

# 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  | 181,000  |  | 211,000                             |
| 2024-25      | 30,000  | 268,300  | 35,000   | 333,300                             |
| 2025-26      | 30,000  | 370,146  | 35,000   | 435,146                             |
| 2026-27      | 30,000  | 359,039  | 35,000   | 424,039                             |
| 2027-28      | 30,000  | 336,480  |  | 366,480                             |
| 2028-29      | 30,000  | 335,969  |  | 365,969                             |
| 2029-30      | 30,000  | 348,509  |  | 378,509                             |
| 2030-31      | 30,000  | 311,099  |  | 341,099                             |
| 2031-32      | 30,000  | 313,741  |  | 343,741                             |
| 2032-33      | 30,000  | 371,436  |  | 401,436                             |
| <b>Total</b> | <b>300,000</b>                                  | <b>3,195,719</b>   | <b>105,000</b>                                       | <b>3,600,719</b>                    |

**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                                    | 1,259,218   |   | 1,259,218                                       | Subject to the 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<br>2027-28<br>2029-30<br>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<br>2027-28<br>2029-30<br>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<br><br>This action is relevant to Table 6, 7 |
| 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 relevant to Table 5,  |
| 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 relevant to Table 5,  |
| 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 an Urban Forest Strategy  | 2 years         | 2027-28 to 2028-29 | Active and Connected Communities (Parks Planning)  | Environment and Heritage |   | 15,000  | 30,000                                     | 30,000  |   | 30,000  | This action is relevant to Table 7,  |
| 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  |  |

**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  |
|-----|---|-----------------|--------------------|--|----------------------------|---|---|--|---|---|---|---|
| 13. | 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  |   |
| 14. | Investigate suitability to subscribe to “How Well Are We Adapting Tool”   | 1 years         | 2023-24            | Environment and Heritage   |                            |   |   |  |   |   |   |   |
| 15. | 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                    |                            |   |   |  |   |   |   |   |
| 16. | 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)     |                            |   |   |  |   |   |   |   |
| 17. | 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  |   |
| 18. | Develop and deliver a Climate Resilient Agriculture program   | 8 years         | 2025-26 onwards    | Environment and Heritage   | Arts, Advocacy and Economy |   | 30,000  | 30,000                                     | 240,000   |   | 240,000   | Subject to creation of climate resilience officer<br><br>Years 1 and 2 to investigate and develop. Year 2 onwards delivery of program |
| 19. | 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  |
|-----|---|-----------------|--------------------|--------------------------|---------|---|---|--|---|---|---|---|
| 20. | 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  |
|-----|--|-----------------|--------------------|--|---|---|---|--|---|---|---|---|
| 21. | 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  |   |
| 22. | 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 |
| 23. | 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  |   |
| 24. | Investigate traditional burning techniques for use in Council 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 |

| 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                           |
|-----|--|-----------------|--------------------|--|--------------------------|---|---|--|---|---|---|------------------------------------|
|     |  |                 |                    |  |                          |   |   |  |   |   |   | This action is relevant to Table 7 |
| 25. | 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  |
|-----|---|-----------------|-----------|--------------------------|--------------------------|---|---|--|---|---|---|---|
| 26. | 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   |   |
| 27. | Develop community information on flush systems in water capture and storage systems (eg water tanks) to be used after a fire 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  |
|-----|--|-----------------|--|--|--|---|---|--|---|---|---|---|
| 28. | Develop a local pest animal action plan (cats, foxes, Indian myna)   | 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) |
| 29. | Identify climate vulnerable ecosystems in bushland reserves  | 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   |
| 30. | 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   |   |
| 31. | Deliver a rolling program to futureproof open space with climate resilient plant species                                   | 9 years         | 2024-25                                    | Operations (Open Space)                    | Environment and Heritage   |   |   | 10,000                                     | 90,000  |   | 90,000  |   |
| 32. | 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  |   |
| 33. | Promote creation of shelterbelts to increase native habitat value  | 9 years         | 2024-25 onwards                            | Environment and Heritage                   | Regulatory Services (Emergency Management) Communications and Engagement |   | 3,000   | 3,000                                      | 27,000  |   | 27,000  | Subject to creation of climate resilience officer   |
| 34. | 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   |
| 35. | Protect and enhance blue, teal and soil carbon assets  | 3 years         | 2026-27 2029-30 2032033                    | Environment and Heritage                   |  |   | 25,000  | 25,000                                     | 75,000  |   | 75,000  | Subject to creation of climate resilience officer   |
| 36. | Tactical firebreaks - study and understand locations to increase resilience to bushfire threat                             | 1 year          | 2024- 25                                   | Regulatory Services (Emergency Management) |  |   | 25,000  | 25,000                                     | 25,000  |   | 25,000  | Subject to creation of climate resilience officer   |



| 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  |
|-----|--|-----------------|--------------------|--|--------------------------------------|---|---|--|---|---|---|---|
| 37. | 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                   |                                      |   |   |  |   |   |   |   |
| 38. | 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                   |                                      |   | 40,000  | 40,000                                     | 320,000   |   | 320,000   |   |
| 39. | Fire behaviour modelling of reserves and roadsides to understand impacts of fire on biodiversity                                   | 2 years         | 2028-29 to 2029-30 | Regulatory Services (Emergency Management) | Environment and Heritage             |   | 25,000  | 25,000                                     | 50,000  |   | 50,000  | Subject to creation of climate resilience officer |
| 40. | Partner with and support environmental groups and organisations working to establish and protect seagrass and mangrove communities | Ongoing         | 2023-24 onwards    | Environment and Heritage                   |                                      |   | 12,000  | 12,000                                     | 120,000   |   | 120,000   | Subject to creation of climate resilience officer |
| 41. | Support the creation of a demonstration garden for climate tolerant plant species at Deep Creek Reserve                            | 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 |
| 42. | Encourage landowners to develop costal land management plans   | 6 years         | 2027-28 onwards    | Environment and Heritage                   |                                      |   |   |  |   |   |   | Subject to creation of climate resilience officer |
| 43. | Advocate for and reduce the use of single use plastics   | Ongoing         | 2023- 24 onwards   | Infrastructure Services (Waste Services)   |                                      |   |   |  |   |   |   |   |

**Table 10. 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 |
|-----|---|-----------------|-----------|--------------------------|---------|---|---|--|---|---|---|----------|
| 44. | Midterm review of action plan   | 1 year          | 2027-28   | Environment and Heritage |         |   |   |  |   |   |   |          |
| 45. | 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  |          |