



Invasive Plants and Animals Plan 2020-2024



Mildura Rural City Council

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1. Acknowledgement of Country

Mildura Rural City Council acknowledges the Traditional Custodians of the land, which now comprises the Mildura Rural City municipality. We pay our respects to Elders past and present and celebrate and respect their continuing cultures and acknowledge the memories of their ancestors.

2. Executive Summary

Mildura Rural City Council (Council) faces a broad range of challenges in managing existing and emerging plant and animal problems, both in the urban and rural environments.

The Invasive Plants and Animals Plan 2020-2024 defines Council's strategic vision to implement a framework for the ongoing management of invasive plant and animal species on Council managed land.

Council's commitment to the management of invasive species includes the implementation of the following key actions:

- The prevention of the introduction and establishment of new and emerging invasive species
- The identification and recording of invasive species
- The containment and/or eradication of invasive species
- Management of the environmental impacts inflicted by introduced invasive species
- Promotion of responsible actions and minimising disturbance to soils and vegetation in the application of Council's works and programs
- Providing education and encouraging community and landholder initiative in invasive species management.

This Plan will be delivered by Council staff with the support and establishment of partnerships with key stakeholders, land managers and the wider community.

3. Introduction

3.1 Our Municipality

Mildura Rural City Council is located approximately 500 kilometres north-west of Melbourne in Victoria, covering an area of 22,330 square kilometres and supports a population of approximately 53,000. Major centres include Mildura, Red Cliffs, Merbein and Ouyen (see Figure 1).

Attractions to the Mildura area include its temperate climate, irrigated horticulture and the Murray River and desert parks. The Mildura economy is strong due to the surrounding agricultural base and its location as a regional hub with the Calder Highway from Melbourne crossing the Sturt Highway connecting Sydney to Adelaide.



Figure 1. The municipality of Mildura Rural City Council

3.2 Our Vision

The Community and Council Plan 2017-2021 is Council's primary strategic planning document. Council is dedicated to implementing the Community and Council Plan with a commitment to environmental sustainability. A strategic goal of the plan is that 'pest plants and animals are managed effectively'.

Council recognises that there is a strong correlation between our natural surroundings, our economy and our quality of life. As a result, positive natural resource management has been captured in the Community and Council Plan as an integral part of ongoing environmental success.

3.3 Our Natural Resources

Our environment and natural resources are key components to the ongoing health and viability of our community and local industries. The dominant natural features within the municipality include the Murray River and associated floodplain, Murray Sunset National Park, Hattah Kulkyne National Park, a portion of Wyperfeld National Park, Big Desert State Forest, Big Desert Wilderness Park and natural saline landscapes.

A semi-arid climate with annual rainfall averages of 331mm at Walpeup, 282mm at Mildura, 328mm at Hattah and 290mm at Werrimull, extensive limestone landforms, the influence of the Murray River and river floodplains all typify the Mallee Region. The features and characteristics of the municipality have produced unique environments, which support a diverse range of ecosystems and associated flora and fauna communities.

Previous land clearing of native vegetation in the municipality for agriculture and urban development has resulted in the natural environment becoming highly modified. Areas of remnant vegetation are considered of high environmental value. There are large tracts of State Forest and National and Regional Park reserves covering approximately 40 percent of the municipality, however remnant vegetation on private land and road reserves is often the only remaining intact examples of some plant communities.

3.4 Purpose of the Plan

Council has recognised the need for the adoption of a plan for the control of invasive species across Council managed land including parks, gardens, natural areas, and municipal roadsides.

Council is committed to demonstrating a leadership role in the effective management of invasive species, as well as the protection and rehabilitation of our assets. Local assets include high value biodiversity, cultural and heritage sites, and visual amenities which are all important aspects in the continued preservation of the Mallee region.

The purpose of this Plan is to outline control procedures and actions to be implemented to ensure that the impacts from invasive plant and animal species are kept to a minimum.

The Plan aims to provide Council with a framework for the long-term strategic management of invasive species with the support and establishment of partnerships with key stakeholders and the community.

The adoption of legislative guidelines and management principles, with support and involvement from the community and local land managers, will ensure the successful implementation of actions defined in this Plan.

4. Background

Invasive species are defined as virulent plants and animals that successfully compete for resources including sunlight and nutrients. Once invasive species have inhabited an environment, their survival is dependent on their ability to adapt to the area – these species can usually survive on limited resources and have the ability to reproduce in large numbers.

For the purpose of this document, invasive species refers to both non-native (introduced) and invasive native species. Most invasive species are non-native, but there are also native species that have the ability to invade areas that provide an opportune niche. Like non-native invasive species, these species exist in large numbers and outcompete other native species leaving areas with minimal species diversity.

4.1 Invasive Plants

4.1.1 Economic and Environmental Impacts

In 2006–07, it was estimated the direct cost to agricultural businesses in Victoria of controlling invasive plants was \$253 million. This included the yield loss, control costs and increased food costs passed onto the consumer. Spined weeds have a significant impact on human comfort and health and safety, commonly infesting areas such as sporting grounds, playgrounds, nature strips and walking trails.

The impact of invasive plants on the environment is beyond measure. Invasive plants can cause an imbalance in ecosystems by:

- Contributing to the depletion of native animal habitats and food sources
- Providing shelter for invasive animals, encouraging an increase in population
- Competing with indigenous plants for space, light, water and nutrients
- Affecting water quality by altering natural water filtering processes
- Spoiling the aesthetic appearance of the natural environment
- Contributing to a decline or loss of rare or threatened plant species
- Impacting the balance of plant species in a vegetation community

- Changing the chemical makeup of soils inhibiting germination of native seed.

4.1.2 Historical Invasive Plant Issues

There are a number of invasive plants that have established throughout the municipality. Plants such as African Boxthorn, Bridal Creeper and Prickly Pear are highly invasive and competitive with naturally occurring indigenous vegetation. Due to the ability of these plants to outcompete others for sunlight and nutrients, these species have become prevalent across the Mallee region.

Invasive plant species that have been identified on Council land are listed in Table 1 below.

Common Name	Scientific Name	Native/ Introduced	CALP Act*	Environmental Weeds^	WoNS#
African Boxthorn	<i>Lycium ferocissimum</i>	Introduced	Regionally Controlled	Listed	Listed
Asparagus Fern	<i>Asparagus scandens</i>	Introduced		Listed	Listed
Athel Pine	<i>Tamarix aphylla</i>	Introduced	Restricted Weed		Listed
Bathurst Burr	<i>Xanthium spinosum</i>	Introduced	Restricted Weed	Listed	
Boneseed	<i>Chrysanthemoides monilifera ssp. monilifera</i>	Introduced	Restricted Weed	Listed	Listed
Blackberry Nightshade	<i>Solanum nigrum</i>	Introduced		Listed	
Bridal Creeper	<i>Asparagus asparagoides</i>	Introduced	Regionally Controlled	Listed	Listed
Buffel Grass	<i>Cenchrus ciliaris</i>	Introduced		Listed	
Caltrop	<i>Tribulus terrestris</i>	Introduced		Listed	
Camelthorn	<i>Alhagi maurorum</i>	Introduced	State Prohibited		
Century Plant	<i>Agave americana</i>	Introduced		Listed	
Common Ice Plant	<i>Mesembryanthemum crystallinum</i>	Introduced		Listed	
Common Heliotrope	<i>Heliotropium europaeum</i>	Introduced		Listed	
Dense Waterweed	<i>Egeria densa</i>	Introduced		Listed	
Devil's Rope Cactus	<i>Cylindropuntia imbricata</i>	Introduced		Listed	Listed

Common Name	Scientific Name	Native/ Introduced	CALP Act*	Environmental Weeds^	WoNS#
Velvetweed/ Clockweed	<i>Oenothera curtiflora</i>	Introduced		Listed	
False Caper/ Terracina Spurge	<i>Euphorbia terracina</i>	Introduced		Listed	
Fierce Thornapple	<i>Datura ferox</i>	Introduced	Restricted	Listed	
Flaxleaf Fleabane	<i>Conzys bonariensis</i>	Introduced			
Gazania	<i>Gazania sp.</i>	Introduced		Listed	
Geranium	<i>Geranium sp.</i>	Introduced		Listed	
Horehound	<i>Marrubium vulgare</i>	Introduced		Listed	
Hudsons Pear	<i>Cylindropuntia rosea and Cylindropuntia tunicata</i>	Introduced			Listed
Kikuyu	<i>Cenchrus clandestinus</i>	Introduced		Listed (Very High)	
Khaki Weed	<i>Alternanthera pungens</i>	Introduced	Restricted	Listed (Moderately High)	
Mustard/ Turnip	<i>Brassica sp.</i>	Introduced		Listed	
Narrowleaf and Broadleaf Cumbungi (in some circumstances)	<i>Typha domingensis and Typha orientalis</i>	Native			
Noogoora Burr	<i>Xanthium occidentale</i>	Introduced	Regionally Controlled		
Olive	<i>Oleale asp.</i>	Introduced		Listed	
Onion Weed	<i>Asphodelus fistulosus</i>	Introduced	Restricted	Listed	
Paddy Melon	<i>Cucumis myriocarpus subsp leptodermis</i>	Introduced		Listed	
Palm species		Introduced		Listed	
Peppercorn Tree	<i>Schinus molle</i>	Introduced		Listed	
Prickly Pear	<i>Opuntia stricta and Opuntia monacantha</i>	Introduced	Restricted	Listed	Listed
Silverleaf Nightshade	<i>Solanum elaeagnifolium</i>	Introduced	Regionally Controlled		

Common Name	Scientific Name	Native/ Introduced	CALP Act*	Environmental Weeds^	WoNS#
Spear Thistle	<i>Cirsium vulgare</i>	Introduced	Restricted	Listed	
Tree of Heaven	<i>Ailanthus altissima</i>	Introduced		Listed	
Tree Tobacco	<i>Nicotiana glauca</i>	Introduced		Listed	
Willow sp.	<i>Salix spp. except S.babylonica, S.x calodendron and S.x reichardtii</i>	Introduced	Restricted	Listed	Listed
Wiry Noon-flower/Match-head	<i>Psilocaulon tenue</i>	Introduced		Listed	
Hardhead Thistle	<i>Rhaponticum repens</i>	Introduced	Regionally Controlled		
Lippia	<i>Phyla canescens</i>	Introduced			

Table 1. List of invasive plant species that have been identified and controlled by Council.

Cumbungi (*Typha spp*) is protected under the Mildura Planning Scheme and a planning permit is required prior to removal.

* CALP Act – Catchment and Land Protection Act

<http://agriculture.vic.gov.au/agriculture/pests-diseases-and-weeds/weeds/a-z-of-weeds>

^ Advisory List of Environmental Weeds in Victoria

https://www.ari.vic.gov.au/_data/assets/pdf_file/0027/125919/ARI-Technical-Report-287-Advisory-list-of-environmental-weeds-in-Victoria.pdf

WoNS – Weeds of National Significance

<https://www.environment.gov.au/biodiversity/invasive/weeds/weeds/lists/wons.html>

4.2 Invasive Animals

4.2.1 Economic and Environmental Impacts

In 2010, the estimated direct national annual economic impact of rabbits, foxes, pigs, wild dogs and starlings was \$734.5 million which includes agricultural losses and expenditure on management, administration and research.

Invasive animals have a significant impact on biodiversity and the environment. These impacts include:

- Direct predation on native fauna and domestic livestock
- Destruction of habitats and natural resources including reduction in water quality, increased soil erosion and land degradation

- Destruction of indigenous plants that provide food and shelter to native species
- Competition for harbour, food and water resources with native animals
- Spread of invasive plants across the landscape
- Spread of exotic diseases that can be transferred to native fauna
- Increased grazing pressure on crops and pastures.

4.2.2 Historical Invasive Animal Issues

There are a number of invasive animals that have established throughout the municipality. Pests such as the European Rabbit (*Oryctolagus cuniculus*) and the Western Honey Bee (*Apis mellifera*) are highly invasive and competitive with indigenous fauna species. Due to being highly adaptive in an array of environments, these species have become prevalent across the Mallee region.

Invasive animal species that have been identified on Council land are listed in Table 2 below.

Common Name	Scientific Name	Native/Introduced	CALP Act
European Rabbit	<i>Oryctolagus cuniculus</i>	Introduced	Established
Feral Cat	<i>Felis catus</i>	Introduced	Established (Public Land)
Feral Pigeon	<i>Columba livia</i>	Introduced	
Red Fox	<i>Vulpes vulpes</i>	Introduced	Established
Western Honey Bee	<i>Apis mellifera</i>	Introduced	

Table 2. List of invasive animal species that have been identified and controlled by Council.

(Source: <http://agriculture.vic.gov.au/agriculture/pests-diseases-and-weeds/pest-animals/a-z-of-pest-animals>)

4.3 Catchment and Land Protection Act (1994)

Invasive species that are located in the municipality can also be found in other areas of Victoria and Australia. A number of these species have been identified to be particularly virulent and have adapted to a range of environments including agricultural and natural landscapes.

Invasive plant species that have been recognised on a state (Victorian) level due to their virulence and ability to spread have been placed into categories based on the level of control to be implemented. These plants cause environmental and economic harm or have the potential to cause such harm, as well as potentially presenting a risk to human health. These plant species are known as noxious weeds.

In support of the control and/or eradication of identified noxious weed species across the state, the Catchment and Land Protection (CaLP) Act 1994 was developed by the Victorian Government to specify responsibility and level of control required.

There are four categories of noxious weeds in the CaLP Act 1994 as detailed in Table 3 below.

Classification	Responsibility	Distribution	Level of Control/ Action Statements
State Prohibited	Agriculture Victoria may direct land manager under the CaLP Act 1994.	Do not occur in Victoria but pose a significant threat if they invade, or are present in relatively small numbers and pose a serious threat.	PREVENTION They are to be eradicated from Victoria if possible or excluded from the State.
Regionally Prohibited	Land Owner or Manager	Not widely distributed in a region but are capable of spreading further.	ERADICATION They are to be eradicated from a region and they must be managed with that goal.
Regionally Controlled	Land Owner or Manager	Abundant, established and invasive. Detrimental effects to the environment. Widespread and highly invasive.	CONTAINMENT Take reasonable steps to prevent the growth and spread.
Restricted	Land Owner or Manager	Pose an unacceptable risk of spreading in this State and are a serious threat to another State or Territory of Australia.	MUST NOT BE SOLD OR TRADED IN VICTORIA

Table 3. Categories of noxious weeds listed under the Catchment and Land Protection (CaLP) Act 1994.

Invasive animals are also referred to in the CaLP Act. The term referred to in the Act is 'established invasive animals'. This term is defined as 'introduced species that are widespread and established beyond eradication' from the whole of Victoria. Animals listed as established and invasive in the Act include the European Rabbit, Red Fox, Feral Pig (*Sus scrofa*), Feral Goat (*Capra hircus*) and Feral Cat (public land only).

Invasive plant and animal species for the Mallee that have been identified under the CALP Act are listed on the website <http://agriculture.vic.gov.au/agriculture/pests-diseases-and-weeds>.

4.4 Advisory List of Environmental Weeds in Victoria

A document which provides general advice to conservation managers on the relative risks posed by different environmental weeds and the relative urgency of managing them across Victorian natural ecosystems.

https://www.ari.vic.gov.au/_data/assets/pdf_file/0027/125919/ARI-Technical-Report-287-Advisory-list-of-environmental-weeds-in-Victoria.pdf

4.5 Weeds of National Significance (WoNS)

Weeds of National Significance (WoNS) is a national approach in the combat against invasive plant species. With the support of relevant Ministers for the Environment, Primary Industries and Forestry, a strategic plan has been developed for the awareness of and efficient management of 32 recognised plant species. These species have been highlighted under the plan due to the threat that they pose across Australia, causing major economic, environmental and social (including cultural) impacts in a number of states and territories, with the potential to further spread.

Invasive plants that are listed under the WoNS Strategic Plan are listed on this website: <https://www.environment.gov.au/biodiversity/invasive/weeds/weeds/lists/wons.html>.

4.6 Other Relevant State Government Legislation

Other relevant state legislation that is applicable in the management of invasive plants and animals is listed below.

- Road Management Act 2004
- Aboriginal Heritage Act 2006
- Agricultural and Veterinary Chemicals (Control of Use) Act 1992
- Biological Control Act 1986
- Catchment and Land Protection Act 1994 and Amendment Bill 2013
- Crown Land (Reserves) Act 1978
- Environment Protection Act 1970
- Fences Act 1968
- Firearms Act 1996
- Fisheries Act 1995
- Flora and Fauna Guarantee Act 1988
- Land Act 1958
- Local Government Act 2020
- National Parks Act 1975
- Occupational Health and Safety Act 2004
- Parks Victoria Act 2018
- Planning and Environment Act 1987 – Mildura Planning Scheme
- Prevention of Cruelty to Animals Act 1986
- Road Management Act 2004
- Wildlife Act 1975.

4.7 Existing Plans, Strategies, Policies and Guidelines

Existing plans, strategies, policies and guidelines that relate to this plan are listed below. These documents can be accessed online or by contacting the relevant agency.

- MRCC Native Vegetation Plan 2020-2024
- MRCC Roadside Weeds and Pests Program Control Plan 2017-2019
- MRCC Native Vegetation Policy – CP065
- Mildura Planning Scheme
- Australian Pest Animal Strategy 2017-2027
- Department of Environment, Land, Water and Planning Guidelines for the Removal, Destruction or Lopping of Native Vegetation
- Agriculture Victoria Invasive Plants and Animals Policy Framework
- Vic Roads Fauna Sensitive Road Design Guidelines 2012
- Vic Roads Roadside Management Strategy 2011.

5. Management Principles and Objectives

This Plan aims to promote Council's partnerships with government departments, land owners/managers and the local community to achieve the objective of effective and efficient invasive plant and animal control across the municipality.

Implementation of control works on Council managed land will be carried out in conjunction with adjoining land managers using best practice procedures.

The performance of this Plan will be determined through quarterly and annual reporting.

5.1 Stakeholders

Invasive plant and animal management involves various stakeholders including land managers (agencies and individuals), private landholders and community groups. Implementing the most effective way to manage invasive plants and animals involves identifying stakeholder roles and working collaboratively to manage the issues. The following table details stakeholder roles and the land they manage.

Stakeholder	Role	Land Managed
Aboriginal Victoria	Administer the Aboriginal Heritage Act 2006.	Traditional Owners.
Traditional Owners	Engage with Council in accordance with existing agreements and requirements.	Traditional Owners.
Australian Rail Track Operation, V/Line, Pacific National	Manage native vegetation on leased land.	Land leased from Vic Track.
Department of Environment, Land, Water and Planning (DELWP)	Administer Acts for the protection and enhancement of native vegetation including rare communities and species.	Public Land including State Forests, Crown Land.
Department of Jobs, Precincts and Regions (DJPR), Agriculture Victoria	Administers the CaLP Act.	No land under direct management.
Landcare/Community Groups	Management of invasive plants and animals across the landscape for agricultural and environmental benefit.	No land under direct management.
Landholders/Land Managers	Control invasive plants and animals on managed land in conjunction with other landholders/managers.	Private land.
Local Nursery Owners/Managers	Ensure compliance with CaLP Act.	Private land.
Lower Murray Water, Goulburn Murray Water, Grampians Wimmera Mallee Water	Control invasive plants and animals on managed land in conjunction with other landholders/managers.	Land under ownership/management.

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Stakeholder	Role	Land Managed
Mallee Catchment Management Authority (Mallee CMA)	Administrate State Government funding and consult and support the community.	No land under direct management.
Parks Victoria	Control invasive plants and animals on managed land in conjunction with other landholders/managers.	National Parks, Flora and Fauna Reserves, State Parks, Bushland Reserves and the majority of river frontage areas.
Trust for Nature	Manage properties for conservation outcomes including pest control.	Owner and land manager of Ned's Corner Station.
Victorian Farmers Federation (VFF)	Provide support and information to farmers.	No land under direct management.
Vic Roads	Control invasive plants and animals on managed land in conjunction with other landholders/managers.	Victorian freeways and arterial roads including the roadsides.
Victorian Rabbit Action Network (VRAN)	Promotes community-led action for more sustainable and effective rabbit management.	No land under direct management.
Weeds at Early Stage of Invasion (WESI)	Early intervention of invasive weeds.	No land under direct management.
Vic Track	Control invasive plants and animals on managed land in conjunction with other landholders/managers.	Vic Track owned land.

5.2 Implementation

Council is committed to effectively managing invasive plants and animals on land under Council management. Following best practice for control including planning, acting, monitoring and improving ensures the process for control of invasive plants and animals used by Council is comprehensive and consistent.

5.2.1 Invasive Plant Control Process

Plan	Identification and recording of invasive plant, size of infestation and location.
	Prioritising invasive plants for treatment as listed under the CaLP Act 1994.
	Consideration of variables such as extreme weather conditions, optimum growing time, resistance to herbicides, seed capability for germination, seasonal plant species and non-flowering or seeding times.
	Plan joint control programs with adjacent landholders and other public land managers where possible.
	Consultation with Agriculture Victoria for the most ideal control method and best practice procedures involved where required.
	Avoid disturbance to native vegetation and cultural heritage sites.
Act	Initiate procedures to contain or eradicate invasive plant infestations.
	Treatment of small outbreaks and isolated patches on the perimeter first, then isolate the major infestation and work towards the centre.
	Disposal of invasive plant in a cleared area for burning or to a disposal site, such as a designated landfill. Invasive plants in seed or plants that spread vegetatively (by fragments) should not be removed from an infested site.
Monitor and Improve	Monitor treated areas for reinfestation and identify any new infestations or invasions in the area.
	Apply follow up procedures if applicable, e.g. seasonal spraying.
	Verbal communication with community members on effectiveness of treatment programs.
	Data collection and analysis.
	Use previous results to inform effective management for future.
	Regular photographs taken from photo points.
	Ongoing invasive plant mapping surveys.
	Consider undertaking revegetation programs to prevent invasive plants re-invading.

5.2.2 Invasive Animal Control Process

Plan	Identification and recording of invasive animal, population size and location.
	Consider integrated methods of control.
	Plan to maximise the control of the invasive animal and minimise threats to off target animals.
	Plan joint control programs with adjacent landholders and other public land managers where possible.
	Consider the most effective method of control taking into consideration any legislative requirements, e.g. the CALP Act 1994 and Victoria's Native Vegetation Act when clearing native vegetation for rabbit harbor.
	Ensure the location of control is considered when selecting option for control, e.g. in urban areas safety of others needs to be considered.
	Assess all invasive animal control works in the context of any relevant local invasive animal action plans (either community or agency supported).
	Identify and avoid cultural heritage values when planning mechanical rabbit control works (burrow ripping) which are protected under the Aboriginal Heritage Act (2006).
Act	Initiate procedures to control invasive animal.
	Ensure to use various integrated control measures considering seasonal movements.
Monitor and Improve	Monitor progress and success of control program and vary if required.
	Monitor for numbers of targeted invasive animal and carry out follow up works.
	Verbal communication with community members on effectiveness of treatment programs.
	Data collection and analysis.
	Use previous results to inform effective management for future.
	Regular photographs taken from photo points.
	After monitoring of infestations is complete, a review should be completed covering all key actions and objectives undertaken. The review should evaluate successes and any failures to ensure strategic actions continue to be effective.

5.3 Objectives and Management Principles

Successful integrated invasive plant and animal management involves a number of objectives and ongoing management principles. Objectives and management principles for invasive plant and animal control which support the Action Plan are detailed in the table below.

Objective	Management Principles
Foster partnerships and build knowledge among stakeholders and the community.	In conjunction with Agriculture Victoria and the Mallee CMA, encourage increased invasive plant and animal control in the community (including landholders) through integrated procedures involving education, co-ordination and leadership.
	In conjunction with Landcare and the community, collaborate to produce and act on the most current Agriculture Victoria Roadside Weed and Rabbit Plan.
	Support biodiversity and conservation programs on Council managed land that demonstrate effective invasive plant management and allow the community to become involved in invasive plant control activities.
Prevent the introduction and establishment of new and emerging invasive plants and animals.	In conjunction with Agriculture Victoria and the Mallee CMA, assist in the early detection and rapid eradication of new and emerging invasive plant and animal species where possible.
	Ensure Council staff minimise vegetation disturbance and impact from roadside maintenance and construction works, including safe vehicle hygiene practices.
	Ensure weed management is undertaken in line with Department of Environment Land Water and Planning decision making framework for early invader weeds.
Protect high value regional assets from the impact of invasive plants and animals.	Identify the asset and consider the importance of and risk to the asset, to prioritise treatment areas and options with reference to the Strategic Management Prospects modelling tool
	Work with neighbouring landowners to establish the best options for managing the risk.

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Objective	Management Principles
	Consider the Significant Roadside Vegetation Corridors and the Significant Remnant Vegetation Zones as per the Mildura Rural City Council Native Vegetation Plan 2020-2024.
Contain and reduce the impact of Regionally Controlled and Regionally Prohibited Weeds.	Encourage community weed control programs that contain and reduce the impact of Regionally Controlled and Regionally Prohibited Weeds.
	Deliver weed control advice using an integrated land management approach.
	Work with all land managers so control occurs at the same time across the landscape.
	Implement 'Road Construction and Maintenance Code of Practice' procedures.
Provide a quality support service for all landholders.	In conjunction with Agriculture Victoria and the Mallee CMA, communicate sound technical advice and support to assist landholders in implementing high quality integrated weed management programs.
	Ensure Council land weed control actions support private land weed control actions.

6. Action Plan

The Invasive Plants and Animals Plan aims to implement Education, Management and Monitoring and Reporting actions for an integrated approach to effective invasive plant and animal management. These actions guide the focus for the successful attainment of each goal and are detailed in the table below.

Theme	Goal	Action	Responsibility	Timeframe
Education and Engagement	Support public awareness programs and educate the urban and rural community on invasive plants in the municipality.	Conduct activities with schools/community groups and provide information on weeds at a market/event.	CF	Annually
		Deliver a community campaign to encourage responsible gardening including appropriate selection of garden plants and disposal of garden waste.	CF	Annually
	Engage with the community, Landcare groups and other agencies regarding Council's management of invasive plants and animals in rural and urban areas.	Facilitate the Roadside Invasive Plant and Animal Working Group. Respond to individual community queries.	CF	Ongoing
	Engage the community in reporting invasive species hotspots and outbreaks.	Promote and encourage the community to report through the Bushland Watch Program.	CF	Annually
	Increase staff awareness of invasive plant identification.	Issue local weed field guide to appropriate staff.	CF	Ongoing
	Increase staff awareness of best practice for invasive plant control.	Provide information and training to Parks and Gardens staff to promote best practice for weed control.	PAWS	Ongoing
	Increase staff awareness of best practice for roadside management.	Provide three information training sessions to Parks and Gardens and Roads staff to promote best practice for weed hygiene, identification and control options.	CF	Annually

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Theme	Goal	Action	Responsibility	Timeframe
Management	Control invasive plants on Council managed natural areas.	Develop and implement invasive plant control programs in Council's wetlands, natural areas and rural roadsides, with community participation where possible.	CF, PAWS	Annually
	Control invasive animals on Council managed natural areas.	Develop and implement invasive animal control programs in Council managed natural areas and rural roadsides.	CF	Annually
	Support the control of invasive plants and animals on municipal roadsides.	Prioritise and control invasive plants and animals reported by staff or the community.	CF	Annually
Monitoring and Reporting	Implement a landscape approach to roadside rabbit control.	Liaise and work with Landcare Groups and Public Land Managers to co-ordinate a landscape approach to roadside rabbit control.	CF	Ongoing
	Ensure Committee of Management Land is protected by all Licence/Leaseholders.	Support three Licence/Leaseholders in Public Conservation Resource Zones to carry out control of invasive plants and animals. Keep records of works carried out.	CF	Annually
	Demonstrate works undertaken by Council to control invasive plants and animals.	Develop and maintain a database of weed locations including any control works undertaken. Use this a resource to inform requirements for vehicle hygiene and roadside works.		
		Record invasive plant and animal control works in wetlands, natural areas and on roadsides and publish in the Annual Environmental Sustainability Report.	CF	Annually

CF – Community Futures

PAWS – Parks and Waste Services