

Action plan

Table 1. Annual cost of action plan

Year	Council operational funding per year (existing)	Additional Council operational funding (per year) sought	Additional Council capital funding (per year) sought	Total proposed implementation costs
2023-24	30,000	178,000		208,000
2024-25	30,000	315,300	35,000	380,300
2025-26	30,000	417,146	35,000	482,146
2026-27	30,000	356,039	35,000	421,039
2027-28	30,000	318,480		348,480
2028-29	30,000	317,969		347,969
2029-30	30,000	295,509		325,509
2030-31	30,000	333,099		363,099
2031-32	30,000	310,741		340,741
2032-33	30,000	363,436		393,436
Total	\$300,000	\$3,205,719	\$105,000	\$3,610,719

Table 2. Human resourcing requirements

No	Action	Action duration	Timeframe	Lead	Partner	Council operational funding per year (existing)	Council operational funding per year (additional)	Total Council operational funding per year	Total Council operational funding over the life of 10-year strategy	Council capital funding per year (additional)	Total funding over the life of 10-year strategy	Comments
1.	Climate Resilience Officer role	Ongoing	2023-24 onwards	Environment and Heritage			115,000*	115,000	1,259,219		1,259,219	Subject to the annual budget process and approval

* first year of salary is \$115,000, with 2% added each year to give total of \$1,259,218 over the life of the strategy

Table 3. Increased demand on Council to respond to climate related hazard events resulting in disruption to service delivery

No	Action	Action duration	Timeframe	Lead	Partner	Council operational funding per year (existing)	Council operational funding per year (additional)	Total Council operational funding per year	Total Council operational funding over the life of 10-year strategy	Council capital funding per year (additional)	Total funding over the life of 10-year strategy	Comments
2.	New Council buildings designed and built to a high ESD standard as per the Council Buildings Enhanced Standards Policy	Ongoing	2023-24 onwards	Building and Facilities								The Enhanced Council Standard – Sustainable Buildings is adopted as part of the consultants' brief and requirements when designing new facilities. Funding for this requirement as part of project overall budget.
3.	Asset Management Plans updates to consider the Asset Vulnerability Assessment and adverse effects of climate change	Ongoing	2023-24 onwards	Infrastructure Services (Asset Management)								
4.	Capture relevant information for climate sensitivity as part of asset condition auditing and review processes	Ongoing	2023-24 onwards	Infrastructure Services (Asset Management)								
5.	Training for staff on roles and responsibilities in response to hazard event	4 years	2025-26 2027-28 2029-30 2031-32	Regulatory Services (Emergency Management)	People and Culture		10,000	10,000	40,000		40,000	
6.	Run climate hazard scenarios, drills and response manoeuvres bi-annually to identify priority works for staff involved in response/ relief and recovery, strengthen internal capacity in carrying out business-as-usual	4 years	2025-26 2027-28 2029-30 2031-32	Regulatory Services (Emergency Management)			15,000	15,000	60000		60,000	

Table 4. Adverse climate impacts resulting in loss of life or physical injury among Council staff and/or community members

No	Action	Action duration	Timeframe	Lead	Partner	Council operational funding per year (existing)	Council operational funding per year (additional)	Total Council operational funding per year	Total Council operational funding over the life of 10-year strategy	Council capital funding per year (additional)	Total funding over the life of 10-year strategy	Comments
7.	Raise community awareness and increase preparedness for climate hazards amongst different age groups (eg: website updates, workshops, targeted newsletters etc)	9 years	2024-25 onwards	Environment and Heritage			5,000	5,000	45,000		45,000	Subject to creation of climate resilience officer This action is also relevant to Table 6 & 7 of this action plan
8.	Identify high-risk areas for development and develop resources to assist the community	2 years	2024-25 to 2025-26	Planning and Design (Planning Strategy and Urban Design)			7,000	7,000	14,000		14,000	This action is also relevant to Table 5 of this action plan
9.	Inform community on high-risk areas for development	6 years	2026-27 onwards	Planning and Design (Planning Strategy and Urban Design and Growth Area Planning and Subdivisions)								This action is also relevant to Table 5 of this action plan
10.	Participate in regional climate adaption and resilience projects through SECCCA	Ongoing	2023-24 onwards	Environment and Heritage		30,000	15,000	45,000	450,000		450,000	Subject to creation of climate resilience officer
11.	Development of an Urban Forest Strategy	2 years	2024-25 to 2025-26	Active and Connected Communities (Parks Planning)	Environment and Heritage and Operations	50,000	50,000	100,000	100,000		100,000	
12.	Support school's education programs at Deep Creek focusing on climate change	Ongoing	2023-24 onwards	Environment and Heritage			7,000	7,000	70,000		70,000	
13.	Explore the suitability of membership to Climate Emergency Australia	Ongoing	2023-24 onwards	Environment and Heritage			3,000	3,000	30,000		30,000	Budget subject to outcome of investigation.

Table 5. Mental stress and illness among community and Council staff

No	Action	Action duration	Timeframe	Lead	Partner	Council operational funding per year (existing)	Council operational funding per year (additional)	Total Council operational funding per year	Total Council operational funding over the life of 10-year strategy	Council capital funding per year (additional)	Total funding over the life of 10-year strategy	Comments
14.	Activate and encourage the community to use outdoor, open space areas including bushland reserves	8 years	2025-26 onwards	Active and Connected Communities (Recreation and Parks Planning)	Environment and Heritage		5,000	5,000	40,000		40,000	
15.	Investigate suitability to subscribe to "How Well Are We Adapting Tool"	1 years	2023-24	Environment and Heritage								
16.	Attract mental health services that fill identified gaps including outreach and satellite services in rural townships	Ongoing	2023-24 to onwards	Community Infrastructure and Service Planning								
17.	Provide support for staff directly affected by climate hazard events or involved in relief and recovery efforts	Ongoing	2023-24 onwards	People and Culture (Learning and Organisational Development)								
18.	Increase community access to financial coaching and debt assistance programs	7 years	2026-27 onwards	Community and Family Services (Community Safety and Inclusion)			5,000	5,000	35,000		35,000	
19.	Develop and deliver a Climate Resilient Agriculture program	8 years	2025-26 onwards	Future Communities	Arts, Advocacy and Economy		30,000	30,000	240,000		240,000	Subject to creation of climate resilience officer Years 1 and 2 to investigate and develop. Year 2 onwards delivery of program
20.	Investigate and advocate for an adult mental health centre in the shire in partnership with relevant organisations and groups	Ongoing	2023-24 onwards	Community Infrastructure and Service Planning								

Table 6. The increased incidence of family violence

No	Action	Action duration	Timeframe	Lead	Partner	Council operational funding per year (existing)	Council operational funding per year (additional)	Total Council operational funding per year	Total Council operational funding over the life of 10-year strategy	Council capital funding per year (additional)	Total funding over the life of 10-year strategy	Comments
21.	Improve all-ability access to community use facilities in areas at a high risk of climate hazard events (identified in the asset vulnerability risk assessment)	3 years	2024-25 to 2026-27	Buildings and facilities						35, 000	105,000	Council's Enhanced Standard Universal Design is incorporated as part of the annual disability access works and can adopt the required action as part of the criteria when assessing annual works to be completed.

Table 7. The increased incidence of bushfire-related pollution

No	Action	Action duration	Timeframe	Lead	Partner	Council operational funding per year (existing)	Council operational funding per year (additional)	Total Council operational funding per year	Total Council operational funding over the life of 10-year strategy	Council capital funding per year (additional)	Total funding over the life of 10-year strategy	Comments
22.	Investigate options to improve ability for Council facilities to function despite high levels of smoke/dust in the air	2 years	2023-24 to 2024-25	Buildings and Facilities			20,000	20,000	40,000		40,000	
23.	Develop an education campaign on the alternatives to burning off	1 years	2025-26	Environment and Heritage	Infrastructure Services (Waste team)		10,000	10,000	10,000		10,000	Subject to creation of climate resilience officer
24.	Review availability, appropriateness and take up of/demand for green waste management options	2 years	2026-27to 2027-28	Infrastructure Services (Waste Services)			18,000	18,000	36,000		36,000	
25.	Investigate the suitability of cultural burning techniques to be carried out in collaboration with traditional owners in bushland reserves	1 year	2026-27	Regulatory Services (Emergency Management)	Environment and Heritage Operations (Bushland crew)		15,000	15,000	15,000		15,000	Subject to creation of climate resilience officer

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26.	Identify opportunities to reduce burning off	2 years	2029-30 to 2031-32	Regulatory Services (Emergency Management)	Environment and Heritage							

Table 8. *Contamination of tank water supplies during and following major bushfires*

No	Action	Action duration	Timeframe	Lead	Partner	Council operational funding per year (existing)	Council operational funding per year (additional)	Total Council operational funding per year	Total Council operational funding over the life of 10-year strategy	Council capital funding per year (additional)	Total funding over the life of 10-year strategy	Comments
27.	Investigate best practice design to allow for flush systems to be included in water capture and storage systems (eg water tanks) for Council facilities	1 years	2025-26	Buildings and Facilities	Environment and Heritage		4,500	4,500	4,500		4,500	
28.	Develop community information on flush systems for water capture and storage systems (eg water tanks) to be used after a bushfire to minimise contamination of water storage tanks	1 years	2026-27	Environment and Heritage								Subject to creation of climate resilience officer

Table 9. The decline and loss of Environment Protection and Biodiversity Conservation Act 1999 and Flora and Fauna Guarantee Act – listed populations and species

No	Action	Action duration	Timeframe	Lead	Partner	Council operational funding per year (existing)	Council operational funding per year (additional)	Total Council operational funding per year	Total Council operational funding over the life of 10-year strategy	Council capital funding per year (additional)	Total funding over the life of 10-year strategy	Comments
29.	Develop a local pest animal action plan (deer, cats, foxes, Indian myna, etc)	4 years	2026-27 to 2027-28 and 2030-31 to 2031-32-	Environment and Heritage			10,000	10,000	40,000		40,000	Contingent on employment of Land Management Officer (developing one action plan per year)
30.	Identify climate vulnerable ecosystems in bushland reserves and roadsides of conservation significance	2 years	2024-25 to 2025-26	Environment and Heritage	Operations (Bushland crew)		30,000	30,000	60,000		60,000	Subject to creation of climate resilience officer
31.	Observe the phenology of climate vulnerable plant species by seeking data on seed production rates from indigenous plant nurseries	Ongoing	2023-24 onwards	Environment and Heritage								Reliance on indigenous plant nurseries
32.	Support Indigenous seed bank initiatives as opportunities arise	Ongoing	2023-24 onwards	Environment and Heritage	Operations (Bushland crew)							External funding
33.	Monitor climate vulnerable ecosystems in bushland reserves to inform Asset Management Plans	4 years	2026-27, 2028-29, 2030-31, 2032-33	Operations (Bushland crew)	Environment and Heritage		25,000	25,000	100,000		100,000	
34.	Identify climate resilient plant species to revegetate open space and the natural reserve system	9 years	2024-25	Operations (Open Space)	Environment and Heritage			10,000	90,000		90,000	
35.	Support the expansion of the gardens for wildlife program into growth areas, focusing on urban properties and developments	Ongoing	2023-24 onwards	Environment and Heritage			8,000	8,000	80,000		80,000	
36.	Promote the creation of shelterbelts to increase native habitat in line with the Shelterbelt Design Guidelines for Climate Change	9 years	2024-25 onwards	Environment and Heritage	Regulatory Services (Emergency Management)		3,000	3,000	27,000		27,000	Subject to creation of climate resilience officer
37.	Undertaken an investigation to identify teal and soil carbon assets in the shire	1 years	2025-26	Environment and Heritage			30,000	30,000	30,000		30,000	Subject to creation of climate resilience officer
38.	Protect and enhance blue, teal and soil carbon assets	3 years	2026-27 2028-29 2030-31	Environment and Heritage			25,000	25,000	75,000		75,000	Subject to creation of climate resilience officer

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39.	Tactical firebreaks - study and understand locations to increase resilience to bushfire threat on townships	1 year	2024- 25	Regulatory Services (Emergency Management)			25,000	25,000	25,000		25,000	Subject to creation of climate resilience officer
40.	Support the helmeted honey eater (climate threatened/ critically endangered) recovery team to secure recovery sites in the shire	Ongoing	2023-24 onwards	Environment and Heritage								
41.	Works to protect habitat of threatened/indicator species (as per action plans developed in Biodiversity Conservation Strategy)	8 years	2025-26 onwards	Environment and Heritage	Planning and Design (Planning Strategy and Urban Design and Growth Area Planning and Subdivisions)		40,000	40,000	320,000		320,000	
42.	Support environmental groups and organisations working to establish and protect seagrass and mangrove communities and other threatened Ecological Vegetation Communities found in the council area	Ongoing	2023-24 onwards	Environment and Heritage			10,000	10,000	100,000		100,000	Subject to creation of climate resilience officer
43.	Support the creation of a demonstration garden for climate tolerant plant species at Deep Creek Reserve and other sites throughout shire	2 years	2024-25 to 2025-26	Environment and Heritage	Cardinia Environment Coalition (CEC)		5,000	10,000	10,000		10,000	Subject to creation of climate resilience officer
44.	Encourage landowners to develop voluntary costal land management plans on private land	6 years	2027-28 onwards	Environment and Heritage								Subject to creation of climate resilience officer
45.	Advocate for and reduce the use of single use plastics	Ongoing	2023- 24 onwards	Infrastructure Services (Waste Services)								
46.	Seek partnership with tertiary education providers to undertake studies and assessments to improve the understanding of species and habitat loss due to climate change	Ongoing	2023- 24 onwards	Environment and Heritage								

Table 10. Advocacy, monitoring and evaluation

No	Action	Action duration	Timeframe	Lead	Partner	Council operational funding per year (existing)	Council operational funding per year (additional)	Total Council operational funding per year	Total Council operational funding over the life of 10-year strategy	Council capital funding per year (additional)	Total funding over the life of 10-year strategy	Comments
47.	Advocate for climate change adaptation initiatives from all levels of government that increases resilience to climate change	Ongoing	2023-24	Environment and Heritage	Arts, Advocacy and Economy							Subject to creation of climate resilience officer
48.	Midterm review of action plan	1 year	2027-28	Environment and Heritage								
49.	Undertake a climate change risk impact and risk assessment in preparation for development of new strategy	1 year	2032-33	Environment and Heritage			60,000	60,000	60,000		60,000	