



City of Albany

Local Biodiversity Strategy – Action Plan

2026–2028

Action Plan

The Action Plan will be used to annually guide the City in planning and prioritising projects for implementation as detailed in the Strategy. The information in the tables below, has been collated based on discussions with City staff and the Stakeholder Reference Group. Use the legend below to interpret the tables. The timeframes and priorities are indicative, so a low-priority or long-term action can be undertaken if an opportunity arises. The implementation of all actions is dependent on budget and resourcing being approved by Council.

Timeframe	Actions to be completed
Short term	2026/27 – 2027/28 – within Annual Budget or Corporate Business Plan
Medium term	2028/29 – 2030/31 – within Council Plan
Long term	2031/32 – 2035/36 – within Long Term Financial Plan
Ongoing	To occur through operations and accounted for in annual operational budget.

Priority	The approach actions require
High	Of high importance, needs a strong proactive approach, opportunities should be created.
Medium	Of medium importance, opportunities should be sought.
Low	Of low importance, should be undertaken as opportunities arise.

Cost	Likely order of magnitude costs
High	Over \$100,000
Medium	\$50,000 - \$100,000
Low	Under \$50,000

Funding consideration	
	The action can be absorbed into operations and does not require additional budget allocation.
	The action is included or forms part of an action included in the Annual Budget or has external grant funding available.
	The action is not currently resourced and should be included in the Long-Term Financial Plan or requires external funding.

* Potential to seek external funding to resource this action.

Implementation streams	
	Planning/strategic – embedding biodiversity in planning frameworks.
	Operational/on-ground – actions the City delivers directly.
	Education/advocacy – community education, awareness, partnerships.
	External/capacity building – actions beyond direct CoA control, reliant on others.



Retain and Protect

Goal:

Retain and protect natural areas, with consideration of biodiversity criteria and ecological representation, on City-owned and managed land and through planning and development processes on private land.

Action	How	Timeframe	Priority	Funding	Responsibility	
1.1	Continue to implement and improve an Environmental Impact Assessment (EIA) process.	Provide inductions for relevant staff on the EIA EIA process. Annual review of EIA process. Demonstrate to the public that an EIA process is regularly implemented.	Ongoing	High	Low	Reserves
1.2	Embed biodiversity considerations into the planning assessment process and when making recommendations on rezoning and subdivision proposals.	Continue current best practice in the planning assessment process. Awareness and training on biodiversity values and considerations.	Ongoing	High	Low	Planning
1.3	Integrate Albany Local Biodiversity Strategy (ALBS) objectives, where relevant, into the Local Planning Strategy and Scheme.	Incorporate in next review of the Local Planning Strategy and Local Planning Scheme.	Short term	High	Low	Planning
1.4	Enforce Local Planning Framework provisions requiring revegetation/rehabilitation where clearing or degradation has occurred without approval.	As part of the assessment process, require rehabilitation where vegetation clearing has occurred without approval or where rehabilitation is a condition of approval. Schedule in inspections of conditioned revegetation/rehabilitation works to ensure that they have be undertaken in accordance with agreed plans.	Short term	High	Medium	Compliance
1.5	Strengthen compliance and environmental outcomes associated with permits and approvals that affect vegetation and natural areas on City-managed land.	Improve compliance with permit conditions by undertaking targeted inspections and compliance for vegetation-related works, including fenceline clearing, crossovers, verge development and tree removal.	Medium term	Medium	High	Reserves
1.6	Ensure coastal risk management and adaptation planning maintains ecological processes.	Foreshore Management Plans are prepared and implemented subsequent to a CHRMAP.	Medium term	Medium	High	* Planning/Reserves/Major Projects



Learn

Goal:

Improve understanding of biodiversity values, threats and opportunities by building knowledge, research and partnerships.

Action	How	Timeframe	Priority	Funding	Responsibility	
2.1	Maintain and enhance biodiversity related data and information sharing across the organisation.	Easy and clear process for staff to follow to collect and store biodiversity-related data.	Short term	High	Low	GIS
2.2	Capture existing knowledge and investigate ways to build knowledge of ecological values within Local Natural Areas (LNA).	Central environmental database. Disseminating internal and public data.	Short term	Medium	Low	GIS/Reserves
2.3	Support agencies, research institutions, citizen scientists and community groups to enhance knowledge of biodiversity values and threats.	Provide support for citizen-science through permits, Sustainability grants and community events.	Ongoing	Medium	Medium *	Sustainability/Reserves
2.4	Raise awareness and educate about biodiversity values across the organisation.	Run training sessions and provide educational materials to educate officers and elected members on values and threats and ways that they can protect biodiversity as part of their roles.	Ongoing	Medium	Low	Reserves



Manage and Enhance

Goal:

Improve ecological condition, increase connectivity and reduce threats across natural areas through coordinated management and restoration.

Action	How	Timeframe	Priority	Funding	Responsibility	
3.1	Continue to implement the City's environmental code of conduct for any works on City land, including biodiversity clauses in tenders and maintenance contracts.	Provide induction and yearly refresher on code of conduct for relevant staff and contractors.	Ongoing	High	Low	Reserves
3.2	Consider the designs of proposed and current public open spaces and where feasible, take steps to increase biodiversity.	Long-term strategic planning and prioritisation of reserves.	Long term	High	High *	Reserves
3.3	Adequately maintain new Public Open Space (POS) and offset areas surrendered to the City as part of developments/subdivisions and adjust resourcing to reflect additional management responsibilities.	Maintain good records on the area of POS/Offsets to be transferred to the City for resourcing requirements to provide adequate ongoing maintenance.	Ongoing	High	High	Reserves/Planning
3.4	Advocate for and embed consideration of connectivity and eco-corridors into all planning, rezoning and subdivision proposal, as well as any strategies.	Flag this action to incorporate into the Albany Local Planning Scheme Review. Training and awareness around how the ALPS actions influence business decisions.	Short term	High	Low	Planning
3.5	Provide funding opportunities to non-governmental organisations (NGOs) to provide education and on-ground actions that support best practice natural area management.	Review and improve the City's community biodiversity grant to encourage better uptake to support NGOs and community groups undertaking biodiversity conservation and on-ground restoration activities.	Medium term	Low	Medium *	Reserves/Sustainability
3.6	Investigate ways to increase urban greening and ecological connectivity to improve biodiversity outcomes.	Continue to implement and improve the street tree planting and revegetation programs.	Ongoing	High	High *	Reserves/Sustainability

Action	How	Timeframe	Priority	Funding	Responsibility	
3.7	Continue to enforce and monitor the environmental conditions on City leases to ensure biodiversity is managed and retained on leased City land.	During a lease inspection, it is confirmed that the tenant is adhering to the environmental conditions of the lease.	Ongoing	Medium	Low	Leasing
3.8	Encourage cooperative management programs to manage risks to biodiversity.	Participate in working groups with multiple stakeholders across agencies for a coordinated approach to issues that affect biodiversity (weeds, feral animal control, post-burn management).	Medium term	Medium	Medium *	Reserves/Emergency Services
3.9	Review the priorities of reserve management to target management and restoration where biodiversity benefit and community benefit are greatest.	Long term strategic planning of reserves. Publish how reserves are prioritised.	Long term	High	Low *	Reserves
3.10	Continue to collaborate with Department of Fire and Emergency Services (DFES) and external agencies to undertake innovative and ecological burning trials and continue to map fire history.	Recognise that altered vegetation condition and fuel characteristics may limit the immediate application of cultural burning in some areas. Collaborate with DFES and relevant partners to improve ecological condition over time, enabling culturally informed fire practices where appropriate, and to trial adaptive and innovative burning approaches that reflect current landscape conditions and contemporary fire management objectives.	Ongoing	Medium	High *	Emergency Services
3.11	Continue to maintain and implement environmental weed management plans and strengthen education and volunteer support.	Support and enhance the volunteer Bushcarer Group program.	Ongoing	High	High	Reserves
3.12	Consider ways in which to strategically facilitate offsets, including revegetation.	Create a strategic offset strategy	Medium term	Medium	Medium	Planning/Reserves



Goal:

Increase community involvement, partnerships and stewardship in biodiversity protection and management.

Action	How	Timeframe	Priority	Funding	Responsibility	
4.1	Implement a coordinated advocacy and awareness program promoting biodiversity values and ALBS objectives.	Develop a communication plan to make residents aware of how we are achieving biodiversity outcomes	Short term	Low	Low	Reserves/Sustainability/Planning/Communications
4.2	Advocate for a funding program to help support landowners of high biodiversity freehold land to protect and enhance biodiversity.	Investigate incentive programs and ask them to support landowners to protect and enhance their biodiversity	Short term	Low	Low	Planning/Grants/Reserves
4.3	Connect education facilities and community groups with opportunities for biodiversity education and on ground projects.	Regular updates to schools about opportunities. Disseminate information on relevant projects to the community as they arise	Ongoing	Low	Low	Reserves/Sustainability
4.4	Act on any recommendations or requirements from State agencies to manage biosecurity risks.	Education about current biosecurity threats	Ongoing	Medium	Low	Reserves
4.5	Strengthen relationships with Traditional Custodians.	Reserves reference group with Wagyl Kaip.	Ongoing	High	Low	Reserves
4.6	Continue to support volunteer programs that support the management of biodiversity.	Support groups by providing tools, promoting their work, inviting others to join.	Ongoing	Medium	Low	Reserves
4.7	Explore and promote community biodiversity grant opportunities to support on-ground works, research and stewardship initiatives.	As potential grants are identified, these are passed on to the relevant teams (ie. Reserves) to disseminate to their contacts.	Ongoing	Medium	Low	Grants/Reserves
4.8	Celebrate biodiversity achievements.	Citizenship Awards. Consider Environmental Award. Tidy Towns Sustainable Community Awards, volunteer celebration days.	Ongoing	Low	Low	Sustainability/Reserves