all zones (separate page for each parcel added in consecutive order of site/zone identifier)

## **< Delete this page before submitting for quality assurance review >**

**MANAGEMENT PLAN 2** <Insert the management plan number. If there is only one MP then this should be number 1, if there is also an MP for remnant patch/scattered trees (MP 1) then this should be number 2>

**Site Details**

|  |  |
| --- | --- |
| **Address** |  |
| **Land tenure** |  |
| **Assessor details** |  |
| **Site assessor** |  |
| **Assessment date** |  |
| **Site details** |  |
| **Credit identifier** | XX\_XXX-XXXX\_XX |
| **Number of sites**(s) |  |
| **Number of zone**(s) |  |
| **Total area of sites** (ha) | <total area of sites under this management plan> |
| **Asset type** | Protection for Revegetation |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Zone details** |  |  |  |  |  |  |  |  |
| **Zone number** | 01A |  |  |  |  |  |  |  |
| **Zone area** (ha) | 50.2523 |  |  |  |  |  |  |  |

<**Attach Zone plan(s)** showing the location of the site and zones in relation to the parcel of land. One Zone plan for each parcel:

The Zone plan is a black and white map showing the site and zone boundaries of the area under agreement. The Zone plan is used in conjunction with the management plan to describe the actions that are required to be undertaken for each Zone and the location of the Zone within the site>

**Statement of Landowner’s management commitments to be achieved at the site**

**10-year management commitments**

[The 10-year management commitments listed below are optional for the landowner. Where chosen, please list management actions to be undertaken for the credit site over the 10-year active management period. Management actions used to generate gain must be worded as per the *Native vegetation gain scoring manual V2*.

Note improvement gain and eligibility for revegetation as an offset site is not availableif a land manager is unable to control ALL high threats to establishing and achieving revegetation targets. This includes grazing and browsing threats from introduced and native herbivores including deer, rabbits, kangaroos, wallabies and possums, competition from weeds / pasture, inappropriate fire or flood regime and other threats as identified)

If a manager has committed to controlling all high threats, the site management plan must contain the additional information as per the Native vegetation gain scoring manual V2. Refer to sections 3.9.3, 4.3, 5, Appendix 2 and Appendix 3 for details.

From the commencement of the agreement, the landowner agrees to undertake the following management commitments to improve the quality and condition of native vegetation in the site for a period of 10 years from the commencement of the agreement

|  |  |
| --- | --- |
| **10 year management commitments** | |
| Zone(s) | Commitment |
|  | * control ALL high threats (e.g. grazing and browsing threats from introduced and native herbivores, competition from weeds / pasture, inappropriate fire or flooding regime, other threats as identified) * report annually to Trust for Nature on management obligations, commitments, actions and results, including identification and actions taken for any new threats that may arise.   <AND Select only one option from the following>   * undertake revegetation in accordance with the minimum standard as set out in Table 17 of this plan   OR   * undertake revegetation in accordance with the higher standard as set out in Table 17 of this plan where past performance has been demonstrated |

The landowner is required to maintain, in perpetuity, native vegetation condition and targets required to be achieved at the end of the 10-year management period, as outlined above.

[Please list ongoing land use commitments for the credit site in the table below.

Landowner’s ongoing commitments vary across four broad vegetation types. Listed below are the ongoing commitments all landowner’s must undertake, as well as commitments specific to each vegetation type.

Please note that commitments used to generate gain must be worded as per the *Native vegetation gain scoring manual* V2 and are required in perpetuity.]

**Ongoing management commitments**

From the commencement of the agreement, the landowner agrees to undertake the following management commitments to improve the quality and condition of native vegetation at the site in perpetuity:

|  |  |
| --- | --- |
| **Ongoing management commitments** | |
| Zone(s) | Commitment |
| All | * exclude stock * ensure that weed cover does not increase beyond the current level * eliminate all woody weeds to < 1% cover with no mature plants present * monitor for any new and emerging high threat weeds and eliminate to < 1% cover * control rabbits * retain all standing trees (dead or alive) * retain all logs and fallen timber * manage all high threats * protect the Site from being readily accessible by persons (i.e. exclude persons, other than that required for management or monitoring) |

**Summary of threats and actions required to be completed to achieve the management commitments**

[This section should describe how the management actions listed above will be achieved. It should be clear and straightforward and provide sufficient guidance so that a landowner unaware of the gain scoring approach can complete the actions.

Provide a description of each management activity to be undertaken.]

**Revegetation**

[Revegetation planting Table(s) below should be completed for ***each*** zone where there is a commitment to undertake revegetation. Additional notes about timing, methodology and site preparation should also be provided in text.]

Revegetation must be undertaken in accordance with Table 1– Revegetation Standards, Table 2 – Survival and Diversity Targets and Table 19 [insert additional table references as required] – Revegetation Planting tables.

Prepare the site appropriately to ensure optimal establishment of the vegetation. Add more detail about how this can be done…for example… Prepare planting area to ensure optimal establishment of the vegetation – preparation and weed control should begin as early as possible in year 1 to adequately prepare planting areas. Undertake broad scale weed control and pest animal control over planting area (avoiding any native plants). At least 2 cycles of weed elimination is required for any areas where planting will occur… Maintain a weed free buffer around planted vegetation to ensure best chance of survival…

Undertake revegetation activities only in gaps in the existing native vegetation, outside of the canopy drip-line of all indigenous trees and avoid impacting any existing native vegetation, including native grasses. For sites with an intact soil structure and native grasses then avoid ripping as a technique to use in these areas. In addition ripping must not occur within an area twice the diameter of the canopy of existing indigenous trees on the site. Existing indigenous plants on the site may count towards the survival targets. Refer to DELWP *Management standards for native vegetation offset sites, November 2021*– Planting management standard, for basic principles of planting on the site.

Use seed or tubestock (seedlings) from seed sourced as locally as possible and from the same soil type.

A species list has been provided with survival target numbers of plants (after 10 years). Refer to the Revegetation Planting Table 19 [insert additional table references as required].

If the landowner would prefer to use alternative or additional species to those listed in the Revegetation Planting Tables, then approval in writing from the Secretary’s representative must be obtained first.

**Table 17: Revegetation standards and timing** <keep this table to one page don’t let table cross pages>

|  |  |  |
| --- | --- | --- |
| **Standards** | **Deliverables** | **Timing** |
| Standard 1 –  Site Preparation | The landowner must for each Zone:   * Prepare the site to ensure optimal establishment of the vegetation * For areas where planting will occur complete at least 2 cycles of weed elimination * Collect indigenous seed on site and/or place order with local indigenous nursery. Refer to Table 19 [insert additional table references as required] for the species list and Table 18 for minimum species diversity targets and minimum survival targets | Years 1 – 3 |
| Standard 2 –  Establishment 1 | The landowner must for each Zone:   * Follow provenance principles. Please seek advice from a local indigenous nursery * Sow seeds or plant seedlings with species specified in Table 19 [insert additional table references as required] * Sow seeds or plant seedlings covering an area of a minimum of 50% of the Zone | No later than end of Year 3 |
| Standard 3 –  Establishment 2 | The landowner must for each Zone:   * Follow provenance principles. Please seek advice from a local indigenous nursery * Sow seeds or plant seedlings with species specified in Table 19 [insert additional table references as required] * Sow seeds or plant seedlings covering 100% of the Zone | No later than end of Year 4 |
| Standard 4 –  Survival & Diversity Target 1 | The Landowner must for each Zone:   * Ensure that at least 75% of the Survival Target is met as specified in Table 18 * Ensure that 75% of the Target Diversity for understorey life forms is met as specified in Table 18 | Year 5 |
| Standard 4 –  Survival & Diversity Target 2 | The Landowner must for each Zone:   * Ensure that 100% of the Survival Target is met as specified in Table 18 * Ensure that 100% of the Target Diversity for understorey life forms is met as specified in Table 18 | Years 6 – 10 |

**Table 18: Survival and Diversity Targets**

|  |  |  |
| --- | --- | --- |
| **Zone**(s) | **Survival Target**  **Number of plants/zone** | **Minimum Diversity Target for understorey life forms (excluding Overstorey)**  <6 for minimum and 10 for higher standard> |
| 1A | 100 | 6 |
|  |  |  |
|  |  |  |

**Table 19: Revegetation planting – species to be established and survival numbers**

[Revegetation planting Table(s) below should be completed for ***each*** zone.]

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Zone** | |  | | **Area available to be planted** | |  | |
| **EVC # and name** | |  | | | | | |
| **Bioregion** | |  | | | | | |
|  | |  |  | | **Survival Targets** [1] | | |
| **Life form** | | **Common name** [2] | **Scientific name** [2] | | **Density/ha** | | **Number of plants/zone** |
| **Overstorey**  **Canopy species** | |  |  | |  | |  |
| **Understorey** | **Understorey Trees and  Large Shrubs** (> 5 m tall) |  |  | |  | |  |
| **Medium Shrubs** (1-5 m tall) |  |  | |  | |  |
| **Small Shrubs** (<1 m tall) |  |  | |  | |  |
| **Large Tufted Graminoids** (>1 m tall) |  |  | |  | |  |
| **Total Survival Targets** | | | | |  | |  |
| [1] The minimum number of plants specified under survival targets for each category are the numbers required to be established by Year 10 of the management plan.  [2] Species outlined in this table are to be used to achieve the minimum survival and diversity targets. If the landowner would prefer to use alternative or additional species to those listed in this table, then approval in writing from the Secretary’s representative must be obtained first. | | | | | | | |

**Fencing**

[Describe the area to be fenced and fencing type to be used.

If the zone has scattered remnant canopy trees that are protected / or in the future may be protected and managed under a Native Vegetation Credit Register Landowner Agreement then include the wording for Scattered canopy trees, if this is not relevant then delete that section]

Threats, including stock and people (other than management/monitoring personnel), must be excluded from the site(s) at all times. The intention of fencing is to protect the site(s) from threats. The location of fencing is not important as long as the site(s) are protected from all threats in perpetuity.

*AND*

[If new fencing is required, otherwise delete:] Erect and maintain a fence according to the standards detailed in DELWP *Management standards for native vegetation offset sites, November 2021*- Fencing management standards (note under these standards, no strands may be barbed, and the bottom strand must not be electrified). [outline where fencing required e.g. site 1 around the perimeter / along the southern and western boundaries – or could list which sites require fencing and refer to Table 1 for details of fencing location and timing]. Fencing to be completed before seeds are sown or seedlings planted within the 3 year Site Preparation / Establishment 1 period.

*AND/OR*

[If no threat exists requiring fencing, otherwise delete] No threats to site X currently exist, if a threat arises immediately erect and maintain a fence around the perimeter of the site according to the standards detailed in DELWP *Management standards for native vegetation offset sites, November 2021*- Fencing management standards (note under these standards, no strands may be barbed, and the bottom strand must not be electrified).

Where fencing exists or is required, ensure all fencing around the perimeter of the site is maintained in good condition according to the standards detailed in DELWP *Management standards for native vegetation offset sites, November 2021*- Fencing management standards, for the term of the agreement.

If people (other than management/monitoring personnel) have ready access, is reasonably likely to have ready access, or becomes reasonably likely to have ready access, fencing must be erected and maintained (and gates locked, if present) to such a standard which protects the site(s) from being readily accessible by people. Signage must also be installed stating “conservation area, management access only”. [Where people are likely to have access currently, or in the foreseeable future, include additional detail on how access will be prevented. Wording of signage should be modified based on the likely threats. Where public access (eg. walking tracks) and/or vehicle tracks within the property is required, these must be excised from the offset site, and measures put in place to ensure people do not enter the offset site]

Where redundant fencing exists on site it is likely to pose a threat to native animals, especially if it is barbed. Wire from redundant fencing must be removed and disposed of at an appropriate facility

**Table 20: Fencing method and timing**

|  |  |  |  |
| --- | --- | --- | --- |
| **Site**(s) | **Method** | **Location for fencing and length** | **Timing** |
| Site X | Erect a new fence around the perimeter of the site according to the standards detailed DELWP *Management standards for native vegetation offset sites, November 2021*- Fencing management standards | Entire boundary – X km | Completed before seeds are sown or seedlings planted within the 3 Year Site Preparation / Establishment 1 period |
| Site X | Upgrade fencing around site X according to DELWP *Management standards for native vegetation offset sites, November 2021*- Fencing management standards | Southern and western boundary - approx. XX m | Completed before seeds are sown or seedlings planted within the 3 Year Site Preparation / Establishment 1 period |
| Site X | No threats to site X currently exist, if a threat arises, erect a fence around the perimeter of the site according to DELWP *Management standards for native vegetation offset sites, November 2021*- Fencing management standards. | Entire boundary – XXX m | Immediately on identification of threat |
| Site X | Redundant fencing exists in site X and must be removed. | Site X – approx.. XXX m | Within 3 months of commencement of the Agreement |
| All Sites | Maintain fencing around boundary of all sites in good condition according to DELWP *Management standards for native vegetation offset sites, November 2021*- Fencing management standards. Conduct regular monitoring to ensure all fencing meets the required standard. | Entire boundary around all sites where fencing exists or is required | Ongoing throughout each year (at least once per quarter) |

***Woody weeds***

**Elimination of all woody weeds**

All woody weeds on site must be eliminated[[3]](#footnote-4). Eliminate all woody weeds listed in Table 21 by the end of the <first/second year enter achievable year> of management using the methods outlined in Table 21. Indigenous plants should not be impacted during treatment.

Monitor throughout the year (at least quarterly) for any re-sprouting or seedlings and eradicate (either spot spray or hand pull) for the term of the Agreement.

Refer to DELWP *Management standards for native vegetation offset sites, November 2021*- Weed management standards.

**New and emerging woody weeds**

All new and emerging woody weeds must be eliminated. Monitor throughout the year for the term of the Agreement (at least quarterly), and eradicate any identified plants.

Refer to DELWP *Management standards for native vegetation offset sites, November 2021*- Weed management standards.

[under Native Vegetation Credit Register elimination of new and emerging woody weeds is a minimum standard. The text above is to be retained and this action included in each year in the final Management Actions Table(s).

Weeds can have a significant impact on native vegetation. Landowners must meet their obligations under the *Catchment and Land Protection Act 1994* (CaLP Act) with respect to eradicating regionally prohibited weeds and preventing the growth and spread of regionally controlled weeds. In the context of managing native vegetation, weeds are not restricted to those listed under the CaLP Act.]

**Table 21: Woody weeds to be controlled – method and timing**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Common name** | **Scientific name** | **Zone**(s) | **Method** | **Timing** |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  | All | Monitor for and eliminate all new and emerging woody weeds | Ongoing |

**Table 22: Total cover of woody weeds in the Zone**

|  |  |
| --- | --- |
| **Zone**(s) | **Total cover of all woody weeds (%)** |
|  |  |
|  |  |

**Herbaceous weeds**

**Control of all herbaceous weeds:**

Ensure that weed cover does not increase beyond current levels. Weeds listed in Table 23 were found on site. To ensure that weed cover does not increase, weeds must be controlled using the methods outlined in Table 23. Weed control must be undertaken annually for the first ten years, and as required to maintain or reduce weed cover thereafter. Monitor at least quarterly to assess weed cover, informing whether management commitments are being met, and inform which species/zones should be targeted for management. Treat weeds before the plant has flowered and set seed. Indigenous plants should not be impacted during treatment.

Refer to DELWP *Management standards for native vegetation offset sites, November 2021*- Weed management standards.

**New and emerging high threat herbaceous and grassy weeds**

Monitoring for new and emerging high threat herbaceous and grassy weeds should be conducted throughout the year for the term of the agreement, and any new and emerging high threat weeds eliminated.

Refer to DELWP *Management standards for native vegetation offset sites, November 2021*- Weed management standards.

[under Native Vegetation Credit Register elimination of new and emerging herbaceous weeds is a minimum standard. The text above is to be retained and this action included in each year in the final Management Actions Table(s).

Weeds can have a significant impact on native vegetation. Landowners must meet their obligations under the *Catchment and Land Protection Act 1994* (CaLP Act) with respect to eradicating regionally prohibited weeds and preventing the growth and spread of regionally controlled weeds. In the context of managing native vegetation, weeds are not restricted to those listed under the CaLP Act.]

**Table 23: Herbaceous weeds to be controlled – method and timing**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Common name** | **Scientific name** | **Zone**(s) | **Method** | **Timing** |
|  |  |  |  |  |
|  |  |  |  |  |

**Table 24: Total cover of herbaceous weeds in the Zone**

|  |  |  |
| --- | --- | --- |
| **Zone**(s) | **Total cover of all herbaceous and grassy weeds (%)** (including high threat herbaceous and grassy weeds) | **Total cover high threat herbaceous and grassy weeds** (%)  **<delete this column if not eliminating high threat weeds in any zones>** |
|  |  |  |
|  |  |  |

**Pest animals**

Under the *Catchment and Land Protection Act 1994* all landowners must take reasonable steps to prevent the spread of, and as far as possible eradicate, established pest animals on their land, including, but not limited to rabbits and foxes.

Under this management plan, all pest animals listed under the *Catchment and Land Protection Act 1994* must be controlled, with abundance, activity, and disturbance reduced to negligible levels (including no active rabbit warrens and fox dens).

Rabbits should be monitored at least quarterly and controlled throughout the year. If rabbit activity is detected on the site use an integrated approach in accordance with DELWP *Management standards for native vegetation offset sites, November 2021*– Pest animal management standard, which would involve fumigation, hand collapsing of burrows and baiting. Remove any carcasses to prevent poisoning of native predators.

Foxes are a threat to native fauna and should be controlled if found on your property. Fox dens where present must be destroyed through fumigation and hand collapse.

Remove rubbish. Disperse artificial piles of logs and rocks that may be used as harbour by pest animals. Do not remove indigenous plants, fallen logs or rocks from the site.

Continue to monitor and control rabbits and foxes all year round as well as any new and emerging pest animals.

Under Native Vegetation Credit Register control of rabbits and new and emerging pest animals is a minimum standard and must be included in the table below

Add text above, and within table regarding any additional CaLP Act pests that may pose a threat (eg.pigs, wild dogs, goats and hares)

**Table 25: Pest animals to be controlled – species, method and timing**

|  |  |  |  |
| --- | --- | --- | --- |
| **Zone**(s) | Common name | Method | Timing |
| All | Rabbits & Foxes | Fumigation and hand collapse of rabbit burrows and fox dens | Ongoing |
| All | Rabbits | Baiting |  |
| All | Rabbits | When baiting collect and dispose of carcasses to prevent poisoning of native predators |  |
| All | Rabbits & Foxes | Remove rubbish.]  Disperse artificial piles of logs and rocks that may be used as harbour by pest animals | Ongoing |
| All | Rabbits & foxes | Monitor and control | Ongoing |
| All | Add other CaLP species to this table, as relevant (pigs, goats, hares) |  |  |
| All | New & Emerging pest animals | Monitor and control | Ongoing |

**Control ALL high threats**

[This management action is only applicable where this commitment has been chosen – delete if not applicable.

Note improvement gain and eligibility for revegetation as an offset site is not available if a land manager is unable to control ALL high threats to establishing and achieving revegetation targets. If a manager has committed to controlling all high threats, the site management plan must contain the additional information as per the Native vegetation gain scoring manual V2. Refer to sections 3.9.3, 4.3, 5, Appendix 2 – Freehold Land and Appendix 3 – Crown Land and information below for details]

All high threats to native vegetation condition improvement including establishing and achieving revegetation targets, threats to soil structure, natural water flow, vegetation condition and the recruitment cycle and must be controlled, typical high threats requiring control include:

* In addition to pests listed under the *Catchment and Land Protection Act 1994*, grazing threats from species not listed under the Act, but considered as a pest animal due to their known environmental impact, such as deer and horses
* overgrazing by native animals including kangaroos, wallabies and possums
* inappropriate fire or flood regime
* inappropriate drainage
* threats to condition from vehicles including motorbikes
* illegal firewood collection / tree/log cutting or harvesting
* other threats as identified or that may appear during the 10-year active management period.

The aim of this commitment is for the landowner to go above and beyond that otherwise required by a standard management commitments, such as weed control and control of CaLP Act pest animals. Where high threats are described elsewhere in the Management Plan (e.g. weeds, rabbits), they should not be re-listed here. Rather, this section must outline other high threats that may be present (e.g. over-abundant macropods), and how they will be controlled.

Refer to the Assessment Report template for further information regarding threats, examples and the quantification of improvement gains for controlling all high threats.

Describe all current and potential high threats and include management actions for their control.

Include enough information so that the landowner is aware of current and potential high threats, and how to control them. Include actions for monitoring for new high threats and developing an integrated program of management and control actions for each new threat that is identified.

If a landowner or land manager has committed to controlling all high threats, the site management plan must contain the following additional information:

* identification of all on-site threats (e.g. grazing and browsing threats from introduced and native herbivores including deer, kangaroos, wallabies and possums, high threat weeds, inappropriate fire or flood regime, other threats as identified)
* the level of risk of each threat to establishing and achieving revegetation targets
* ongoing monitoring for presence, activity and disturbance from introduced and native herbivores or for relevant threat
* where possible an indication of numbers of and/or activity level and impact of threat at time of monitoring
* an integrated program of management and control actions to adequately control each threat. The program must be integrated to ensure all identified threats are addressed and managed through coordinated actions and at multiple times throughout each management year to ensure the control of all threats is sustained. The land manager must be able to demonstrate that the control actions can be maintained in the long-term
* controlling introduced animals and native herbivores must be through the necessary approvals required under relevant legislation
* control actions must be appropriate for the threat and location (e.g. for introduced animals and native herbivores shooting may be inappropriate in some locations, extensive exclusion fencing is likely not practical or achievable in the long term)]
* monitoring for new high threats and developing an integrated program of management and control actions for each new threat that is identified.

[note you can create your own table(s) to be in line with the table formatting through the rest of this document or tailor the one below]

For example:

**Table 26: High threat XXXX control method and timing**

|  |  |  |  |
| --- | --- | --- | --- |
| Site(s) | Description of high threat | Method for monitoring and control / Actions | Timing |
| Site X | Overabundant macropods | Insert method for monitoring and control / Actions  The management plan must not state that control is not required, as it establishes unclear expectations should populations increase, or impacts be underestimated. If macropod numbers are low, the management plan may state something similar as follows “Kangaroo populations and impacts must be monitored. Kangaroo control [insert control methods] will be required if populations are excessive and/or are observed to be impacting the recruitment of native plants. Relevant approvals must be obtained prior to controlling kangaroos within the site” |  |
| Site X | Deer | Insert method for monitoring and control / Actions  The management plan must state that “deer abundance and disturbance must be reduced to negligible levels” (as specified for the control ALL high threats commitment in the gain scoring manual) |  |
| Site X |  |  |  |
| All Sites |  |  |  |

**Fixed photopoints**

Photopoint monitoring is where repeat photographs are taken from a fixed point. They can show work done, results and improvement or deterioration in site condition over time. Photographs must be taken at photopoints at least once per year (ideally at a similar time to those taken for the original site assessment) and included in the Annual Report. Photopoints will be selected, with temporary markers installed, by site assessors in consultation with landowners and Trust for Nature. Landowners must permanently mark the photopoint with a post within 3 months of the agreement taking effect.

**Table 27: Fixed photopoint establishment and monitoring**

|  |  |  |
| --- | --- | --- |
| **Zone**(s) | **Method** | **Timing** |
| All | Replace temporary markers at fixed photopoints with permanent markers. | Within 3 months of commencement of the Agreement |
| All | Take photographs | Ongoing, at least once per year at approximately the same date and time as the original site assessment. |

**Rubbish**

The site(s) must be monitored for rubbish on a regular basis, and identified rubbish removed. No material may be stored on the site, and must be removed if identified.

**Annual Reporting**

This Landowner Agreement requires the landowner to monitor quarterly and submit a report annually for each year of the ten years of this management plan and thereafter at the reasonable request of the Secretary. Reports are to be submitted by the anniversary date of the execution of the agreement, using the Annual Report template provided by Trust for Nature.

The Annual Report addresses progress against the commitments set out in this Agreement. Annual Reports must provide enough detail in the form of written comments and supporting evidence that an assessor can easily determine the completion of, or progress towards meeting the commitments for each zone. A minimum of one piece of evidence is to be provided per management commitment, such as a work log, photographs of works, before/after photos, receipts/invoices for equipment, materials, labour or professional fees.

The monitoring observations and annual reporting must be submitted in the Monitoring and Annual Reporting template designed for this agreement during offset establishment.

Refer to the information sheets on Monitoring and Annual Reporting and Photopoint Monitoring for further detail.

**Maintaining native vegetation quality and condition in perpetuity**

This Landowner Agreement outlines management commitments and targets required to be achieved at the site to improve the quality and condition of native vegetation. At the completion of the 10-year active management period, the landowner is required to continue to undertake management to maintain native vegetation quality and condition at the site. This includes maintaining all 10-year and ongoing management commitments and targets in perpetuity.

[The Management Actions Table lists the actions required for each zone to achieve the 10 year and ongoing management commitments under the agreement. The table examples below are spread across years 1–3, 4, 5, and 6–10 to reflect the standards and deliverables for revegetation and the different management action requirements and timing for each of these; e.g. Revegetation (the first 3 years enable actions to achieve Site Preparation & Establishment 1, year 4 Establishment 2, year 5 is to continue to work toward achieving the Survival & Diversity Target, then years 6-10 are for achieving the Survival & Diversity Targets – replacing any unsuccessful plantings and maintaining living plant numbers for all life forms, ensuring 100% of survival targets and 100% of diversity targets for understorey life forms are met).]

**Table 28: Management Actions Table**

| **Year from Commencement: Site Preparation & Establishment 1: Years 1 – 3** | | | | | |
| --- | --- | --- | --- | --- | --- |
| **Zone**(s) | | **Management Action Description** | **Reference Table for action** | **Timing** | **Standard to be achieved** |
| **Fencing** | | |  |  |  |
| Site X | Erect a new fence around the entire boundary of the site – approx. X km | | Table 20 | Completed before seeds sown / seedlings planted | Erect fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard |
| Site X | Upgrade fencing around site X. Fencing requires upgrading along the southern and western boundary - approx. XX m | | Table 20 | Completed before seeds sown / seedlings planted | Upgrade fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard |
| Site X | No threats to site X currently exist, if a threat arises erect a fence immediately around the entire boundary of the site – approx. XXX m | | Table 20 | Immediately on identification of threat | Erect fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard |
| All Sites | Maintain fencing in good condition around entire boundary of all sites where fencing exists or is required. Conduct monitoring (at least quarterly) to ensure all fencing meets the required standard. | | Table 20 | Ongoing | Maintain fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard |
| **Woody Weeds** | | |  |  |  |
| XX | Monitor (at least quarterly) and eliminate all woody weeds. Refer to Table 21 for list of woody weeds, their control method and timing of actions  Monitor (at least quarterly) for any re-sprouting or seedlings and eradicate (either spot spray or hand pull) | | Table 21 & Table 22 | Refer to Table 21 | Eliminate all listed woody weeds, with no mature plants present by end of Year 2  <1% cover of all listed woody weeds, with no mature plants present at the end of Year 10  Minimise off-target damage (avoid all native plants) |
| All | Monitor (at least quarterly) and eliminate all new & emerging woody weeds | | n/a | Ongoing | <1% cover of all woody weeds at the end of Year 10 |
| **Herbaceous Weeds** | | |  |  |  |
| All | | Monitor (at least quarterly) and control all herbaceous weeds. Refer to Table 23 for list of herbaceous weeds, their control method and timing of actions | Table 23 & Table 24 | Refer to Table 23 | No increase in cover beyond the cover listed in Table 24 for each Zone for all herbaceous weeds  Minimise off-target damage (avoid all native plants) |
| All | | Monitor (at least quarterly) and eliminate all new & emerging herbaceous weeds | n/a | Ongoing | <1% cover of all new and emerging herbaceous weeds at the end of Year 10 |
| **Pest Animals** | | |  |  |  |
| All | | Monitor (at least quarterly) and control rabbits and foxes. Refer to Table 25 for a list of control methods and timing of actions | Table 25 | Ongoing  Refer to Table 25 | Abundance, activity, and disturbance reduced to negligible levels  No surface disturbance; no active rabbit warrens present; no active fox dens present  No rubbish; minimal artificial piles of logs and rocks |
| All | | Monitor (at least quarterly) and control all new and emerging pest animals | n/a | Ongoing | Control numbers of any new & emerging pest animals |
| **Revegetation Planting** | | |  |  |  |
| X0, X0 | | Collect indigenous seed on site and/or place order with local indigenous nursery. Refer to Table 19 [insert additional table references as required] for species list and Table 18 for minimum survival targets and minimum species diversity targets | Revegetation standards & timing Table 17  Revegetation Planting Table Table 19  Survival and diversity targets Table 18 | Years 1 - 3 | Collect seed / propagate tubestock (seedlings) for species listed in Table 19 [insert additional table references as required] from seed sourced on site or as locally as possible and from the same soil type  Provenance principles should be followed. Please seek advice from a local indigenous nursery |
|  | | Prepare the site to ensure optimal establishment of the vegetation  For areas where planting will occur complete at least 2 cycles of weed elimination | Revegetation standards & timing Table 1 | Years 1 - 3 | To ensure plants have greatest chance of survival, planting areas should have minimal or no weed cover  Undertake revegetation activities outside of the canopy drip-line of all indigenous trees and avoid disturbing any existing native vegetation, including native grasses |
|  | | Sow seeds / plant seedlings with species specified for the Zone and guard seedlings if required. Refer to Table 19 [insert additional table references as required] for the species list and Table 2 for minimum survival targets and minimum species diversity targets | Revegetation standards & timing Table 17  Revegetation Planting Table Table 19  Survival and diversity targets Table 18 | Years 1 - 3 | By the end of Year 3 – sow seeds or plant seedlings covering an area of a minimum of 50% of the Zone  Only species specified for the Zone have been sown/planted  Provenance principles should be followed. Please seek advice from a local indigenous nursery  Plant seedlings / Direct seed outside of the canopy drip-line of all indigenous trees and avoid disturbing any existing native vegetation, including native grasses |
| **Control ALL high threats** | | |  |  |  |
| XX, XX | | Control All high threats to establishing and achieving revegetation targets and maintaining native vegetation condition improvement. Refer to management action description and Table 26 for list of high threats and an integrated program of monitoring and control actions including method and timing of actions | Table 26 | Ongoing | No increase in, and where possible a reduction of presence, activity and impact of identified threat(s) from levels recorded at commencement date |
| XX, XX | | Monitor (at least quarterly) for new high threats and for each new threat identified - develop an integrated program of management and control actions to be implemented | Table 26 | Ongoing | Develop an integrated program of management and control actions for DELWP approval within 3 months of identification of threat.  Implement program upon DELWP approval. |
|  | |  |  |  |  |
|  | |  |  |  |  |
| **Annual reporting** | | |  |  |  |
| All | | Replace temporary markers at fixed photopoints with permanent markers | Table 27 | Within three months of commencement of the Agreement | Permanent markers established at each photopoint |
| All | | Photographs taken at each photopoint | Table 27 | Same time of year, annually | Photographs taken at each photopoint, in same direction, annually |
| All | | Prepare and submit an annual report on the template provided | n/a | Submit at least 2 months prior to agreement anniversary date | Site is monitored at least quarterly. Annual report is signed, dated and submitted by the landowner at least 2 months prior to the anniversary date of the agreement  Report provides enough detail in the form of written comments and supporting evidence that an assessor can easily determine the completion of / progress against the commitments for each zone  Obligations of the landowner (compliance with section 6 of the Landowner Agreement) have been met and the obligations form is read, signed, dated and submitted with the annual report |

| **Year from Commencement: Establishment 2: Year 4** | | | | | |
| --- | --- | --- | --- | --- | --- |
| **Zone**(s) | | **Management Action Description** | **Reference Table for action** | **Timing** | **Standard to be achieved** |
| **Fencing** | | |  |  |  |
| Site X | No threats to site X currently exist, if a threat arises erect a fence immediately around the entire boundary of the site – approx. XXX m | | Table 20 | Immediately on identification of threat | Erect fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard |
| All Sites | Maintain fencing in good condition around entire boundary of all sites where fencing exists or is required. Conduct monitoring (at least quarterly) to ensure all fencing meets the required standard. | | Table 20 | Ongoing | Maintain fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard |
| **Woody Weeds** | | |  |  |  |
| XX | Monitor (at least quarterly) and eliminate all woody weeds.  Monitor (at least quarterly) any re-sprouting or seedlings and eradicate (either spot spray or hand pull) | | Table 21 & Table 22 | Refer to Table 21 | <1% cover of all listed woody weeds, with no mature plants present at the end of Year 10.  Minimise off-target damage (avoid all native plants) |
| All | Monitor for (at least quarterly) and eliminate all new & emerging woody weeds | | n/a | Ongoing | <1% cover of all woody weeds at the end of Year 10 |
| **Herbaceous Weeds** | | |  |  |  |
| All | | Monitor (at least quarterly) for and control all herbaceous weeds. Refer to Table 23 for list of herbaceous weeds, their control method and timing of actions | Table 23 & Table 24 | Refer to Table 23 | No increase in cover beyond the cover listed in Table 24 for each Zone for all herbaceous weeds  Minimise off-target damage (avoid all native plants) |
| All | | Monitor (at least quarterly) and eliminate all new & emerging herbaceous weeds | n/a | Ongoing | <1% cover of all new and emerging herbaceous weeds at the end of Year 10 |
| **Pest Animals** | | |  |  |  |
| All | | Monitor (at least quarterly) and control rabbits and foxes. Refer to Table 25 for a list of control methods and timing of actions | Table 25 | Ongoing  Refer to Table 25 | Abundance, activity, and disturbance reduced to negligible levels  No surface disturbance; no active rabbit warrens present; no active fox dens present  No rubbish; minimal artificial piles of logs and rocks |
| All | | Monitor (at least quarterly) and control all new and emerging pest animals | n/a | Ongoing | Control numbers of any new & emerging pest animals |
| **Revegetation Planting** | | |  |  |  |
|  | | Sow seeds / plant seedlings with species specified for the Zone and guard seedlings if required. Refer to Table 19 [insert additional table references as required] for the species list and Table 18 for minimum survival targets and minimum species diversity targets  Replace unsuccessful seedlings where required | Revegetation standards & timing Table 17  Revegetation Planting Table Table 19  Survival and diversity targets Table 18 | Year 4 | By the end of Year 4 – sow seeds or plant seedlings covering an area of a minimum of 100% of the Zone  Only species specified for the Zone have been sown/planted  Provenance principles should be followed. Please seek advice from a local indigenous nursery  Plant seedlings / Direct seed outside of the canopy drip-line of all indigenous trees and avoid disturbing any existing native vegetation, including native grasses |
|  | | Undertake selective weed control post planting |  |  | Minimise off-target damage (avoid all native plants) |
| **Control ALL high threats** | | |  |  |  |
| XX, XX | | Control All high threats to establishing and achieving revegetation targets and maintaining native vegetation condition improvement. Refer to management action description and Table 26 for list of high threats and an integrated program of monitoring and control actions including method and timing of actions | Table 26 | Ongoing | No increase in, and where possible a reduction of presence, activity and impact of identified threat(s) from levels recorded at commencement date |
| XX, XX | | Monitor (at least quarterly) for new high threats and for each new threat identified - develop an integrated program of management and control actions to be implemented | Table 26 | Ongoing | Develop an integrated program of management and control actions for DELWP approval within 3 months of identification of threat.  Implement program upon DELWP approval. |
|  | |  |  |  |  |
|  | |  |  |  |  |
| **Annual reporting** | | |  |  |  |
| All | | Photographs taken at each photopoint | Table 27 | Same time of year, annually | Photographs taken at each photopoint, in same direction, annually |
| All | | Prepare and submit an annual report on the template provided | n/a | Submit at least 2 months prior to agreement anniversary date | Site is monitored at least quarterly. Annual report is signed, dated and submitted by the landowner at least 2 months prior to the anniversary date of the agreement  Report provides enough detail in the form of written comments and supporting evidence that an assessor can easily determine the completion of / progress against the commitments for each zone  Obligations of the landowner (compliance with section 6 of the Landowner Agreement) have been met and the obligations form is read, signed, dated and submitted with the annual report |

| **Year from Commencement: Survival & Diversity Target 1: Year 5** | | | | | |
| --- | --- | --- | --- | --- | --- |
| **Zone**(s) | | **Management Action Description** | **Reference Table for action** | **Timing** | **Standard to be achieved** |
| **Fencing** | | |  |  |  |
| Site X | No threats to site X currently exist, if a threat arises erect a fence immediately around the entire boundary of the site – approx. XXX m | | Table 20 | Immediately on identification of threat | Erect fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard |
| All Sites | Maintain fencing in good condition around entire boundary of all sites where fencing exists or is required. Conduct monitoring (at least quarterly) to ensure all fencing meets the required standard. | | Table 20 | Ongoing | Maintain fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard |
| **Woody Weeds** | | |  |  |  |
| XX | Monitor (at least quarterly) for any re-sprouting or seedlings and eradicate (either spot spray or hand pull) | | Table 21 & Table 22 | Refer to Table 21 | <1% cover of all listed woody weeds, with no mature plants present at the end of Year 10  Minimise off-target damage (avoid all native plants) |
| All | Monitor (at least quarterly) and eliminate all new & emerging woody weeds | | n/a | Ongoing | <1% cover of all woody weeds at the end of Year 10 |
| **Herbaceous Weeds** | | |  |  |  |
| All | | Monitor (at least quarterly) for and control all herbaceous weeds. Refer to Table 23 for list of herbaceous weeds, their control method and timing of actions | Table 23 & Table 24 | Refer to Table 23 | No increase in cover beyond the cover listed in Table 24 for each Zone for all herbaceous weeds  Minimise off-target damage (avoid all native plants) |
| All | | Eliminate all new & emerging herbaceous weeds | n/a | Ongoing | <1% cover of all new and emerging herbaceous weeds at the end of Year 10 |
| **Pest Animals** | | |  |  |  |
| All | | Monitor (at least quarterly) and control rabbits and foxes. Refer to Table 25 for a list of control methods and timing of actions | Table 25 | Ongoing  Refer to Table 25 | Abundance, activity, and disturbance reduced to negligible levels  No surface disturbance; no active rabbit warrens present; no active fox dens present  No rubbish; minimal artificial piles of logs and rocks |
| All | | Monitor (at least quarterly) and control all new and emerging pest animals | n/a | Ongoing | Control numbers of any new & emerging pest animals |
| **Revegetation Planting** | | |  |  |  |
|  | | Replace unsuccessful seedlings and guard if required. Refer to Table 19 [insert additional table references as required] for the species list and Table 18 for minimum survival targets and minimum species diversity targets | Revegetation standards & timing Table 17  Revegetation Planting Table Table 19  Survival and diversity targets Table 18 | Ongoing | Ensure that at least 75% of the Survival Target is met for the Zone as specified in Table 18 Ensure that at least 75% of the Target Diversity of understorey life forms for the Zone is met as specified in Table 18 Only species specified for the Zone have been sown/planted  Provenance principles should be followed. Please seek advice from a local indigenous nursery  Plant seedlings outside of the canopy drip-line of all indigenous trees and avoid disturbing any existing native vegetation, including native grasses |
|  | | Undertake selective weed control post planting |  |  | Minimise off-target damage (avoid all native plants) |
| **Control ALL high threats** | | |  |  |  |
| XX, XX | | Control All high threats to establishing and achieving revegetation targets and maintaining native vegetation condition improvement. Refer to management action description and Table 26 for list of high threats and an integrated program of monitoring and control actions including method and timing of actions | Table 26 | Ongoing | No increase in, and where possible a reduction of presence, activity and impact of identified threat(s) from levels recorded at commencement date |
| XX, XX | | Monitor (at least quarterly) for new high threats and for each new threat identified - develop an integrated program of management and control actions to be implemented | Table 26 | Ongoing | Develop an integrated program of management and control actions for DELWP approval within 3 months of identification of threat.  Implement program upon DELWP approval. |
|  | |  |  |  |  |
|  | |  |  |  |  |
| **Annual reporting** | | |  |  |  |
| All | | Photographs taken at each photopoint | Table 27 | Same time of year, annually | Photographs taken at each photopoint, in same direction, annually |
| All | | Prepare and submit an annual report on the template provided | n/a | Submit at least 2 months prior to agreement anniversary date | Annual report is signed, dated and submitted by the landowner at least 2 months prior to the anniversary date of the agreement  Report provides enough detail in the form of written comments and supporting evidence that an assessor can easily determine the completion of / progress against the commitments for each zone  Obligations of the landowner (compliance with section 6 of the Landowner Agreement) have been met and the obligations form is read, signed, dated and submitted with the annual report |

| **Year from Commencement: Survival & Diversity Target 2: Years 6 – 10** | | | | | |
| --- | --- | --- | --- | --- | --- |
| **Zone**(s) | | **Management Action Description** | **Reference Table for action** | **Timing** | **Standard to be achieved** |
| **Fencing** | | |  |  |  |
| Site X | No threats to site X currently exist, if a threat arises erect a fence immediately around the entire boundary of the site – approx. XXX m | | Table 20 | Immediately on identification of threat | Erect fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard |
| All Sites | Maintain fencing in good condition around entire boundary of all sites where fencing exists or is required. Conduct monitoring (at least quarterly) to ensure all fencing meets the required standard | | Table 20 | Ongoing | Maintain fencing to DELWP *Management standards for native vegetation offset sites, November 2021*– Fencing management standard |
| **Woody Weeds** | | |  |  |  |
| XX | Monitor (at least quarterly) for any re-sprouting or seedlings and eradicate (either spot spray or hand pull) | | Table 21 & Table 22 | Refer to Table 21 | <1% cover of all listed woody weeds, with no mature plants present at the end of Year 10Minimise off-target damage (avoid all native plants) |
| All | Monitor (at least quarterly) and eliminate all new & emerging woody weeds | | n/a | Ongoing | <1% cover of all woody weeds at the end of Year 10 |
| **Herbaceous Weeds** | | |  |  |  |
| All | | Monitor (at least quarterly) and eliminate all high threat herbaceous and weeds. Refer to Table X for list of herbaceous weeds, their control method and timing of actions | Table 23 & Table 24 | Refer to Table 23 | No increase in cover beyond the cover listed in Table 24 for each Zone for all herbaceous weeds  Minimise off-target damage (avoid all native plants) |
| All | | Monitor (at least quarterly) and eliminate all new and emerging herbaceous weeds | n/a | Ongoing | <1% cover of all new and emerging herbaceous weeds at the end of Year 10 |
| **Pest Animals** | | |  |  |  |
| All | | Monitor (at least quarterly) and control rabbits and foxes. Refer to Table 25 for a list of control methods and timing of actions | Table 25 | Ongoing  Refer to Table 25 | Abundance, activity, and disturbance reduced to negligible levels  No surface disturbance; no active rabbit warrens present; no active fox dens present  No rubbish; minimal artificial piles of logs and rocks |
| All | | Monitor (at least quarterly) and control all new and emerging pest animals | n/a | Ongoing | Control numbers of any new & emerging pest animals |
| **Revegetation Planting** | | |  |  |  |
|  | | Replace unsuccessful seedlings and guard if required. Refer to Table 19 [insert additional table references as required] for the species list and Table 18 for minimum survival targets and minimum species diversity targets | Revegetation standards & timing Table 17  Revegetation Planting Table Table 19  Survival and diversity targets Table 18 | Ongoing | Ensure that 100% of the Survival Target is met for the Zone as specified in Table 18  Ensure that 100% of the Target Diversity of understorey life forms for the Zone is met as specified in Table 18  Only species specified for the Zone have been sown/planted  Provenance principles should be followed. Please seek advice from a local indigenous nursery  Plant seedlings outside of the canopy drip-line of all indigenous trees and avoid disturbing any existing native vegetation, including native grasses |
|  | | Undertake selective weed control post planting |  |  | Minimise off-target damage (avoid all native plants) |
| **Control ALL high threats** | | |  |  |  |
| XX, XX | | Control All high threats to establishing and achieving revegetation targets and maintaining native vegetation condition improvement. Refer to management action description and Table 26 for list of high threats and an integrated program of monitoring and control actions including method and timing of actions | Table 26 | Ongoing | No increase in, and where possible a reduction of presence, activity and impact of identified threat(s) from levels recorded at commencement date |
| XX, XX | | Monitor (at least quarterly) for new high threats and for each new threat identified - develop an integrated program of management and control actions to be implemented | Table 26 | Ongoing | Develop an integrated program of management and control actions for DELWP approval within 3 months of identification of threat.  Implement program upon DELWP approval. |
|  | |  |  |  |  |
|  | |  |  |  |  |
| **Annual reporting** | | |  |  |  |
| All | | Photographs taken at each photopoint | Table 27 | Same time of year, annually | Photographs taken at each photopoint, in same direction, annually |
| All | | Prepare and submit an annual report on the template provided | n/a | Submit at least 2 months prior to agreement anniversary date | Site is monitored at least quarterly. Annual report is signed, dated and submitted by the landowner at least 2 months prior to the anniversary date of the agreement  Report provides enough detail in the form of written comments and supporting evidence that an assessor can easily determine the completion of / progress against the commitments for each zone  Obligations of the landowner (compliance with section 6 of the Landowner Agreement) have been met and the obligations form is read, signed, dated and submitted with the annual report |

1. Eliminate means to reduce weed cover to less than one per cent with no mature individuals present. This means that by the time stated in the management plan the presence of the weed or weeds is negligible. The presence of occasional scattered seedlings (which should be removed ongoing) still constitutes negligible cover. [↑](#footnote-ref-2)
2. Eliminate means to reduce weed cover to less than one per cent with no mature individuals present. This means that by the time stated in the management plan the presence of the weed or weeds is negligible. The presence of occasional scattered seedlings (which should be removed ongoing) still constitutes negligible cover. [↑](#footnote-ref-3)
3. Eliminate means to reduce weed cover to less than one per cent with no mature individuals present. This means that by the time stated in the management plan the presence of the weed or weeds is negligible. The presence of occasional scattered seedlings still constitutes negligible cover. [↑](#footnote-ref-4)