

THE CITY OF  
GREATER GEELONG

# NORTHERN AND WESTERN GEELONG GROWTH AREAS

—

NOVEMBER 2025

DRAFT COMMITMENTS AND MEASURES

**ACKNOWLEDGEMENT OF COUNTRY**

Greater Geelong is located on the traditional lands of the Wadawurrung people. The land was created by the great ancestor spirit, Bunjil, the wedge-tailed eagle. Wadawurrung territory extends from the great dividing range in the north to the coast around Port Phillip Bay.

The city acknowledges the Wadawurrung people as the traditional owners of this land who to this day practice their culture and uphold the dignity of their ancestors.

**DOCUMENT TRACKING**

This document was prepared on behalf of the City of Greater Geelong by Biosis and Open Lines.

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## Acronyms and terms

Acronyms	Meaning
BCS	Biodiversity Conservation Strategy
DCCEEW	Commonwealth Government Department of Climate Change, Energy, the Environment and Water (DCCEEW)
DEECA	Victorian Government Department of Environment, Energy and Climate Action
DTP	Victorian Government Department of Transport and Planning
EPBC Act	Commonwealth <i>Environment Protection and Biodiversity Conservation Act 1999</i>
KPI	Key Performance Indicator
MERI	Monitoring, evaluation, reporting and improvement
MNES	Matters of National Environmental Significance
NGGA	Northern Geelong Growth Area
NVPP	Native Vegetation Precinct Plan
PSP	Precinct Structure Plan
SAR	Strategic Assessment Report
WGGA	Western Geelong Growth Area
WIK	Works in Kind

Terms / Abbreviations	Definition
BCS guiding principles	A set of principles to guide both the preparation of the BCS and the decisions that will need to be made as part of the strategy's implementation
City Implementation Group	The primary body responsible for day-to-day implementation of the Plan
Conservation Management Plan	The document used to provide for the protection and ongoing management of the biodiversity values within each strategic conservation area
Construction Environmental Management Plans	A plan developed to ensure appropriate environmental management practices are implemented during the construction phase of a project
Cowies Creek Conservation Area	The section of Cowies Creek within the WGGA to be protected and managed for conservation purposes under the Plan
Development land	Specified land within the Strategic Assessment Area where development under the Plan is proposed to occur
Development under the Plan	The broad term used to describe all development occurring under the Plan. This includes land subject to development within the Growth Areas, the External infrastructure corridors, the Northern Conservation Area, the Eastern Conservation Area, the gully avoidance area, Cowies Creek Conservation Area and Moorabool avoidance area
Gully avoidance area	Area of land within the NGGA to be avoided for conservation under the Plan
Eastern Conservation Area	Area of land within the NGGA to be protected and managed for conservation purposes under the Plan
Evaluation Questions	The questions used to evaluate the Plan in regard to the achievement of outcomes and implementation of commitments

<b>Terms / Abbreviations</b>	<b>Definition</b>
External infrastructure	Development comprising the supporting infrastructure and services class of action and the environmental management class of action that is located outside of Growth Areas but within the Strategic Assessment Area
Land subject to development	Development land within the Growth Areas subject to all classes of actions under the Plan
Moorabool avoidance area	Area of land within the WGGGA to be avoided for conservation under the Plan
Moorabool River corridor	Area of land within the WGGGA to be avoided for conservation under the Plan
Northern Conservation Area	Area of land within the NGGA to be avoided for conservation purposes under the Plan
Process based development	Development that is subject to an additional process prior to development occurring. This includes: <ul style="list-style-type: none"> <li>• Development within part of the Heales Road East precinct</li> <li>• External infrastructure development</li> </ul>
Specific mitigation measures	Additional mitigation measures beyond those delivered through the existing planning system to address specific risks to MNES associated with the implementation of the Plan
Stakeholder engagement strategy	A process for stakeholder engagement to guide the City in undertaking ongoing engagement with key stakeholders over the life of the Plan
Standard mitigation measures	Mitigation measures delivered by the Victorian planning system through the PSP process, existing provisions in the Greater Geelong Planning Scheme, and the planning permit process
Strategic Conservation Area	Areas within the Growth Areas that will be avoided from development and protected and managed for conservation in-perpetuity
The City	The City of Greater Geelong
The Executive Committee	The Northern and Western Geelong Growth Areas EPBC Plan Executive Committee
The Framework Plan	<i>Northern and Western Geelong Growth Area Framework Plan</i>
The Growth Areas	Northern and Western Geelong Growth Areas
The Plan	The Northern and Western Geelong Growth Areas EPBC Plan
Works in Kind	A contribution in lieu of payment of the biodiversity levy amount

# 1 Introduction

The City of Greater Geelong (the City) has identified two key areas for urban growth in Geelong’s northwest in the Northern and Western Geelong Growth Areas (the Growth Areas).

The Growth Areas were identified through several State planning strategies for future growth. The City subsequently developed the *Northern and Western Geelong Growth Areas Framework Plan* (the Framework Plan) (The City of Greater Geelong, 2021), which describes the Growth Areas and outlines considerations for their future development until 2047.

Development within the Growth Areas and associated infrastructure development outside the Growth Areas will lead to impacts to biodiversity values protected under the Commonwealth *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act) and impacts on biodiversity values protected under Victorian biodiversity regulations.

## 1.1 THE STRATEGIC ASSESSMENT

To support development in the Growth Areas and protect matters of national environmental significance (MNES), the City is undertaking a strategic assessment under Part 10 of the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act). This enables a landscape scale assessment and approval of a suite of development actions under the EPBC Act and provides the opportunity to deliver improved environmental and development outcomes compared to project-by-project assessments through strategic consideration of biodiversity issues.

As part of the strategic assessment process, the City has prepared the *Northern and Western Geelong Growth Areas EPBC Plan* (the Plan). The Plan ensures development within the Growth Areas, as well as associated infrastructure development outside the Growth Areas, protects MNES and proceeds in accordance with the requirements of the EPBC Act.

The Plan:

- Describes the development (classes of actions) that approval is being sought for under the EPBC Act
- Sets out an objective, and a series of outcomes and commitments to define what the Plan will achieve
- Sets out a conservation framework to address the impacts of the development on MNES, including through avoiding and minimising, mitigating and offsetting residual impacts
- Sets out an assurance and implementation framework to implement the Plan

The Plan is supported by four documents. These include:

- Three implementation documents:
  - The Northern and Western Geelong Growth Areas Commitments and Measures (this document)
  - The Northern and Western Geelong Growth Areas Biodiversity Conservation Strategy (BCS)
  - The Northern and Western Geelong Growth Areas Funding Program
- A Strategic Assessment Report (SAR)

The three implementation documents contain more information about how the Plan will be implemented. The BCS also addresses how the outcomes of the strategic assessment are consistent with Victorian biodiversity regulations and provides additional outcomes for the protection of State-listed and locally significant biodiversity values.

The Strategic Assessment Report (SAR) has been prepared to assess the impacts of development under the Plan on MNES. The SAR evaluates the adequacy of the Plan’s outcomes, commitments and measures in protecting MNES over the life of the Plan.

Figure 1-1 shows the relationship between the documents associated with the strategic assessment.

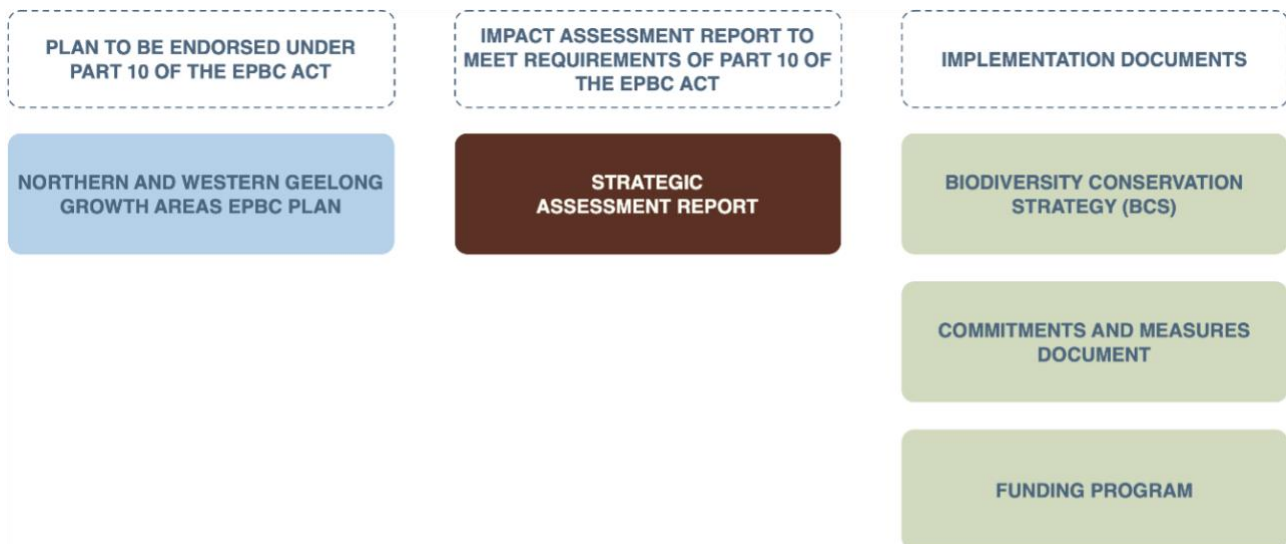


Figure 1-1: Strategic assessment documents

## 1.2 OUTCOMES FRAMEWORK AND PURPOSE OF THIS DOCUMENT

The Plan identifies a broad objective, as well as nine national level outcomes relating to the protection of MNES under the EPBC Act and socio/economic considerations. The Plan's outcomes represent standards of environmental protection that will be achieved for MNES under the Plan in accordance with the requirements of the EPBC Act.

The BCS identifies an additional broad objective focussing on state and local biodiversity. Some of the Plan's outcomes are relevant to the BCS, but additional state and local specific outcomes are also provided in the BCS.

The Plan and the BCS objectives and outcomes will be achieved through the delivery of a set of commitments and measures.

### 1.2.1 OUTCOMES FRAMEWORK

The outcomes, commitments and measures were developed as part of an 'outcomes framework' based on program logic principles. The outcomes framework provides a way to structure what the Plan will deliver for the conservation of protected matters in a clear and logical way. It supports accountability and transparency by providing the basis and set of benchmarks for monitoring, reporting, and ongoing evaluation and adaptive management of the Plan.

The outcomes framework is a requirement of the Endorsement Criteria in the Strategic Assessment Agreement.

The outcomes framework for both the Plan and BCS is comprised of four components:

- A broad *objective*
- *Outcomes*
- *Commitments* to deliver the outcomes
- *Measures* to implement the commitments

The definition of each of these in relation to the Plan and BCS is provided in Table 1-1.

The outcomes framework is described in more detail in Chapter 3 of the Plan and Section 2.1 of the BCS.

Table 1-1: Definition of the components of the outcomes framework

Framework component	Definition
Plan objective	The reason the Plan is being undertaken and the broad goal it is intended to support
BCS objective	The contribution that the outcomes of the BCS will make to biodiversity
Plan outcomes	The impacts or changes to environmental and socio/economic conditions that are expected to be achieved because of the delivery of the commitments and that are needed to achieve the overall objective of the Plan
BCS outcomes	The positive impacts or changes to biodiversity values that are needed to achieve the overall objective of the BCS. The outcomes are set out in relation to: <ul style="list-style-type: none"> <li>• National level biodiversity outcomes (these are taken from the Plan)</li> <li>• State and local biodiversity outcomes which are specific to the BCS</li> <li>• An implementation outcome for the BCS</li> </ul>
Commitments	The direct results of implementing the measures that are expected to lead to the achievement of the outcomes
Measures	The specific actions that will be undertaken to meet the commitments.

### 1.2.2 PURPOSE OF THIS DOCUMENT

The outcomes and commitments are set out in the Plan and the BCS. The EPBC outcomes and commitments will not be changed once the Plan is endorsed under Part 10 of the EPBC Act.

The measures to implement the Plan and BCS commitments are set out in this document. This document also provides the following details for each measure:

- Responsibility
- Key support partner/s (if relevant)
- Timing

Additionally, this document provides key performance indicators (KPIs) for each outcome and commitment. KPIs have been developed as part of the Plan's MERI framework for understanding:

- If each outcome is being achieved and if not, the possible factors that are causing the outcome to not be achieved
- If each commitment is being delivered efficiently and effectively

Additional KPIs will be established for compliance with the Commonwealth approval conditions within 12 months of endorsement of the Plan. These will be added to this document once finalised.

While the commitments cannot be changed once the Plan is endorsed, the measures and KPIs set out in this document may be updated from time to time over the life of the Plan through an adaptive management process in accordance with the Plan's monitoring, evaluation, reporting and improvement (MERI) framework (see Section 7.5 of the Plan). The improvement step of the MERI framework provides the opportunity to adaptively manage implementation of the Plan to ensure the commitments are successfully delivered and the Plan's objective and outcomes are achieved.

The ability to adapt the measures is an important and necessary characteristic of the outcomes framework, designed to better assure successful delivery of the outcomes and commitments, rather than providing inappropriate lenience or flexibility where environmental diligence and obligations have not been adequately met.

### **1.3 STRUCTURE OF THIS DOCUMENT**

This document is structured as follows:

- Section 2 provides the Plan (national level) objective, outcomes, commitments and measures (some of which are also relevant to the BCS), and provides KPIs for the Plan outcomes and commitments
- Section 3 provides the BCS (state and local level) objective, outcomes, commitments and measures which are only relevant to the BCS, and provides KPIs for the BCS outcomes and commitments

#### **1.3.1 NUMBERING OF OUTCOMES, COMMITMENTS AND MEASURES**

To provide clarity, different numbering systems are used to distinguish the national level versus state and local level outcomes, commitments and measures.

National level outcomes and commitments provided in the Plan and their associated measures are identified using cardinal numbers (e.g. 1, 2, 3 etc).

State and local outcomes, commitments provided in the BCS and their associated measures are identified using Roman numerals (e.g. i, ii, iii etc).

## 2 Objective, outcomes, commitments and measures under the Plan

This section provides the national level objective and outcomes relevant to approval under Part 10 of the EPBC Act (as detailed in the Plan). A detailed set of measures is then provided for each of the national level commitments. These measures are to enable adequate implementation of the Plan and the achievement of the outcomes and objective of the Plan.

### 2.1 OBJECTIVE OF THE PLAN

The objective of the Plan is to:

*Provide for the protection of matters of national environmental significance while supporting the delivery of the Northern and Western Geelong Growth Areas Framework Plan and its objectives*

### 2.2 OUTCOMES OF THE PLAN

The outcomes of the Plan and their associated KPIs are set out in Table 2-1. An explanation, including definition of key terms, is provided at the end of the table.

Table 2-1: Outcomes of the Plan and their associated KPIs

No.	Outcome	Key performance indicators
1	Populations of Golden Sun Moth and Striped Legless Lizard are maintained within the Northern Conservation Area	a) Extent and condition of mapped habitat for Golden Sun Moth within the Northern Conservation Area
		b) Extent and condition of mapped habitat for Striped Legless Lizard within the Northern Conservation Area
		c) Presence of Golden Sun Moth within the Northern Conservation Area
		d) Presence of Striped Legless Lizard within the Northern Conservation Area
2	The extent and condition of Natural Temperate Grassland is maintained within the Eastern Conservation Area	e) Extent and condition of Natural Temperate Grassland within the Eastern Conservation Area
3	Impacts to habitat for Golden Sun Moth, Striped Legless Lizard and Natural Temperate Grassland within the gully avoidance area will be avoided and minimised	f) Extent of habitat for Golden Sun Moth within the gully avoidance area
		g) Extent of habitat for Striped Legless Lizard within the gully avoidance area
		h) Extent of Natural Temperate Grassland within the gully avoidance area
4	Potentially suitable habitat attributes for Victorian Grassland Earless Dragon within the Northern Conservation Area will be protected and managed to support potential recovery of the species	i) Extent and condition of potentially suitable habitat attributes for Victorian Grassland Earless Dragon within the Northern Conservation Area
5	The long-term viability of the important population of the Growling Grass Frog along Cowies Creek is supported through the protection and enhancement of habitat	j) Extent and condition of Growling Grass Frog habitat within the Cowies Creek Conservation Area
		k) Presence of Growling Grass Frog within the Cowies Creek Conservation Area

No.	Outcome	Key performance indicators
6	The protection and management of land outside of the Growth Areas makes an important contribution to the recovery efforts for Natural Temperate Grassland, Golden Sun Moth and Striped Legless Lizard in Victoria	l) Extent and condition of Natural Temperate Grassland within offset areas delivered outside of the Growth Areas
		m) Extent and condition of habitat for Golden Sun Moth within offset areas delivered outside of the Growth Areas
		n) Extent and condition of habitat for Striped Legless Lizard within offset areas delivered outside of the Growth Areas
7	Matters of national environmental significance associated with the Moorabool avoidance area, as well as other waterways, riparian areas and wetlands are protected from any adverse impacts of development under the Plan	o) Extent of the Moorabool avoidance area that is avoided and protected
		p) The achievement of Commitment 13, which requires identification and implementation of additional specific mitigation measures to minimise the indirect impacts of the development on MNES associated with waterways, riparian areas and wetlands (as measured by KPIs for Commitment 13)
8	The Plan improves regulatory efficiency by streamlining EPBC Act approvals	q) Number of developments tracked using the Part 10 approval under the Plan
9	Implementation of the Plan is effective, timely, and cost efficient	r) Achievement of the Plan's outcomes (as per KPIs for outcomes and as defined in Section 7.5.4 Evaluation of the Plan)
		s) Efficiency of the Plan's commitments (as defined in Section 7.5.4 Evaluation of the Plan)
		t) Effectiveness of the Plan's commitments (as defined in Section 7.5.4 Evaluation of the Plan)

### 2.2.1 EXPLANATION AND DEFINITION OF KEY TERMS

The following provides a rationale for the outcomes and definition of the key terms.

#### **OUTCOME 1**

The populations of Golden Sun Moth and Striped Legless Lizard within the NGGA are two of the key MNES values present. Existing threats in the area continue to degrade habitat and reduce the long-term viability of these populations. The Plan will protect, restore and actively manage some existing areas of habitat within the NGGA to ensure that these species persist in the area.

In this context, the meaning of the term 'maintained' is defined as and would be considered achieved where both, over the life of the Plan:

- The extent of mapped habitat is shown to be the same or greater than that presented in the SAR
- Both species continue to be recorded within the Northern Conservation Area over the life of the Plan

#### **OUTCOME 2**

The Natural Temperate Grassland within the NGGA is one of the key MNES values present within the Growth Area. Existing threats in the area continue to degrade the condition and extent of the TEC. The EPBC Plan will protect, restore and actively manage some existing areas of habitat within the NGGA to ensure that Natural Temperate Grassland persists in the area. In this context, the meaning of the term 'maintained' is defined as and would be considered achieved where both, over the life of the Plan:

- The extent of mapped habitat for Natural Temperate Grassland is shown to be the same or greater than that presented in the SAR

- Vegetation that meets the condition thresholds for Natural Temperate Grassland continues to be recorded within the Eastern Conservation Area over the life of the Plan.

### **OUTCOME 3**

Parts of the gully avoidance area within the NGGA provide habitat for Golden Sun Moth, Striped Legless Lizard and Natural Temperate Grassland, which are three of the key MNES values present. Existing threats in the area continue to degrade the condition and extent of the habitat for these MNES. The EPBC Plan will avoid impacts to existing areas of habitat for these MNES within the gully avoidance area and restrict development in the surrounding areas. This will help ensure habitat for the MNES to persist within the NGGA.

In this context, the meaning of the term 'impacts... will be avoided and minimised' would be considered achieved if the extent of all known habitat for the three MNES within the gully avoidance area is avoided and not subject to development actions under the Plan.

### **OUTCOME 4**

The rediscovery of the Victorian Grassland Earless Dragon in Victoria part way through the strategic assessment led to an intensive process to better understand the potential importance of the Growth Areas to the species. Little is known about the species' specific habitat preferences and current occupied distribution. Best available knowledge drawn from an understanding of habitat at the rediscovery site, historical observations and studies of other Grassland Earless Dragon species is reflected in the Commonwealth's Conservation Advice and draft Recovery Plan. The data gathering and analysis undertaken for the Growth Areas aimed to respond to and align with the information presented in these documents. This work concluded that the Growth Areas are unlikely to currently support an extant population of the Victorian Grassland Earless Dragon.

However, the location of the Growth Areas within the modelled distribution of the species and the presence of some potentially suitable habitat attributes means that part of the Growth Areas could be important for the recovery of the species in light of its recent rediscovery. The Northern Conservation Area contains some of the best and most strategically located areas with potentially suitable habitat attributes.

In this context, 'supporting potential recovery of the species' would be considered achieved where protection and active management of the Northern Conservation Area to enhance these attributes is ongoing. This will enable future opportunities for potential reintroduction, should that be determined at the time to best support the recovery of the species.

### **OUTCOME 5**

The population of the Growling Grass Frog within the WGGGA is one of the key MNES values present within the Growth Area. The species displays classical metapopulation dynamics. In relation to the Growth Areas, this means that the population recorded within the WGGGA occurs as part of a larger metapopulation within Cowies Creek made up of discrete populations connected by migration. These discrete populations can naturally change over time and go locally extinct (for instance, due to flooding events) and then be recolonised from connected populations. As a result, the continued persistence of the WGGGA population is dependent on both the presence and retention of suitable habitat, as well as the persistence of the downstream, connected populations that form the Cowies Creek metapopulation.

A range of external factors could influence the persistence of the broader metapopulation and many of these factors are outside the control or influence of the Plan. The Plan therefore provides for the protection, restoration and management of Growling Grass Frog habitat within the WGGGA Cowies Creek Conservation Area with the aim of supporting the long-term persistence of this population over time, but without being able to commit to its continued persistence.

In this context, the meaning of the term 'supported' is defined as and would be considered achieved where the extent and condition of suitable Growling Grass Frog habitat within the Cowies Creek Conservation Area is improved over the life of the Plan compared to that presented in the SAR.

### **OUTCOME 6**

Protected areas supporting large or important occurrences of Natural Temperate Grassland, Golden Sun Moth, and Striped Legless Lizard are needed for the recovery of these MNES in the long-term. The Plan represents a critical opportunity to deliver larger occurrences of these matters in good condition due to the strategic nature and coordinated implementation of the offset program.

In this context, the meaning of the term 'important contribution to the recovery efforts' is defined as and would be achieved where offsets delivered for each MNES outside of the Growth Areas are in good condition and of a large size relative to the remaining extent of available habitat within Victoria.

#### **OUTCOME 7**

There are a number of MNES associated with the Moorabool avoidance area and in areas outside and downstream of the Strategic Assessment Area. The risks to these values are generally considered to be low as a result of avoidance of the Moorabool avoidance area and measures to mitigate and manage potential impacts which are expected to avoid any notable adverse impacts.

To demonstrate, monitor and manage to this outcome, a number of studies will be undertaken as part of implementation to ensure that precincts are designed and developed in a way which avoids notable adverse impacts to downstream values.

In this context, the meaning of the term 'protected from any notable adverse impacts' is defined as and would be considered achieved where, prior to final design and development of each precinct:

- Relevant downstream MNES values are identified
- The meaning of notable adverse impacts to those values are defined
- Necessary mitigation and management measures to avoid notable impacts are stipulated in a set of guidelines to be addressed as part of development
- A monitoring and adaptive management program is implemented over the life of the Plan

#### **OUTCOME 8**

Regulatory efficiency is an outcome that is required as part of the Endorsement Criteria under the Strategic Assessment Agreement. The Plan will deliver regulatory efficiency through the single Part 10 assessment and approval process which will ensure that future activities consistent with the classes of action do not require separate referral, assessment and approval under Parts 7, 8 and 9 of the EPBC Act. Design of the key elements of the Plan, including the commitments and MERI framework, will streamline the regulatory processes during implementation by removing the ongoing approval role of the Commonwealth government where State and local processes can adequately meet the requirements of the Plan.

#### **OUTCOME 9**

Lessons learnt from previous Part 10 Strategic Assessment processes point to the importance of effective implementation and its role in ensuring the MNES related outcomes are delivered. Timeliness and cost efficiency are key elements of good implementation which will help to ensure fair and equitable processes that facilitate the support and buy in from stakeholders needed to deliver on the outcomes of the Plan.

## **2.3 COMMITMENTS, MEASURES AND KPIS FOR THE PLAN**

The commitments and measures for the Plan are set out in Table 2-2, including responsibility, support partner/s and timing. In regard to timing, implementation of the Plan will commence at the point that the Plan is endorsed and one or more of the classes of action has been approved. The KPIs for the commitments are provided in Table 2-3.

Table 2-2: Commitments and measures for the Plan

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
<b>Delivery of development</b>						
1	Development within the Strategic Assessment Area will proceed in accordance with any Commonwealth approval conditions and in accordance with the EPBC Plan and NWGGA Biodiversity Conservation Strategy	1	Prepare PSPs for each precinct within the growth areas in consideration of the Plan and the BCS	City of Greater Geelong	DTP	At PSP preparation stage for each precinct
		2	Incorporate relevant Plan commitments and associated measures as PSP Requirements and Guidelines for each precinct	City of Greater Geelong	-	At PSP preparation stage for each precinct
		3	Prepare schedules to the Urban Growth Zone for each precinct and specify requirements for permit applications, conditions that must be included on permits, and decision guidelines to give effect to the relevant Plan commitments and measures	City of Greater Geelong	DTP	At planning scheme amendment stage for the relevant precinct
2	Proposed minor changes to the boundaries of land subject to development (as shown in Figure 4-1 of the Plan) will meet the eligibility for consideration and be in accordance with the process for considering changes set out in Section 4.5 of the Plan	4	Review planning proposals that require a boundary change to the land subject to development against the eligibility for consideration in Section 4.5 of the Plan, and advise proponents of their eligibility or how the planning proposal could be adjusted	City of Greater Geelong	-	At PSP preparation stage for each precinct
		5	Undertake ecological surveys within the proposed new land subject to development for all protected matters with the potential to occur. Surveys must be undertaken by a qualified ecologist in accordance with relevant guidelines	Project proponent	City of Greater Geelong	At PSP preparation stage for each precinct
		6	Prepare a report assessing the potential direct and indirect impacts of the planning proposal requiring the boundary change on protected matters. The report must demonstrate how impacts are avoided and minimised, mitigated, and offset in accordance with the offsets	Project proponent	City of Greater Geelong	At PSP preparation stage for each precinct

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
			mitigation hierarchy and the EPBC Act Offsets Policy (DSEWPC, 2012)			
		7	Provide the report to the City Implementation Group to review the information and determine eligibility. Subsequently provide the report to the EPBC Plan Executive Committee and DCCEEW for consideration and comment if eligible	City of Greater Geelong	DCCEEW	At PSP preparation stage for each precinct
		8	If the planning proposal within the proposed new land subject to development will significantly impact MNES or proposes to modify the boundaries of the Northern Conservation Area, Eastern Conservation Area or the Cowies Creek Conservation Area, the change will require separate approval under Parts 7-9 of the EPBC Act. All other changes will require endorsement by the City Implementation Group	City of Greater Geelong	DCCEEW	At PSP preparation stage for each precinct
		9	If the boundary change is endorsed: <ul style="list-style-type: none"> <li>• Relevant maps in the BCS will be updated</li> <li>• The PSP will show the new boundary of land subject to development</li> <li>• The boundary change will be reported in the annual progress report for that year</li> </ul>	City of Greater Geelong	-	At PSP preparation stage for each precinct
3	Development within the portion of Heales Road East subject to process based development (as shown in Figure 4-1 of the Plan) and external infrastructure development will only proceed if undertaken in accordance with the requirements for process based development in Section 6.3 of the Plan.	10	Prepare standards for process based development in accordance with Section 6.3 of the Plan	City of Greater Geelong	DCCEEW	Within the first 12 months of Plan implementation
		11	Prepare a report to the Executive Committee demonstrating that the requirements provided in the standards for process based development have been met	Project proponent	City of Greater Geelong	Prior to undertaking process based development

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
<b>Conservation</b>						
4	The Northern Conservation Area will be established in perpetuity to avoid and protect 77.7 ha of habitat for Striped Legless Lizard, 119.5 ha of habitat for Golden Sun Moth, and 125.3 ha of habitat potentially important for the recovery of Victorian Grassland Earless Dragon	12	Identify the conservation area in relevant PSPs as land to be protected for conservation in urban structure maps of the precinct	City of Greater Geelong	-	At PSP preparation stage for each precinct
		13	Apply an appropriate environment zone to the conservation area under the Greater Geelong Planning Scheme	City of Greater Geelong	-	At planning scheme amendment stage for the relevant precinct
		14	Identify native vegetation in the conservation area as to be retained within the relevant NVPPs	City of Greater Geelong	-	At PSP preparation stage for each precinct
		15	Purchase Stage 1 of the Northern Conservation Area (as shown in Figure 1 of SAR Supporting Document D)	City of Greater Geelong	Relevant landholder(s)	By the end of year 5 of Plan implementation
		16	Purchase Stage 2 of the Northern Conservation Area (as shown in Figure 1 of SAR Supporting Document D)	City of Greater Geelong	Relevant landholder(s)	At the time of subdivision of adjacent land
		17	Secure the conservation area under in-perpetuity, on-title agreements consistent with the security requirements of the <i>Guidelines for the removal, destruction or lopping of native vegetation</i> (DELWP, 2017c)	City of Greater Geelong	Relevant landholder(s)	At the time the land is purchased
5	A Conservation Management Plan will be prepared and implemented for the protection and ongoing management of Striped Legless Lizard, Golden Sun Moth and Victorian Grassland Earless Dragon within the Northern Conservation Area	18	Prepare a Conservation Management Plan in accordance with the Commonwealth <i>Environmental Management Plan Guidelines</i> (DoE, 2014), and include the following information in the plan: <ul style="list-style-type: none"> <li>Objectives of the plan</li> <li>Boundary of the conservation area</li> <li>Native vegetation to be retained as identified in the NVPP</li> </ul>	City of Greater Geelong	DEECA	Within 1 year of securing Stage 1 of the conservation area

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
			<ul style="list-style-type: none"> <li>• Extent and condition of habitat and records for Striped Legless Lizard and Golden Sun Moth</li> <li>• Extent and condition of potentially suitable areas for the recovery of Victorian Grassland Earless Dragon</li> <li>• Management actions and arrangements to protect and enhance Striped Legless Lizard, Golden Sun Moth, and potentially suitable areas for the recovery of Victorian Grassland Earless Dragon, including methods, standards and techniques, roles and responsibilities, timing for implementation, funding and monitoring and reporting</li> </ul>			
		19	<p>Include objectives in the Conservation Management Plan that are consistent with:</p> <ul style="list-style-type: none"> <li>• Protecting habitat supporting populations of the Striped Legless Lizard and Golden Sun Moth</li> <li>• Improving the condition of habitat for the Striped Legless Lizard and Golden Sun Moth</li> <li>• Increasing the area of occupied habitat for the Striped Legless Lizard through regeneration or restoration of suitable areas</li> <li>• Protecting and improving the condition of potentially suitable areas for the recovery of Victorian Grassland Earless Dragon</li> <li>• Managing the threat of cat predation for Striped Legless Lizard and Victorian Grassland Earless Dragon</li> </ul>	City of Greater Geelong	DEECA	Within 1 year of securing Stage 1 of the conservation area

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
		20	Provide a draft of the Conservation Management Plan to the EPBC Plan Executive Committee and DCCEEW for consideration and comment prior to its finalisation and approval by the City of Geelong	City of Greater Geelong	-	Finalisation and approval within 6 months of providing the draft to the EPBC Plan Executive Committee and DCCEEW
		21	Implement the Conservation Management Plan over the life of the Plan	City of Greater Geelong	-	Following approval of the Conservation Management Plan by the City of Greater Geelong
6	The Eastern Conservation Area will be established in perpetuity to avoid and protect 6.7 ha of habitat for Natural Temperate Grassland	22	Identify the conservation area in relevant PSPs as land to be protected for conservation in urban structure maps of the precinct	City of Greater Geelong	-	At PSP preparation stage for each precinct
		23	Apply an appropriate environment zone to the conservation area under the Greater Geelong Planning Scheme	City of Greater Geelong	-	At planning scheme amendment stage for the relevant precinct
		24	Identify native vegetation in the conservation area as to be retained within the relevant NVPPs	City of Greater Geelong	-	At PSP preparation stage for each precinct
		25	Purchase the Eastern Conservation Area	City of Greater Geelong	Relevant landholder(s)	By the end of year 5 of Plan implementation
		26	Secure the conservation area under in-perpetuity, on-title agreements consistent with the security requirements of the Guidelines for the removal, destruction or lopping of native vegetation (DELWP, 2017c)	City of Greater Geelong	Relevant landholder(s)	At the time the land is purchased
7	A Conservation Management Plan will be prepared and implemented for the protection and ongoing management of Natural Temperate	27	Prepare a Conservation Management Plan in accordance with the Commonwealth <i>Environmental Management Plan Guidelines</i> (DoE, 2014), and include the following information in the plan:	City of Greater Geelong	DEECA	Within 1 year of securing of the conservation area

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
	Grassland within the Eastern Conservation Area		<ul style="list-style-type: none"> <li>Objectives of the plan</li> <li>Boundary of the conservation area</li> <li>Native vegetation to be retained as identified in the NVPP</li> <li>Extent and condition of habitat for Natural Temperate Grassland</li> <li>Extent and condition of potential habitat for Striped Legless Lizard</li> <li>Management actions and arrangements to protect and enhance Natural Temperate Grassland, including methods, standards and techniques, roles and responsibilities, timing for implementation, funding and monitoring and reporting</li> <li>Management actions and arrangements to facilitating the expansion of Striped Legless Lizard through regeneration or restoration of suitable areas</li> </ul>			
		28	Include objectives in the Conservation Management Plan that are consistent with: <ul style="list-style-type: none"> <li>Protecting Natural Temperate Grassland</li> <li>Managing Natural Temperate Grassland to maintain extent and improve condition over time</li> <li>Regenerating or restoring suitable areas for Striped Legless Lizard to facilitate the expansion of the species into the Eastern Conservation Area</li> </ul>	City of Greater Geelong	DEECA	Within 1 year of securing of the conservation area
		29	Provide a draft of the Conservation Management Plan to the EPBC Plan Executive Committee and DCCEEW for consideration and	City of Greater Geelong	-	Finalisation and approval within 6 months of providing the draft to the EPBC Plan Executive

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
			comment prior to its finalisation and approval by the City of Geelong			Committee and DCCEEW
		30	Implement the Conservation Management Plan over the life of the Plan	City of Greater Geelong	-	Following approval of the Conservation Management Plan by the City of Greater Geelong
8	The gully avoidance area will avoid 3.4 ha of habitat for Striped Legless Lizard, 4.6 ha of habitat for Golden Sun Moth and 3.7 ha of Natural Temperate Grassland	31	When designing and securing the gully avoidance area ensure consideration is given to facilitating expansion of Striped Legless Lizard through to the Eastern Conservation Area	City of Greater Geelong	-	At PSP preparation stage for each precinct
		32	Identify the gully avoidance area in relevant PSPs as land to be avoided in urban structure maps of the precinct	City of Greater Geelong	-	At PSP preparation stage for each precinct
		33	Include public signage for the gully avoidance area that provides information about the biodiversity values of the area and instructs the public not to remove rocks or any other important habitat features	City of Greater Geelong	-	Within 6 months of securing the avoidance area
		34	Apply appropriate zoning to the gully avoidance area under the Greater Geelong Planning Scheme to facilitate environmental management and if relevant, permissible development as specified in the Section 4.3 of the EPBC Plan	City of Greater Geelong	-	At planning scheme amendment stage for the relevant precinct
		35	Identify native vegetation that comprises habitat for MNES in the gully avoidance area as vegetation to be retained within the relevant NVPPs	City of Greater Geelong	-	At PSP preparation stage for each precinct
9	The Cowies Creek Conservation Area will be established in perpetuity to avoid and protect habitat needed to support the continued persistence of	36	In designing the Creamery Road PSP, confirm the boundaries of the Cowies Creek Conservation Area currently shown in the BCS to ensure the conservation area includes all	City of Greater Geelong	Corangamite CMA	At PSP preparation stage for each precinct

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
	the Growling Grass Frog in the WGGA		areas of habitat that may be needed to support the continued persistence of the Growling Grass Frog within the WGGA, including areas of habitat that may be used for breeding, foraging and movement			
		37	Identify the conservation area in relevant PSPs as land to be protected for conservation in urban structure maps of the precinct	City of Greater Geelong	-	At PSP preparation stage for each precinct
		38	Apply an appropriate environment zone to the conservation area under the <i>Greater Geelong Planning Scheme (The City of Greater Geelong, 2022)</i>	City of Greater Geelong	-	At planning scheme amendment stage for the relevant precinct
		39	Identify native vegetation in the conservation area as to be retained within the relevant NVPPs	City of Greater Geelong	-	At PSP preparation stage for each precinct
		40	Conservation area to be vested to the City as part of subdivision of the subject land	City of Greater Geelong	Relevant landholder(s)	At the time of subdivision of adjacent land
		41	Conservation area to be established as part of the City's reserve program	City of Greater Geelong	Relevant landholder(s)	At the time of subdivision of adjacent land
10	A Conservation Management Plan will be prepared and implemented for the protection and ongoing management of Growling Grass Frog and areas of potential habitat for Adamson's Blown-grass within the Cowies Creek Conservation Area	42	<p>Prepare a Conservation Management Plan in accordance with the Commonwealth <i>Environmental Management Plan Guidelines</i> (DoE, 2014), <i>Growling Grass Frog Habitat Design Standards</i> (DELWP, 2017b), <i>Growling Grass Frog Crossing Design Standards</i> (DELWP, 2017a) and to address the requirement in the Framework Plan to develop a Master Plan for the corridor. Include the following information in the plan:</p> <ul style="list-style-type: none"> <li>Objectives of the plan</li> <li>Boundary of the conservation area</li> </ul>	City of Greater Geelong	DEECA	Within 1 year of securing of the conservation area

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
			<ul style="list-style-type: none"> <li>• Native vegetation to be retained as identified in the NVPP</li> <li>• Growling Grass Frog records and habitat</li> <li>• Potential habitat for Adamson's Blown-grass</li> <li>• Any locations suitable for public access points, walking paths/trails, and passive recreation</li> <li>• Any locations suitable for water management assets and associated infrastructure</li> <li>• Management actions and arrangements to protect Growling Grass Frog and its habitat, including methods, standards and techniques, roles and responsibilities, timing for implementation, funding and monitoring and reporting</li> <li>• Management actions and arrangements to maintain suitability of the area for Adamson's Blown-grass, including the use of appropriate indigenous species for revegetation</li> <li>• Monitoring processes to allow for adaptive management of the CMP, including population monitoring for Growling Grass Frog in Cowies Creek</li> </ul>			
		43	<p>Include objectives in the Conservation Management Plan that are consistent with:</p> <ul style="list-style-type: none"> <li>• Protecting high quality instream habitat</li> <li>• Improving the condition of lower quality instream habitat</li> <li>• Protecting terrestrial habitat in buffer areas adjacent to the creek</li> </ul>	City of Greater Geelong	DEECA	Within 1 year of securing of the conservation area

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
11	Habitat enhancement works for the Growling Grass Frog will be undertaken in Cowies Creek		<ul style="list-style-type: none"> <li>Regenerating areas of terrestrial habitat that are degraded</li> <li>Providing for the creation of off-stream habitat, where appropriate and beneficial to the species</li> </ul>			
		44	<p>Undertake the following actions if monitoring shows declines in the Cowies Creek Growling Grass Frog population:</p> <ul style="list-style-type: none"> <li>Instigate further information gathering to try and determine the causes of the declines</li> <li>Determine restorative actions based on the causes of decline. These may include: changes to how water quantity and/or quality are managed; management actions in the corridor to restore habitat; and/or creation of new habitat features (e.g. off-stream ponds)</li> <li>Increase monitoring intensity to determine if restorative actions are working</li> </ul>	City of Greater Geelong	DEECA	If monitoring shows declines in the Cowies Creek Growling Grass Frog population
		45	Provide a draft of the Conservation Management Plan to the EPBC Plan Executive Committee and DCCEEW for consideration and comment prior to its finalisation and approval by the City of Geelong	City of Greater Geelong	-	Within 1 year of securing the conservation area
		46	Implement the Conservation Management Plan over the life of the Plan	City of Greater Geelong	-	Following approval of the Conservation Management Plan by the City of Greater Geelong
11	Habitat enhancement works for the Growling Grass Frog will be undertaken in Cowies Creek	47	Confirm the habitat enhancement works for Growling Grass Frog downstream of the WGGA through a process of detailed design. Works to be considered to include:	City of Greater Geelong	-	Within the first 12 months of Plan implementation

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
	downstream of the WGGA to support the: <ul style="list-style-type: none"> <li>Long-term viability of the Cowies Creek metapopulation of Growling Grass Frogs</li> <li>Persistence of the species within the WGGA</li> </ul>		<ul style="list-style-type: none"> <li>The creation of one or more off-line wetlands to create habitat for the species</li> <li>Vegetation management to improve habitat quality for the species</li> <li>Revegetation and bank stabilisation</li> <li>Infrastructure changes to improve connectivity for the species under the Bluestone Bridge along Cowies Creek</li> </ul>			
		48	Implement the habitat enhancement works in accordance with the detailed design undertaken as part of Measure 47	City of Greater Geelong	-	As per the timing set out in the detailed design phase
12	Development within the Moorabool avoidance area will be restricted to support the potential MNES values of the river corridor and the escarpment	49	Identify the Moorabool avoidance area in relevant PSPs as land to be avoided in urban structure maps of the precinct	City of Greater Geelong	-	At PSP preparation stage for each precinct
		50	Apply appropriate zoning to the Moorabool avoidance area under the Greater Geelong Planning Scheme to facilitate environmental management and if relevant, permissible development as specified in the Section 4.3 of the EPBC Plan	City of Greater Geelong	-	At planning scheme amendment stage for the relevant precinct
		51	Identify native vegetation that comprises habitat for MNES in the Moorabool avoidance area as vegetation to be retained within the relevant NVPPs	City of Greater Geelong	-	At PSP preparation stage for each precinct
13	Standard mitigation measures will continue to be implemented to minimise the indirect impacts of the development on MNES in accordance with the requirements of the <i>Greater Geelong Planning Scheme</i> (The City of Greater Geelong, 2022), as updated from time to time, and generally in	52	Continue to include standard mitigation measures as requirements and guidelines in PSPs and/or as conditions on permits, as appropriate, to mitigate the following indirect impact types: <ul style="list-style-type: none"> <li>Altered fire regimes and increased fire risk</li> <li>Changes to water flows and quality</li> </ul>	City of Greater Geelong	-	At PSP preparation stage (for conditions included as requirements and guidelines in PSPs) and at the planning permit stage (for conditions included as permit conditions)

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
	accordance with the Framework Plan (The City of Greater Geelong, 2021)		<ul style="list-style-type: none"> <li>Disturbance from increased public access to natural areas</li> <li>Fauna disturbance due to noise, dust and light</li> <li>Fauna mortality, displacement, and barriers to movement</li> <li>Inadvertent impacts on adjacent habitat or vegetation</li> <li>Predation/competition/land degradation by pests/domestic fauna</li> <li>Spread of infection/disease</li> <li>Spread of weeds</li> </ul>			
14	<p>The following additional specific mitigation measures will be implemented to minimise the indirect impacts of development on the two NGGA Conservation Areas and Cowies Creek Conservation Area:</p> <ul style="list-style-type: none"> <li>Establish a conservation interface for the conservation areas</li> <li>Design and baffle public lighting in accordance with National Light Pollution Guidelines for Wildlife to prevent light spill and glare within the Cowies Creek Conservation Area</li> <li>Prepare Construction Environmental Management Plans for construction works on land immediately adjacent to the conservation areas</li> </ul>	53	Identify a conservation interface between urban development and the boundaries of the Northern Conservation Area, Eastern Conservation Area and Cowies Creek Conservation Area in plans within relevant PSPs. The conservation interface should be established in accordance with relevant principles and standards in the Biodiversity Conservation Strategy for Melbourne's Growth Corridors (DEPI, 2013)	City of Greater Geelong	-	At PSP preparation stage for the relevant precinct
		54	Include the design and baffle of public lighting to prevent light spill and glare within the Cowies Creek Conservation Area as a requirement or guideline in PSPs and/or as a condition on permits for land use, subdivision and development, as appropriate	City of Greater Geelong	-	At PSP preparation stage for the relevant precinct
		55	Include the preparation of a Construction Environmental Management Plan on land immediately adjacent to the Northern Conservation Area, Eastern Conservation Area and Cowies Creek Conservation Area as a	City of Greater Geelong	-	At PSP preparation stage (for conditions included as requirements and guidelines in PSPs) and at the planning permit stage

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
			requirement or guideline in PSPs and/or as a condition on permits for land use, subdivision and development, as appropriate. The purpose of these plans is to ensure that appropriate measures are put in place to mitigate the potential indirect impacts of construction on the MNES values within the Conservation Areas. The Plans should stipulate the measures that will be undertaken and the monitoring and reporting that will be undertaken to ensure appropriate implementation			(for conditions included as permit conditions)
		56	Monitor and report on the inclusion of the specific mitigation measures in PSPs and as conditions on permits, as part of the monitoring program and annual progress reporting under the MERI framework	City of Greater Geelong	-	As part of annual progress reporting
15	<p>Additional specific mitigation measures will be implemented to minimise the indirect impacts of the development on MNES associated with waterways, riparian areas and wetlands including:</p> <ul style="list-style-type: none"> <li>• EPBC listed threatened and migratory birds</li> <li>• <i>Galaxiella tourtkoourt</i> (Little Galaxias)</li> <li>• <i>Litoria raniformis</i> (Growling Grass Frog)</li> <li>• <i>Nannoperca obscura</i> (Yarra Pygmy Perch)</li> <li>• <i>Prototroctes maraena</i> (Australian Grayling)</li> </ul>	57	<p>Undertake relevant technical studies to understand the key risks from development on protected matters associated with Hovells Creek and the Moorabool River. These studies will:</p> <ul style="list-style-type: none"> <li>• Address potential risks associated with changes to water quality and hydrology as a result of development within the Growth Areas</li> <li>• Identify appropriate measures, standards or targets to avoid and minimise adverse impacts on protected matters including, as relevant: <ul style="list-style-type: none"> <li>○ Water quality parameters</li> <li>○ Water retention and flow management requirements</li> <li>○ Limits on extraction or use</li> </ul> </li> </ul>	City of Greater Geelong	Corangamite CMA and other key stakeholders	Prior to PSP preparation for the relevant precincts

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
	<ul style="list-style-type: none"> <li><i>Lachnagrostis adamsonii</i> (Adamson's Blown Grass)</li> <li>Port Phillip Bay (Western Shoreline) and Bellarine Peninsula Ramsar site</li> </ul>		<ul style="list-style-type: none"> <li>Habitat buffer requirements</li> <li>Monitoring and reporting</li> </ul> <p>These studies will be undertaken in consultation with relevant stakeholders, regulators and experts</p>			
		58	Prepare guidelines based on the results of the technical studies to guide the preparation of PSPs and decisions on planning permits and permit conditions to ensure risks to protected matters in relation to indirect and downstream impacts are adequately managed	City of Greater Geelong	Corangamite CMA and other key stakeholders	Prior to PSP preparation for the relevant precincts
		59	Undertake a planning scheme amendment or other appropriate process to ensure the guidelines are considered during the preparation of PSPs and in decisions on planning permits and permit conditions	City of Greater Geelong	DTP	Prior to PSP preparation for the relevant precincts
		60	Ensure that the design of stormwater infrastructure and ongoing stormwater management is sympathetic to and does not notably alter habitat for the Growling Grass Frog within downstream reaches of Cowies Creek	City of Greater Geelong	DTP	Prior to PSP preparation for the relevant precincts
16	<p>Offset sites will be established to meet the following targets:</p> <ul style="list-style-type: none"> <li>13.9 ha of Natural Temperate Grassland</li> <li>331.2 ha of known habitat for Striped Legless Lizard</li> <li>500.7 ha of known habitat for Golden Sun Moth</li> </ul>	61	<p>Develop strategic landscape criteria to guide the targeting of land suitable for strategic offsets that considers:</p> <ul style="list-style-type: none"> <li>Locating sites in areas of habitat that would be considered large for each MNES</li> <li>Locating sites within key biodiversity corridors</li> <li>Locating sites adjacent to or connected to existing conservation reserves</li> </ul>	City of Greater Geelong	-	Within the first 3 months of Plan implementation

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
	These offsets will be delivered through a combination of: <ul style="list-style-type: none"> <li>The Northern and Eastern Conservation Areas (Commitments 4 and 6), and</li> <li>Strategic offset locations outside of the NGGA to meet the balance of the offset targets</li> </ul>	62	Identify priority offset locations that meet at least one of the strategic landscape criteria and establish a work program to engage with landholders within those areas to seek agreement to establishing offset sites	City of Greater Geelong	Landholders	Within the first 6 months of Plan implementation
		63	Confirm the presence and extent of Natural Temperate Grassland and known habitat for Striped Legless Lizard and Golden Sun Moth and other biodiversity values of the offset sites outside of the Growth Areas through field surveys undertaken in accordance with relevant survey guidelines	City of Greater Geelong	Landholders	Prior to agreeing with the landholder to secure the land as an offset site
		64	Secure offset sites under in-perpetuity, on-title agreements consistent with the security requirements of the <i>Guidelines for the removal, destruction or lopping of native vegetation</i> (DELWP, 2017c)	City of Greater Geelong	Landholders	Following identification of the offset site and confirmation of biodiversity values of the offset site
		65	Prepare an offset management plan for each offset site and undertake and report annually on management actions in accordance with the requirements of the <i>Guidelines for the removal, destruction or lopping of native vegetation</i> (DELWP, 2017c)	Landholders	City of Greater Geelong	Following securing the land as an offset site
17	Offset delivery will keep pace with and occur ahead of impacts within the NGGA	66	Monitor and track the rate of development within the NGGA and the associated impacts to Natural Temperate Grassland, Striped Legless Lizard and Golden Sun Moth using the following system: <ul style="list-style-type: none"> <li>Impacts will be tracked against the rate of development at a precinct level and then summed across the NGGA to keep a running total of the rate of impacts.</li> <li>For each precinct:</li> </ul>	City of Greater Geelong	-	As development proceeds

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
			<ul style="list-style-type: none"> <li>○ The total impacts to each MNES will be divided by the total Net Developable Area (NDA) to determine the average area of impact per hectare of development (area of impact/NDA)</li> <li>○ The rate of NDA that is developed will be tracked through tracking planning permits to determine the rate of impacts</li> </ul>			
		67	Secure offset sites at a rate that is faster than the rate of impacts to Natural Temperate Grassland, Striped Legless Lizard and Golden Sun Moth	City of Greater Geelong	-	As development proceeds
		68	<p>Implement the following contingency steps if the rate of offsets is not ahead of the rate of impacts to Natural Temperate Grassland, Striped Legless Lizard and Golden Sun Moth:</p> <ul style="list-style-type: none"> <li>• The City will notify DCCEEW about the shortfall and outline proposed steps to remedy the issue</li> <li>• The City will make every effort to secure the necessary offsets within 12 months of a shortfall being identified</li> <li>• If the necessary offsets cannot be secured within the 12-month period, the City will pause planning permits within the NGGA until sufficient offsets are secured to address the level of impact to MNES</li> </ul>	City of Greater Geelong	-	If monitoring shows that the rate of offsets is not ahead of the rate of impacts to NTG, SLL or GSM
<b>Process based development</b>						
18	Development within the portion of Heales Road East subject to process based development (as shown in Figure 4-1 of the Plan) will be	69	Undertake targeted surveys within the development footprint for all protected matters with the potential to occur. Surveys must be undertaken prior to development to inform the	Project proponent	City of Greater Geelong	Prior undertaking a development project within the portion of Heales Road East subject

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
	designed and located to prioritise avoidance of impacts to MNES and native vegetation. This must ensure that any confirmed population or occurrence of MNES that would be considered important or notable (for instance, due to size, condition or potential contribution to the recovery of the MNES) is avoided and subsequently protected, maintained and managed to ensure the persistence of that population or occurrence in the long-term. Impacts to all other populations or occurrences will be avoided and minimised as far as practical		detailed planning and design phase of each development, and in accordance with relevant survey guidelines or standards (including published survey guidelines for MNES)			to process based development
70		Prepare maps showing the location of any protected matters recorded within the development footprint to inform the detailed design of each development project and the avoidance that is proposed to occur within the development footprint	Project proponent	City of Greater Geelong	Prior undertaking a development project within the portion of Heales Road East subject to process based development	
71		Include the following details in the report prepared in accordance with the standards for process based development (Measure 11): <ul style="list-style-type: none"> <li>The location of any protected matters within the development footprint</li> <li>Details of the avoidance process undertaken including the avoidance of any confirmed population or occurrence of MNES that is considered important or notable</li> </ul>	Project proponent	City of Greater Geelong	Prior undertaking a development project within the portion of Heales Road East subject to process based development	
72		Monitor and report on residual impacts within the development footprints as part of the monitoring program and annual progress reporting under the MERI framework	City of Greater Geelong	Project proponent	Within 6 months following construction impacts of each development project within the portion of Heales Road East subject to process based development as part of annual progress reporting	
73		Should any important populations or occurrences of MNES be avoided within the development footprints, develop a	Project proponent	City of Greater Geelong	Prior undertaking a development project within the portion of	

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
			Conservation Management Plan to ensure appropriate management of avoided areas. This plan will address potential indirect impacts associated with the spread of weeds, fire regimes, removal of rocks or other habitat features and inappropriate road maintenance works such as slashing, grazing, clearing, herbicide application, and soil disturbance from vehicle traffic			Heales Road East subject to process based development
19	<p>External infrastructure development will be designed and located to prioritise avoidance of impacts to MNES and native vegetation. The following specific avoidance outcomes will be delivered:</p> <ul style="list-style-type: none"> <li>Spiny Rice-flower – any confirmed population or part of the population must be avoided and will be protected, maintained and managed to ensure the persistence of that population in the long-term</li> <li>Victorian Grassland Earless Dragon - any confirmed population or part of the population must be avoided and will be protected, maintained and managed to ensure the persistence of that population in the long-term; and the recovery team will be notified</li> </ul>	74	<p>Undertake targeted surveys within the external infrastructure footprints for all protected matters with the potential to occur. This may include, but not be limited to:</p> <ul style="list-style-type: none"> <li>Natural Temperate Grassland</li> <li>Spiny Rice-flower</li> <li>Adamson's Blown-grass</li> <li>Striped Legless Lizard</li> <li>Golden Sun Moth</li> <li>Victorian Grassland Earless Dragon</li> </ul> <p>Surveys must be undertaken prior to development to inform the detailed planning and design phase of each infrastructure project, and in accordance with relevant survey guidelines or standards (including published survey guidelines for MNES)</p>	Project proponent	City of Greater Geelong	Prior undertaking an external infrastructure development project
		75	<p>Prepare maps showing the location of any protected matters recorded within the external infrastructure footprints to inform the detailed design of each infrastructure project and the avoidance that is proposed to occur within the infrastructure footprint</p>	Project proponent	City of Greater Geelong	Prior undertaking an external infrastructure development project

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
	<ul style="list-style-type: none"> <li>Other MNES – any confirmed population or occurrence that would be considered important or notable (for instance, due to size, condition or potential contribution to the recovery of the MNES) must be avoided and will be protected, maintained and managed to ensure the persistence of that population or occurrence in the long-term. Impacts to all other populations or occurrences will be avoided and minimised as far as practical</li> </ul>	76	<p>Include the following details in the report prepared in accordance with the standards for process based development (Measure 11):</p> <ul style="list-style-type: none"> <li>The location of any protected matters within the development footprint</li> <li>Details of the avoidance process undertaken including how the avoidance outcomes have been met</li> </ul>	Project proponent	City of Greater Geelong	Prior undertaking an external infrastructure development project
		77	Monitor and report on residual impacts within the external infrastructure footprints as part of the monitoring program and annual progress reporting under the MERI framework	City of Greater Geelong	Project proponent	Within 6 months following construction impacts of each external infrastructure development project as part of annual progress reporting
		78	Should any important populations or occurrences of MNES be avoided within the external infrastructure footprints, develop a Conservation Management Plan to ensure appropriate management of avoided areas. This plan will address potential indirect impacts associated with the spread of weeds, fire regimes, removal of rocks or other habitat features and inappropriate road maintenance works such as slashing, grazing, clearing, herbicide application, and soil disturbance from vehicle traffic	Project proponent	City of Greater Geelong	Prior undertaking an external infrastructure development project
20	Unavoidable clearing of any areas confirmed to support MNES due to development within the portion of Heales Road East subject to process based development (as shown in Figure 4-1 of the Plan) or external infrastructure development will be	79	Determine offset requirements in accordance with the EPBC Act Environmental Offsets Policy and associated Offsets Assessment Guide (or equivalent) (Commonwealth of Australia, 2012; DSEWPC, 2012) based on the surveys conducted for development within the portion of Heales Road East subject to process based	Project proponent	City of Greater Geelong	Prior undertaking a development project within the portion of Heales Road East subject to process based development or an

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
	offset in accordance with the EPBC Act Environmental Offsets Policy and associated Offsets Assessment Guide (or equivalent) (Commonwealth of Australia, 2012; DSEWPC, 2012)		development, and in accordance with the standards for process based development (Measure 11)			external infrastructure development project
		80	<p>Include the following details in the report prepared in accordance with the standards for process based development (Measure 11):</p> <ul style="list-style-type: none"> <li>The location of any MNES within the development footprint that will be directly impacted</li> <li>The proposed offsets for the impacts, including security and management arrangements</li> </ul>	Project proponent	City of Greater Geelong	Prior undertaking a development project within the portion of Heales Road East subject to process based development or an external infrastructure development project
		81	Secure and manage offset sites in accordance with the eligibility, security and offset management requirements of the <i>Guidelines for the removal, destruction or lopping of native vegetation</i> (DELWP, 2017c)(or equivalent). Secure offsets prior to the commencement of works	Project proponent	City of Greater Geelong	Prior undertaking a development project within the portion of Heales Road East subject to process based development or an external infrastructure development project
<b>Governance</b>						
21	Governance arrangements will be established to implement the Plan, consistent with the Plan's governance framework	82	Establish an NWGGA EPBC Plan Executive Committee as the primary body responsible for overseeing and making key decisions about the implementation of the Plan	City of Greater Geelong	DCCEEW, DEECA, DTP	Within the first 3 months of Plan implementation
		83	Prepare Terms of Reference to set out the purpose, responsibilities, membership and decision-making processes for the NWGGA EPBC Plan Executive Committee	City of Greater Geelong	DCCEEW, DEECA, DTP	Within the first 3 months of Plan implementation
		84	Establish an Implementation Group within the City's Planning and Economy Group (or equivalent group) as the primary body	City of Greater Geelong	-	At beginning of Plan implementation

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
			responsible for day-to-day implementation of the Plan			
		85	Consider establishing formal agreements with key support partners to formalise roles and responsibilities	City of Greater Geelong	Support partners identified in the Plan	Any agreements established within the first 6 months of Plan implementation
22	A Stakeholder Engagement Strategy will be developed to guide engagement with key stakeholders on implementation of the Plan	86	<p>Include the following in the Stakeholder Engagement Strategy:</p> <ul style="list-style-type: none"> <li>Engagement objectives and principles</li> <li>Key stakeholders and their interests in the Plan</li> <li>Engagement processes and tools, including an implementation schedule</li> <li>How the results of engagement will be used to inform improvements to implementation of the Plan, including through the 5-yearly independent evaluation and assurance reviews</li> <li>Reporting requirements on results of engagement to be included in annual progress reports</li> </ul>	City of Greater Geelong	-	Draft provided to DCCEEW within the first 3 months of Plan implementation
<b>Funding</b>						
23	Funding arrangements will be established to fund the implementation of the Plan's commitments and measures over the life of the Plan, consistent with the Plan's funding framework	87	Establish an implementation fund to fund the costs of implementing the Plan's commitments and measures	City of Greater Geelong	-	Prior to development proceeding in the Growth Areas
		88	Establish a biodiversity levy payable by developers in the Growth Areas to fully recover the costs incurred by the city in implementing the Plan's commitments and measures	City of Greater Geelong	-	Prior to development proceeding in the Growth Areas

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing	
		89	Determine and implement an appropriate mechanism to collect the biodiversity levy	City of Greater Geelong	-	Prior to development proceeding in the Growth Areas	
		90	Further consider, and if determined to be appropriate, establish arrangements to allow developers to provide a Works in Kind (WIK), Land in Kind (LIK) or offsets as a contribution in lieu of the biodiversity levy	City of Greater Geelong	-	Prior to development proceeding in the Growth Areas	
		91	Establish governance and administrative arrangements to administer the implementation fund and the collection and application of the biodiversity levy	City of Greater Geelong	-	Prior to development proceeding in the Growth Areas	
<b>MERI</b>							
24	A MERI program will be implemented over the life of the Plan, consistent with the Plan's MERI framework	<b>Monitoring</b>					
		92	Develop monitoring protocols for each Key Performance Indicator (provided in the Commitments and Measure document) to set out how monitoring will be undertaken	City of Greater Geelong	-	Within the first 12 months of Plan implementation	
		93	Establish baseline data for each outcome and commitment based on the data captured from the first monitoring event	City of Greater Geelong	-	Within the first 12 months of Plan implementation	
		94	Monitor the implementation of commitments and measures annually in accordance with the monitoring protocols	City of Greater Geelong	-	Annually over life of the Plan	
		95	Monitor the achievement of outcomes annually or 5-yearly in accordance with the monitoring protocols	City of Greater Geelong	-	Annually or 5-yearly over life of the Plan	
		96	Record monitoring data for each monitoring event in an appropriate and readily accessible data management system	City of Greater Geelong	-	Annually over life of the Plan	

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
		<i>Evaluation</i>				
		97	Refine and finalise the draft Evaluation Questions in the Assurance and Implementation Framework prior to the first 5-yearly evaluation	City of Greater Geelong	-	Prior to the first 5-yearly evaluation
		98	Undertake 5-yearly evaluations to: <ul style="list-style-type: none"> <li>• Determine whether the outcomes of the Plan are being achieved, and if not, the reasons for this</li> <li>• Determine how efficiently and effectively the commitments and measures are being implemented</li> <li>• Make any recommendations for improving the implementation of the Plan as part of adaptive management</li> </ul>	City of Greater Geelong (responsible for engaging independent party)	-	Within 12 months after the first full 5 years following Commonwealth approval of the actions/classes of actions for the development under the Plan, and then within that timeframe every five years following this over the life of the Plan – at year 10, 15, 20 and 25 of the Plan's implementation
		99	Include recommendations in the 5-yearly evaluations for improving the implementation of the Plan where necessary	City of Greater Geelong (responsible for engaging independent party)	-	As part of the 5-yearly evaluations
		100	Review the adequacy of Key Performance Indicators and monitoring protocols as part of the 5-yearly evaluations	City of Greater Geelong (responsible for engaging independent party)	-	As part of the 5-yearly evaluations

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
		101	Undertake an end of Plan evaluation to determine whether: <ul style="list-style-type: none"> <li>The Plan's objective was achieved</li> <li>The Plan's outcomes were achieved</li> <li>Commitments and measures in the Plan were implemented effectively and efficiently</li> </ul>	City of Greater Geelong (responsible for engaging independent party)	-	Within 12 months of the end of Plan implementation
<b>Reporting</b>						
		102	Prepare annual progress reports to provide information on: <ul style="list-style-type: none"> <li>Progress in implementing the commitments and measures</li> <li>Progress in delivering the development in accordance with the Commonwealth approvals</li> <li>Revenue and expenditure of funds to implement the Plan</li> <li>Compliance issues and actions taken</li> </ul>	City of Greater Geelong	-	Within 6 months after the end of the first full financial year following Commonwealth approval of the actions/classes of actions for the development under the Plan, and then within that timeframe every year following this over the life of the Plan
		103	Prepare five-yearly assurance reports to present the results of the five-yearly evaluations	City of Greater Geelong (responsible for engaging independent party)	-	Within 12 months after the first full 5 years following Commonwealth approval of the actions/classes of actions for the development under the Plan, and then within that timeframe every five years following this over the life of the Plan – at year 10, 15, 20 and 25 of the Plan's implementation

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
		104	Prepare an independent final report for the Plan to present the results of the end of Plan evaluation	City of Greater Geelong (responsible for engaging independent party)	-	Within 12 months of the end of Plan implementation
		105	Make annual progress reports, 5-yearly assurance reports, and the final report for the Plan publicly available on the City's website and provide these reports to the NWGGA EPBC Plan Executive Committee for review and comment prior to public release	City of Greater Geelong	-	Within 1 month following the completion and approval of each of the reports
		<b>Improvement</b>				
		106	Undertake independent 5-yearly evaluations to form the primary trigger point and basis for any necessary adaptive management of the Plan	City of Greater Geelong (responsible for engaging independent party)	-	As part of the 5-yearly evaluations
		107	Establish criteria to determine trigger points for when adaptative management should be considered outside the independent five-yearly evaluation and assurance review process	City of Greater Geelong	-	Within the first 12 months of Plan implementation
		108	Prepare adaptive management reports every 5 years for the NWGGA EPBC Plan Executive Committee that includes recommendations for adaptive management actions for endorsement by the committee and a response to recommendations made in the five-yearly assurance report	City of Greater Geelong	-	Every 5 years within 3 months following completion of the draft five-yearly assurance report
		109	Commence implementation of adaptive management actions endorsed by the NWGGA	City of Greater Geelong	-	Commence implementation within 5

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
			EPBC Plan Executive Committee over the following five-year implementation period of the Plan			years of endorsement of the adaptive management actions in accordance with the timing specified in the adaptive management reports
		110	Amend the measures or other parts of the implementation documents where necessary to reflect and give effect to the endorsed recommendations	City of Greater Geelong	-	Within 12 months of endorsement of the recommendations
		111	Publish the endorsed adaptive management actions and the proposed timing for implementation of these actions on the City's website, including the reasons why any recommendations in the draft five-yearly assurance report are not being implemented	City of Greater Geelong	-	At the same time as the final five-yearly assurance reports
25	A development registration system will be developed and implemented to track development under the EPBC Part 10 approval	112	<p>Develop a draft outline for a development registration system that sets out:</p> <ul style="list-style-type: none"> <li>• How the City will monitor developments using the EPBC Part 10 approval</li> <li>• Processes to ensure regulated third-parties (developers) are aware of their responsibilities under the Plan</li> <li>• The trigger points for registration using an appropriate step in the Victorian planning system</li> <li>• The information that developers are required to provide to the City about their action, including how it is consistent with the requirements of the Plan</li> </ul>	City of Greater Geelong	Developers	Within the first 12 months of Plan implementation
		113	Provide the draft outline of the registration system to the EPBC Plan Executive Committee	City of Greater Geelong	Developers	Finalisation and approval within 6 months of

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
			and DCCEEW for consideration and comment prior to its finalisation and approval by the City of Geelong			providing the draft to the EPBC Plan Executive Committee and DCCEEW
<b>Compliance</b>						
26	A compliance program will be implemented over the life of the Plan, consistent with the Plan's compliance framework	114	Develop a series of educational materials to inform the public about the Plan and help support regulated third parties to comply with the Commonwealth approval conditions	City of Greater Geelong	-	Within the first 6 months of Plan implementation
		115	Collect compliance monitoring data in accordance with the MERI Framework, including through establishing Key Performance Indicators for compliance and developing monitoring protocols for each compliance KPI	City of Greater Geelong	Other relevant regulatory authorities	Annually over life of the Plan
		116	Create and fund a position for one additional compliance officer to support the City's existing compliance team	City of Greater Geelong	-	Within the first 3 months of Plan implementation
		117	Undertake a compliance risk assessment to prioritise compliance issues into risk categories and update the assessment every 5 years to respond to any changes in risks as part of the five-yearly evaluation	City of Greater Geelong	-	Within the first 6 months of Plan implementation
		118	Develop a decision framework to guide the taking of compliance action against regulated third-parties in a way that is proportionate to the risk, as determined through the compliance risk assessment	City of Greater Geelong	Other relevant regulatory authorities	Within the first 12 months of Plan implementation
		119	Where a potential non-compliance is identified in relation to the delivery of commitments or measures that the City or a support partner is responsible for:	City of Greater Geelong	Other relevant regulatory authorities	As soon as reasonably possible following any non-compliance

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
			<ul style="list-style-type: none"> <li>Notify DCCEEW of the non-compliance as soon as possible</li> <li>If the non-compliance is identified as high risk, provide DCCEEW with a plan setting out the compliance actions proposed to be taken to rectify the non-compliance and the timing for implementing these actions within 3 months</li> <li>For other non-compliance risk categories, undertake compliance actions appropriate to the risk category and respond to any requirements of DCCEEW in relation to the non-compliance within a reasonable timeframe</li> <li>Report to DCCEEW regularly on progress in implementing the compliance actions</li> </ul>			
		120	<p>Where a potential non-compliance is identified in relation to a regulated third-party taking approved actions under the endorsed Plan:</p> <ul style="list-style-type: none"> <li>Undertake an initial assessment of the potential non-compliance</li> <li>Notify DCCEEW of the non-compliance following the initial assessment as soon as possible</li> <li>Respond to the non-compliance in accordance with the decision framework for taking compliance action</li> <li>Report to DCCEEW regularly on progress in implementing the compliance actions</li> </ul>	City of Greater Geelong	Other relevant regulatory authorities	As soon as reasonably possible following any non-compliance
		121	<p>Undertake regular reporting on compliance in accordance with the MERI Framework, including:</p> <ul style="list-style-type: none"> <li>Reporting in annual progress reports on:</li> </ul>	City of Greater Geelong	Other relevant regulatory authorities	Annually for annual progress reports or five-yearly for independent assurance reports

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
			<ul style="list-style-type: none"> <li>Any measures taken by the City to support voluntary compliance</li> <li>Number of non-compliances for the reporting period and the nature of the non-compliance</li> <li>Any compliance action taken by the City or other relevant responsible regulatory authority to each high-risk non-compliance and the outcomes of the compliance action taken</li> <li>Reporting in five-yearly independent assurance reports on:</li> <li>Analysis and key findings on extent of compliance with the Commonwealth conditions of approval</li> <li>Any recommendations for improving the implementation of the Plan, including compliance</li> </ul>			
<b>Data sharing</b>						
27	A data management and sharing agreement will be developed to set out how data associated with the Plan will be managed and shared	122	Prepare a draft data sharing agreement for review and comment by DCCEE	City of Greater Geelong	-	Within the first 12 months of Plan implementation

Table 2-3: Commitments for the Plan and their associated KPIs

No.	Commitment	Key performance indicators
<b>Delivery of development</b>		
1	Development within the Strategic Assessment Area will proceed in accordance with any Commonwealth approval conditions and in accordance with the EPBC Plan and NWGGA Biodiversity Conservation Strategy	a) Number of developments tracked using the Part 10 approval under the Plan
		b) Number of non-compliances with the Commonwealth approval conditions and in accordance with the EPBC Plan and NWGGA Biodiversity Conservation Strategy reported to the Commonwealth
2	Proposed minor changes to the boundaries of land subject to development (as shown in Figure 4-1 of the Plan) will meet the eligibility for consideration and be in accordance with the process for considering changes set out in Section 4.5 of the Plan	c) Percentage of planning proposals requiring a boundary change to the land subject to development which were reviewed against the eligibility for consideration and follow the process for considering changes set out in Section 4.5 of the Plan
3	Development within the portion of Heales Road East subject to process based development (as shown in Figure 4-1 of the Plan) and external infrastructure development will only proceed if undertaken in accordance with the requirements for process based development in Section 6.3 of the Plan.	d) The number of process based development projects for which a report has been provided to the Executive Committee prior to development occurring in accordance with 6.3 of the Plan.
<b>Conservation</b>		
4	The Northern Conservation Area will be established in perpetuity to avoid and protect 77.7 ha of habitat for Striped Legless Lizard, 119.5 ha of habitat for Golden Sun Moth, and 125.3 ha of habitat potentially important for the recovery of Victorian Grassland Earless Dragon	e) Extent of the Northern Conservation Area established and secured in perpetuity
		f) Hectares of Striped Legless Lizard habitat protected in the Northern Conservation Area
		g) Hectares of Golden Sun Moth habitat protected in the Northern Conservation Area
		h) Hectares of land potentially suitable for the recovery of Victorian Grassland Earless Dragon protected in the Northern Conservation Area
5	A Conservation Management Plan will be prepared and implemented for the protection and ongoing management of Striped Legless Lizard, Golden Sun Moth and Victorian Grassland Earless Dragon within the Northern Conservation Area	i) The extent to which a Conservation Management Plan for the protection and ongoing management of Striped Legless Lizard, Golden Sun Moth and potentially suitable areas for the recovery of Victorian Grassland Earless Dragon within the Northern Conservation Area has been prepared
		j) The extent to which the objectives of the Conservation Management Plan are achieved
6	The Eastern Conservation Area will be established in	k) Extent of the Eastern Conservation Area established and secured in perpetuity

No.	Commitment	Key performance indicators
	perpetuity to avoid and protect 6.7 ha of habitat for Natural Temperate Grassland	l) Hectares of Natural Temperate Grassland habitat protected in the Eastern Conservation Area
7	A Conservation Management Plan will be prepared and implemented for the protection and ongoing management of Natural Temperate Grassland within the Eastern Conservation Area	m) The extent to which a Conservation Management Plan for the protection and ongoing management of Natural Temperate Grassland within the Eastern Conservation Area has been prepared n) The extent to which the objectives of the Conservation Management Plan are achieved
8	The gully avoidance area will avoid 3.4 ha of habitat for Striped Legless Lizard, 4.6 ha of habitat for Golden Sun Moth and 3.7 ha of Natural Temperate Grassland	o) Extent of habitat for Golden Sun Moth that is avoided within the gully avoidance area p) Extent of habitat for Striped Legless Lizard that is avoided within the gully avoidance area q) Extent of Natural Temperate Grassland that is avoided within the gully avoidance area
9	The Cowies Creek Conservation Area will be established in perpetuity to avoid and protect habitat needed to support the continued persistence of the Growling Grass Frog in the WGGA	r) Extent of the Cowies Creek Conservation Area which has been established and secured in perpetuity
10	A Conservation Management Plan will be prepared and implemented for the protection and ongoing management of Growling Grass Frog and areas of potential habitat for Adamson's Blown-grass within the Cowies Creek Conservation Area	s) The extent to which a Conservation Management Plan for the protection and ongoing management of Growling Grass Frog and areas of potential habitat for Adamson's Blown-grass within the Cowies Creek Conservation Area has been prepared t) The extent to which the objectives of the Conservation Management Plan are achieved
11	Habitat enhancement works for the Growling Grass Frog will be undertaken in Cowies Creek downstream of the WGGA to support the: <ul style="list-style-type: none"> <li>• Long-term viability of the Cowies Creek metapopulation of Growling Grass Frogs</li> <li>• Persistence of the species within the WGGA</li> </ul>	u) Extent of habitat enhancement works that have been undertaken for the Growling Grass Frog downstream of the WGGA
12	Development within the Moorabool avoidance area will be restricted to support the potential MNES values of the river corridor and the escarpment	v) The extent of development that has been undertaken within the Moorabool avoidance area w) The type of development actions that have been undertaken within the Moorabool avoidance area

No.	Commitment	Key performance indicators
13	Standard mitigation measures will continue to be implemented to minimise the indirect impacts of the development on MNES in accordance with the requirements of the <i>Greater Geelong Planning Scheme</i> (The City of Greater Geelong, 2022), as updated from time to time, and generally in accordance with the Framework Plan (The City of Greater Geelong, 2021)	x) The number of PSPs and permit conditions that have incorporated relevant standard mitigation measures
14	<p>The following additional specific mitigation measures will be implemented to minimise the indirect impacts of development on the two NGGA Conservation Areas and Cowies Creek Conservation Area:</p> <ul style="list-style-type: none"> <li>• Establish a conservation interface for the conservation areas</li> <li>• Design and baffle public lighting in accordance with National Light Pollution Guidelines for Wildlife to prevent light spill and glare within the Cowies Creek Conservation Area</li> <li>• Prepare Construction Environmental Management Plans for construction works on land immediately adjacent to the conservation areas</li> </ul>	y) The number of PSPs and permit conditions that have include the specific mitigation measures where required.
15	<p>Additional specific mitigation measures will be implemented to minimise the indirect impacts of the development on MNES associated with waterways, riparian areas and wetlands including:</p> <ul style="list-style-type: none"> <li>• EPBC listed threatened and migratory birds</li> <li>• <i>Galaxiella toourtkoourt</i> (Little Galaxias)</li> <li>• <i>Litoria raniformis</i> (Growling Grass Frog)</li> <li>• <i>Nannoperca obscura</i> (Yarra Pygmy Perch)</li> <li>• <i>Prototroctes maraena</i> (Australian Grayling)</li> <li>• <i>Lachnagrostis adamsonii</i> (Adamson's Blown Grass)</li> <li>• Port Phillip Bay (Western Shoreline) and Bellarine Peninsula Ramsar site</li> </ul>	<p>z) Number of precincts for which technical studies have been undertaken to understand the key risks from development on protected matters associated with Hovells Creek and the Moorabool River</p> <p>a.a) Number of precincts that have prepared guidelines based on the results of the technical studies to guide the preparation of thew PSP and decisions on planning permits and permit conditions, to ensure risks to protected matters in relation to indirect and downstream impacts are adequately managed</p> <p>a.b) Number of precincts for which planning scheme amendments (or another appropriate planning mechanism) has been completed to ensure the guidelines are considered during the preparation of PSPs and in decisions on planning permits and permit conditions</p> <p>a.c) Number of relevant actions which have designed stormwater infrastructure and ongoing stormwater management to be sympathetic to and not notably alter habitat for the Growling Grass Frog within downstream reaches of Cowies Creek</p>

No.	Commitment	Key performance indicators
16	<p>Offset sites will be established to meet the following targets:</p> <ul style="list-style-type: none"> <li>• 13.9 ha of Natural Temperate Grassland</li> <li>• 331.2 ha of known habitat for Striped Legless Lizard</li> <li>• 500.7 ha of known habitat for Golden Sun Moth</li> </ul> <p>These offsets will be delivered through a combination of:</p> <ul style="list-style-type: none"> <li>• The Northern and Eastern Conservation Areas (Commitments 4 and 6), and</li> <li>• Strategic offset locations outside of the NGGA to meet the balance of the offset targets</li> </ul>	a.d) Hectares of Natural Temperate Grassland protected and managed in offset sites established under the Plan
		a.e) Hectares of known habitat for Striped Legless Lizard protected and managed in offset sites established under the Plan
		a.f) Hectares of known habitat for Golden Sun Moth protected and managed in offset sites established under the Plan
17	Offset delivery will keep pace with and occur ahead of impacts within the NGGA	a.g) Percentage of development impacts that have occurred under the Plan
		a.h) Percentage of offsets delivered under the Plan
<b>External infrastructure</b>		
18	Development within the portion of Heales Road East subject to process based development (as shown in Figure 4-1 of the Plan) will be designed and located to prioritise avoidance of impacts to MNES and native vegetation. This must ensure that any confirmed population or occurrence of MNES that would be considered important or notable (for instance, due to size, condition or potential contribution to the recovery of the MNES) is avoided and subsequently protected, maintained and managed to ensure the persistence of that population or occurrence in the long-term. Impacts to all other populations or occurrences will be avoided and minimised as far as practical	a.i.) The number of development projects within the portion of Heales Road East subject to process based development that have been designed and located to avoid impacts to MNES and native vegetation
		a.j) The number of development projects within the portion of Heales Road East subject to process based development for which any important or notable occurrences of MNES have been avoided
19	External infrastructure development will be designed and located to prioritise avoidance of impacts to MNES and native vegetation. The following specific avoidance	a.k) The number of external infrastructure projects that have been designed and located to avoid impacts to MNES and native vegetation

No.	Commitment	Key performance indicators
	<p>outcomes will be delivered:</p> <ul style="list-style-type: none"> <li>• Spiny Rice-flower – any confirmed population or part of the population must be avoided and will be protected, maintained and managed to ensure the persistence of that population in the long-term</li> <li>• Victorian Grassland Earless Dragon - any confirmed population or part of the population must be avoided and will be protected, maintained and managed to ensure the persistence of that population in the long-term; and the recovery team will be notified</li> <li>• Other MNES – any confirmed population or occurrence that would be considered important or notable (for instance, due to size, condition or potential contribution to the recovery of the MNES) must be avoided and will be protected, maintained and managed to ensure the persistence of that population or occurrence in the long-term. Impacts to all other populations or occurrences will be avoided and minimised as far as practical</li> </ul>	<p>a.l) The number of external infrastructure projects for which the specific avoidance outcomes have been achieved</p>
20	<p>Unavoidable clearing of any areas confirmed to support MNES due to development within the portion of Heales Road East subject to process based development (as shown in Figure 4-1 of the Plan) or external infrastructure development will be offset in accordance with the EPBC Act Environmental Offsets Policy and associated Offsets Assessment Guide (or equivalent) (Commonwealth of Australia, 2012; DSEWPC, 2012)</p>	<p>a.m) Area of offsets delivered for process based development projects</p> <p>a.n) Extent of unavoidable clearing of areas confirmed to support MNES that has occurred for process based development projects</p>
<b>Governance</b>		
21	<p>Governance arrangements will be established to implement the Plan, consistent with the Plan's governance framework</p>	<p>a.o) Extent to which governance arrangements have been established in accordance with the Plan's governance framework</p>

No.	Commitment	Key performance indicators
22	A Stakeholder Engagement Strategy will be developed to guide engagement with key stakeholders on implementation of the Plan	a.p) The extent to which a Stakeholder Engagement Strategy for the Plan has been prepared
<b>Funding</b>		
23	Funding arrangements will be established to fund the implementation of the Plan's commitments and measures over the life of the Plan, consistent with the Plan's funding framework	a.q) Extent to which funding arrangements have been established in accordance with the Plan's funding framework
<b>MERI</b>		
24	A MERI program will be implemented over the life of the Plan, consistent with the Plan's MERI framework	a.r) The extent to which a MERI program, consistent with the Plan's MERI framework, is implemented
25	A development registration system will be developed and implemented to track development under the EPBC Part 10 approval	a.s) The extent to which a development registration system has been developed to track development under the EPBC Part 10 approval
		a.t) The extent to which the development registration system has been implemented to track development under the EPBC Part 10 approval
<b>Compliance</b>		
26	A compliance program will be implemented over the life of the Plan, consistent with the Plan's compliance framework	a.u) The extent to which a compliance program, consistent with the Plan's compliance framework, is implemented.
<b>Data sharing</b>		
27	A data management and sharing agreement will be developed to set out how data associated with the Plan will be managed and shared	a.v) The extent to which a data management and sharing agreement has been developed to set out how data associated with the Plan will be managed and shared

### 3 Objective, outcomes, commitments and measures under the BCS

This section provides the state and local level objectives and outcomes, as detailed in the BCS. A detailed set of measures is then provided for each of the commitments under the BCS. These measures are to enable adequate implementation of the BCS and achievement of the outcomes and objective of the BCS.

Although some national level outcomes, commitments and measures (provided in Section 2) are also relevant to the BCS, they are not repeated in this section.

#### 3.1 OBJECTIVE OF THE BCS

The objective of the BCS is to:

*Provide genuine, long-term, positive outcomes for the national, state and local biodiversity values that are present within the Growth Areas*

#### 3.2 OUTCOMES OF THE BCS

The outcomes specific to the BCS and their associated KPIs are set out in Table 3-1. These outcomes recognise that the national level outcomes will also provide a range of benefits to state and local values, and seek to minimise duplication by focusing on the additional positive impacts or changes to biodiversity values that are needed at the state and local level.

Table 3-1: Outcomes specific to the BCS

No.	Outcome	Key performance indicators
i	Strategic conservation areas within the Growth Areas are protected and managed to provide for the long-term protection of biodiversity values	a) Extent of strategic conservation areas protected within the Growth Areas
		b) Extent of strategic conservation areas subject to management within the Growth Areas
ii	Precinct design and delivery enhances biodiversity and connectivity within the Growth Areas	c) Extent of landscape connections that are identified in PSPs
iii	Biodiversity offsets for impacts to state values are calculated at the precinct scale and provided as development proceeds	d) Delivery of offsets for state values
iv	Implementation of the BCS is effective, timely, and cost efficient	e) Efficiency of the BCS's commitments
		f) Effectiveness of the BCS's commitments

#### 3.3 COMMITMENTS AND MEASURES FOR THE BCS

The commitments and measures specific to the BCS are set out in Table 3-2, including responsibility, support partner/s and timing. The KPIs for the commitments are provided in Table 3-3.

Table 3-2: Commitments and measures specific to the BCS

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
i	Conservation Management Plans will be prepared and implemented for the protection and ongoing management of biodiversity values within each of the strategic conservation areas	i	Where appropriate, undertake ecological surveys of the strategic conservation areas to inform development of the Conservation Management Plan and establish year 1 baseline data	City of Greater Geelong	Relevant landholder(s)	At the time the land is secured
		ii	<p>Include the following information in the Conservation Management Plan for the Moorabool River Corridor:</p> <ul style="list-style-type: none"> <li>• Boundary of the conservation area</li> <li>• Native vegetation to be retained as identified in the NVPP</li> <li>• Any locations suitable for public access points, walking paths/trails, and passive recreation</li> <li>• Any locations suitable for water management assets and associated infrastructure</li> <li>• Management actions and arrangements to protect and restore biodiversity values, including methods, standards and techniques, roles and responsibilities, timing for implementation, funding and monitoring and reporting</li> </ul>	City of Greater Geelong	Corangamite CMA	Within 1 year of establishment of the conservation areas
ii	The following additional specific mitigation measures will be implemented to minimise the indirect impacts of the development on the environmental values of the strategic conservation areas:	iii	Identify a conservation interface between urban development and the boundaries of each strategic conservation area in plans within relevant PSPs. The conservation interface should be established in accordance with relevant principles and standards in the <i>Biodiversity Conservation Strategy for Melbourne's Growth Corridors</i> (DEPI, 2013)	City of Greater Geelong	-	At PSP preparation stage for the relevant precinct

No.	Commitment	No.	Measure	Responsibility	Key support partner(s)	Timing
	<ul style="list-style-type: none"> <li>Establish a conservation interface for each strategic conservation area</li> <li>Design and baffle public lighting in accordance with National Light Pollution Guidelines for Wildlife to prevent light spill and glare within the strategic conservation areas</li> <li>Prepare Construction Environmental Management Plans for construction works on land immediately adjacent to the strategic conservation areas</li> </ul>	iv	Include the design and baffle of public lighting as a requirement or guideline in PSPs and/or as a condition on permits for land use, subdivision and development, as appropriate	City of Greater Geelong	-	At PSP preparation stage for the relevant precinct
		v	Include the preparation of Construction Environmental Management Plans for construction works on land immediately adjacent to the strategic conservation areas as a requirement or guideline in PSPs and/or as a condition on permits for land use, subdivision and development, as appropriate	City of Greater Geelong	-	At PSP preparation stage (for conditions included as requirements and guidelines in PSPs) and at the planning permit stage (for conditions included as permit conditions)
		vi	Monitor and report on the inclusion of the specific mitigation measures in PSPs and as conditions on permits, as part of the monitoring program and annual progress reporting under the MERI framework	City of Greater Geelong	-	As part of annual progress reporting
iii	State offsets to compensate for the loss to biodiversity from the removal of native vegetation will be provided in accordance with the <i>Guidelines for the removal, destruction or lopping of native vegetation</i> (DELWP, 2017c)	vii	Undertake surveys within each PSP prior to development	City of Greater Geelong	DEECA	At PSP preparation stage for the relevant precinct
		viii	Determine State offset requirements at the precinct level in accordance with the <i>Guidelines for the removal, destruction or lopping of native vegetation</i> (DELWP, 2017c)	City of Greater Geelong	DEECA	At PSP preparation stage for the relevant precinct
		ix	Confirm State offset requirements through the NVPP for each precinct	City of Greater Geelong	DEECA	At PSP preparation stage for the relevant precinct
		x	Secure offsets in accordance with the eligibility, security and offset management requirements of the <i>Guidelines for the removal, destruction or lopping of native vegetation</i> (DELWP, 2017c) (or equivalent). Secure offsets prior to the commencement of works.	Project proponent	City of Greater Geelong	Prior to the removal of vegetation

Table 3-3: Commitments for the BCS and their associated KPIs

No.	Commitment	Key performance indicators
i	Conservation Management Plans will be prepared and implemented for the protection and ongoing management of biodiversity values within each of the strategic conservation areas	a) The number of strategic conservation areas for which a Conservation Management Plan (for the protection and ongoing management of biodiversity values) has been prepared b) The number of strategic conservation areas for which a Conservation Management Plan (for the protection and ongoing management of biodiversity values) is being implemented
ii	The following additional specific mitigation measures will be implemented to minimise the indirect impacts of the development on the environmental values of the strategic conservation areas: <ul style="list-style-type: none"> <li>• Establish a conservation interface for each strategic conservation area</li> <li>• Design and baffle public lighting in accordance with National Light Pollution Guidelines for Wildlife to prevent light spill and glare within the strategic conservation areas</li> <li>• Prepare Construction Environmental Management Plans for construction works on land immediately adjacent to the strategic conservation areas</li> </ul>	c) The number of strategic conservation areas that have implemented/are implementing the specific additional mitigation measure where required.
iii	State offsets to compensate for the loss to biodiversity from the removal of native vegetation will be provided in accordance with the <i>Guidelines for the removal, destruction or lopping of native vegetation</i> (DELWP, 2017c)	d) Delivery of offsets for state values

## References

Commonwealth of Australia (2012) 'How to use the offsets assessment guide'.

DELWP (2017a) 'Growling Grass Frog Crossing Design Standards Melbourne Strategic Assessment'. Department of Environment, Land, Water and Planning.

DELWP (2017b) 'Growling Grass Frog Habitat Design Standards Melbourne Strategic Assessment'. Department of Environment, Land, Water and Planning.

DELWP (2017c) 'Guidelines for the removal, destruction or lopping of native vegetation'.

DEPI (2013) 'Biodiversity Conservation Strategy for Melbourne's Growth Corridors'.

DoE (2014) 'Environmental Management Plan Guidelines 2014'. Commonwealth Department of the Environment.

DSEWPC (2012) 'Environment Protection and Biodiversity Conservation Act 1999 Environmental Offsets Policy'.

The City of Greater Geelong (2021) 'The Northern and Western Geelong Growth Areas Framework Plan.'

The City of Greater Geelong (2022) 'Greater Geelong Planning Scheme'.