Shire of Mundaring
Private Land Conservation Incentives
Strategy and Action Plan

Final Report

February 2009
Table of Contents

EXECUTIVE SUMMARY .................................................................................................................... 2

1. INTRODUCTION .......................................................................................................................... 3
   1.1 WHAT IS THE COMMITMENT FROM THE SHIRE? .......................................................... 3
   1.2 WHAT IS AN INCENTIVE FOR PRIVATE LAND CONSERVATION? .......................... 4
   1.3 ABOUT THIS STRATEGY ................................................................................................. 4
   1.4 TYPES OF INCENTIVES ................................................................................................. 5
   1.5 STRATEGY AIM .................................................................................................................... 6
   1.6 WHO MAY BE ELIGIBLE TO RECEIVE INCENTIVES? ................................................ 7

2. OBJECTIVES FOR THIS STRATEGY .......................................................................................... 9

3. BACKGROUND ............................................................................................................................ 10
   3.1 DISCUSSION PAPER (EMRC, 2007) ............................................................................. 10
   3.2 SHIRE OF MUNDARING LANDHOLDER SURVEY ....................................................... 10
   3.3 CURRENT INCENTIVE OPPORTUNITIES FOR LANDHOLDERS IN MUNDARING SHIRE 12
      3.3.1 The Eastern Hills Catchment Management Program (EHCMP) ............................... 12
      3.3.2 Other assistance provided by Shire to landowners ................................................. 13
      3.3.3 Stewardship programs ............................................................................................ 13

4. GUIDELINES FOR FOCUSING INVESTMENT FOR INCENTIVES ......................................... 14
   4.1 GENERAL GUIDELINES ................................................................................................. 14
   4.2 GUIDELINES FOR IDENTIFYING PRIORITY AREAS .................................................... 15

5. INCENTIVES PROPOSED FOR THIS STRATEGY ..................................................................... 18
   5.1 RECOMMENDED STRATEGY FRAMEWORK .................................................................. 18
      5.1.1 Stewardship Program ............................................................................................. 18
      5.1.2 Local Grants Program ............................................................................................. 19
      5.1.3 Rate Relief ............................................................................................................... 19
      5.1.4 Links to Existing Programs and Resources ............................................................. 20
   5.2 STEWARDSHIP PROGRAM ............................................................................................. 22
      5.2.1 Recommended Implementation .............................................................................. 22
      5.2.2 Estimate of the Shire of Mundaring’s Financial Commitment ............................... 24
      5.2.3 Timeframes .............................................................................................................. 24
   5.3 GRANTS PROGRAM ............................................................................................................. 24
      5.3.1 Key Commitments .................................................................................................... 25
      5.3.2 Management Payments ........................................................................................... 26
   5.4 LINKAGE TO EXISTING PROGRAMS AND RESOURCES ............................................... 26

6. ACTION PLAN ............................................................................................................................. 28

7. REFERENCES ............................................................................................................................... 31
List of Tables

Table 1: Financial based incentives
Table 2: Stewardship based incentives
Table 3: External incentives
Table 4: Sources for incentive funding
Table 6: Local Natural areas in the Shire of Mundaring by lot size
Table 7: Determination of conservation priorities
Table 8: Summary of actions to implement the Shire’s Incentives Strategy

List of figures

Figure 1: Conservation priority assessment of Local Natural Areas
Figure 2: Framework for Private Land Conservation in Mundaring

Acronyms

EAC  Environmental Advisory Committee
EHCMP  Eastern Hills Catchment Management Program
EMRC  Eastern Metropolitan Regional Council
LNA  Local Natural Areas
LPS  Local Planning Strategy
NAIA  Natural Area Initial Assessment (templates)
NRM  Natural Resource Management
PLC  Private Land Conservation
TCUP  Tree Canopy and Understorey Program
TPS4  Town Planning Scheme 4 (as proposed in the future for the Shire)
Executive Summary

Eco Logical Australia and Ironbark Environmental have been jointly engaged by the Shire of Mundaring to prepare this Private Land Conservation Incentives Strategy and Action Plan. The Strategy presents a number of proposals to be considered by Council to be delivered to landowners in the short and long term. Mundaring Shire continues to support landowners who actively manage bushland on their properties, and this document is designed to help implement the Shire’s draft Local Biodiversity Strategy, and contribute to regional conservation objectives under the Perth Region NRM Strategy.

Indeed, the aim of this Strategy and Action Plan is to encourage practical conservation actions on land with important conservation values held under private ownership and to increase its protection and management. This will support the existing network of conservation lands and strategic conservation efforts within the Shire.

Key commitments for the stewardship program are outlined in section 5.2.1 and include funds to employ a Stewardship Officer part-time (0.5 FTE), and establishing a partnership with at least one other organisation (e.g. Local Government) to increase the funding base of the program and ensure a substantive 0.5 FTE position can be created.

Key commitments for the grants program are outlined in section 5.3.1 which include the Shire funding a devolved grants program with $40,000 over 4 years, ($10,000 per annum), and use this to seek matching funding from an external organisation to assist capacity building.

These and other actions are presented as part of an action plan in Section 6 of this document.

It is recommended that participation in the incentives program remain as flexible and opportunistic as possible, with a focus as much on landholders with priority ecological values as to those that are enthusiastic about protecting and conserving biodiversity values on their land. Targeting important biodiversity values needs to be balanced with the positive effect of increased participation in the incentives program across the shire.
1. Introduction

Mundaring is unique in having over 6,700 hectares of bushland and habitat on private land. This bushland complements over 35,000 ha of State forest and conservation reserves, often linking public conservation areas, or occurring where there are no public reserves. 4,700 properties also have creek lines, making them very important for the protection of water resources and associated habitats.

Shire support of landowners who actively manage bushland on their properties makes sense for a number of reasons:

1) Our community places a high value on local bushland, and wants it managed for conservation wherever possible;
2) Local support provides the ability to focus on local environmental priorities. This complements the work of the State and Federal Governments and regional NRM groups;
3) Private land conservation has a direct effect on ecosystem services at a local level through the provision of clean water, healthy and productive soils, fresh air and public amenity. These benefits, whilst sometimes intangible, have an obvious effect on economic and social well being of the local community;
4) As the Shire continues to grow, the challenge is to effectively balance the protection of biodiversity values with the needs of an expanding community. Supporting landowners who actively manage conservation values on their property is an important part of this balance; and
5) Western Australia is one of the world’s 34 recognised biodiversity hotspots and the Shire has a moral responsibility to help others conserve biodiversity.

This strategy is therefore designed to help implement the Shire’s draft Local Biodiversity Strategy, and contribute to regional conservation objectives under the Perth Region NRM Strategy.

1.1 What is the commitment from the Shire?

This document sets the groundwork for a long-term approach to private land conservation incentives for the Shire of Mundaring.

The Shire of Mundaring already has a strong environmental focus and supports a number of programs which assist landowners with natural areas (See Section 3.3). The proposals in this Strategy aim to complement existing programs, and where practical be integrated with them. For practical reasons, the incentives strategy focuses on larger lots. It recommends that the Shire act on developing each of the three main types of incentives in a staged manner: financial incentives, a stewardship program, and, in the longer term, appropriate development-based incentives. In this strategy, detailed guidance is provided on implementing both a stewardship program and a grants program.
Key commitments for the stewardship program are outlined in section 5.2.1 and include funds to employ a Stewardship Officer part-time (0.5 FTE), and establishing a partnership with at least one other organisation (e.g. Local Government) to increase the funding base of the program and ensure a substantive 0.5 FTE position can be created. Key commitments for the grants program are outlined in section 5.3.1 which include the Shire funding a devolved grants program with $40,000 over 4 years, ($10,000 per annum), and use this to seek matching funding from an external organisation to assist capacity building.

1.2 What is an incentive for private land conservation?

An incentive for private land conservation is a financial or non-financial inducement intended to motivate landowners to conserve natural areas on their properties. Incentives are voluntarily entered into by landowners. The provision of these incentives demonstrates a commitment to biodiversity conservation and acknowledges the efforts of private landholders.

Types of incentives are described in Tables 1 to 4. Incentives proposed in this Strategy are described in Section 5.

Plate 1: Weed spraying requires training and technical advice that could be offered as part of an incentives package to private landholders.

1.3 About this Strategy

Eco Logical Australia and Ironbark Environmental have been jointly engaged by the Shire of Mundaring to prepare this Private Land Conservation Incentives Strategy and Action Plan (the Strategy). The Strategy presents a number of proposals to be considered by Council to be delivered to landowners in the short and long term.
This Strategy has been developed after reviewing various key documents, interviews with staff, and an assessment of similar programs elsewhere in WA. These include a draft discussion paper produced as a precursor to this Strategy (Eastern Metropolitan Regional Council, 2007). A summary of this and other key documents is provided in Sections 3.1 to 3.3.

1.4 Types of incentives

Tables 1 to 4 provide a brief overview of incentive options available for private land conservation in Australia, some of which will be drawn from to produce this strategy. Further detail can be found in the Draft PLC discussion paper (Eastern Metropolitan Regional Council, 2007). The incentives have been grouped into one of five categories. Please note that some of these incentives may not be relevant to the Shire of Mundaring at this time.

Table 1: Financial based incentives

<table>
<thead>
<tr>
<th>Type of Incentive</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rate Rebates</td>
<td>Rate rebates (or discounts) provide ongoing financial recognition of the conservation efforts of landholders on behalf of the wider community. In return for a reduction in rates the landholder agrees to maintain the land, conserve remnant vegetation or take other agreed conservation measures. A differential rate can also be used to achieve similar objectives for vegetation conservation, based on use and zoning of the land (Bateson, 2001)</td>
</tr>
<tr>
<td>Grants</td>
<td>Grant programs provide direct financial support for materials or labour for conservation works to individual landholders or groups of landholders providing on the ground works or stewardship.</td>
</tr>
<tr>
<td>Auctions of Environmental Services</td>
<td>Landholders providing conservation management can compete for funding to get these actions paid for by an appropriate funding body</td>
</tr>
</tbody>
</table>

Table 2: Stewardship based incentives

<table>
<thead>
<tr>
<th>Type of Incentive</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training</td>
<td>Important motivational incentives, both Informal and formal, often free or low cost workshops and sometimes help on private properties. Training is usually targeted at looking after the local environment, but can also involve training residents in self assessment and monitoring techniques (Bateson, 2001).</td>
</tr>
<tr>
<td>Technical Advice/ Environmental Management Planning/Stewardship Support</td>
<td>Assistance in the development of management and property plans that guide the activities required to manage biodiversity on private land</td>
</tr>
<tr>
<td>Equipment &amp; Labour Subsidies</td>
<td>Access to materials such as seedlings, DIY dieback kits and equipment as well as provision for supplied labour</td>
</tr>
<tr>
<td>Recognition</td>
<td>A method of demonstrating appreciation of the benefit the community receives from volunteers that provide a positive impact on the local environment; this may include local award schemes facilitated by Council.</td>
</tr>
<tr>
<td>Mentoring Networks</td>
<td>Promotion of community groups and volunteer networks, which help residents come together and discuss conservation management issues</td>
</tr>
</tbody>
</table>
### Table 3: External incentives

<table>
<thead>
<tr>
<th>Type of Incentive</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income Tax deductions for conservation covenants</td>
<td>Tax deduction incentives available to owners who enter a conservation covenant, where the covenant may decrease future prospects for development on the land</td>
</tr>
<tr>
<td>Land tax Alleviation</td>
<td>Relief from land tax for private land with valuable native vegetation under a conservation covenant</td>
</tr>
</tbody>
</table>

### Table 4: Sources for incentive funding

<table>
<thead>
<tr>
<th>Type of Incentive</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental Levies</td>
<td>Levies involve a flat charge on households applied by Council that can be used to support specific environmental programs by raising the needed revenue. The levy also highlights to the community the environmental benefits (Bateson, 2001).</td>
</tr>
<tr>
<td>Developer Contributions</td>
<td>Contributions or levies required by a Council which can help provide the community with possible funding for incentives or open space/bushland.</td>
</tr>
<tr>
<td>External funds</td>
<td>Matching funding can be obtained from organisations such as the Perth NRM Region to establish a PLC Strategy or undertake on-ground actions. However, ongoing funding will need to demonstrate that NRM values of regional significance are being protected and managed.</td>
</tr>
</tbody>
</table>

#### 1.5 Strategy Aim

The aim of this Strategy and Action Plan is to encourage practical conservation actions on land with important conservation values held under private ownership and to increase its protection and management. This will support the existing network of conservation lands and strategic conservation efforts within the Shire.

The Draft Discussion Paper (Mundaring Shire, 2007) provided a set of principal objectives, which have been used to develop the aims and objectives of this strategy.

Objectives identified in the Draft Private Land Conservation Discussion Paper were:

- Provide a framework for action to improve biodiversity conservation on private land in the Shire;
- Establish a set of proactive and achievable targets to protect biodiversity values in the Shire of Mundaring (tied in with the aims of the Local Biodiversity Strategy, which will play a key role in achieving this objective);
- Ensure that the community understands, appreciates and values the unique biodiversity of the local region and is prepared to support collective action that is required for its conservation;
- Identify and document the opportunities and constraints related to a range of incentives and support programs for biodiversity conservation on private land; and
• Guide future planning and management in relation to biodiversity on private land in relation to Town Planning Scheme No. 4 and the Local Biodiversity Strategy.

1.6 Who may be eligible to receive incentives?

As explained in Section 4.1, this Strategy recommends targeting landowners with land mapped as a high conservation priority (see Figure 1) whilst at the same time continuing to assist a broader range of landowners who may be interested in active conservation.

For practical reasons, it is important that the incentives strategy focuses on larger lots. Natural areas occur on over 4534 properties in the Shire, but over 80% of the natural areas in the Shire (by area) occur on 1891 properties that are 2 ha or larger.

Residents on smaller lots should already be able to access assistance for on-ground management through programs such as the Eastern Hills Catchment Management program (See Section 3.3.1) and training days with Bush Skills for the Hills and other organisations such as Heavenly Hectares.

Plate 2: A variety of landholders may be eligible for incentives on their land to assist with a range of actions, such as planting and restoration.
### Table 6: Shire of Mundaring Natural areas by lot size (Perth Biodiversity Project, 2008).

<table>
<thead>
<tr>
<th>Size Class (ha)</th>
<th>Number of Properties</th>
<th>Veg Area (ha)</th>
<th>Property Area (ha)</th>
<th>Average area of LNA per lot (ha)</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 1</td>
<td>1799</td>
<td>344.5</td>
<td>651.7</td>
<td>0.2</td>
</tr>
<tr>
<td>1 - 2</td>
<td>844</td>
<td>815.1</td>
<td>1331.3</td>
<td>1.0</td>
</tr>
<tr>
<td>2 - 5</td>
<td>1371</td>
<td>1872.0</td>
<td>3575.5</td>
<td>1.4</td>
</tr>
<tr>
<td>5 - 10</td>
<td>213</td>
<td>550.2</td>
<td>1540.3</td>
<td>2.6</td>
</tr>
<tr>
<td>10 - 20</td>
<td>119</td>
<td>437.6</td>
<td>1596.2</td>
<td>3.7</td>
</tr>
<tr>
<td>20 - 50</td>
<td>113</td>
<td>820.7</td>
<td>3596.9</td>
<td>7.3</td>
</tr>
<tr>
<td>&gt; 50</td>
<td>75</td>
<td>1866.5</td>
<td>25072.9</td>
<td>24.9</td>
</tr>
<tr>
<td>TOTAL</td>
<td>4534</td>
<td>6707</td>
<td>37365</td>
<td></td>
</tr>
</tbody>
</table>

This Strategy will therefore not generally apply to land on residential zonings or land that is zoned as Rural Landscape Living which is less than 2 hectares in size. Exceptions to this may apply where rare and threatened species and ecological communities exist on small lots.
2. Objectives for this strategy

This Strategy aims to be a key tool in increasing protection and management of high conservation values that are in place on privately owned land. Giving due consideration to the objectives outlined in the draft discussion paper, this Strategy proposes to strengthen and improve private land conservation through the following objectives:

- Provide a realistic mechanism for delivering private land conservation of biological diversity in the Shire of Mundaring that is affordable to Council in the long term, but achievable in the short term;
- Focus incentives investment on land with high priority biodiversity assets, whilst still offering incentives for a broader group of landowners;
- Provide an action plan that outlines both short-term and longer-term actions for a suite of incentives. Specifically:
  - Initially focus the Strategy on practical and technical support to landowners i.e. focus should be on a Stewardship Program that can provide site-specific technical and practical support;
  - Provide medium and long term opportunities for financial and development-based incentives to eligible landholders;
- To provide incentives to landowners who cannot access existing incentives programs, such as those delivered through State Government programs or the NRM framework;
- Ensure the Strategy can respond and adapt to feedback from residents to address specific needs, and
- Ensure the Strategy is closely linked to the Shire’s Planning System and Strategic Planning so that private conservation land can be better recognised by Council’s decisions.
3. Background

This Strategy draws on the work of a number of key documents that have been prepared for the Shire and other Local Governments over the past 3 years. It also aims to complement existing incentives that are available to landowners. These documents and incentives are summarised below.

3.1 Discussion Paper (EMRC, 2007)

The Discussion Paper reviewed the range of existing local and regional programs and services that are currently available to landowners. It established that the Shire is currently investing around $100,000 in programs that support landowners to manage and protect their natural areas. These programs are listed in Section 3.3.

In addition to recommending the continuation of these programs, it also flagged the potential to develop an on-ground grants scheme and a rates rebate system for residents. Both of these types of incentives are discussed in this Strategy. Grants are considered a short to medium term option whilst rate rebates are considered a medium to long-term option.

3.2 Shire of Mundaring Landholder survey

A landholder survey to assess the knowledge, opinions and actions relating to conservation on private land within the Shire of Mundaring was conducted by EMRC officers on behalf of the Shire of Mundaring in February and March 2007. The key survey results have been provided below.

Key results include:

- Environmental based education and training were a reoccurring high priority with all questions relating to these types of incentives providing favourable statistics. Most respondents agreed for the need and value of such incentives both personally and for other private landholders;
- Rate rebates emerged as another highly regarded incentive type throughout the survey with consistently high percentages of respondents seeing rate rebates as a priority for the Shire to support and wanting to know more about such rebates;
- A high proportion of respondents were interested in long term and/or high level assistance to help them protect biodiversity on their land;
- The local press and brochures are the best mediums to promote private landholder conservation information to Shire of Mundaring residents.
- Shire and Landcare staff need to be knowledgeable about what types of incentives are currently available for residents so they can confidently and accurately promote these opportunities;
- The provision of resources and/or materials (other than funding, labour or training and information) to assist landholders with conserving biodiversity.
values on their properties was another incentive type preferred by the majority of respondents throughout the survey;

Other results of note include:

• Comments from co-ordinating agencies that the Shire should more widely promote existing state government incentives such as Land for Wildlife.

• Development of an awareness package would promote awareness of the importance of private land conservation, and also promote the support mechanisms available through the Shire and external organisations; Following the landholders survey, Council have since developed and implemented an awareness package, which is available on request.

The implications of this survey for the Strategy are that landowners value long-term, high level technical assistance from people who are skilled in the management of natural areas. Such assistance is being provided to some degree through the EHCMP. It is estimated that about 25 landholders are visited per year by EHCMP officers to respond to a range of NRM issues. The EHCMP is not resourced to provide ongoing regular support to these landowners.

This Strategy proposes to meet the need for long-term, technically sound advice by the establishment of a Stewardship Program (See Section 5.2).

The survey also canvassed landholders on rate relief/rebates. Most respondents believed that this should be a high priority for Council and many were interested in receiving further information. Rate rebates also raise a number of major issues which need to be considered before the introduction of such a system.

Two rate rebate systems exist in WA and both have been targeted at regionally significant natural areas, and are limited to less than 10 landowners in each case. Rate rebates for bushland protection are offered in the Shire of Serpentine-Jarrahdale and the Shire of Busselton and require conservation zoning or conservation covenants over the land. They therefore have significant implications for landowners and the Local Government, namely with respect to the administrative costs of establishment and ongoing maintenance.

The results of a recent survey of residents in another outer Perth metropolitan local government provided some additional advice that has assisted in producing this strategy (Beckwith Environmental Planning, 2008a). Some of these findings are summarised below:

• Available time was the most commonly identified barrier to biodiversity management quoted by landholders;
• Overall, landowners did not view monetary incentives as strong inducements for management of biodiversity values on their properties;

• Many landowners would like a technical advisor to come to their property and assist them in developing an action plan specific to the characteristics of their property;

• Landowners generally favoured situations in which they could choose the form of management activities rather than having them prescribed by the program administrator; and

• They were hesitant about any incentive that they viewed as requiring them to surrender control over the long-term use of or access to their land.

This survey reinforced the importance of site-specific technical advice and assistance. Landholders also want to maintain control over their land, and in no sense lose the ability to make decisions on how they manage their land.

These findings have been used to make a Stewardship Program the focus of the Shire’s incentives strategy, as discussed in Section 5.2.

3.3 Current incentive opportunities for Landholders in Mundaring Shire

The Strategy options described in Section 5 are designed to complement, and make use of, the existing major programs that support private land conservation efforts. These programs include the Eastern Hills Catchment Management Program and the various other environmental programs supported by the Shire (See figure 2).

3.3.1 The Eastern Hills Catchment Management Program (EHCMP)

The program supports a wide range of on-ground and capacity-building projects across three local governments in the eastern hills sub region. It works primarily through supporting the Wooroloo Brook Land Conservation District Committee and the other four catchment management groups in the Shire as well as smaller groups associated with these incorporated bodies. These groups coordinate conservation efforts between private and public land, and are an excellent avenue for work across multiple landholders. In effect, the groups provide a level of support to individual landowners that wish to manage their land for conservation. The program also delivers a wide range training programs, awareness-raising activities and on-ground projects to properties of various sizes. Currently four full time officers shared across the three LGA’s are employed under the program.

Whilst the EHCMP has a significant positive impact on our environment and provides support to landowners to conserve natural areas, it is limited in the way that it can function as a Stewardship Program mainly due to financial resources. This strategy recommends that the Shire should provide additional resources to create a Stewardship Program, linked to the EHCMP (See Section 5.2).
3.3.2 Other assistance provided by Shire to landowners

The Shire of Mundaring currently provides several non financial opportunities for offsetting the costs for residents:

- Training and education programs are delivered through ‘Bush Skills for the Hills’ run by the EHCMP, with a local Government Partnership and officer time provided.
- Further education is provided to residents receiving the Greenpage Newsletter.
- The highly successful Tree Canopy and Understorey Program (TCUP), provides native plants to residents and involved community groups.
- Community recognition is encouraged through the holding of regular volunteer events, which also provides further awareness to available opportunities.
- Technical advice & property planning is available through Eastern Hills Catchment Management Program (EHCMP), providing management advice and help with developing property plans.
- DIY Dieback Kits are available to provide residents with the materials required to manage Phytophthora dieback in the Shire.

3.3.3 Stewardship programs

Landowners with natural areas in the Shire can become part of the Land for Wildlife Program, operated by the Department of Environment and Conservation. Landowners are visited by the program officer and a simple site assessment and management plan is prepared. Members of Land for Wildlife receive a sign to erect on their front gate and a quarterly newsletter on common land management issues.

To be eligible to become part of Land for Wildlife, properties must be generally larger than 2 hectares. Rural residential lots are generally not considered a priority for the program unless they have special features. The program is popular and there is a backlog of landowners wishing to become members (Pers. Comm. Penny Hussey, Land for Wildlife). The Shire of Mundaring Private Land Conservation Incentives Strategy aims to complement such broader state-wide programs, whilst providing a focus for private land conservation within the Shire.
4. Guidelines for focusing investment for incentives

There are a number of factors to consider in selecting focus areas for investment of incentive programs. These include:

- identified ecological priorities;
- management and avoidance of threatening processes;
- mitigation of development pressures and
- maintenance of equity for all landholders in the shire.

A recent Perth local government focus group study prepared for WWF Australia regarding private land conservation incentives determined that incentives schemes should first capture a broad audience to ensure community involvement, and then focus in on priority areas as required (BEP, 2008b).

Mundaring EAC has in the past identified specific ecological values as a guide for focusing incentive investment, but has also recognised the need for a wider involvement of landholders and that broader criteria could engage a larger audience.

A recent WWF discussion paper on developing private land conservation incentives strategies (WWF, 2008) supports this approach. It noted that restricting incentives to priority bushland landholders risks low uptake rates for incentives schemes. It suggested that strategies should combine broad availability to all landholders with a specific focus on priority areas to provide the best opportunity for uptake of incentives.

For the purpose of this strategy and action plan, the following guidelines are provided with respect to conservation values to be targeted. These should form part of the criteria used to target specific aspects of the Strategy to landholders. A Stewardship Program may also need to have criteria related to lot size, and future proposed developments to ensure that the natural area can be conserved into the long-term.

4.1 General guidelines

It is recommended that participation in the incentives program remain as flexible and opportunistic as possible, with a focus as much on landholders with priority ecological values as to those that are enthusiastic about protecting and conserving biodiversity values on their land. Targeting important biodiversity values needs to be balanced with the positive effect of increased participation in the incentives program across the shire. Factors to consider in making decisions about investment of incentives include consideration of:

- Land with representative areas of a diversity of ecological communities;
• Land that supports, at a regional or local level, diversity of flora/fauna species and their habitat;
• Land that consolidates large patches of vegetation or connections between large patches of vegetation;
• Land prone to degradation e.g. erosion, salinity, phytophthora etc;
• Land that contributes to public amenity.

4.2 Guidelines for identifying Priority Areas

The Draft Mundaring Local Biodiversity Strategy (2008) identifies priority areas across the shire, based on a set of parameters that constitute high biodiversity value. These priorities have been defined by classifying the landscape using attributes that provide a measure of conservation value in a landscape.

The 3 conservation priorities reflect the likely significance of the Shire’s local natural areas. This approach not only considered the values of individual natural areas but also their relationship to other natural areas. The map in Figure 1 provides the distribution of these priority areas across the Shire. With respect to identifying the highest priority areas for investment, it is recommended that those lands marked as Priority 1 and 2 take the focus.

Table 7: Determination of conservation priorities

<table>
<thead>
<tr>
<th>Shading on Figure 1</th>
<th>Priority</th>
<th>Classification encompassed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Green</td>
<td>1</td>
<td>Rare vegetation complexes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>At Risk vegetation complexes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Within 20m of a Watercourse</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Regional Linkage over special features</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Regional Linkage over Habitat</td>
</tr>
<tr>
<td>Orange</td>
<td>2</td>
<td>Habitat</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Special features</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Regional Linkages</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Within 20-50m of Watercourse</td>
</tr>
<tr>
<td>Yellow</td>
<td>3</td>
<td>Every other LNA</td>
</tr>
</tbody>
</table>

The classifications in Table 7 are described in more detail below (Eco Logical/Ironbark, 2008):

• Rare – These are vegetation complexes which are considered rare as there is less than 10% remaining of their original extent across the south-west of W. Australia (Priority 1);
• At Risk - These are vegetation complexes which are considered at risk as there is less than 30% remaining of their original extent across the south-west of W. Australia (Priority 1);
• Habitat – all other Local Natural Areas that are greater than 10 ha in size (Priority 1 and 2);
• Regional Linkages – All portions of Local Natural Areas that occur within Regional Ecological Linkages defined in WALGA & PBP (2004). (Priority 1 and 2);

• Special Features – these are special features within Local Natural Areas – Declared Rare Flora, Specially Protected Fauna, Priority Flora or Fauna, Conservation Category Wetlands, granite outcrops (Priority 1 and 2);

• 20 m within watercourse – all portions of Local Natural Areas within 20 m of a mapped watercourse (i.e. forming a 40 m band centred on the watercourse). (Priority 1);

• 20-50 m within watercourse – that portion of a Local Natural Area that is within the 20 – 50 band from a mapped watercourse. (Priority 2) and

• Other land – all other Local Natural Areas not meeting one of the above (Priority 3).

In summary, the land with the highest conservation significance has been given the highest priority. The priority areas identified take into account relative conservation value and as such, are a useful means of guiding decisions on where and how to focus investment in conservation incentives for the shire.

Given the above conservation priorities, it is important that the incentives strategy places equal emphasis on riparian (e.g. creekline) and upland (forest, granite and bushland ecosystems).

Initially, it is also important that access to incentives is not restricted by the number of ecological criteria that a site meets. For example, eligibility to be part of a Stewardship Program could be prevented where one site contains a rare vegetation complex on a regional ecological linkage and another does not. This issue may need to be faced once demand for the Stewardship Program services are being stretched, but should not be an initial consideration.
Figure 1: Conservation priority assessment of Local Natural Areas
5. Incentives proposed for this strategy

The incentives proposed in the Strategy address the objectives listed in Section 2 and are built on the findings presented in Section 3. The Strategy therefore needs to offer a diverse range of incentives in the short and long-term which are able to be delivered within the Shire’s funding constraints, and proposed planning strategy and scheme. These incentives need to address the needs of landowners not currently met by existing programs.

5.1 Recommended strategy framework

The Private Land Conservation Draft Discussion Paper (Shire of Mundaring, 2007) presented a draft framework for private land conservation in the shire, which presented incentive opportunities available to the Shire. This Strategy recommends that the Shire act on developing three of the main types of incentives in a staged manner: financial incentives, a stewardship program, and, in the longer term, appropriate development-based incentives. The framework diagram in Figure 1 builds on the original framework developed for Private Land Conservation in Mundaring.

5.1.1 Stewardship Program

In the short term, the Strategy recommends that a Stewardship Program be developed as the first key action to provide direct support to landowners with natural areas. Stewardship as a concept is based around the responsibility to manage and protect the condition of our natural assets into future generations. Accordingly the Shire of Mundaring sees the importance to support landholders as stewards of their land and natural resources.

A stewardship program allows landholders to understand their role and responsibility with regards to management of their land for conservation, eases apprehension related to perceptions of onerous landholder responsibility and obligations and effects on property value. It offers tailored support to landowners with natural areas that are targeted to their specific needs and site. Access to a Stewardship Program should not alter the legal status or landowner rights and responsibilities over their land. The exception to this may occur where the landowner is receiving direct financial assistance from Government (grants or rate relief). This issue is discussed below.

No two Stewardship Programs are the same and can differ in terms of the environmental aims, the level of service that landowners can expect, and the obligations that landowners required to meet. The proposed Stewardship Program differs from other landcare and catchment-management programs in that services are often provided on a one-to-one basis with landowners, and focus on management of the natural area. As a result, stewardship programs often build up long-term relationships with landowners.

This program and the relationship it fosters can be developed in stages so that the Shire can build upon the following:
• Existing programs;
• Adapt it to landholder demand;
• Work with other organisations where required; and
• Adapt to budgetary constraints.
A preferred option for establishment of a stewardship program is described in Section 5.2.

Examples of stewardship programs are Land for Wildlife delivered by the Department of Environment and Conservation and Woodland Watch, delivered by WWF Australia.

5.1.2 Local Grants Program
A small scale local grants program is also recommended for establishment in the short-to medium term to complement the Stewardship Program, and enable it to directly assist landholders and provide financial assistance that can be targeted to local needs. Financial incentives attract the interest of landowners in ways that a Stewardship Program cannot, and mean that works which are identified by the stewardship officer with landholders can be more easily implemented. The introduction of a Local Grants program could be delayed to commence in the second year of the Stewardship Program. This is described further in Section 5.2.

5.1.3 Rate Relief
Rate relief (rebate or discount) is not recommended for the short term, but rather could be considered in the medium to long-term once a Stewardship Program has been established for a number of years. Rate relief is considered a medium-long term option (but premature in the short-term) given that:

1) It requires the support of a Stewardship Program to ensure compliance;

2) It is a long-term commitment that needs careful planning and consideration before establishment (e.g. direct financial implications, integration with the rates system, and equity issues across landowners); and

3) Rate relief properties should be protected through a strong legal mechanism such as a conservation covenant or Voluntary Conservation Management Agreement which is tied to the certificate of title and may take time to set-up and implement.

Provision of information to interested landholders on expectations and commitments, along with further surveys, will be required to determine the possible uptake of a rate rebate system. Rate rebates should be linked to formal protection mechanisms over land (such as covenants) to ensure that conservation measures are in place. Such protection mechanisms may not be supported by landowners who initially expressed interest in the survey of Shire landholders (See Section 3.2).
5.1.4 Links to Existing Programs and Resources

It is essential that the proposed Stewardship Program and Local grants program are linked to the EHCMP, TCUP and other key resources. This is discussed in Section 5.5.

Plate 3: The stewardship program should aim to build on existing programs in place within the Shire.
Figure 1: Framework for Private Land Conservation in Mundaring

- Continue Training and Education
- Promote Landholder Awareness Package
- Continue DIY Dieback injection kits
- Devolved Grants Funding
- Establish partnerships with other organisations (LGA’s)
- Dedicated PLC Incentives officer
- Continue Recognition Events
- Continue Technical Advice/Property Planning
- Continue Tree Canopy and Understorey program
- Private Landholders engaged in managing their land within Eastern Hills Region
5.2 Stewardship Program

The following provides further detail on the implementation of a Stewardship Program for Mundaring Shire and should be read in conjunction with the Action Plan. The development of a Stewardship Program specifically for residents of the Shire of Mundaring, or more widely for the eastern hills, is seen as a high priority given the results of residents surveyed in the Shire and the City of Swan (EMRC, 2007, BEC, 2008 a).

The essential elements of a Stewardship Program for Mundaring’s residents are:

- A recognised program officer (part-time or full-time); the officer must be technically skilled in on-ground natural area management and have excellent one-on-one communication skills;
- Linkage to existing programs such as EHCMP and TCUP (e.g. so that the participating landowners are given priority in TCUP); and
- An operating budget for officer to be effective.

5.2.1 Recommended Implementation

Taking in to consideration the essential elements of the Stewardship Program identified in the incentives framework and the discussion above, the recommended implementation for a Stewardship program in the Shire is:

1) A program established under a new, distinct banner and provided by a recognised environmental services provider. This service provider should be independent, and at arm’s-length from the Shire. It is suggested the Shire should consider the Eastern Metropolitan Regional Council (EMRC) as they have a local/regional focus and already have established contacts with landowners. Note that this is only one option, and other partnerships may be considered. If the EMRC is selected as provider, the Program should have a new title so that it is not confused with any other existing program, such as the EHCMP. A working title of the ‘Naturecare’ program is suggested here.

2) Link to existing programs such as TCUP and EHCMP;

3) Funds to employ a Stewardship Officer part-time (0.5 FTE). The duties of this officer should include program coordination, promotion to landowners, property visits, and provision of advice to landowners on conservation works.

4) To establish the program in partnership with at least one other local government, such as the Shire of Kalamunda or City of Swan. This is suggested to increase the funding base of the program and ensure a substantive 0.5 FTE position can be created. One Shire is unlikely to have the $40,000 required to fund a 0.5 FTE officer; and

5) The allocation of $10,000 on average per annum over the first four years of the program to devolve to priority on-ground works (i.e. a total of $40,000 over a four year period). This funding could be deferred to commence in the
second year of the program, but it is important that funding is guaranteed for Years 2 and on.

The program would offer the following services, building on those of which are already offered in a smaller way through the Eastern Hills Catchment management Program, or other NRM programs.

1) Officer visitation to sites;
2) Complete property assessment or Natural Area Initial Assessment (NAIA) for priority sites;
3) Assist landowners to plan and implement priority works;
4) Assist landowners to apply for external funds to undertake works;
5) Direct landowners to appropriate funding and resourcing programs, catchment groups and the private landholder information package, if the program itself cannot fund/assist a landowner.
6) Support on-ground works on high-priority sites, where they meet the Shire’s LBS targets;

![Plate 4](image)

Plate 4: Property planning is an important component of sound land management, and will be supported by assistance provided through actions in this strategy.

It is estimated that the above level of service provided to 10 sites would require 300 officer hours. Given that a 0.5 FTE would have about 500 effective work hours per year, this amount to an estimated 17 landholders that could become part of the Stewardship Program each year.

Consideration could also be given to providing a lower level of service to landowners who have less complex management issues, and who simply want to be identified as a local ‘NatureCare’ property, much like landowners who identify themselves as ‘Land for Wildlife’ properties.
5.2.2 Estimate of the Shire of Mundaring’s Financial Commitment

The above would mean an estimated financial commitment of $30,000 per annum by the Shire of Mundaring over the first four years of the program. This estimate is for a program that has been designed to contain the essential elements to succeed, within the strict financial constraints of the Shire.

In the case that the Shire cannot attract a partnering Local Government to create a half-time officer position, another option could be to combine the PLC officer with other roles in the Shire’s Environmental Team. For example, the officer could be a 0.5 FTE Stewardship Program and a 0.5 FTE Reserves Management Officer. Combining a position however, risks a loss of focus for the stewardship program and requires strong management to ensure that the stewardship role retains its focus on the program.

Potential stewardship officer functions could be divided into:

- Property management planning
- Grants Program management
- Site visits and community liaison

5.2.3 Timeframes

Establishment of a Stewardship Program is a substantial commitment that should be implemented with a long-term view. If Council is not able to make a long-term commitment, then consideration may be given to operating a program for a trial period (i.e. at least 4 years). This could consist of distinct phases that include establishment and landholder visits, grant establishment, work planning, on-ground works, review and reporting. The experience of other stewardship programs is that landowner’s participation will be steady in uptake, requiring around 2 to 3 years to gain traction. If a ‘trial’ approach is taken, it must be made clear to the community from the onset.

5.3 Grants program

A devolved grants program is seen as the most simple, feasible way of offering financial incentives to landholders meeting local conservation targets. It will enable the Shire to directly assist landholders that meet local conservation priorities, most of whom are ineligible to source funds from State and Federal programs.

The grants program needs to be carefully designed so that it provides assistance to key points in the management of a site. Landowners have identified, through the Shire’s survey, that lack of time is a critical barrier to carrying out conservation works. Consideration should be given to providing grants for key

---

1 State and Federal environmental funding programs generally require applicants to be part of an incorporated group, and involve lengthy application processes.
works that would take the landowner considerable time to undertake without assistance. For example, environmental weed control is often difficult for landowners to undertake in a manner that is sensitive to the site, and such an activity may benefit greatly from expert assistance from both a financial and environmental point of view.

The advantage of a grants program as compared with other financial incentives is that it offers flexibility and accountability—allowing design of an action to suit the circumstances on each lot, each year that can have clear performance measures tailored to suit each plan. Grants also get the landowners to buy-into the process of active management of their natural areas. For example, the process of applying for grants means that the landowner needs to plan and understand what they are proposing to do, to receive the grant. The PLC Officer would encourage the landowner to complete the grants. Building the landowner’s capacity to complete the grants process may be facilitated through the Bush Skills for the Hills Workshops as well as material design and coaching.

5.3.1 Key Commitments

It is recommended that the Shire fund a devolved grants program with $40,000 over 4 years, ($10,000 per annum), and use this to seek matching funding from an external organisation such as the Perth Region NRM Group, or a commercial sponsor (i.e. potential for an $80,000 grants program to be developed). Note that regional NRM external funding would mean that regional funding priorities need to be met through the funding program.

The recommended implementation of a grants program is as follows:
1) It is administered by the Stewardship Officer and approved by Council;
2) The criteria for eligibility and the application process is kept simple; The major criteria should include:
   a. The major aim of works is biodiversity conservation on private land;
   b. Works are demonstrated to be value for money and cost-effective;
   c. Grants should be in the order of $2000 - $5000 each to ensure that funds can be distributed across 3 to 5 landowners each year, but large enough to have some impact;
   d. The works address a priority conservation need within the Shire (i.e. LBS Priority 1 and LBS Priority 2 Areas).
   e. The works address a priority conservation need within the property (for example, areas requiring bush regeneration are targeted before more degraded areas requiring extensive revegetation);
   f. There is a commitment by the landowner to ongoing management of the site. This should be confirmed through the signing of a management agreement between the landowner and the relevant Stewardship Program;
   g. The works involve best practice natural area management techniques.
3) Landowners are assisted to apply for funding by the Stewardship Officer;

4) That applications can be submitted at any time, but will generally only be assessed once per year (generally early in the year to allow sufficient time for planning environmental weed control for the following year);

5) Use of the funds is accountable and the public are informed of the sites and works which are funded.

6) Attempts should be made to provide other funding sources to landowners if this is possible without jeopardising the project.

7) The PLC officer is to report on the outcome of Grants to the Council.

The program’s effectiveness is evaluated over a 3 – 5 year timeframe. Results of devolved grants programs are often not apparent in the short-term and it may take 2 to 3 years to build the trust of landowners.

5.3.2 Management Payments

A slightly different approach to the direct grants program recommended above is to frame the grant as a ‘management payment’ to the landowner for managing a high priority natural asset. To be eligible for a management payment, the landowner would need to demonstrate how they are actively managing the biodiversity assets on their property. This would usually require them to describe the biodiversity values on their sites, and what activities they are undertaking on the site to restore or protect those values. All applicants would need to meet minimum criteria, and if the applications exceeded the available funds, then a competitive process would need to be used to determine who provided the best value for money.

A management payment approach has been trialled in the WA wheatbelt under the ‘Bush Auction’ system by WWF Australia (Gole et al, 2005).

This management payment approach has the advantage of recognising the stewardship role of all owners of natural areas (i.e. landowners are getting something for the benefits they provide the wider community by managing a natural area). The disadvantage is that the Shire could only fund a small number of landowners under this model.

It is suggested that a ‘management payment’ approach only be considered in the longer-term, and then only after a more comprehensive assessment by the Shire.

5.4 Linkage to existing programs and resources

The establishment of the proposed Stewardship Program can complement the EHCMP by directing some landowners to a catchment group where appropriate. The EHCMP officers can also suggest landowners who require the support of a Stewardship Program. The EHCMP may also be asked to direct
some of their resources to provide training or assistance to landowners in the Stewardship Program who have specific on-ground management needs (e.g. an eroding creekline, or significant environmental weed infestation). In this regard, the EHCMP may be able to support landowners in the Stewardship Program to obtain funds for on-ground works where regional NRM priorities can be met.
6. Action Plan

This Action Plan in Table 8 summarises the recommendations in Section 5 and is a tool in which to meet targets for each of the proposed incentives. It can also assist in the implementation and promotion of each incentive proposed, in relation to the available funding and timing.

Priority levels:

- **H** = High, to be undertaken in short term (Year 1)
- **M** = Medium priority, to be undertaken in medium term (years 2 – 4)
- **L** = Low priority, or longer term action (Years 5 and onwards).

### Table 8: Summary of actions to implement the Shire’s Incentives Strategy

<table>
<thead>
<tr>
<th>Action</th>
<th>Target</th>
<th>Priority</th>
<th>Timing</th>
<th>Cost/ resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Stewardship program</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.1 Determine preferred model for delivery of the Stewardship Program (i.e. shared with one other Local Government; use of an external provider). This is likely to require the involvement of partnering organizations.</td>
<td>Model adopted by Council</td>
<td>H</td>
<td>June 2009</td>
<td>$30,000 (0.5 FTE)</td>
</tr>
<tr>
<td>1.2 Establish management committee or similar to guide the program</td>
<td>Management committee or structure established</td>
<td>H</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.3 Employ 0.5 FTE Stewardship Officer (or other based on outcome of 1.1.</td>
<td>Officer employed</td>
<td>H</td>
<td>July 2009</td>
<td></td>
</tr>
<tr>
<td>1.4 Finalise the structure and framework for the program: For example:</td>
<td>Stewardship program operational policy is endorsed by Council.</td>
<td>H</td>
<td>To March 2010</td>
<td></td>
</tr>
<tr>
<td>• Anticipated outcomes over 4 years;</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Identification of landholders to target;</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Levels of service to landholders;</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Level of management of devolved grants program</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Linkage to other programs.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.5 Ensure program is promoted and marketed to key landholders (target audience)</td>
<td>50% of landowners with over 5 ha of Priority 1 LNA are contacted over first 4 years of program</td>
<td>H</td>
<td>Following appointment of PLC Officer</td>
<td></td>
</tr>
</tbody>
</table>

---

2 Timeframes subject to budget approvals process.

3 As an indication, there are 657 landowners on 2 – 5 ha lots with P1 LNAs. There are a further 249 landowners on lots 20 ha or greater that have P1 LNAs.
<table>
<thead>
<tr>
<th>Action</th>
<th>Target</th>
<th>Priority</th>
<th>Timing</th>
<th>Cost/ resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administer the devolved grants program or assist landholders to apply for external funds for on-ground projects.</td>
<td>A quota is established for allocation of plants to Priority 1 sites in the first instance (in lieu of landowners in Stewardship Program).</td>
<td>H - M</td>
<td>Following appointment of PLC Officer</td>
<td></td>
</tr>
<tr>
<td>Ensure program is linked to relevant programs, such as the Tree Canopy and Understorey Program.</td>
<td></td>
<td></td>
<td>February – July Annually</td>
<td>Accounted for in budget</td>
</tr>
</tbody>
</table>

### 2. Devolved grants program

<table>
<thead>
<tr>
<th>Action</th>
<th>Target</th>
<th>Priority</th>
<th>Timing</th>
<th>Cost/ resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>Determine format and framework of devolved grants program and obtain resources (e.g. Council budget, apply for matching funding etc)</td>
<td>Approval is obtained from Council</td>
<td>H</td>
<td>Following appointment of PLC Officer (July 09)</td>
<td>$10,000 (2009 – 2010 Budget request)</td>
</tr>
<tr>
<td>Determine funding criteria, application process and assessment process. Prepare application form</td>
<td>Application form is prepared.</td>
<td>H</td>
<td>August 2009</td>
<td></td>
</tr>
<tr>
<td>Call for applications from landowners through direct landowner visits and wider publication. Applications may remain open all year.</td>
<td>In the first two years, suitable applications are received to meet grant budget (approximately 5/year).</td>
<td>M</td>
<td>July 2009 – June 2010</td>
<td></td>
</tr>
<tr>
<td>Assessment panel, to determine successful applications, is convened once a year</td>
<td>Grants awarded to projects that meet criteria.</td>
<td>M</td>
<td>July 2009 – June 2010</td>
<td></td>
</tr>
<tr>
<td>Successful applicants are funded and assisted to implement projects where possible. Unsuccessful applicants are assisted to find alternative sources where possible.</td>
<td></td>
<td>M</td>
<td>July 2009 – June 2010</td>
<td></td>
</tr>
<tr>
<td>Results of program are publicized, promoted and reported back to Council.</td>
<td></td>
<td>M</td>
<td>June 2009</td>
<td></td>
</tr>
<tr>
<td>Program is repeated each year</td>
<td></td>
<td>M - L</td>
<td>Annual</td>
<td></td>
</tr>
<tr>
<td>Program evaluation is carried out after 3 or 4 years of operation and reported to Council.</td>
<td></td>
<td>L</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 3. Linkage to existing programs

<table>
<thead>
<tr>
<th>Action</th>
<th>Target</th>
<th>Priority</th>
<th>Timing</th>
<th>Cost/ resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continue the following existing programs and ensure that they are linked to the Stewardship program:</td>
<td>At least 5 Bush Skills for the Hills workshops.</td>
<td>H</td>
<td>On-going</td>
<td>$24,000 budget for EHCMP</td>
</tr>
<tr>
<td>Action</td>
<td>Target</td>
<td>Priority</td>
<td>Timing</td>
<td>Cost/ resources</td>
</tr>
<tr>
<td>--------</td>
<td>--------</td>
<td>----------</td>
<td>--------</td>
<td>-----------------</td>
</tr>
</tbody>
</table>
| • Training & Education - Provide ongoing training and education support to landholders in the Shire of Mundaring. Continue support of Bush Skills for the Hills and Skills for Nature Conservation.  
  • Community Recognition Events - Provide support of volunteer recognition events and promoting best practice on private land. Further the Greenpage Newsletter and other resources would provide for recognition and celebration of the important efforts of volunteers and private landholders.  
  • Technical Advice – Helping develop property plans, identify management works to be undertaken, develop schedules and costings for works.  
  • Awards Program – Prepare a package that would promote awareness of the importance of private land conservation, and also promote the support mechanisms available through the Shire and other external organisations. | 10 Greenpages annually  
  At least 10 property plans annually  
  Awards program established | | | 2009-2010 |
| 3.2 Clarify through written agreement the relationship between the EHCMP and the Stewardship Program to ensure that landowners are adequately serviced, and supported. For example, clarify the access of landowners in the Stewardship Program to grants etc. | Written agreement established. | | H | July 2009 |
7. References


Beckwith Environmental Planning Pty Ltd (2008a), Designing a Local Incentives Strategy to Encourage Biodiversity Conservation on Private Land in the City of Swan, A report to WWF Australia, March 2008, Perth.


