

Ref No.	Key priority Area	Outcome	Activity	Specific Outcomes 2015-16	Specific Outcomes 2016-17	Specific Outcomes 2017-18	Specific Outcomes 2018-19
1	1 Our People	1.1 Access to a variety of services for all	1.1.1 Continually review services to ensure those provided by Council meet community needs	Facilitate joint activities with other agencies to deliver programs that increase parenting capacity, provide early learning opportunities and support vulnerable families whilst developing an evidence base through evaluation of outcomes for children in accordance with Child and Family Plan 2014-16	Review Child and Family Plan and Youth Strategy in line with the review of Municipal Public Health and Wellbeing Plan	Develop integrated Child, Youth and Family Strategy 2017 - 2021 which is aligned to Municipal Public Health and Wellbeing Plan	Implementation of year one key actions of the Child, Youth and Family Strategy with a focus on strengthening the preventative health and wellbeing outcomes for children and young people and the utilisation of council facilities and partnership working to attract services
102					Implement learnings from evaluation of children's centre model in planning conducted in 2015-16		
2			1.1.2 Routinely review overall community needs for services and either deliver or advocate for others to provide services to meet those needs	Assess the before-and-after school and vacation care needs of new and existing communities	Assess the before-and-after school and vacation care needs of new and existing communities	Assess the before-and-after school and vacation care needs of new and existing communities	Assess the before-and-after school and vacation care needs of new and existing communities
3				Arena Child and Family Centre (Officer) - continue construction of facility that commenced in 2014-15	Arena Child and Family Centre (Officer)- Complete construction and fit-out and open in February 2017	Implement the facility management model for Arena Child and Family Centre and the utilisation of the spaces	Evaluate the utilisation of Arena Child and Family Centre
95				Officer Precinct Child and Family Centre - Design facility and commence construction	Officer Precinct Child and Family Centre - continue construction of facility that commenced in 2016-17	Officer Precinct Child and Family Centre - Complete construction, fit-out and open January 2019	
4		1.1.3 Deliver positive ageing initiatives that support older adults to live longer in their own homes	Finalise the development of the 2015-19 Age Friendly Strategy by July 2015 and provide annual report relating to progress on key actions	Provide annual report relating to progress on key actions of Age Friendly Strategy 2015-19	Provide annual report relating to progress on key actions of Age Friendly Strategy 2015-19	Develop the 2019-23 Age Friendly Strategy	
5		1.2 Access to support services and programs for young people	1.2.2 Advocate for increased locally based health services to support our young people	Undertake playground upgrade at Hosking Park (Pakenham), Ridgeway Reserve (Pakenham) and Katjusha Court Reserve (Pakenham)	Undertake playground upgrades at Garfield Recreation Reserve, Rotary Park, (Garfield)	Undertake Playground upgrades at Officer Recreation Reserve, Maryknoll Recreation Reserve, Keith Ewenson Park (Upper Beaconsfield)	Undertake Playground upgrades at Holmgarth Reserve half court (Pakenham), Lilypond House Community Centre half court (Pakenham), Barker Road Reserve (Garfield), Mount Cannibal Reserve (Garfield North)
6				Continue to develop strong relationships with service providers to enhance advocacy efforts and ensure young people in Cardinia have services that are responsive to the needs and diversity and there is a skilled youth workforce	Advocate for increased Cardinia based service personnel and resources including a skilled youth sector workforce that reflects the needs and diversity of young people in the Shire	Advocate for and facilitate provision of a range of education and development opportunities for young people based on youth and community need	Identify service gaps and then utilise the Services For Success model to close gaps, including advocacy
7	1.2.3 Investigate opportunities for allied services to be co-located with Council facilities		Review joint prevention and early intervention approaches as a result of bi-annual youth survey and evaluate outcomes	Work with Youth Strategy reference group to plan improvements as result of review and evaluation undertaken	Measure and report on effectiveness of current integrated service provision for young people in the Shire	Contribute to Community Services needs analysis and production of advocacy papers	
8	1.3 Learning opportunities for all ages and abilities	1.3.1 Advocate to the Victorian Government for the development of new and upgraded primary and secondary schools	Identify need for new schools annually and advocate to the Victorian government and local MPs for the allocation of funding in the State budget	Identify need for new schools annually and advocate to the Victorian government and local MPs for the allocation of funding in the State budget	Identify need for new schools annually and advocate to the Victorian government and local MPs for the allocation of funding in the State budget	Identify need for new schools annually and advocate to the Victorian government and local MPs for the allocation of funding in the State budget	

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9	1 Our People	1.3 Learning opportunities for all ages and abilities	1.3.2 Advocate to Australian and Victorian governments for post-compulsory and vocational training that meets the needs of local employers and residents	Undertake a focused advocacy campaign on post compulsory and vocational training with major political parties as a lead up to the Federal election in 2016	Review post compulsory and vocational training provision to plan a focused advocacy campaign with major political parties for upcoming elections	Undertake a focused advocacy campaign on post compulsory and vocational training with major political parties as a lead up to the Victorian election in 2018	Review post compulsory and vocational training provision and work collaboratively with key stakeholders to develop a focused advocacy paper
10			1.3.3 Support the provision of learning opportunities for all ages and abilities	Support Neighbourhood Houses and U3A's to deliver a range of training opportunities at a local level through annual funding and advice on community needs and identified gaps	Review training opportunities delivered to date and use data to support future Neighbourhood Houses and U3A's delivery	Support Neighbourhood Houses and U3A's to deliver a range of training opportunities at a local level through annual funding and advice on community needs and identified gaps	Review training opportunities delivered to date and use data to support future Neighbourhood Houses and U3A's delivery
11		1.4 Improved health and wellbeing for all	1.4.1 Source funding and deliver a range of initiatives that promote healthy living	Deliver the Streets Ahead program in 12 Schools, implement 1 new "stop and drop" zone and deliver 4 Let's Get Moving programs in Growth areas	Deliver the Streets Ahead program in 12 Schools, implement 1 new "stop and drop" zone and deliver 4 Let's Get Moving programs in Growth areas and evaluate outcomes	Deliver the Streets Ahead program in 12 Schools, implement 1 new "stop and drop" zone and deliver 4 Let's Get Moving programs in Growth areas	Deliver the Streets Ahead program in 12 Schools, implement 1 new "stop and drop" zone and deliver 4 Let's Get Moving programs in Growth areas and evaluate outcomes
13			1.4.2 Routinely review the existing and develop a new Municipal Public Health and Wellbeing Plan	Develop the annual action plan by November 2015 and complete an annual review of the Municipal Public Health and Wellbeing Plan by February 2016	Develop the annual action plan by November 2016 and commence development of the 2017-21 Municipal Public Health and Wellbeing Plan and investigate integration with the Council Plan	Finalise the development of the new Municipal Public Health and Wellbeing Plan 2017-21 by October 2017	Develop the annual action plan by November 2018 and complete an annual review of the Municipal Public Health and Wellbeing Plan by February 2019
91			1.4.4 Support children, young people, families, older adults and people of all abilities by providing a range of accessible services and facilities	Work with external agencies and community to connect to the work of the Regional Management Forum, Better Connections, Better Outcomes project, and the Area Partnership for Vulnerable Children, Young People and Families - and identify strategies that will strengthen community resilience and reduce incidents of family violence and children/young people becoming vulnerable	Provide evaluation evidence from Challenge Family Violence project, Regional Management Forum Priority and Cardinia Collective Impact project and assess impact on issue of family violence and community resilience	Utilise the assessment of family violence and vulnerable children data and work collaboratively with external child, youth and family agencies and partnership to identify any program needs	Undertake needs analysis and identify resourcing, service provision, workforce development and infrastructure needs across children and youth and develop an advocacy program to help address
14		1.5 Variety of recreation and leisure opportunities	1.5.1 Provide active and passive recreation facilities to meet the needs of our residents	Officer Secondary College Indoor Stadium - Complete construction	New tender in place for the management of the Officer Secondary College Indoor Stadium from the 1st of July 2016		
15				Comely Banks Reserve (Officer) - Finalise land ownership	Comely Banks Reserve (Officer) - Develop Master Plan reserve	Comely Banks Reserve (Officer) Complete detailed design of reserve	Comely Banks Reserve (Officer) - Commence construction of access road, services, drainage and playing fields
16				Pepi's Land (Emerald) Masterplan - Complete northern activity trail and exercise stations including viewing areas	Pepi's Land (Emerald) Masterplan develop pathways, boardwalks, bird hides and revegetation around dam	Pepi's Land (Emerald) Masterplan develop pathways, boardwalks, bird hides and revegetation around dam	Pepi's Land (Emerald) Masterplan - Construct pathway to Hamilton Road, revegetate and improved access and signage to active recreation area
17				Henry Road (Pakenham) - Stage 2 Regional Soccer Facility- Construct synthetic playing surface as identified in master plan	Henry Road (Pakenham) - Stage 2 Regional Soccer Facility- Commence construction of pavilion	Henry Road (Pakenham) - Stage 2 Regional Soccer Facility - Finalise pavilion construction	
18				Deep Creek Reserve (Pakenham) master plan - design development Undertake earthworks and drainage using contributed fill	Deep Creek Reserve (Pakenham) master plan - construction of all abilities playground - subject to external funding	Deep Creek Reserve (Pakenham) master plan - Design and commence construction of Eco-Centre/Pro Shop - subject to external funding	Deep Creek Reserve (Pakenham) master plan - Complete construction of Eco-Centre/Pro Shop - subject to external funding
19					PB Ronald Reserve (Pakenham) - demolish depot buildings and construct car park	PB Ronald Reserve (Pakenham) - demolish depot buildings and construct car park	

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22	1 Our People	1.5 Variety of recreation and leisure opportunities	1.5.1 Provide active and passive recreation facilities to meet the needs of our residents	Design sporting facility for Lang Lang and construct access road, preliminary earth works and services to the site	Lang Lang sporting facility - Commence construction of playing fields	Lang Lang sporting facility - Complete construction of playing fields and design pavilion	Lang Lang sporting facility - commence construction of the pavilion
23				Heatherbrae Recreation Reserve (Officer)- Construct stage 1 of pavilion	Heatherbrae Recreation Reserve (Officer)- Complete the project by finalising the construction of the pavilion		
99				Design and construct extension to the Cardinia Reserve Pavilion to make it comply with Councils Facility Standards.			
100				Design and commence construction of the civil and pavilion for the Pepi's (Emerald) Land Netball Facility	Complete construction of the civil and pavilion for the Pepi's Land (Emerald) Netball Facility		
101					Refurbish the Chandler Reserve Pavilion (Avonsleigh) in accordance with Councils Facility Standards		
64				Implement actions identified in Equestrian Strategy adopted in 2013-14 including Aqueduct Trail car/float parking and investigate Dickie Road connection	Implement actions identified in Equestrian Strategy adopted in 2013-14, including Wrights Forrest perimeter track and road crossing in Huxtable Road Reserve precinct	Implement further actions identified in Equestrian Strategy adopted in 2013-14 including audit and replacement of signage, and formalise trail along Army Road to Reynolds Road Reserve	Implement further actions identified in Equestrian Strategy adopted in 2013-14, including investigation of opportunities for a multi use trail on Vic Track Land to connect Railway Towns
25		1.5.2 Increase opportunities for our residents to participate in a range of sport, recreation and leisure activities	James Bathe Reserve (Pakenham) - Finalise land purchase	James Bathe Reserve (Pakenham) - Undertake detailed design for civil works at the reserve	James Bathe Reserve (Pakenham) - Commence construction of civil works	James Bathe Reserve (Pakenham) - Complete construction of civil works	
92						Gin Gin Bin Reserve (Officer) - complete masterplan and undertake civil design for the reserve	
26		1.6 Increased awareness of safety	1.6.1 Work with the Police, Victorian Government and our community to improve safety in homes, businesses, public places and roads	Support implementation of family violence projects in the Shire	Support implementation of family violence projects in the Shire	Assess family violence statistics and local evidence post project to identify any new program needs	Evaluate Council's White Ribbon Accreditation and its impacts and the role of Council's 'Action Team'
98				Incorporate Crime Prevention Through Environmental Design (CPTED) principles into the design of new buildings and public spaces	Incorporate Crime Prevention Through Environmental Design (CPTED) principles into the design of new buildings and public spaces	Incorporate Crime Prevention Through Environmental Design (CPTED) principles into the design of new buildings and public spaces	Incorporate Crime Prevention Through Environmental Design (CPTED) principles into the design of new buildings and public spaces
27	Work with relevant Regional and State level organisations on emergency management and Safer Community initiatives including: - Regional Emergency Management Committees - Dandenong Ranges Landscape Strategy - State Impact Assessment Working Group - Justice Reference Committee -Regional Correctional Forums and Committees			Work with relevant Regional and State level organisations on emergency management and Safer Community initiatives including: - Regional Emergency Management Committees - Dandenong Ranges Landscape Strategy - State Impact Assessment Working Group - Justice Reference Committee -Regional Correctional Forums and Committees	Work with relevant Regional and State level organisations on emergency management and Safer Community initiatives including: - Regional Emergency Management Committees - Dandenong Ranges Landscape Strategy - State Impact Assessment Working Group - Justice Reference Committee -Regional Correctional Forums and Committees	Work with relevant Regional and State level organisations on emergency management and Safer Community initiatives including: - Regional Emergency Management Committees - Dandenong Ranges Landscape Strategy - State Impact Assessment Working Group - Justice Reference Committee -Regional Correctional Forums and Committees	

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28	1 Our People	1.6 Increased awareness of safety	1.6.1 Work with the Police, Victorian Government and our community to improve safety in homes, businesses, public places and roads	Liaise with Internal stakeholders, Victoria Police, State Government and the community on issues related to improving public safety	Liaise with Internal stakeholders, Victoria Police, State Government and the community on issues related to improving public safety	Conduct a full review of not only how Council engages in achieving a safer community at levels which include homes, businesses, public places and roads but also the effectiveness of existing programs	Act on the findings of the full review of not only how Council engages in achieving a safer community at levels which include homes, businesses, public places and roads but also the effectiveness of existing programs
29				Work with Council business units and external agencies to scope the development of a Municipal Heatwave Plan	Work with Council business units and external agencies to conduct a yearly review and update as required the Municipal Heatwave Plan	Work with Council business units and external agencies to conduct a yearly review and update as required the Municipal Heatwave Plan	Work with Council business units and external agencies to conduct a yearly review and update as required the Municipal Heatwave Plan
30			1.6.2 Improve awareness of township safety in local communities	Conduct a full review of Municipal Fire Management Plan and annual document review and update of Municipal Emergency Management and Municipal Flood emergency and Relief and Recovery Plan	Conduct a full review of Municipal Flood Emergency Management Plan and annual document review and update of Municipal Emergency Management and Municipal Fire and Relief and Recovery Plan	Conduct a full review of Municipal Emergency Management Plan and Municipal Relief and Recovery Plan and annual document review and update of Municipal Fire Management and Municipal Flood emergency plan	Conduct a full review of Municipal Fire Management Plan and annual document review and update of Municipal Emergency Management and Municipal Flood emergency and Relief and Recovery Plan
31				Work with the lead Fire Agency to ensure Structural Fire considerations are factored into the full review of the Municipal Fire Management Plan	Work with the lead Fire agency to ensure Structural Fire considerations are reviewed within the annual document review of the Municipal Fire Management Plan	Work with the lead Fire agency to ensure Structural Fire considerations are reviewed within the annual document review of the Municipal Fire Management Plan	Work with the lead Fire Agency to ensure Structural Fire considerations are factored into the full review of the Municipal Fire Management Plan
32		1.7 Minimised impact of emergencies	1.7.1 Implement plans that support people in times of emergency	Ensure Council is directly involved in the exercise management of the: - Municipal Flood Emergency Plan - Municipal Fire Management Plan - Emergency Traffic Modelling	Ensure Council is directly involved in the exercise management of the: - Municipal Flood Emergency Plan - Municipal Fire Management Plan - Emergency Traffic Modelling	Ensure Council is directly involved in the exercise management of the: - Municipal Flood Emergency Plan - Municipal Fire Management Plan - Emergency Traffic Modelling	Ensure Council is directly involved in the exercise management of the: - Municipal Flood Emergency Plan - Municipal Fire Management Plan - Emergency Traffic Modelling
34			1.7.2 Implement effective plans and procedures that minimise the impact of all emergencies in the Shire	Exercise at least one element of Cardinia's Municipal Emergency Management Plan and The Municipal Relief and Recovery Plan each year	Act on findings of previous exercises and Exercise at least one element of Cardinia's Municipal Emergency Management Plan and The Municipal Relief and Recovery Plan each year	Act of findings of previous exercises and Exercise at least one element of Cardinia's Municipal Emergency Management Plan and The Municipal Relief and Recovery Plan each year	Act on findings of previous exercises and exercise at least one element of Cardinia's Municipal Emergency Management Plan and The Municipal Relief and Recovery Plan each year
35			1.7.3 Protect against the risks of bushfires and floods through effective preparation	Scope and draft Cardinia Shires Fuel Management Framework	Work with Council business units and external agencies to finalise Cardinia Shire Councils Fuel Management Framework	Work with Council business units and external agencies to enhance and update as required Cardinia Shire Councils Fuel Management Framework	Work with Council business units and external agencies to enhance and update as required Cardinia Shire Councils Fuel Management Framework
36	2 Our Community	2.1 Our diverse community requirements met		Deliver public art at prominent sites across Shire - Central Ward	Deliver public art at prominent sites across Shire - Ranges Ward	Deliver public art at prominent sites across Shire - Port Ward	Deliver Public art at prominent sites across the Shire - Central Ward
37			2.1.3 Support opportunities for participation in a diverse range of arts, cultural and tourism activities	Council to provide support to deliver an event during cultural diversity week and an annual "Taste of Faith" to promote their activities and engage with new community members	Council to provide support to deliver an event during cultural diversity week and an annual "Taste of Faith" to promote their activities and engage with new community members	Council to provide support to deliver an event during cultural diversity week and an annual "Taste of Faith" to promote their activities and engage with new community members	Council to provide support to deliver an event during cultural diversity week and an annual "Taste of Faith" to promote their activities and engage with new community members
93				Community Arts Facility - Design the facility	Cardinia Arts Facility - Construct Stage 1 of the facility	Cardinia Arts Facility - Construct Stage 2 of the facility	

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38	2 Our Community	2.2 Engaged communities	2.2.3 Embrace and support community leadership	Deliver a community leadership initiatives and plan for training to meet identified local needs to develop and support local leadership	Deliver a community leadership initiatives and plan for training to meet identified local needs to develop and support local leadership	Deliver a community leadership initiatives and plan for training to meet identified local needs to develop and support local leadership	Evaluate community leadership outcomes Review and plan for training to meet identified local needs to develop and support local leadership based on outcomes evaluation
39		2.3 Increased levels of community participation	2.3.1 Promote initiatives by the community and Council that connect and strengthen our communities	Upgrade pathways and walking tracks across the shire in accordance with the footpath program including footpaths in Henry Street (Pakenham), Beaconsfield Avenue (Beaconsfield), sections of pathways adjoining developments (Princes Highway) and others	Upgrade pathways and walking tracks across the shire in accordance with the footpath program to increase accessibility and meet Disability Discrimination Act requirements subject to annual review of program	Upgrade pathways and walking tracks across the shire in accordance with the footpath program to increase accessibility and meet Disability Discrimination Act requirements subject to annual review of program	Upgrade pathways and walking tracks across the shire in accordance with the footpath program to increase accessibility and meet Disability Discrimination Act requirements subject to annual review of program
40				Implement the Diversity Action Plan including delivery of "Taste of Harmony" event and work in partnership with community service organisations to deliver an annual Refugee Week event	Implement the Diversity Action Plan including delivery of "Taste of Harmony" event and work in partnership with community service organisations to deliver an annual Refugee Week event	Implement the Diversity Action Plan including delivery of "Taste of Harmony" event and work in partnership with community service organisations to deliver an annual Refugee Week event	Implement the Diversity Action Plan including delivery of "Taste of Harmony" event and work in partnership with community service organisations to deliver an annual Refugee Week event
41				Implement actions identified in the Access & Inclusion Action Plan adopted in 2014 including delivery in a range of development and transition programs and activities for young people 10-17 years at Officer Specialist School	Implement actions identified in the Access & Inclusion Action Plan adopted in 2014 including initiate a volunteer matching program to provide people with disabilities the opportunity to volunteer at local sporting clubs	Review existing Access and Inclusion Policy and action plan. Develop new 2017-21 Access and Inclusion Policy and action plan in accordance with current legislation	
96				Develop respectful and meaningful relationships with the local Aboriginal community to further progress our commitments in the Reconciliation Action Plan 2015-18 adopted in 2014-15	Review developments within the Aboriginal community to inform further implementation of the Reconciliation Action Plan 2015-18	Complete implementation of the Reconciliation Action Plan 2015-18 and evaluate activities	
42	3 Our Environment	3.1 Provision and maintenance of assets on a life-cycle basis	3.1.2 Develop new and maintain existing parks, gardens and reserves in a sustainable way	Implement Emerald Lake Park Vegetation Management Plan using grant funding – Stage 4 Works including <ul style="list-style-type: none"> <li>Weed removal in the south eastern bushland areas and revisiting areas that have already been treated</li> <li>Revegetation with native species in treated areas</li> <li>Community Education</li> <li>Implementation of the Pest Management Plan including the monitoring and treated foxes, Indian Mynas &amp; wasps</li> </ul>			
43			3.1.3 Provide accessible facilities to meet identified community needs	As part of the Council buildings plan, improve accessibility to kindergartens and deliver other priority projects 2015-16 works include: Beaconsfield Upper Kindergarten Holmgarth Kindergarten (Pakenham) Bunyip Kindergarten	As part of the Council buildings plan, improve accessibility and meet enhanced Disability Discrimination Act requirements for 2016-17 - program to be determined buy outcomes of building audits and recommendations from the Access and Inclusion Committee	As part of the Council buildings plan, improve accessibility and meet enhanced Disability Discrimination Act requirements for 2017-18 - program to be determined buy outcomes of building audits and recommendations from the Access and Inclusion Committee	As part of the Council buildings plan, improve accessibility and meet enhanced Disability Discrimination Act requirements for 2018-19 - program to be determined buy outcomes of building audits and recommendations from the Access and Inclusion Committee

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94	3 Our Environment	3.1 Provision and maintenance of assets on a life-cycle basis	3.1.3 Provide accessible facilities to meet identified community needs	Depot Masterplan - Stage 2 - Establishment of ground floor in former laundry building to cater for reception area, ABW spaces and entrance/foyer. Provision of additional toilets to supplement extra toilets provided in refurbished lunchroom	Depot Masterplan - Commence Stage 3 - Further establishment of ground floor and construction of second floor mezzanine in former laundry building to cater for Operational staff and construction of under-cover canopy between existing amenities block and new administration centre (note: this stage will be completed over 2016-17 and 2017-18)	Depot Masterplan - Complete Stage 3 - Further establishment of ground floor and construction of second floor mezzanine in former laundry building to cater for Operational staff and construction of under-cover canopy between existing amenities block and new administration centre (note: this stage will be completed over 2016-17 and 2017-18)	Depot Masterplan - Commence Stage 4 - Development of amenities, lunchroom and training/toolbox facilities in former laundry facility (note: this stage will be completed over 2018-19 and 2019-20)	
97				Emerald Community Hub - Complete the community consultation , finalise facility design, undertake associated tender process and commence construction	Emerald Community Hub - complete the construction and fit out of the facility	Emerald Community Hub - Open the facility and commence operations		
44			3.1.4 Manage Council's assets like roads, drainage, footpaths and buildings, etc. in a way that ensures they are adequately maintained over their life	Implement a program of resurfacing of playing surfaces at recreation reserve - Gembrook - drainage & irrigation	Conduct a program of resurfacing of playing surfaces at recreation reserves - Mountain Rd Reserve (Cockatoo) -drainage, irrigation & shaping including athletics	Conduct a program of resurfacing of playing surfaces at recreation reserves - Worrell Reserve (Emerald) - reshaping drainage & irrigation	Conduct a program of resurfacing of playing surfaces at recreation reserves - Officer Reserve oval two (complete redevelopment)	
45		3.2 Transport linkages connecting towns	3.2.1 Upgrade Council roads to improve safety while considering the traffic demand of the community	Lang Lang Bypass - Commence construction of Stage 1	Lang Lang Bypass - Complete construction of Stage 1 commenced in 2015-16		Lang Lang Bypass - Design Stage 2	
46				McGregor Road (Pakenham) - Construct McGregor Road rail crossing and intersection upgrade, subject to successful advocacy for external funding	McGregor Road (Pakenham) - Construct McGregor Road rail crossing and intersection upgrade, subject to successful advocacy for external funding			
48				Implement the 2015-18 road safety strategy including undertaking consultation across the Shire as part of the Victorian Government Speed Review Program	Implement the 2015-18 road safety strategy including the implementation of actions that result from the consultation undertaken across the Shire as part of the Victorian Government Speed Review Program	Implement the 2015-18 road safety strategy including working with RoadSafe South East to deliver 'Streets Ahead' and 'Keeping Safe and Mobile' programs targeting pedestrians and cyclists	Implement the 2015-18 road safety strategy including continuing to promote safety around schools and review program for extension beyond 2018	
49				3.2.2 Continue the use of special charge schemes to finance road, drainage and footpath improvement programs			Boronia Cr, Caroline Ave, Rouen Rd, and Bell St (Cockatoo) - Road and Drainage Scheme Planning Phase and preliminary design	
50					Wadsley Ave (Pakenham) - Road and Drainage Scheme - Stage 2 - Continuation of Council declaration phase and road construction			
51							Commence delivery of Nar Nar Goon special charge scheme subject to Nar Nar Goon Structure Plan outcomes and also grant funding	
52					Consult and undertake the statutory process for the construction of a special charge scheme for O'Sullivan's Road, Hill Street & Peet Street (Pakenham) following on from completion of design phase	Commence Construction of a special charge scheme for O'Sullivan's Road, Hill Street & Peet Street (Pakenham)	Finalise construction of a special charge scheme for O'Sullivan's Road, Hill Street & Peet Street (Pakenham)	

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53	3 Our Environment	3.2 Transport linkages connecting towns	3.2.2 Continue the use of special charge schemes to finance road, drainage and footpath improvement programs	Moody Street (Koo Wee Rup) special charge scheme - Road and Drainage Scheme road construction				
55			3.2.4 Prioritise multi-use pathways, where practicable, to create networks that connect destinations	Investigate possible links for multi use trails between Garfield and Bunyip	Investigate possible links for multi use trails between Emerald and Clematis	Investigate possible links for trail between Ferres Road to the Menzies Creek trail (Emerald)	Investigate possible links for trail as recognised in pedestrian and bicycle strategy to determine new program	
103			3.2.4 Prioritise multi-use pathways, where practicable, to create networks that connect destinations	Cockatoo - Gembrook Trail - Undertake the detailed trail design	Cockatoo - Gembrook Trail - Prepare tender documentation for construction of the trail	Cockatoo - Gembrook Trail - commence construction	Cockatoo - Gembrook Trail - finalise construction	
56			3.2.5 Advocate for and facilitate improved public transport options and major arterial roads to help link employment, educational, recreational and retail activities between the Shire's rural and growth areas	Seek funding through Federal election lobbying.	Commence procedures for land acquisition	Advocate to Public Transport Victoria through the Interface Council's group for improved bus services on arterial routes	Advocate to Public Transport Victoria through the Interface Council's group for improved bus services on arterial routes	
58		3.3 Enhanced natural environment	3.3.1 Adapt to the impacts of climate change by working in partnership with the South East Councils Climate Change Alliance and both Australian and Victorian governments	3.3.1 Adapt to the impacts of climate change by working in partnership with the South East Councils Climate Change Alliance (formally the Western Port Greenhouse Alliance) through membership and participating in relevant projects in 2015-16	Continue to support the South East Council's Climate Change Alliance (SECCCA) through membership and participating in relevant projects in 2016-17	Continue to support South East Council's Climate Change Alliance (SECCCA) through membership and participating in relevant projects in 2017-18	Continue to support South East Council's Climate Change Alliance (SECCCA) through membership and participating in relevant projects in 2018-19	
57				3.3.3 Reduce Council's energy consumption and help the community to do likewise	Continue the implementation of the Aspirational Energy Transition Plan with such projects as the Decorative street lighting retrofit with energy efficient lighting	Continue the implementation of the Aspirational Energy Transition Plan with such projects as the Decorative street lighting retrofit with energy efficient lighting	Continue the implementation of the Aspirational Energy Transition Plan with such projects as the Pakenham Library/Hall/U3A solar and lighting upgrade and Koo Wee Rup outdoor pool energy efficient plant upgrade	Continue the implementation of the Aspirational Energy Transition Plan with such projects as Decorative street lighting, solar panels to Council facilities and energy audits of smaller council facilities
59				Liaise with and support schools in the areas of waste minimisation, litter and recycling	Liaise with and support schools in the areas of waste minimisation, litter and recycling	Liaise with and support schools in the areas of waste minimisation, litter and recycling	Liaise with and support schools in the areas of waste minimisation, litter and recycling	
60				3.3.4 Promote practices that result in the reduction per household of the amount of waste going to landfill	Reduce landfill volumes from kerbside pick ups by undertaking initiatives including the provision of 80L garbage bins, subsidised compost bins, eWaste service and continuation of green waste collection together with pursuing the implementation of the green waste recycling facility	Reduce landfill volumes from kerbside pick ups by undertaking initiatives including the provision of 80L garbage bins, subsidised compost bins, eWaste service and continuation of green waste collection and finalise the green waste recycling facility	Reduce landfill volumes from kerbside pick ups by undertaking initiatives including the provision of 80L garbage bins, subsidised compost bins, eWaste service and continuation of green waste collection	Reduce landfill volumes from kerbside pick ups by undertaking initiatives including the provision of 80L garbage bins, subsidised compost bins, eWaste service and continuation of green waste collection
61					In partnership with Waste Management Group advocate alternative waste technologies and resource recovery technologies rather than sending waste to landfill for 2015-16	In partnership with Waste Management Group advocate alternative waste technologies and resource recovery technologies rather than sending waste to landfill for 2016-17	In partnership with Waste Management Group advocate alternative waste technologies and resource recovery technologies rather than sending waste to landfill for 2017-18	In partnership with Waste Management Group advocate alternative waste technologies and resource recovery technologies rather than sending waste to landfill for 2017-19

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62	3 Our Environment	3.3 Enhanced natural environment	3.3.5 Manage water in an integrated way, including the reduction of potable water consumption by Council and households	To commence implementation of the Integrated Water Management Plan including undertaking an assessment of catchments to ensure water quality inflows are to acceptable standards eg: runoff from gravel roads	Continue implementing the Integrated Water Management Plan including developing and implementation of water performance standards to harvest water from Council buildings for surrounding facilities use	Continue implementing the Integrated Water Management Plan including implementing water performance standards to protect water quality and provide for environmental flows	Continue implementing the Integrated Water Management Plan including implementing water performance standards to protect water quality and provide for environmental flows	
63			3.3.6 Promote water catchment management practices that improve the quality of our waterways	Reduce off site septic discharges by advocating to water authorities to complete the backlog sewer program and mandate property connection in 2015-16	Reduce off site septic discharges by advocating to water authorities to complete the backlog sewer program and mandate property connection in 2016-17	Reduce off site septic discharges by advocating to water authorities to complete the backlog sewer program and mandate property connection in 2017-18	Reduce off site septic discharges by advocating to water authorities to complete the backlog sewer program and mandate property connection in 2018-19	
66		3.4 Natural and built environments supporting the improved health and wellbeing of our communities	3.4.2 Raise awareness of our environment's impact on people's health and wellbeing	Establish environmental sustainability demonstration projects for 2015-16 including the Beaconsfield Community Centre	Establish environmental sustainability demonstration projects for 2016-17 including the decorative street lighting retrofit	Establish environmental demonstration projects including Pakenham Hall and Koo Wee Rup Pool Energy Upgrades	Establish environmental sustainability demonstration projects for 2018-19 including the Deep Creek sustainability project	
67		3.5 Balanced needs of development, the community and the environment	3.5.1 Review the Municipal Strategic Statement and the Cardinia Planning Scheme regularly to ensure it continues to meet Council objectives	Review Municipal Strategic Statement in the context of the revised State Planning Policy framework	Undertake an amendment by the Cardinia Planning Scheme to correct anomalies and streamline the scheme	Undertake an amendment by the Cardinia Planning Scheme to correct anomalies and streamline the scheme	Undertake an amendment by the Cardinia Planning Scheme to correct analogies and streamline the scheme	
68				Complete planning scheme amendments for the Pakenham East Precinct Structure Plan				
69				Introduce schedules for the new residential zones				
70				Implement approved structure plans for the growth area	Implement approved structure plans for the growth area	Implement approved structure plans for the growth area	Implement approved structure plans for the growth area	
72				3.5.3 Provide for the sustainable development of rural townships while taking into account their existing character and community needs	Finalise Nar Nar Goon Township Strategy Commence preparation of Tynong Township Strategy	Review Emerald & Cockatoo Township Strategies	Review Bunyip, & Garfield Township Strategies Finalise Tynong Township Strategy	Review Upper Beaconsfield and Lang Lang Township Strategies
73				3.5.4 Ensure the planning of rural (green wedge) areas protects and enhances important agricultural, environmental, natural resource, infrastructure and recreational values	Implement the Westernport Peri Urban Strategy and Gembrook Land Use Strategy	Implement the Westernport Peri Urban Strategy and Gembrook Land Use Strategy	Implement the Westernport Peri Urban Strategy and Gembrook Land Use Strategy	Implement the Westernport Peri Urban Strategy and Gembrook Land Use Strategy
74		4 Our Economy	4.1 Increased business diversity in Cardinia Shire	4.1.2 Support the development of existing and new businesses within the Shire	Advocate to the government and stakeholders on economic and employment priorities in Casey Cardinia region	Advocate to the government and stakeholders on economic and employment priorities in Casey Cardinia region	Advocate to the government and stakeholders on economic and employment priorities in Casey Cardinia region	Advocate to the government and stakeholders on economic and employment priorities in Casey Cardinia region
75	4.1.3 Plan for a staged development of the Officer-Pakenham employment precinct			Develop conceptual framework for Officer South Precinct	Commence preparation of Officer South Precinct Structure Plan and Development Contribution Plan	Complete Officer South Precinct Structure Plan and Development Contribution Plan and prepare amendment to incorporate into the Cardinia Planning Scheme	Finalise amendment to Incorporate Officer South Precinct Structure Plan into the Cardinia Planning Scheme	



Ref No.	Key priority Area	Outcome	Activity	Specific Outcomes 2015-16	Specific Outcomes 2016-17	Specific Outcomes 2017-18	Specific Outcomes 2018-19
76	4 Our Economy	4.1 Increased business diversity in Cardinia Shire	4.1.3 Plan for a staged development of the Officer-Pakenham employment precinct	Finalise planning scheme amendment to incorporate Pakenham South Precinct Structure Plan into the Cardinia Planning Scheme		Prepare Pakenham West Employment Precinct Structure Plan	Incorporate Pakenham West employment Precinct Structure Plan into the Cardinia Planning Scheme
78			4.1.4 Facilitate the development of Officer and Pakenham town centres	Prepare amendment to incorporate the Pakenham Structure Plan into the Cardinia Planning Scheme and commence car parking strategy for Pakenham Town Centre	Finalise car parking strategy for Pakenham Town Centre	Facilitate development in accordance with Pakenham Structure Plan	Facilitate development in accordance with Pakenham Structure Plan
79				Finalise Officer town Centre Urban Design Framework	Facilitate development in accordance with the Officer Town Centre Urban Design Framework	Facilitate development in accordance with the Officer Town Centre Urban Design Framework	Facilitate development in accordance with the Officer Town Centre Urban Design Framework
77			4.1.5 Advocate to Australian and Victorian governments and industry to develop more local employment opportunities	Identify and advocate on infrastructure issues to support the business community and facilitate investment	Identify and advocate on infrastructure issues to support the business community and facilitate investment	Identify and advocate on infrastructure issues to support the business community and facilitate investment	Identify and advocate on infrastructure issues to support the business community and facilitate investment
80		Work with Southern Regional Development Australia, Department of State Development, Business and Innovation, Melbourne South East and Casey Cardinia investment strategy to advocate for our region		Work with Southern Regional Development Australia, Department of State Development, Business and Innovation, Melbourne South East and Casey Cardinia investment strategy to advocate for our region	Work with Southern Regional Development Australia, Department of State Development, Business and Innovation, Melbourne South East and Casey Cardinia investment strategy to advocate for our region	Work with Regional Development Australia, Department of State Development business and innovation, and the Casey Cardinia Investment attraction framework to advocate for our region	
81		4.2 Maintained strong agricultural activities	4.2.1 Support our farmers and growing agricultural industry in adapting to the changing economy and climate	Review the Casey Cardinia Attracting Employment and Investment Strategy	Implement the actions of the Casey Cardinia Attracting Employment and Investment Strategy following the review	Implement the actions of the Casey Cardinia Attracting Employment and Investment Strategy following the review	Review the actions of the Casey Cardinia Investment attraction framework
82		4.2 Maintained strong agricultural activities	4.2.2 Identify innovative ways to value-add to the region's primary production and transportation	Advocate for easier access to markets via regional food plan and enabling infrastructure including airports, Bunyip food belt and Port of Hastings, Thompsons Rd extension	Advocate for easier access to markets via regional food plan and enabling infrastructure including airports, Bunyip food belt and Port of Hastings, Thompsons Rd extension	Advocate for easier access to markets via regional food plan and enabling infrastructure including airports, Bunyip food belt and Port of Hastings, Thompsons Rd extension	Advocate for easier access to markets via regional food plan and enabling infrastructure including airports, Bunyip food belt and Port of Hastings, Thompsons Rd extension
84		4.3 Diverse and resilient business community	4.3.2 Encourage the establishment of tourism and hospitality in appropriate areas of the Shire	Implement actions from the Tourism Strategy adopted in 2014 including creation of marketing and branding guidelines	Implement actions from the Tourism Strategy adopted in 2014 as prioritised in conjunction with the Tourism Advisory Committee	Implement actions from the Tourism Strategy adopted in 2014 and review Strategy and priorities with the Tourism Advisory Committee	Implement the actions reviewed from the 2017 review of the Tourism Strategy and determine priorities with the Tourism Advisory Committee
85	5 Our Governance	5.2 Open governance	5.2.1 Embrace and demonstrate effective governance and transparency, notwithstanding that on occasions, matters under consideration will be confidential	Monitor compliance with statutory reporting requirements	Monitor compliance with statutory reporting requirements	Monitor compliance with statutory reporting requirements	Monitor compliance with statutory reporting requirements
86			Maintain and update the register of information to be available to the public	Maintain and update the register of information to be available to the public	Maintain and update the register of information to be available to the public	Maintain and update the register of information to be available to the public	
87			5.2.2 Govern and make decisions in the best interests of the Cardinia Shire community	Following adoption of the Councillor Code of Conduct and Protocols monitor adherence to commitments and take appropriate action if required	Following adoption of the Councillor Code of Conduct and Protocols monitor adherence to commitments and take appropriate action if required	Following adoption of the Councillor Code of Conduct and Protocols monitor adherence to commitments and take appropriate action if required	Following adoption of the Councillor Code of Conduct and Protocols monitor adherence to commitments and take appropriate action if required

Ref No.	Key priority Area	Outcome	Activity	Specific Outcomes 2015-16	Specific Outcomes 2016-17	Specific Outcomes 2017-18	Specific Outcomes 2018-19
88	5 Our Governance	5.3 Long-term financial sustainability	5.3.1 Make financial decisions that will address long-term financial consequences	Develop Annual budget and 5 Year Financial Plan which will deliver on the actions presented in the council plan and maintain long term Financial goals	Develop Annual budget and 5 Year Financial Plan which will deliver on the actions presented in the council plan and maintain long term Financial goals	Develop Annual budget and 5 Year Financial Plan which will deliver on the actions presented in the council plan and maintain long term Financial goals	Develop Annual budget and 5 Year Financial Plan which will deliver on the actions presented in the council plan and maintain long term Financial goals
89		5.3 Long-term financial sustainability	5.3.2 Make financial decisions that are fair and ethical and balance costs and benefits between present and future generations	Ensure all contracts and procurement guidelines adhere to a full life cost and are not purely driven on any one factor	Ensure all contracts and procurement guidelines adhere to a full life cost and are not purely driven on any one factor	Ensure all contracts and procurement guidelines adhere to a full life cost and are not purely driven on any one factor	Ensure all contracts and procurement guidelines adhere to a full life cost and are not purely driven on any one factor
90			5.3.3 Manage the municipality's finances and assets in a responsible way	Ensure that asset management and financial management are transparent via the budget and planning process and ensure the long term viability of the council	Ensure that asset management and financial management are transparent via the budget and planning process and ensure the long term viability of the council	Ensure that asset management and financial management are transparent via the budget and planning process and ensure the long term viability of the council	Ensure that asset management and financial management are transparent via the budget and planning process and ensure the long term viability of the council