

# Orkney Woodland Group

## Three Year Management Strategy and Implementation Plan 2007-2010

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### 1. Introduction

This document presents the Orkney Woodland Group's overarching management strategy for the protection, enhancement and expansion of trees and woodlands in Orkney over the next three years. It also includes an action plan and an implementation plan, which highlight the need for the continued employment of a dedicated woodland project officer.

The management strategy links to and will help implement the Orkney Native Tree Strategy, the Orkney Woodland Strategy and the LBAP.

As much of the implementation work suggested in the management strategy involves the planting of new trees and woodlands, it is important that the Orkney Woodland Group's principles for woodland development in Orkney continue to be adhered to. These principles are outlined in Appendix 1

### 2. Background

Trees in Orkney are a scarce resource. However, the enthusiasm in the community for trees and woodlands has never been greater and the past ten years has seen an explosion of new tree planting throughout the islands.

In 1995, the Orkney Native Tree Group produced a report entitled 'The Orkney Native Tree Conservation Strategy'. This report looked at the past, present and future status of the islands' native trees and shrubs and outlined objectives and proposals for

their future conservation and restoration.

This then gave the impetus for the group to evolve a project which became part of the Millennium Forest for Scotland and lasted from 1997 to 2001, employing a part-time officer to advise the public on tree planting issues and to prepare grant applications. This project was highly successful in involving a broad cross-section of the community in the conservation and planting of new native woodlands throughout the islands. As a result, approximately 20 hectares of genetically native woodland were created throughout the County.

During this time, it became apparent that the level of interest in tree-planting in Orkney was so great, that there was a need for a project to continue and also to evolve to take in woodland management advice and other wider tree and woodland related issues. To reflect these changes, the name of the project was amended to the Orkney Woodland Development Project and funding was found for it to continue.

Funders for project management costs have been the Forestry Commission, Orkney Islands Council and Scottish Natural Heritage. Grants for tree planting and management are provided by the Forestry Commission.

### **3. Current Status**

The lead organisation / administrator for this project continues to be the Farming and Wildlife Advisory Group. It has been overseen by a steering committee, the Orkney Woodland Group, which includes representatives of the Forestry Commission, the Hoy Trust, Orkney Farming and Wildlife Advisory Group, Orkney Field Club, Orkney Islands Council, RSPB Scotland and Scottish Natural Heritage. The project continues to employ a part-time project officer.

In 2003, the project was given a great boost when the Forestry Commission provided a special 'Locational Premium' grant for Orkney and Shetland. This top-up grant has encouraged a high level of ongoing tree planting and it is notable that considerably more outer and north isles sites are now being planted.

Since June 2003, the project has advised on and obtained grants of over £250,000 and 38 ha of new planting are now complete or underway. It is worth noting that this project brings in at least five times as much income to the County as it costs to run. The OWDP has constantly promoted and encouraged high quality work which will ensure that Orkney's young and old woodlands will thrive and develop in the future. It has developed local skills and provided various wider economic benefits to local growers, fencers and suppliers. All the project's targets were met and, in some cases, exceeded and the standard of work carried out on the ground has been excellent.

### **4. Issues and Opportunities**

The future of the Orkney Woodland Development Project is likely to be affected by developments at a national level.

Forestry Commission grant schemes are due to change in the next year. The Scottish

Forestry Grant Scheme and Locational Premium are coming to an end and final applications have to be submitted by Summer 2006. A new forestry grant scheme will be announced for early 2007 and will be co-ordinated with the new Land Management Contracts. Details of this are not yet available.

If Orkney is to take advantage of the forestry elements of these new grants, then it is essential that a project continues to give the high level of advice that has been available to date. In addition, owners of existing young plantations will require ongoing advice to ensure the successful developments of their woods.

There are also opportunities for wider areas of work to be included in the project. These could include:

- advice on woodland and mature tree management;
- encouraging access and recreational opportunities in woodlands;
- developing local skills;
- producing leaflets on plant provenance and a woodland design guide;
- monitoring growth of young woodlands in order to evolve and improve knowledge and advice;
- working with the Agronomy Institute on biomass projects;
- giving talks and organising events and encouraging relevant research projects.

## **5. Strategic Links**

The activities of the Orkney Woodland Group are influenced by a variety of local organisations and agencies and their strategies and policies. This section outlines these links and how they relate to this strategy.

### **Forestry Commission**

The Forestry Commission Scotland has been instrumental in preparing and consulting on the Scottish Forestry Strategy on behalf of the Scottish Executive.

In support of the Orkney Woodland Strategy, the FCS has made available a special grant for the Northern Isles over a period of 3 years, which has now been extended to 5. This grant provided additional funding to reflect the costs of establishing woodland in more challenging environments.

In support of the above, the FCS provided funding towards the cost of a Project Officer. The project officer's brief is much wider than merely woodland establishment.

The Orkney Islands are actively looking at alternative sources of energy, particularly renewable energy. The FCS can provide advice and support in relation to the use of woodfuel and short rotation coppice.

The developing woodlands in Orkney are provided a wide range of public benefits, including biodiversity and recreation.

A number of schools on the mainland and on the islands are using tree planting as an opportunity for community and school engagement and environmental education reflecting the current trends towards outdoor classrooms.

### **RSPB Scotland**

In Orkney, at least one member of RSPB staff has sat on the Steering Committee from the early days of the Orkney Native Tree Group through the evolution to the Orkney

Woodland Group. Our interest in and involvement with trees became immediately apparent after we obtained our reserve on Hoy in 1983. Our first Management Plan gave details of our intentions to preserve, encourage the spread of, and monitor existing, native wood/scrub on the reserve, most notably at Berriedale, the most northerly, native woodland in the UK. It also outlined our plans for appropriate planting of native trees, grown from stock of local provenance in our own tree nursery on Hoy, thereby introducing new seed sources and protecting the fragile gene pool. Advice was also given to other landowners on the island who either already had and wanted to conserve this valuable resource or who wished to encourage the spread of native trees by planting or by encouraging regeneration by natural means. On Mainland, we have also completed a native tree-planting project at Durkadale on the Birsay Moors Reserve and were involved with a similar scheme on our Hobbister Reserve in Orphir. References to tree-related projects have been made in all of our subsequent Management Plans for these sites.

### **SNH**

Scottish Natural Heritage is the government conservation agency and we promote the care and improvement, responsible enjoyment, greater understanding and appreciation and the sustainable use of our natural heritage. We support the expansion of the Orkney woodland resource, particularly of native species, to provide shelter, to enhance biodiversity and to enhance visual amenity.

### **LBAP**

Orkney's Biodiversity Steering Group has produced the Orkney Local Biodiversity Action Plan 2002. This plan outlines the priority species and habitats of Orkney on a local and national level. The woodland habitats in the plan are varied in nature and are seen as important to Orkney. The Orkney Local Biodiversity Action Plan 2002 has 52 actions against the woodland habitats. There are 6 national priority species and 33 local priority species covered by these habitat plans.

This group of habitats are one of the most successful in terms of delivering on the targets and actions set out in the Orkney Local Biodiversity Action Plan.

### **FWAG**

FWAG are currently lead partners and administer OWDP. It is a farmer-led organisation, working on the ground to provide conservation and business advice to landowners across Orkney. FWAG advises on all land-based schemes and projects so acts as a first point of contact for landowners, many of whom seek details of forestry grants within a context of wider agri-environmental advice. Like some partners, Orkney FWAG is part of a national organisation, drawing on a network of advice, including from governmental steering groups for forestry and agriculture, bringing this information to the project.

### **Orkney Field Club**

The Orkney Field Club is committed to the conservation of Orkney's native woodlands. In the early 1980s Club members planted and have since maintained a woodland of native and nurse trees at Durkadale. The use of the site for monitoring the development of biodiversity in new plantations is welcomed. The Club is actively involved, through organised outings and the activity of individual members, in recording the biodiversity of all woodlands, more especially the native

ones. Through outings and other activities the Club communicates to as many people as possible the interest and value of woodlands, most especially native ones.

## **OIC**

Orkney Islands Council has produced an Orkney Woodland Strategy which focuses on how trees and woodlands can enhance and enrich our environment. The strategic directions and priorities for action outlined in this document have been used to help develop this management strategy. A summary of the strategic directions is given in Appendix 2.

The Orkney Local Plan contains policies for the protection of trees and woodlands. OIC has responsibility for developing Tree Preservation Orders and protecting trees in Conservation Areas.

## **6) Three Year Management Strategy**

### **a) Introduction**

Funding for the Orkney Woodland Development Project comes to an end in March 2007. Members of the Orkney Woodland Group, which steers the project, felt this to be an ideal opportunity to reassess the activities of the group and the project in order to develop a clear strategic view for the future. The resulting Three Year Management Strategy is detailed below. It consists of a vision, objectives and an action plan.

### **b) Vision and Objectives**

#### **Vision**

‘To enhance and enrich our environment and heritage by conserving our existing woodlands and extending woodland habitats, creating attractive landscapes for people and wildlife.’

#### **Objectives**

1. To conserve, enhance and expand Orkney’s native woodlands using stock of local native provenance.
2. To develop a woodland resource in the countryside, using stock of local native provenance, plus other species where appropriate.
3. To protect, enhance and extend, where appropriate, amenity, policy and conifer plantations.
4. To protect and enhance trees in towns and villages and encourage appropriate new planting.
5. To create more opportunities for people to enjoy trees by providing woodland recreation in towns and in the countryside.
6. To raise public awareness of trees and woodlands and encourage community involvement in tree projects.
7. To develop and improve local skills in tree growing, planting and management.
8. To promote the sustainable use and management of trees and woodlands.
9. To develop research and monitoring projects that will help manage and enhance Orkney’s trees and woodland.

### c) Action Plan

Objective	Actions	Targets	Responsibility
1) To conserve, enhance and expand Orkney's native woodlands using stock of local native provenance	<ul style="list-style-type: none"> <li>• ensure protection of all existing native woodlands, including development of management plans</li> <li>• continue to encourage planting of native woodland of local provenance</li> <li>• advise on and undertake woodland funding applications</li> <li>• advise on best practice in native tree planting and management</li> <li>• collect native materials eg seeds, cuttings, root-suckers</li> <li>• continue to encourage local growers to supply stock of local provenance</li> </ul>	<ul style="list-style-type: none"> <li>• 1 management plan per year</li> <li>• 0.5 – 1 ha per year or higher</li> <li>• as required</li> <li>• as required</li> <li>• each year at appropriate times</li> <li>• as required</li> </ul>	<ul style="list-style-type: none"> <li>• Project Officer (PO)</li> <li>• PO</li> <li>• PO</li> <li>• PO</li> <li>• PO</li> <li>• PO</li> </ul>
2) To develop a woodland resource in the countryside using stock of local native provenance, plus other species where appropriate.	<ul style="list-style-type: none"> <li>• continue to encourage planting of new woodland</li> <li>• advise on and undertake woodland funding applications</li> <li>• advise on best practice in woodland planting and management</li> <li>• assess the potential for creating woodland links and corridors</li> <li>• incorporate woodland links and corridors in new plantings</li> </ul>	<ul style="list-style-type: none"> <li>• 10 ha/yr</li> <li>• 25 – 50 per year</li> <li>• respond as required</li> <li>• year 2</li> <li>• as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>• PO</li> <li>• PO</li> <li>• PO</li> <li>• PO</li> <li>• PO</li> </ul>
3) To protect, enhance and extend, where appropriate, amenity, policy and conifer plantations	<ul style="list-style-type: none"> <li>• advise on and undertake woodland funding applications</li> <li>• advise on best practice in woodland management</li> </ul>	<ul style="list-style-type: none"> <li>• as required</li> <li>• as required</li> </ul>	<ul style="list-style-type: none"> <li>• PO</li> <li>• PO</li> </ul>

	<ul style="list-style-type: none"> <li>assist/advise on restructuring of conifer plantations, including preparation of management plans</li> <li>increase biodiversity of policy and amenity woodlands</li> </ul>	<ul style="list-style-type: none"> <li>2 plans per year</li> <li>ensure biodiversity is incorporated into management plans</li> </ul>	<ul style="list-style-type: none"> <li>PO/RSPB</li> <li>PO</li> </ul>
4) To protect and enhance trees in towns and villages and encourage appropriate new planting.	<ul style="list-style-type: none"> <li>advise OIC and the public on planting and management of town / village trees</li> <li>develop Tree Preservation Orders (TPOs) for Kirkwall and Stromness</li> <li>review TPOs in Finstown and St. Margaret's Hope</li> <li>raise awareness of the importance of town trees</li> </ul>	<ul style="list-style-type: none"> <li>as required</li> <li>1 community per year (yrs 1 &amp; 2)</li> <li>1 community per year (yrs 2 &amp; 3)</li> <li>ongoing</li> </ul>	<ul style="list-style-type: none"> <li>PO/OIC</li> <li>OIC</li> <li>OIC</li> <li>OIC/PO</li> </ul>
5) To create more opportunities for people to enjoy trees by providing woodland recreation in towns and in the countryside.	<ul style="list-style-type: none"> <li>encourage land managers to develop access in new and existing woodlands <ul style="list-style-type: none"> <li>-liaise with OIC Access Officer</li> <li>-OWG rep on Access Forum</li> <li>-ensure all new appropriate woodlands have access provision</li> </ul> </li> <li>provide appropriate publicity about access opportunities in woodlands through media, guided walks and leaflets</li> <li>encourage responsible access in woodlands</li> </ul>	<ul style="list-style-type: none"> <li>as required</li> <li>quarterly meetings</li> <li>as required</li> <li>as required</li> <li>as required</li> </ul>	<ul style="list-style-type: none"> <li>PO</li> <li>OWG</li> <li>PO/OIC</li> <li>partners</li> <li>OIC/SNH</li> </ul>
6) To raise public awareness of trees and woodlands and encourage community involvement in tree projects.	<ul style="list-style-type: none"> <li>develop guidance leaflets on best practice for tree planting and management <ul style="list-style-type: none"> <li>- management of mature trees</li> <li>- protection of trees on development sites</li> <li>- local provenance leaflet</li> </ul> </li> <li>leaflets on other topics</li> <li>develop a woodland design guide</li> <li>on site interpretation of trees in amenity</li> </ul>	<ul style="list-style-type: none"> <li>year 1</li> <li>year 1</li> <li>year 1</li> <li>3 per year (years 2 &amp; 3)</li> <li>draft (year 1);publish (year 2)</li> </ul>	<ul style="list-style-type: none"> <li>OIC/PO</li> <li>OIC/PO</li> <li>PO</li> <li>PO/OIC</li> <li>PO</li> </ul>

	<ul style="list-style-type: none"> <li>woodlands</li> <li>events and talks</li> <li>advise/assist with development and implementation of community woodlands</li> <li>work with schools on tree/woodland related projects</li> </ul>	<ul style="list-style-type: none"> <li>1 site per year</li> <li>4 per year</li> <li>1 community woodland over 3 years</li> <li>10 – 20 school visits per year</li> </ul>	<ul style="list-style-type: none"> <li>OIC</li> <li>PO &amp; other partners</li> <li>PO</li> <li>RSPB/Rangers/PO/SNH/OIC/FWAG</li> </ul>
7) To develop and improve local skills in tree growing, planting and management	<ul style="list-style-type: none"> <li>facilitate locally based training in <ul style="list-style-type: none"> <li>- propagation and nursery management</li> <li>- tree planting and silviculture</li> <li>- tree health and condition assessment</li> </ul> </li> <li>promote formal training in tree felling and surgery skills</li> <li>PO to attend relevant training courses/conferences/seminars</li> </ul>	<ul style="list-style-type: none"> <li>year 1</li> <li>ongoing</li> <li>year 1</li> <li>year 2</li> <li>as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>PO</li> <li>PO</li> <li>PO</li> <li>PO</li> <li>PO</li> </ul>
8) To promote the sustainable use and management of trees and woodlands.	<ul style="list-style-type: none"> <li>liaise with Agronomy Institute, Orkney College</li> <li>promote awareness of sustainable use</li> <li>liaise with craft industry</li> <li>talks</li> </ul>	<ul style="list-style-type: none"> <li>regular liaison/representative to attend OWG meeting once a year</li> <li>liaise with OIC Waste Awareness Officer</li> <li>initial discussion (year 1) then follow up liaison (years 2 &amp; 3)</li> <li>as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>PO</li> <li>OIC</li> <li>PO</li> <li>partners</li> </ul>
9) To develop research and monitoring projects that will help manage and enhance Orkney's trees and woodlands.	<ul style="list-style-type: none"> <li>monitoring of MF sites &amp; young plantations</li> <li>collate all existing information on Berridale and other native woodland</li> </ul>	<ul style="list-style-type: none"> <li>year 1 -formalise monitoring programme to include fixed point photography</li> <li>years 2 and 3 - implement monitoring programme</li> <li>year 1 - collate known data and identify gaps in information</li> </ul>	<ul style="list-style-type: none"> <li>PO</li> <li>PO</li> <li>PO</li> </ul>

	<ul style="list-style-type: none"> <li>• monitoring of established native woodlands eg, survival rates, growth rates, fixed-point photography, general flora, etc</li> <li>• encourage volunteers to carry out surveys and monitoring of native woodland</li> <li>• map location/extent of willow scrub</li> <li>• map location and extent of treeless woodlands and dales</li> <li>• investigate best practice for introducing native understorey in all woodlands</li> <li>• analysis of soil at sites of new tree plantings</li> <li>• liase with Forest Research and other academic/research organisations on relevant issues and projects</li> </ul>	<ul style="list-style-type: none"> <li>• year 2 – find funding</li> <li>• year 3 – set up monitoring</li> <li>• year 1 - find funding for contract</li> <li>• year 2- let/manage contract</li> <li>• year2 - find funding for contract</li> <li>• year 3 - let/manage contract</li> <li>• year 3</li> <li>• year 1 - investigate ways &amp; funding</li> <li>• years 2/3 - implement</li> <li>• as required</li> </ul>	<ul style="list-style-type: none"> <li>• PO</li> <li>• PO</li> <li>• OFC</li> <li>• PO</li> <li>• PO</li> <li>• PO</li> <li>• PO</li> <li>• PO</li> <li>• PO</li> </ul>
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## **7. Implementation Plan**

### **a) Introduction**

Implementation of the action plan detailed above can only be achieved through the employment of a dedicated woodland project officer. It is clear that although various organisations will be able to implement some of the actions, a project officer will be required in order to reach most of the targets.

This implementation plan provides a detailed work programme for the Project Officer in Year 1. It also shows how the project will be managed and run.

Due to the current uncertainty about Forestry Commission grants it is difficult to accurately allocate time to Forestry Commission grant applications. The work programme may need to be adjusted when the situation becomes clearer. If grant aid is considerably reduced then other aspects of the work programme may be given a higher profile.

**b) Annual Work Programme Year 1**

<b>Objective</b>	<b>Actions</b>	<b>Targets</b>	<b>Approx. no. of days</b>	<b>% of time on objective</b>
1) To conserve, enhance and expand Orkney's native woodlands using stock of local native provenance	<ul style="list-style-type: none"> <li>ensure protection of all existing native woodlands, including development of management plans</li> <li>continue to encourage planting of native woodland of local provenance</li> <li>advise on and undertake woodland funding applications</li> <li>advise on best practice in native tree planting and management</li> <li>collect native materials eg seeds, cuttings, root-suckers</li> <li>continue to encourage local growers to supply stock of local provenance</li> </ul>	<ul style="list-style-type: none"> <li>1 management plan</li> <li>0.5 – 1 ha or higher</li> <li>as required</li> <li>as required</li> <li>at appropriate times of year</li> <li>as required</li> </ul>	<p>4</p> <p>3</p> <p>Incl. in obj2</p> <p>4</p> <p>2</p> <p>2</p> <p><b>15</b></p>	<b>12%</b>
2) To develop a woodland resource in the countryside using stock of local native provenance, plus other species where appropriate.	<ul style="list-style-type: none"> <li>continue to encourage planting of new woodland</li> <li>advise on and undertake woodland funding applications</li> <li>advise on best practice in woodland planting and management</li> <li>incorporate woodland links and corridors in new plantings</li> </ul>	<ul style="list-style-type: none"> <li>10 ha</li> <li>25 – 50</li> <li>respond as required</li> <li>as appropriate</li> </ul>	<p>3</p> <p>50</p> <p>3</p> <p>2</p> <p><b>58</b></p>	<b>48%</b>
3) To protect, enhance and extend, where appropriate, amenity, policy and conifer plantations	<ul style="list-style-type: none"> <li>advise on and undertake woodland funding applications</li> <li>advise on best practice in woodland</li> </ul>	<ul style="list-style-type: none"> <li>as required</li> <li>as required</li> </ul>	<p>2</p> <p>2</p>	

	<ul style="list-style-type: none"> <li>management</li> <li>assist/advise on restructuring of conifer plantations, including preparation of management plans</li> <li>increase biodiversity of policy and amenity woodlands</li> </ul>	<ul style="list-style-type: none"> <li>2 plans</li> <li>ensure biodiversity is incorporated into management plans</li> </ul>	<p>2</p> <p>(incl in above)</p> <p><b>6</b></p>	<p><b>5%</b></p>
4) To protect and enhance trees in towns and villages and encourage appropriate new planting.	<ul style="list-style-type: none"> <li>advise OIC and the public on planting and management of town / village trees</li> <li>raise awareness of the importance of town trees</li> </ul>	<ul style="list-style-type: none"> <li>as required</li> <li>ongoing</li> </ul>	<p>4</p> <p>2</p> <p><b>6</b></p>	<p><b>5%</b></p>
5) To create more opportunities for people to enjoy trees by providing woodland recreation in towns and in the countryside.	<ul style="list-style-type: none"> <li>encourage land managers to develop access in new and existing woodlands <ul style="list-style-type: none"> <li>-liaise with OIC Access Officer</li> <li>-ensure all new appropriate woodlands have access provision</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>as required</li> <li>as required</li> </ul>	<p>1</p> <p>2</p> <p><b>3</b></p>	<p><b>3%</b></p>
6) To raise public awareness of trees and woodlands and encourage community involvement in tree projects.	<ul style="list-style-type: none"> <li>develop guidance leaflets on best practice for tree planting and management <ul style="list-style-type: none"> <li>- management of mature trees</li> <li>- protection of trees on development sites</li> <li>- local provenance leaflet</li> </ul> </li> <li>develop a woodland design guide</li> <li>events and talks</li> <li>advise/assist with development and implementation of community woodlands</li> <li>work with schools on tree/woodland related projects</li> </ul>	<ul style="list-style-type: none"> <li>year 1</li> <li>year 1</li> <li>year 1</li> <li>prepare draft</li> <li>2 events/talks</li> <li>advise on development of 1 woodland</li> <li>2 school visits</li> </ul>	<p>0.5</p> <p>0.5</p> <p>3</p> <p>3</p> <p>2</p> <p>2</p> <p>2</p> <p><b>13</b></p>	<p><b>10%</b></p>

<p>7) To develop and improve local skills in tree growing, planting and management</p>	<ul style="list-style-type: none"> <li>• facilitate locally based training in <ul style="list-style-type: none"> <li>- propagation and nursery management</li> <li>- tree planting and silviculture</li> <li>- tree health and condition assessment</li> </ul> </li> <li>• PO to attend relevant training courses/conferences/seminars</li> </ul>	<ul style="list-style-type: none"> <li>• organise training session</li> <li>• ongoing</li> <li>• organise training session</li> <li>• as appropriate</li> </ul>	<p>2 2 2 2 <b>8</b></p>	<p><b>7%</b></p>
<p>8) To promote the sustainable use and management of trees and woodlands.</p>	<ul style="list-style-type: none"> <li>• liaise with Agronomy Institute, Orkney College</li> <li>• liase with craft industry</li> </ul>	<ul style="list-style-type: none"> <li>• regular liaison, representative to attend one OWG meeting</li> <li>• initial discussion meeting</li> </ul>	<p>1 1 <b>2</b></p>	<p><b>2%</b></p>
<p>9) To develop research and monitoring projects that will help manage and enhance Orkney's trees.</p>	<ul style="list-style-type: none"> <li>• monitoring of MF sites &amp; young plantations</li> <li>• collate all existing information on Berridale and other native woodland</li> <li>• map location/extent of willow scrub</li> <li>• analysis of soil at sites of new tree plantings</li> <li>• liase with Forest Research and other academic/research organisations on relevant issues and projects</li> </ul>	<ul style="list-style-type: none"> <li>• formalise monitoring programme to include fixed point photography</li> <li>• collate known data and identify gaps in information</li> <li>• find funding for survey work contract</li> <li>• investigate ways &amp; funding</li> <li>• as required</li> </ul>	<p>2  3 2 2 1 <b>10</b></p>	<p><b>8%</b></p>

### **c) Structure and Management**

It is proposed that the Orkney Woodland Development Project Officer will be employed on a half time basis, ie 20 hours per week. The PO is self employed so no employer is required. However, there is a need for an organisation to administer the project and act as lead partner. The Orkney Woodland Group supports the proposal that Orkney Islands Council be asked to take on this role from April 2007.

The project will continue to be managed by the Orkney Woodland Group.

### **d) Costs**

<b>Project Officer Salary</b>	£11,000 per annum
<b>Project officer expenses</b>	
Travel and Subsistence	£2500
Training	£500
Supplies and Services	£500
<b>Administration costs</b>	£1500
<b>Total Annual Costs</b>	<b>£16,000</b>