



Draft City of Casey

# **ENVIRONMENT STRATEGY**

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## ACKNOWLEDGEMENT OF COUNTRY

The City of Casey proudly acknowledges the traditional owners, Casey's Aboriginal communities and their rich culture and pays respect to their Elders past, present and future. We acknowledge Aboriginal people as Australia's first peoples and as the traditional owners and custodians of the land on which we work and live.

## Contents

<b>ACKNOWLEDGEMENT OF COUNTRY .....</b>	<b>2</b>
MESSAGE FROM THE CHAIR OF ADMINISTRATORS, NOELENE DUFF PSM .....	4
ENVIRONMENT STRATEGY AT A GLANCE .....	5
INTRODUCTION.....	7
EMERGING CONDITIONS - CHALLENGES AND OPPORTUNNITIES.....	8
<b>OBJECTIVES, STRATEGIES AND TARGETS.....</b>	<b>10</b>
OBJECTIVE 1: BECOME A CLIMATE RESILIENT CITY THROUGH MITIGATION AND ADAPTATION .....	11
Strategies .....	12
Actions .....	14
OBJECTIVE 2: CONTRIBUTE TOWARDS A CIRCULAR ECONOMY THROUGH WASTE MANAGEMENT AND RESOURCE RECOVERY.....	16
Strategies .....	17
Actions .....	19
OBJECTIVE 3: CONSERVE ENHANCE AND RESTORE THE NATURAL ENVIRONMENT.....	21
Strategies .....	22
Actions .....	24
OBJECTIVE 4: CREATE A WATER EFFICIENT CITY.....	26
Strategies .....	27
Actions .....	29
OBJECTIVE 5: ENHANCE PEOPLE CAPABILITY AND INTERNAL PROCESSES.....	30
Strategies .....	31
Actions .....	33
<b>MEASURES OF SUCCESS .....</b>	<b>35</b>
<i>Monitoring and Evaluation .....</i>	<i>35</i>

As part of our ongoing commitment to community engagement, and the aspiration to stand our city in good stead for the future, the City of Casey is excited to launch a further suite of strategic documents.

These documents, which include the Health and Wellbeing Strategy, Environment Strategy, Infrastructure Strategy and Economic Development Strategy are the next layer of Casey's *Integrated Strategic Planning Framework*, and provide further insight and a closer look into some of the major areas that influence the liveability of our municipality.

These strategies have been designed following the adoption of the *Council Plan 2021-25*, and *Long Term Community Vision 2031*, both of which were developed based on the feedback, thoughts and ideas shared by you during the Shape Your City engagement program, in 2020 and 2021.

These strategies deliver on our Vision, which is to *become a more connected, bold and resilient community*.

While the Council Plan sets out **what** our organisation aims to achieve, these strategies set out **how** we are going to achieve that, and some of the key challenges that Council will face and the goals and intentions by Council to move our city forward.

Each strategy focusses on a vitally important area for Council and contains key linkages back to the current Council Plan.

The Health and Wellbeing Strategy builds on the success and strengths from the previous plan and sets out how Council will work in partnership with both the community and other levels of government, to support positive health and wellbeing. It contains six key priorities, which are outlined in the strategy.

Council's Economic Development Strategy then sets out how Council plans to create more jobs, diversify industries and prompt innovation, while supporting our local businesses.

The Environment Strategy outlines how we plan to tackle some of the big issues facing our local environment, how we plan to become more resilient to climate change and support a more sustainable approach to the local environment.

Finally, the Infrastructure Strategy plans for the future growth of our community and outlines how Council will provide the adequate infrastructure to meet that demand. The strategy covers community facilities, sport and recreation facilities, drainage, transport, paths and trails, and much more.

I would strongly encourage you to view these strategies and see how we are planning to further support our rapidly growing and diverse community.

Once again, thank you for your continued participation in our community engagement programs and I urge you to regularly visit our online engagement hub, Casey Conversations to see what topics you can have your say on today.

Noelene Duff PSM

City of Casey Chair of Administrators



## ENVIRONMENT STRATEGY AT A GLANCE

The City of Casey's **Environment Strategy 2021 – 2025** sets out how we plan to achieve Objective 3 of the City of Casey Council Plan 2021-2025 which is to *Foster environmentally sustainable practices and work towards being climate ready (resilient)*. The decisions made today pave the pathway to achieving the rapid decarbonisation of the municipality to mitigate climate change

Driven and informed by community engagement and the Council Plan, the Strategy presents an analysis of immediate and emerging conditions and illustrates how Council will implement a wholistic approach to environmentally sustainable management to improve outcomes across the organisation and for the community

The Strategy sets out targets, actions and goals across five thematic areas (**Table 1**).

### Our Guiding Principles

- **Leading by example:** Demonstrate environmental leadership in council decision making and activities.
- **Accountability:** Be accountable for the environmental impacts resulting from council's decisions and actions.
- **Partner Collaborate and Advocate:** Partner and collaborate to influence improved environmental outcomes whereby council shares responsibility with other agencies. Advocate on behalf of the community and environment where responsibilities lie outside of Council's control.
- **Integration:** Ensure the environmental impact of the business decisions we make is a priority that is competently and routinely considered by all staff and across all areas of Council business.
- **Technology / Smart City:** Leverage technology and smart city thinking to achieve better environmental outcomes.

Objectives	Target	
	2025	2030
Become a Climate Resilient City Through Mitigation and Adaptation	100% of council's corporate energy supply will be met through renewable energy sources.	Net zero corporate emissions by 2030.
Contribute towards a Circular Economy through Waste Management and Resource Recovery	Reduction of contamination in recycling bins to 10%.	Diversion of 80% waste from landfill by 2030 .
Conserve Enhance and Restore the Natural Environment	Established baseline to measure improvement to the Natural Environment by 2023.	Tree canopy cover increase from 16% to 21% by 2030
Create a Water Efficient City	30% Reduction of Councils projected 2025 water use by 2025.	30% reduction in Councils 2030 projected water use by 2031
Enhance People Capability and Internal Processes	Established mechanism so that all Council policies and strategies consider sustainability when they are up for renewal.  Establish a procurement target based on Casey's long participation in the EcoBuy Program	Sustainability is considered by all Council officers at the start of every project or task.

**Table 1: Environment Strategy Thematic Areas and Targets**

# ENVIRONMENT SNAP SHOT

Council Plan Objective 3 : Foster Environmentally Sustainable Practices and Work  
Towards being Climate Resilient



**50%**  
**WASTE DIVERTED  
FROM LANDFILL**

**70**  
**COUNCIL  
OWNED  
BUILDINGS  
HAVE SOLAR  
PANEL**



This saves 1,750 tonnes  
of carbon



**100%**  
**PUBLIC LIGHTS POWERED  
BY RENEWABLE ENERGY**

**100%**  
**FLEET EMISSION OFFSET  
THROUGH GREEN FLEET  
PROGRAM**



**27**  
Nature Reserves managed by  
council, covering 157.39  
hectares

**11** Re-vegetation sites,  
covering 18.57 hectares

**85%**



Casey sporting ovals are installed  
with warm season grass to  
reduce demand on drinking  
water supply for irrigation

**129** **WATER SENSITIVE  
URBAN DESIGN  
ASSETS**  
contributes to meeting best  
practice water quality treatment



**85,000**  
Native Trees planted in FY20/21

**64**  
species  
**LISTED UNDER THE  
FEDERAL  
ENVIRONMENTAL  
PROTECTION AND  
BIODIVERSITY  
CONSERVATION ACT  
1999 (THE EPBC  
ACT) CALL THE CITY OF  
CASEY HOME**

**150,000**  
Street Trees  
actively  
managed





## INTRODUCTION

The City of Casey remains one of the fastest growing regions in Australia. Casey has the most residents of any municipality in Victoria. The population of the City of Casey in 2021 was approximately 380,531 with a projected population of over 616,200 by 2041<sup>1</sup>. Largely driven by young families, Casey's population grows by an average of 7,300 people per year, however, is expected to increase to an average 8,700 people per year by 2031.

Increasing population requires an increase in services to cater for the needs and welfare of our community, which if not managed can severely impact our natural environment. Environmental sustainability refers to implementing innovative practices that conserve natural resources, protect human and ecological health. Making environmental sustainability a priority means interacting responsibly with our natural environment and facilitating the preservation of the resource needs of future generations.

The *Environment Strategy 2021-2025* sets out how Council plans to achieve Strategic Objective 3 of *City of Casey Council Plan 2021-2025* which is to 'Foster environmentally sustainable practices and work towards being climate ready'. The Strategy is a prominent component of Council's Integrated Strategic Planning Framework, supporting the Community's long term Vision goals and the four-year direction of the Council Plan (**Figure 2**). It will guide Council's future directions for environmental sustainability over the next four years and will ensure Council is aware of approaching challenges and well placed to manage our changing environment in a resilient, efficient, and cohesive manner. The implementation and progress towards meeting the strategic objectives and strategies of the *Environment Strategy 2021-2025* will be reported annually, in conjunction with the progress of the Council Plan.

**Figure 2: Integrated Strategic Planning Framework**



<sup>1</sup> ID communities Demographic Resources City of Casey Population Forecast

## EMERGING CONDITIONS - CHALLENGES AND OPPORTUNITIES

Urgency in global environmental conditions is shifting public attitudes toward the need to accelerate action. Increasing emphasis is being placed on climate change, biodiversity, the recycling crisis, population growth and growing socio-economic disparities. These factors influence local community expectations and must inform the Environment Strategy. This is inter-connected with land use management, social and economic influences, environmental management, transportation, pollution, and other sustainability considerations.

### ***Natural Environment***

Casey's growth and significant agricultural past comes at a trade off with our natural environment. Biodiversity loss and a lack of ecological connectivity are evident in Casey and surrounding natural areas. As of 2018, it was estimated that only seven percent remnant vegetation remained<sup>2</sup>. Despite this, the City of Casey's 29 nature reserves are home to an array of flora and fauna, with each reserve playing a critical role in maintaining the level of environmental connectivity that remains. The wetlands of Western Port are identified as having international significance and are protected under the Convention on Wetlands of International Importance (Ramsar). Casey will align with the Port Phillip and Western Port Regional catchment strategy. There is significant opportunity to partner with landowners to establish and restore green wedges and corridor links to enhance native biodiversity and connectivity across the landscape.

### ***Waste Management***

Waste Management in Victoria is at a tipping point. Increasing population and an expanding commercial sector is placing waste management systems under significant pressure. The State Government has responded with a 10-year plan to support a Circular Economy which is articulated through *Recycling Victoria A New Economy Policy 2020*. In Casey, there is scope to improve with residential waste diversion from landfill at around 50 per cent and high contamination rates in residential recycling bins. The recent introduction of food waste collection and a consolidated effort in reducing contamination in recycling bins will contribute significantly to supporting a sustainable Circular Economy and diverting waste from landfill. Notably, the procurement of an Advanced Waste Processing Facility in collaboration with 15 South East Metropolitan Council's, will significantly reduce waste to landfill and recover energy from residual waste.

### ***Climate Change***

The sixth report from the Intergovernmental Panel on Climate Change leaves no doubt that climate change is an inevitable and urgent global challenge with long-term implications for the sustainable development of all countries. The United Nations Development Programme has declared a climate, biodiversity loss, and pollution emergency. Worsening effects will lead to more extreme weather events in Casey, including dangerous heat waves, longer and more intense fire seasons, drought conditions from decreased rainfall, increased storm activity and flooding, sea level rises, and a transition to a more northerly climate. These effects will have social, economic, psychological, environmental, ecological, and human health consequences for Casey's community. There is now a legislative requirement for climate change to be considered and implemented into Council processes and operations, but Casey must take a proactive approach that goes beyond compliance to accelerate emissions reduction and adaptation.

Systematic replacement of natural land cover with infrastructure such as buildings, car parks, roadways, and other synthetic surfaces that absorb and retain heat, contributes significantly to the

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<sup>2</sup> City of Casey Biodiversity Strategy



‘urban heat effect’. Casey has already been identified as vulnerable to this effect, of which the ramifications include increased energy costs, decreased air quality, and serious health effects .

### ***Integrated Water Management***

It is a challenge to ensure safe, secure, and affordable water supply for all users to meet future demands. As the City grows, Council’s demand on water supply is increasing significantly. Council uses large volumes of water to manage assets in line with community expectations. Approximately 40 per cent of Council’s water usage is from irrigation of active open spaces, while buildings and facilities including aquatic centres are also large water users. Casey has been a local government leader in integrated water management with significant examples of Water Sensitive Urban Design, water harvesting and recycled water use. Council must continue to take this innovative and integrated approach to water management.

### ***Changing Legislative Requirements***

National, state, and other local governments will have strong influence on Council’s decisions when it comes to environmental sustainability. There are increasingly complex legislative and regulatory requirements and changing policy frameworks at state level to respond to climate change, waste management impacts and pollution. Some of these set new obligations on Council and others require Council to respond and rethink its strategies and service delivery.

### ***Regional Partnerships***

Partnerships offer the opportunity to collaborate across boundaries, share knowledge, pool resources and achieve economies of scale. Casey is an active member of several local, regional, and State partnerships. Partnerships can be complex to manage, however the mutual benefits can be amplified. Casey will continue to seek and expand on partnership opportunities including with private enterprise and developers where common goals can be recognised and achieved.

### ***Community Expectation***

The recent deliberative engagement process showed that Casey community places significant value on being able to access nature close to home. We support this by maintaining healthy environments in designated open spaces, local parks, waterways, and bush / nature reserves. Casey’s waterways are a focus for habitat, water quality and recreational activities. The far-reaching implications of COVID-19 on Casey residents are still being understood, but in this context, the pandemic has undeniably made Casey residents more aware of the natural environments in their own neighbourhoods and the importance of these places in maintaining happy and healthy lifestyles.

### ***Organisation Capability***

Local Government is in a unique position to influence environmental outcomes through decisions and operational practices that are beyond legislative obligations. The community looks to Council to lead by example, and this is matched by a strong organisational desire to develop a culture to deliver sustainable environmental outcomes. We recognise that there is room for improvement with regards to instilling sustainability practices into the overall employee consciousness. This will involve proactive engagement, executive and shared leadership, and overall increased education.

## OBJECTIVES, STRATEGIES AND TARGETS

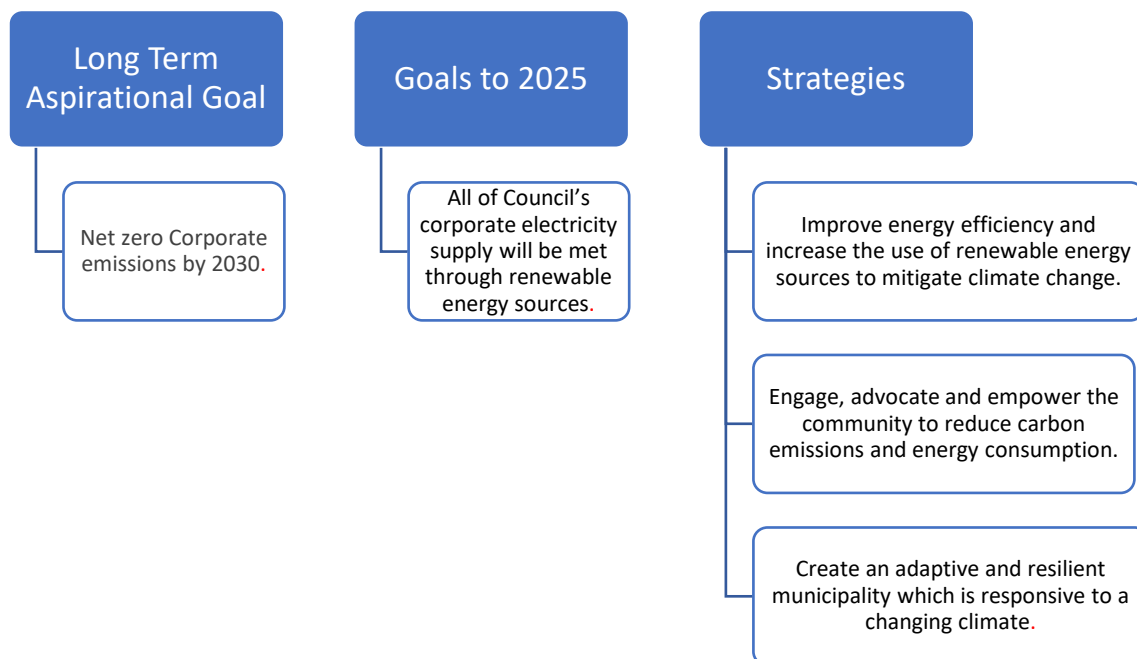
The *Environment Strategy*, sets objectives, strategies and actions towards Council's short term and aspirational long-term targets (**Table 2**). Specifically, it aims to deliver on our sustainability commitments and embed environmental considerations in decision making across our business.

**Table 2: Environment Strategy Objectives, Strategies and Targets**

Objectives				
Become a <b>Climate Resilient City</b> Through Mitigation and Adaptation	Contribute towards a Circular Economy through <b>Waste Management</b> and Resource Recovery	Conserve Enhance and Restore the <b>Natural Environment</b>	Create a <b>Water Efficient</b> City	Enhance <b>People Capability</b> and Internal Processes
Strategies				
<ul style="list-style-type: none"> <li>Improve Energy Efficiency and increase the use of Renewable Energy Sources to mitigate Climate Change.</li> <li>Engage, Advocate and Empower the Community to reduce Carbon Emissions and Energy Consumption.</li> <li>Create an adaptive and resilient municipality which is responsive to a changing climate.</li> </ul>	<ul style="list-style-type: none"> <li>Increase the quality of material sent to recycling facilities for processing.</li> <li>Facilitate establishment of an Advanced Waste Processing facility in South East Melbourne.</li> <li>Facilitate roll out of Recycling Victoria's Kerbside Reform program.</li> <li>Reduce Council's Corporate Waste, Improve Resource Recovery and increase use of recycled products</li> </ul>	<ul style="list-style-type: none"> <li>Identify, conserve, enhance and restore the ecological values of Casey's Natural Environment particularly habitats of native plants and animals.</li> <li>Increase canopy cover to contribute to a net gain in Casey.</li> <li>Empower the community to partner in biodiversity conservation and restoration initiatives.</li> <li>Engage with traditional owner groups in the management of Casey's natural environment to ensure traditional land management practices and values of indigenous Australians are embedded.</li> </ul>	<ul style="list-style-type: none"> <li>Improve water efficiency and increase the amount of water that is recovered for reuse and recycling.</li> <li>Reduce the amount and improve the quality of stormwater entering Port Phillip and Western Port Bay.</li> <li>Facilitate establishment of a South East regional integrated recycled water pipeline for the region.</li> </ul>	<ul style="list-style-type: none"> <li>Build organisation capacity in environmental sustainability and climate change.</li> <li>Improve sustainable procurement of goods and services.</li> <li>Monitor, Review and Improve Environmentally Sustainable Design outcomes in Council's built assets.</li> <li>Coordinate compliance to environmental legislation and other requirements.</li> </ul>
4-year Target				
100% of council's corporate energy supply will be met through renewable energy sources.	Reduction of contamination in recycling bins to 10%.	Established baseline to measure improvement to the Natural Environment by 2023.	30% Reduction of Council's projected 2025 water use by 2025.	Established mechanism so that all Council policies and strategies consider sustainability when they are up for renewal.  Establish a procurement target based on Casey's long participation in the Eco Buy Program
Long term target				
Net zero corporate emissions by 2030.	Diversion of 80% waste from landfill by 2030	Tree canopy cover increase from 16% to 21% by 2030	30% reduction in Council's 2030 projected water use by 2031	Sustainability is considered by all Council officers at the start of every project or task.



## OBJECTIVE 1: BECOME A CLIMATE RESILIENT CITY THROUGH MITIGATION AND ADAPTATION



The City of Casey has a long history of identifying ways to reduce greenhouse gas emissions from Council's operations. Building on Council's proactive and collaborative approach, in September 2016 we resolved to take part in Victoria's TAKE2 Pledge, helping Victoria reach its target to achieve net zero emissions by 2050. This is in-line with City of Casey's long-term goal of Council operations being carbon-neutral by 2030.

**2020 was Australia's fourth-warmest year on record with greater Melbourne experiencing warmer than average temperatures and rainfall well above average following Australia's driest year on record in 2019.**  
*Source Bureau of Meteorology Annual Climate Statement 2020*

City of Casey's Climate Action Plan is a critical piece of work that will provide direction and support to reduce both corporate and community greenhouse gas emissions. As stated in the Victorian Government Climate Action Plan, reducing our emissions will help lessen the impact of climate change, but it will not prevent it and some degree of climate change will happen.

Council recognises that adapting to the impacts of climate change and managing current and future risks is critical to building resilience in our municipality and securing a healthy and prosperous future. *Support a climate-ready (resilient) city through climate change and mitigation* has been instituted as a primary strategic objective in Casey's 2021 Council Plan.

## Strategies

### 1.1 Improve energy efficiency and increase the use of renewable energy sources to mitigate climate change

Casey recognises that renewable energy will play a key role in achieving the 2030 net-zero corporate emissions goal. This will require a transformational shift from the use of fossil fuels to renewable energy sources such as solar and wind power. Electrifying buildings (natural gas to electric heating conversion), electrifying corporate fleet, increasing investment in energy efficiency and rooftop solar investment are all critical aspects of this energy transition.

The City of Casey can build its portfolio of renewable energy power purchase agreements by committing to a local solar farm project to source renewably generated electricity for Council buildings. A well-designed local solar farm providing cheaper renewable energy on land owned by Council presents an excellent opportunity for meeting these objectives. In this regard, Council will consider the business case to commission construction of a solar farm in Casey. All aspects of the carbon management hierarchy, (i) conservation, (ii) efficiency, (iii) onsite renewable energy, (iv) purchase renewable energy, and (v) carbon offsets, can be maximised by this endeavour.

### 1.2 Engage, advocate, and empower the community to reduce carbon emissions and energy consumption

Effective community engagement can strengthen climate change initiatives by contributing to informed consideration of climate change trends, strengthening public support for Council's to act on climate change, broadening and deepening input into Council's plans, and assist in developing climate change mitigation and adaptation strategies. We will continue to actively inform, educate and engage with our community about the risks and effects of climate change and support the implementation of crucial mitigation actions that can be incorporated into the day to day lives of community members.

**Figure 4** presents City of Casey's municipal greenhouse gas (GHG) emissions profile for 2017/18. The largest source of total GHG emissions is stationary energy, with sources including residential buildings; commercial and institutional facilities; and manufacturing and construction industries. Stationary energy emissions are predominantly from electricity use, which accounts for around half (48 per cent) of total emissions. Gas consumption is responsible for 11 per cent of total emissions. Transport is the next highest emissions sector, producing 35 per cent of total emissions.

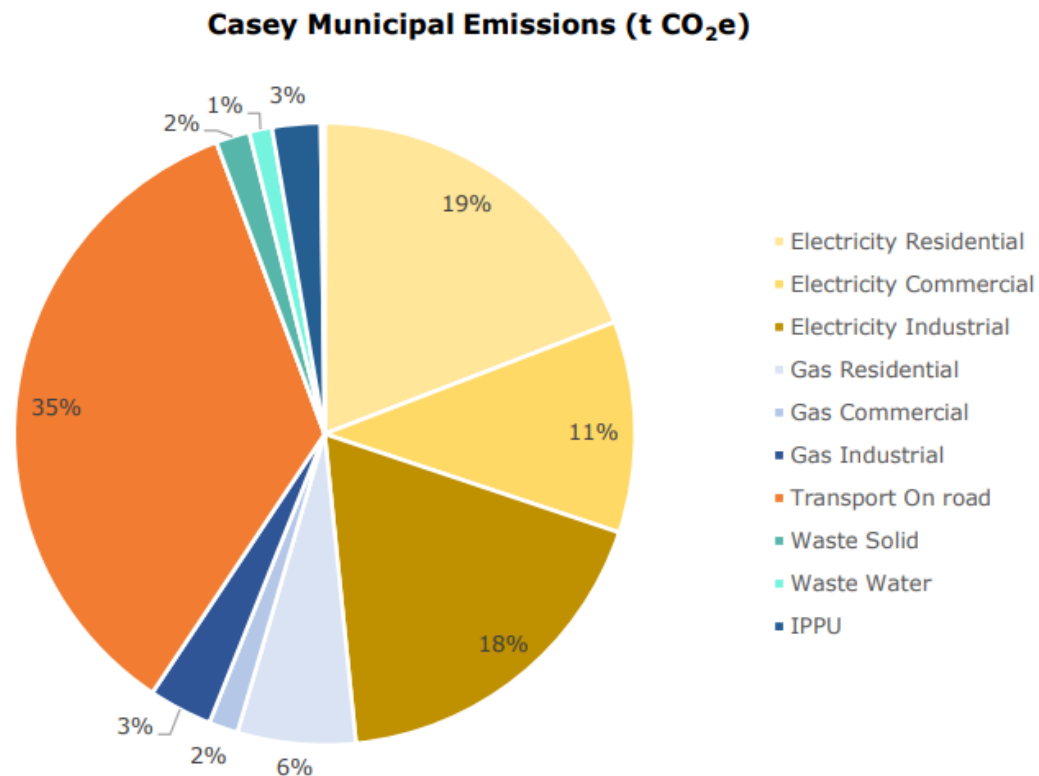
In March 2020, seven member Council's from the South East Council's Climate Change Alliance (SECCCCA) including the City of Casey, agreed to collaborate with Ironbark Sustainability on an evidence-based community action planning project. This project produced a greenhouse gas emissions profile and science-derived emission reduction target for each municipality in-line with the Paris Agreement limiting temperature increases to 1.5°C.

According to this report, the remaining carbon budget for the City of Casey is 27,675 kt CO<sub>2</sub>-e from 2018/19. The remaining carbon budget is the total amount of carbon that the municipality can emit if it is to make its fair contribution to limit the temperature increase to 1.5°C. This baseline data will enable Council to make informed, evidence-based decisions when developing its community emissions reduction strategy, and to enable us to engage persuasively with key stakeholders to drive community-scale emissions reductions.





Figure 4: City of Casey's municipal emissions profile 2017/2018.



### 1.3 Create an adaptive and resilient municipality which is responsive to a changing climate

Local governments are on the frontline in adapting to climate change. They have an essential role to play in ensuring that climate change impacts are considered in the overall adaptation response and engaging with the local community directly in efforts to facilitate effective change. Climate change adaptation can involve gradual transformation with many small steps over time, or major transformation with rapid change. For Casey, adaptation encompasses a wide range of policies, actions, and choices, including (but not limited to):

- Strategic investment in built infrastructure such as seawalls and levees, and the protection of natural infrastructure such as sand dunes and mangroves
- Education and information that changes behaviour
- Changes in business management practices, such as shifting planting dates and introducing new plant varieties.
- Helping vulnerable communities prepare for heat waves.
- Rainfall and drought related actions such as the use of drought tolerant turfs and landscapes, efficient water systems, rainwater tanks, and recycled water.
- Storm and flood related actions such as protecting foreshore reserves, environmental, heritage and recreational values, and artificial wetlands to 'filter' stormwater / floodwater.
- Fire-risk related actions such as fire prevention inspection programs and funding, the Municipal Fire Management Plan and the Fire Management Communications Plan.

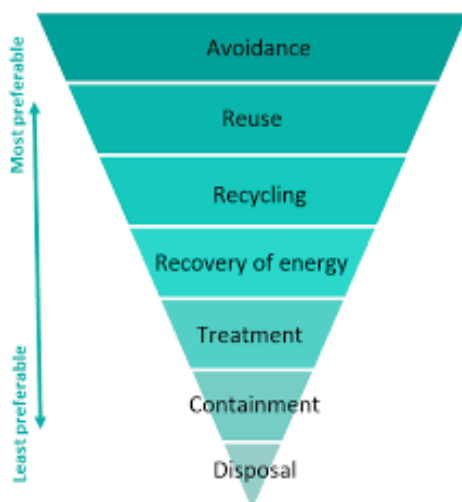
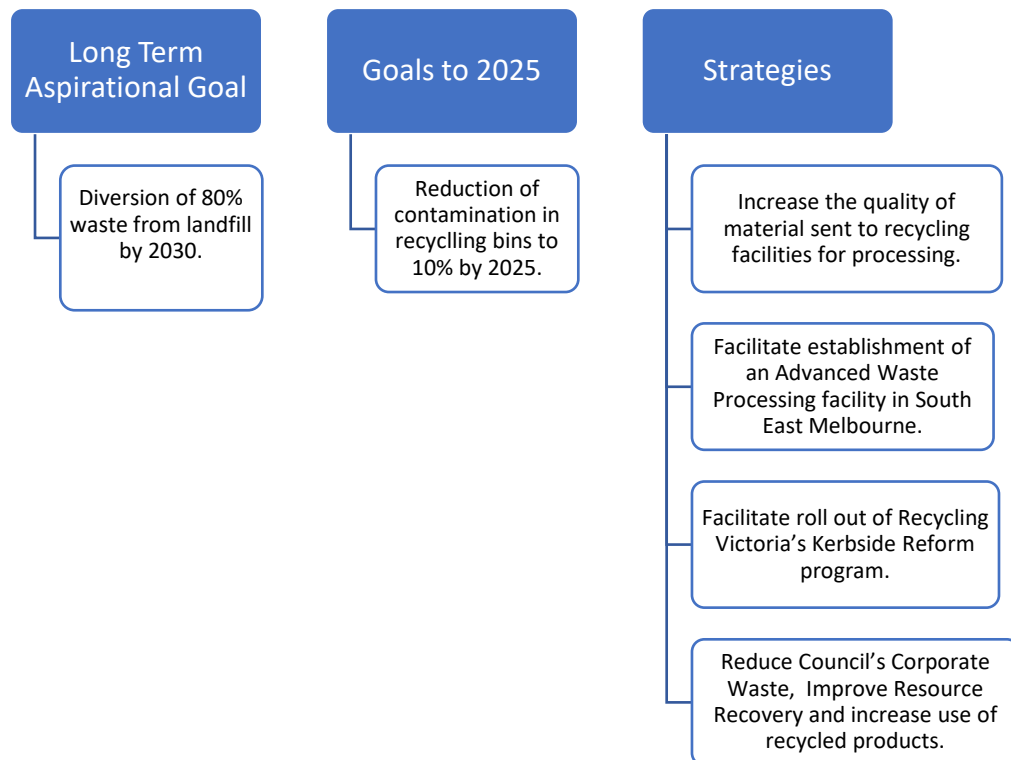
Council is committed to working with neighbouring Council's through SECCCA to further understand the major regional impacts of climate change and global warming, how to prepare for them, and inform on key actions to mitigate impacts.

## Actions

Strategy	Measure of Success
<b>1.1 Improve energy efficiency and increase the use of renewable energy sources to mitigate climate change</b>	<b>100% of Councils electricity use is from renewable energy sources</b>
Action	Timeline
Develop the Corporate Emissions action Plan 2023-27 with targets that accelerate progress towards carbon neutrality	30-Jun-22
Revise the Environmental Sustainability Design (ESD) Building Policy to facilitate carbon neutral buildings	1-Mar-22
Increase investment in building efficiency upgrades through council's capital works program to reduce greenhouse gas emissions and annual operating costs	Ongoing
Source green energy from a local renewable energy source for all Council owned and operated buildings	01-Jul-24
Transition away from council dependence on natural gas	30-Jun-25
Facilitate opportunities to increase the number of electric vehicles within Council's fleet, and associated charging infrastructure, through Council's updated Fleet Policy	30-Jun-23
Strategy	Measure of Success
<b>1.2 Engage, advocate and empower the community to reduce carbon emissions and energy consumption</b>	<b>Completed Community Climate Change action plan</b>
Action	Timeline
Develop a Community Climate Change Action Plan, including a community emissions target	30-Jun-22
Develop a community education program to support implementation of the community climate change action plan	30-Dec-22
Build the Open-Data Environment Dashboard to inform and support the local community and drive emissions reductions	30-Jun-22
Establish an ESD Policy in the Casey Planning Scheme to elevate Environmentally Sustainable Development targets for new developments	30-Jun-23
Develop a program to support Casey businesses become more sustainable to access appropriate funding and grant programs to achieve sustainable outcomes and reduce operating cost	30-Jun-23
Support SECCCA's Small Business Energy Saver Program to engage with up to 150 Casey businesses to reduce emissions and achieve energy cost savings	30-Jun-23
Investigate opportunities for Power Purchase Agreements to support the local community	30-Jun-23

In collaboration with SECCCA develop the Electric Vehicle Regional Infrastructure Project to support Casey's community transitioning to electric vehicles	30-Jun-23
In collaboration with SECCCA/GSEM develop a roadmap for a Zero Emissions South East.	30-Jun-23
<b>Strategy</b>	<b>Measure of Success</b>
<b>1.3 Create an adaptive and resilient municipality which is responsive to a changing climate</b>	<b>Completed Community Climate Change action plan</b>
<b>Action</b>	<b>Timeline</b>
Develop a Climate Change Adaptation Plan	30-Jun-24
Conduct risk assessments for council assets (built and natural) and services to better manage risks resulting from a changing climate and extreme climate change risks.	30-Jun-24
Develop Coastal Strategy including a review of flooding and inundation mapping/policy for coastal communities in partnership with Melbourne Water and DELWP	30-Jun-23
Prepare a planning scheme amendment in partnership with Melbourne Water to implement the recommendations from the Coastal Strategy relating to coastal flood and inundation mapping/policy	30-Jun-24
Review of flooding and inundation mapping/policy for all non-coastal areas within the municipality in partnership with Melbourne Water	30-Jun-24
Prepare a Planning scheme amendment in partnership with Melbourne Water to implement the recommendations from the review of coastal flood and inundation mapping/policy in all non-coastal areas within the municipality	30-Jun-24
Establish a formal governance framework to work in partnership with DWELP and the CFA to inform DWELP's biannual bushfire prone area map review that results in changes to the BPA and BMO	30-Jun-24

## OBJECTIVE 2: CONTRIBUTE TOWARDS A CIRCULAR ECONOMY THROUGH WASTE MANAGEMENT AND RESOURCE RECOVERY



The City of Casey adopts the waste hierarchy as an order of preference for waste management strategies. It is an internationally recognised approach and in line with the *Recycling Victoria Policy 2020*. Council services span all areas of the waste hierarchy. For example, education programs aim to encourage waste reduction in the first place, recycling services sit in the middle of the hierarchy and disposal is the least preferable option.

We recognise our role as part of a wider stakeholder group and aim to develop a partnership to initiate and create the market conditions to help support the growth of a circular economy. Strategic thinking, industry knowledge and planning are crucial for innovation. Education will be key to support residents with new practices and behaviours that

result from innovation in our services. Casey will also be changing how we use and re-use waste.

Casey has a long history of providing high quality waste services to the community, consistently achieving very high satisfaction rates. Specific waste services will be detailed in Strategic Service Plans and will not be presented or reviewed individually as part of the Environment Strategy. Instead, two high level goals, supported by four specific strategies will facilitate the transition of waste management in Casey away from the bottom of the waste hierarchy.



## Strategies

### 2.1 Increase the quality of material sent to recycling facilities for processing.

Contamination rates in kerbside recycling bins in Casey are high. Clean product is vital to a sustainable recycling industry that will support a circular economy. Poor quality recyclables result in a product that is harder to market, increases product loss to landfill and increases the cost of processing. Education will set out to drastically reduce contamination rates in kerbside recycling bins, and actions will be developed to improve the efficiency and sustainability of resource recovery from recycling programs. Effective education and engagement is a powerful tool for achieving long-term behaviour change within our community. It provides an opportunity to shift attitudes, increase understanding and change behaviour.

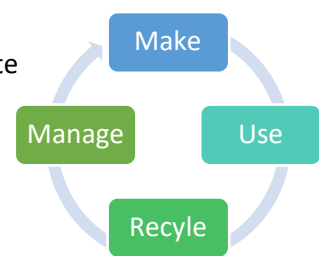
Education programs will be developed or adapted to meet new services such as the garden organics and food waste collection, and address littering and dumped waste issues. With changing expectations from a diverse community, a more varied and modern approach to communication and education is required. Digital communication is allowing for more interactive and efficient ways of education. Waste services are one of the key opportunities that council directly engages with the community. This strategy is consistent with and will be influenced by the roll out of *Recycling Victoria's kerbside reform program 2020*.

### 2.2 Facilitate roll out of Recycling Victoria's kerbside reform program.

Introduced in 2020, *Recycling Victoria: a new economy* is the Victorian Government's 10-year policy and action plan for waste and recycling, transitioning to a circular economy. It outlines an extensive plan of reform to establish a recycling system that all Victorians can rely upon. It transforms how our economy uses materials and how our State reuses, repairs and recycles, and is informed by the National Waste Policy Action Plan.

Recycling Victoria contains four main goals and is consistent with the Waste Hierarchy:

- MAKE Design to last. Repair and recycle.
- USE Use products to create more value.
- RECYCLE Recycle more resources.
- MANAGE Reduce harm from waste and pollution.



The Victorian Government is introducing a kerbside collection system, better suited to local recycling markets. This system will include access to four core waste and recycling services (**Figure 3**), a container deposit scheme, standardising bins (including bin lid colours), and kerbside services (including items accepted) across Victoria will simplify household recycling, backed by a state-wide education program.

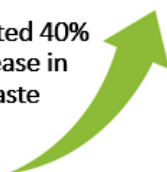


**Figure 3: Four Core Waste and Recycling Services**

One of four key goals of this framework, 'Recycle more resources', involves kerbside collection reform to generate more value from waste, improve separation of materials, develop markets for recovered materials, invest in infrastructure, imbed the waste hierarchy in homes and industry, and support waste to energy technology. Casey will look to this system to inform how the kerbside reform is to be successfully implemented.

### *2.3 Facilitate establishment of an Advanced Waste Processing Facility in south-east Melbourne.*

Projected 40%  
increase in  
waste



The City of Casey disposes approximately 65,000 tonnes of community residual waste to landfill per annum and this is projected to increase by 40 per cent over the next 25 years. Landfill disposal is the least preferable option in the waste hierarchy due to poor long term environmental and social outcomes including greenhouse gas production, leachate, loss of resources and odour.

We are taking a lead role in procurement of Advanced Waste Processing (AWP) technology to replace landfill as the default waste disposal option in the Melbourne's southeast. While a specific solution has not yet been chosen, AWP covers a wide range of technologies including mechanical sorting, anaerobic digestion, and waste to energy thermal treatments.

AWP will not replace waste minimisation and separation at the kerbside but is a solution for what is left in the garbage (residual) bin. The City of Casey is one of 16 south east Melbourne Council's working with the Metropolitan Waste and Resource Recovery Group to have AWP in place by 2025/26.

Advanced waste processing technologies are proven all over the world with safe and successful outcomes, however it is new to Australia and community engagement will be a critical factor to implementation. AWP will transform the management of residual waste in Victoria and will play a significant role in diverting up to 80 per cent of household waste from landfill by 2030.

### *2.4 Reduce Council's corporate waste and improve resource recovery.*

Council services and activities can have significant environmental impacts including waste generation. We will use established baseline data and aim for continuous improvement, incorporating improved waste management and resource recovery into all aspects of council operations. Measures will be collaborative, planned, budgeted, communicated and accountable.

Waste generation reduction and landfill diversion will be considered in all Casey facilities and events. We will explore how we can ensure internal events, community events, or events held at our facilities, can produce less waste and manage their onsite waste and litter more effectively through the early stages of the events approval process.

As per the second main goal of the 'Recycling Victoria' reform, 'Use products to create more value', Casey will ensure the procurement of recycled products, or readily recyclable products is prioritised over non-recycled or non-recyclable products wherever possible. Sustainability, longevity, environmental impact, and quality will be given higher priority in cost-benefit analyses prior to procurement activities. These initiatives are informed by the circular economy policy in Victoria, making sure we get as much use and value from a product or material as possible; procuring high quality recycled or recyclable goods, maintaining and repairing goods before replacement, repurposing goods no longer needed, and maximising recycling opportunities.

## Actions

Strategy	Measure of Success
<b>2.1 Increase the quality of material sent to recycling facilities for processing</b>	<b>10% contamination rate of recycling bins by 2025</b>
Action	Timeline
Design translated education resources to connect with our growing CALD communities.	30-Jun-22
Assist the community in understanding our waste services and the importance of correct recycling and waste disposal	ongoing
Continue the bin inspection program and removal of repeat contamination bins.	ongoing
Promote the use and uptake of the kerbside food waste service and home composting whilst reducing contamination	ongoing
Strategy	Measure of Success
<b>2.2 Facilitate establishment of an Advanced Waste Processing facility in South East Melbourne</b>	<b>Regional tender awarded for construction of AWP facility by January 2023</b>
Action	Timeline
Establish Special Purpose Vehicle as the contracting entity for the participating Councils,	30-Dec-21
Finalise and release request for tender documents following competitive dialogue with shortlisted bidders	30- June -22
Strategy	Measure of Success
<b>2.3 Facilitate roll out of Recycling Victoria's Kerbside Reform program</b>	<b>Bin lid standardisation achieved by 2025</b>
Action	Timeline
Finalise the plan to deliver the bin lid standardisation.	1-Feb-22
Implementation of Transition plan to fund the roll out of new lids to ELT	30-Jun-23
Develop a Waste Management Action Plan to consider requirements of Victoria's Kerbside Reform program	30-Jun-23
Develop a Community Engagement program including: <ul style="list-style-type: none"> <li>the new glass service;</li> <li>bin lid standardisation;</li> <li>container deposit legislation; and</li> <li>single use plastic bans</li> <li>Waste reduction</li> </ul>	30-Jun-22

Roll out introduction of the glass recycling program	30-Jun-24
<b>Strategy</b>	<b>Measure of Success</b>
<b>2.4 Reduce Councils Corporate Waste, Improve Resource Recovery and increase use of recycled products</b>	<b>Improved waste recovery at Council facilities</b>
<b>Action</b>	<b>Timeline</b>
Staff training and ongoing staff development on consideration of correct recycling and waste reduction measures in service delivery and events	30-Jun-23
Improvement in processes to ensure disposal of assets is in accordance with waste management practices of this strategy	30-Jun-23
Review waste services delivered to our Council owned, managed and leased buildings.	30-Jun-23
Support the reuse and recycling of stormwater and open drain waste.	Ongoing
<b>Note: actions to increase use of recycled products are considered in Objective 5</b>	



## OBJECTIVE 3: CONSERVE ENHANCE AND RESTORE THE NATURAL ENVIRONMENT



A resilient, well-managed, and healthy environment provides clean air and water, productive soils, natural pest control, pollination, flood mitigation, carbon sequestration, and supports productive activities that underpin our City's liveability, wellbeing, and economic advantage. To demonstrate Casey's commitment to conserve, enhance, and restore our natural environment, Council will be focusing on two key targets as part of this strategy; an increase in tree canopy cover from 16 per cent to 21 per cent by 2030, and the establishment of a baseline to measure improvement to the natural environment by 2023.

Community consultation, engagement, advocacy, and involvement will remain at the core of Casey's sustainable future. To this end, 'Conserve, enhance and restore the natural environment' has been instituted as a primary strategic objective in our Council Plan. The key actions from this will be the planting of 100,000 indigenous plants, development of the Urban Forest Strategy and initiatives that will support a healthy natural ecosystem.

The *Living Melbourne: our metropolitan urban forest strategy*, which Casey with 32 other Council's has endorsed, commits to protect, and restore species habitat and improve connectivity. *Living Melbourne* proposes a series of actions to help our rapidly changing city better protect, connect and enhance our urban forest. Actions and targets of this Strategy will be considered in Casey through the *Urban Forest Strategy*. In addition to the *Living Melbourne* document, the State Government review of Green Wedge Management Planning will influence conservation, protection and enhancement of Casey's natural environment.

## Strategies

### *3.1 Identify, conserve, enhance and restore the ecological values of Casey's natural environment, particularly habitats of native plants and animals*

Since settlement, biodiversity loss in Casey, like other high growth corridors, has been incremental and significant. Moreover, Casey has a fragmented landscape due to past land use practices such as agriculture which impact biodiversity through habitat loss and the breaking apart of habitats. The vision and goals of Casey's *Biodiversity Strategy* will be referred to and are consistent with those of the state government policy *Protecting Victoria's Environment – Biodiversity 2037*, ensuring biodiversity conservation remains healthy and resilient to change and threats, and its value prioritised as essential to our existence.

Action 1 of the *Living Melbourne Strategy* is to protect and restore species habitat and improve connectivity. This action recognises that to get any maximum return from any investment in protecting and enhancing the natural environment requires completeness and accuracy of available information, including data and maps. For example, understanding where remnant of native habitat persists can help better manage, protect and connect them. In this regard, we will invest in establishing a detailed baseline of Casey's natural environment and biodiversity.

### *3.2 Increase canopy cover to contribute to a net gain in Casey*

Trees provide many ecosystem services, environmental and wellbeing benefits that Casey and its residents value, such as promoting biodiversity, removing pollutants from air, soil and water, cooling our City, reducing storm water runoff, energy savings, reducing greenhouse emissions, carbon sequestration, shade, aesthetics, encouraging exercise, improving mental health, and increased property value. Ideally, an urban forest is comprised of trees of varied ages sizes, species, conditions, and densities. In an urban environment, trees face extensive challenges such as poor soils, inadequate growing space, development, climate change effects, and conflicts in landscape management and other stressors.

Most of Casey's trees are juvenile or mature, with senescent trees approaching the end of their life. Keeping a diverse species of trees, as well as diverse ages of trees, from saplings to mature trees, is important for the health of our urban forest. The 'urban heat island effect' causes increased heat in cities versus rural areas, due to lack of vegetation. Increasing vegetation in our City can reduce the urban heat island effect.

Action 2 of the *Living Melbourne Strategy* is to set targets and track progress. Monitoring and evaluation is essential to ensure that the vegetation protection, enhancement and expansion actions being taken are effectively improving mental and physical wellbeing, reducing heat exposure and increasing access to nature, green space and canopy cover. The strategy commits to regional target for canopy and vegetation cover which has been adopted as targets for the Environment Strategy.

### *3.3 Empower the community to partner in biodiversity conservation and restoration initiatives*

The City of Casey is home to community groups that are passionate about their local natural environment. Casey launched the Gardens for Wildlife (G4W) program in 2021, equipping gardeners of all abilities with the support and materials they need to create a wildlife-friendly garden in Casey. G4W, run in affiliation with Gardens for Wildlife Victoria, is a program aimed at fostering the

community's understanding of local biodiversity, while also serving to create connections between residents and support nearby indigenous nurseries to do their important work.

Regular workshops and webinars on sustainability, conservation, biodiversity, heritage, and how to reduce household waste, as well as the production of a Weed ID guide and Green Living in Casey newsletter are important ways to engage our community. In partnership with Greater Dandenong, Casey also run a 'Biodiversity Blitz', a competition in which the community is encouraged to submit flora and fauna observations to understand what species reside in Casey. We also help to develop children's interest in sustainability with activities, videos, and teacher resources. Continuous, informative, and engaging communication is recognised as vital to empowering our community; Casey commits to maintaining and improving these programs moving forward, as well as increasing the breadth of awareness throughout Casey's communities.

Australia's Strategy for Nature 2019-2030 summarises a set of three national priority areas. Among these, 'Connect all Australians with nature', will guide Casey's future community engagement and program participation. The Strategy asserts that we will only get measurable biodiversity results by improving and sharing knowledge, this includes to and from our ratepayers and residents. The applicable key goals from this strategy, 'Encouraging Australians to get out into nature', 'Empower Australians to be active stewards of nature', 'Increase Australian's understanding of the value of nature', and 'Respect and maintain traditional ecological knowledge and stewardship of nature', will continue to be a beacon for Casey to inspire our community to partner in biodiversity conservation and restoration initiatives.

### *3.4 Involve traditional owner groups in the management of Casey's natural environment to ensure traditional land management practices and values of Indigenous Australians are embedded*

For 60,000 years before European settlement, the lands of Casey and surrounds originally formed part of the territory of the Bunurong / Boon Wurrung and Wurundjeri peoples. The City of Casey lies within the boundary of the Mayone Bulluk Bunurong clan. Today, Indigenous peoples from all over Australia live in the municipality. Casey is home to the largest Indigenous population in the south east metro region; approximately 1,940 indigenous people call Casey home. Furthermore, Casey has the third largest Indigenous youth population (aged under 25 years) in Greater Melbourne (ABS, 2016). We believe that engagement of this next generation of Indigenous leaders is of utmost important.

Today, very little of the landscape that the Mayone Bulluk Bunurong knew can be seen due to introduced land management practices and widespread, rapid development. However, through the Bunurong Land Council Aboriginal Corporation, Bunurong people are valued for their protection, preservation and awareness of their culture, heritage, and environment. The Traditional Landowners have strong connections and values with the land, biodiversity, and natural environment in Casey. The value and importance of their traditional land and resource management practices are well recognised. Casey is committed to incorporating traditional land and resource management values and practices into our biodiversity planning and management approaches to benefit our wider environment.

Casey believes applying this holistic approach, with modern innovations and proven traditional methods from our Indigenous custodians, will provide the best of both worlds and be key to maximising our environmental outcomes for current and future generations. Casey is committed to engaging, involving, investing in, and sharing knowledge with our local Indigenous populations in both a formal and informal manner moving forward.

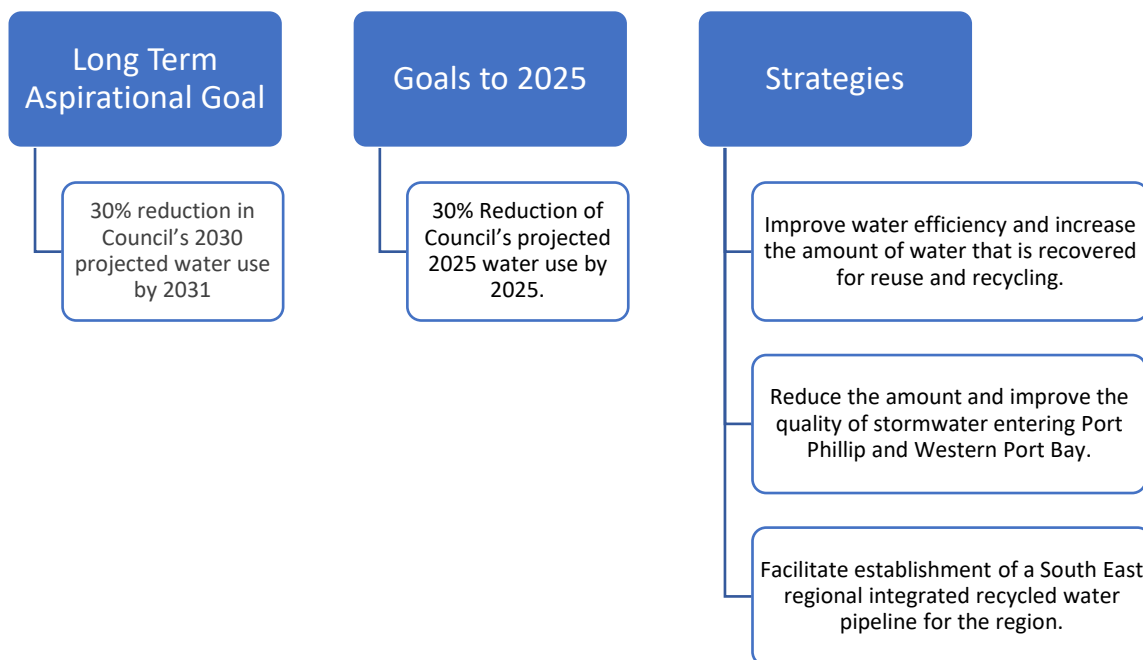
## Actions

Strategy:	Measure of Success
<b>3.1 Identify, conserve, enhance and restore the ecological values of Casey's natural environment particularly habitats of native plants and animals</b>	Established baseline
Action	Timeline
Identify Casey flora, fauna and ecological communities at greatest risk of decline along with their driving factors	30-Jun-23
Establish baseline of Casey's natural environment. Establish a monitoring program to measure improvement and create targets for native vegetation and weed cover	30-Jun-23
Review the Western Port Green Wedge Management Plan (GWMP) as a result of DELWPs changes to the Green Wedge Zones and GWMP Guidelines	30-Jun-25
Commence the Southern Ranges Green Wedge Management Plan as a result of DELWPs changes to the Green Wedge Zones and GWMP Guidelines	30-Jun-23
Review overlays (e.g. ESOs) and policy within the Casey Planning Scheme to protect and enhance environmental sustainability and biodiversity values	30-Jun-23
Prepare a planning scheme amendment to implement the environmental sustainability and biodiversity values review recommendations	30-Jun-23
Review environmental controls in the Western port green wedge management plan post DELWPs changes to the Green Wedge Zones and GWMP Guidelines	30-Jun-25
Establish program on reclamation of contaminated land for open space	30-Jun-25
Strategy	Measure of Success
<b>3.2 Increase canopy cover to contribute to a net gain in Casey</b>	Urban forest Strategy completed
Action	Timeline
Establish a native vegetation offset site within Casey	30-Jun-23
Establish a vegetation/biodiversity offset trading scheme	30-Jun-23
Contribute towards canopy cover targets of the Living Melbourne: our metropolitan urban forest strategy	ongoing
Strategy	Measure of Success
<b>3.3 Empower the community to partner in biodiversity conservation and restoration initiatives</b>	Increase participation
Action	Timeline
Provide safe and meaningful community access to all of Council Natural Asset Reserves	Ongoing
Strengthen collaboration with other LGAs and other Collaborative organisations such as Living Links, Living Melbourne, Council Arboriculture Victoria and Greener Spaces better places	Ongoing



Provide opportunities for all ages and backgrounds to learn about and protect the environment, especially Friends Groups	Ongoing
<b>Strategy</b>	<b>Measure of Success</b>
<b>3.4 Involve traditional owner groups in the management of Casey's natural environment to ensure traditional land management practices and values of Aboriginal people are embedded</b>	Increased Engagement
<b>Action</b>	<b>Timeline</b>
Ensure that a register of all cultural items, including significant Aboriginal Scar trees is collected and maintained	30-Jun-24
Engage with Traditional Owner groups to understand how Council can best respond to their aspirations for Country	30-Jun-24
Engage Traditional Owner groups to undertake cultural burning in Council Natural Asset Reserves.	ongoing
Provide opportunities for Casey staff to learn traditional land management practices, values and culture from Traditional Owner groups and Indigenous People.	ongoing

## OBJECTIVE 4: CREATE A WATER EFFICIENT CITY



The City of Casey seeks to 'Create a Water Efficient City'. A City where water sources are managed in a way that it stays resilient to changing land use, population growth, low drinking water availability and a changing climate. This will ensure we continue to have a sustainable water supply and protect and restore our waterways and bays. *City of Casey Integrated Water Management plan* commits to a 30% reduction from Council's 2030 projected water use by 2031 and renewal of all Council Water Sensitive Urban Design (WSUD) assets by 2025.

Facilitating the delivery of Casey's water targets will include:

- Significant increase in water re-use,
- Maximising the use of alternative water sources,
- Adequate stormwater pollution and flow treatment,
- Education programs,
- Specific water management requirements within the planning policy; and
- Effective implementation and maintenance of WSUD infrastructure

Council is committed to reducing its demand on high-quality drinking water by substituting with alternative water sources where possible or through complete elimination of the use. We currently utilises rainwater, stormwater, recycled water and groundwater as alternatives to reduce Council's demand on potable water.

## Strategies

### *4.1 Improve water efficiency and increase the amount of water that is recovered for reuse and recycling*

Alternative fit-for-purpose water can replace demand for precious drinking water, especially for irrigation purposes. Casey will continue to take the following actions to conserve water:

**40% of Council's  
potable water**  
usage is for irrigation of  
active open spaces

- Harvesting stormwater to irrigate our sporting fields.
- Installing rainwater tanks for gardening and toilet use in all our recreational facilities and most kindergartens and community centres.
- Installing water recycling systems such as a backwash system, and upgrading to water efficient appliances, to reduce water consumption at Council facilities.
- Conducting water audits on high water use facilities such as our leisure centres and recreation reserves.
- Identifying alternative water use for watering recreational facilities such as Casey Fields where we are using 60ML of Class - A reclaimed water supplied by Eastern Irrigation Scheme.
- Promoting the use of drought tolerant warm season grasses in our recreational facilities.
- Trialling and investigating opportunities to use turf and synthetic covers in sporting fields to reduce moisture loss and irrigation requirements.
- Installing rainwater tanks at our recreation facilities and tennis courts. Replacing en-tou-cas (red porous) courts with synthetic grass or clay.

Increasing community expectations for integrated water management has resulted in an increased interest in treating and recycling sewage or wastewater. Wastewater is treated to a 'non-drinking use' standard. This treated wastewater will become more accessible via the separate purple pipe systems. Recycled water is suitable for a wide range of uses, including irrigation and toilet flushing. Capturing rainwater is another great sustainable way to meet some water needs in homes, businesses, and facilities, and has the added benefit of cost savings. Casey uses and encourages the use of tank water for a range of purposes including clothes washing, toilet flushing and irrigation.

### *4.2 Reduce the amount and improve the quality of stormwater entering Port Phillip and Western Port Bay*

**3 billion litres of  
stormwater in Casey drains  
into the RAMSAR protected  
Western Port Bay**

Urban development increases impervious surfaces, which in turn increases stormwater flow volumes. While impervious areas represent only ten percent of the total surface area in Casey, it generates a large volume of excess stormwater runoff. Most of the existing urban development in Casey currently drains into Port Phillip Bay. Stormwater runoff generated from urban development carries pollutant such as sediments, litter, nutrients, organic matter, heavy metals, and oils. These pollutants from hard paved surfaces can be detrimental to the health of waterways and the bays.

Most of Casey's Melbourne Water managed waterways are in poor condition except some sections of the Cardinia Creek and Langwarrin Creek that are in moderate condition. Some of the key sources that pose the most risks to Casey's waterways include residential, industrial, and commercial land use, sealed and unsealed roads, land development, building sites and rural agricultural activities. There is an opportunity to improve the health of waterways in Casey and Integrated Water Management (IWM) can minimise the impact of the pollutants on the bays.

#### *4.3 Facilitate establishment of a South East regional integrated recycled water pipeline for the region*

Climate change, population growth and ageing assets present potential longer-term water security problems for Casey and South East Melbourne. Climate-independent water supply sources can help address the problem. The Bureau of Meteorology forecast modelling shows that below average rainfall, warmer temperatures and lower storage inflows are more likely.

In February 2021, the Greater South East Melbourne group (GSEM) Councils made representation to Infrastructure Australia for projects across the region for water recycling and water security to be considered on the Infrastructure Australia Priority List. Following which, Infrastructure Australia has classified GSEM recycled water project as a national priority, providing greater support for investment in regional recycled water initiatives.

An integrated recycled water scheme will offer access to affordable high-quality water, create and maintain jobs, enhance liveability, and improve the health of our waterways and coastal water quality. The proposed scheme can link up several water projects across the region and an integrated system of “purple pipes” to carry recycled water from treatment plants and retarding basins to supply businesses, farms, parks and golf courses the region and homes in areas such as the Casey-Cardinia growth areas of Clyde, Pakenham and Koo Wee Rup and Lang Lang. It is envisaged that a recycled water network could supply major food producers in Bunyip and other parts of Gippsland, assisting with future water and food security issues and less reliance on desalinated water.

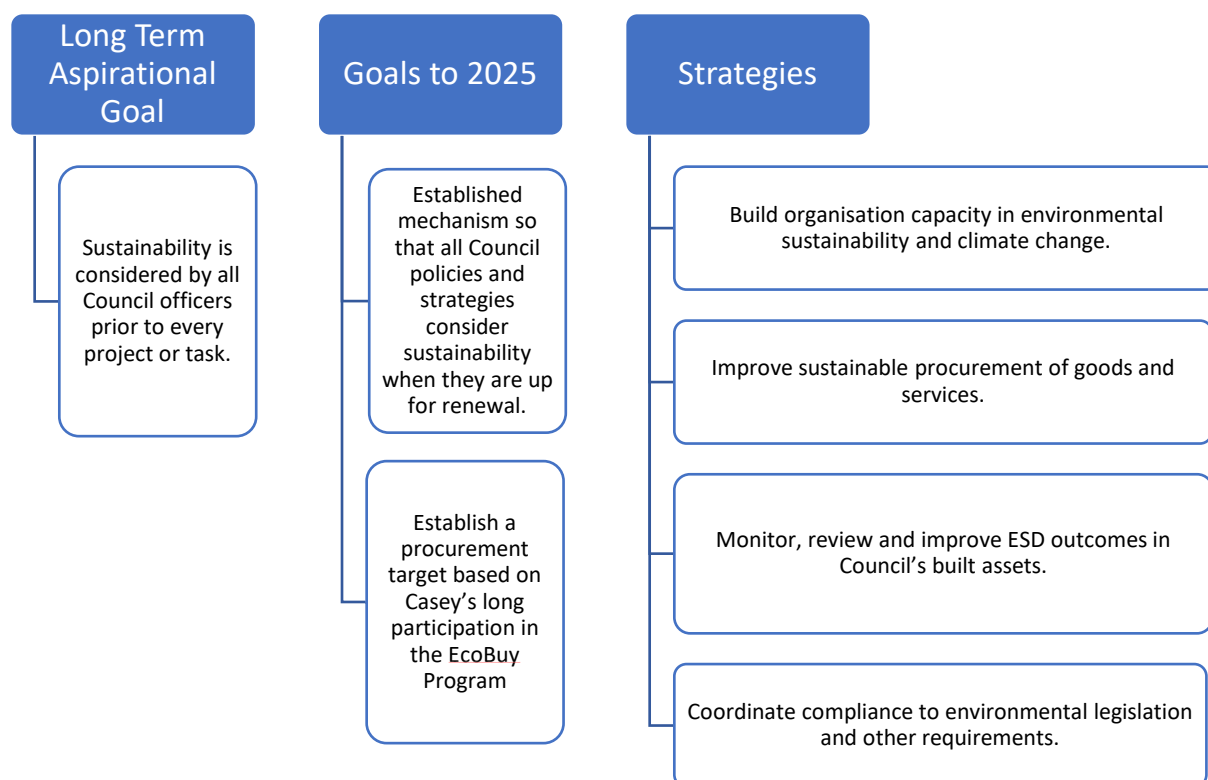
There is an opportunity for Casey and the region to re-use more of this water to safely irrigate high-value horticulture crops, parks, sporting fields and green open space, rather than using potable water for these purposes. This can reduce overall demand for potable water and contribute to Melbourne’s water supply security. Other potential benefits include reducing urban heat effects and increasing amenity, recreation, health, environmental and irrigated agriculture benefits to meet the changing needs and growing expectations of water users. A key focus underlying all the prospective recycled water projects has been to develop strong relationships with partners who are critical to the economic prosperity and liveability of the region.



## Actions

Strategy	Measure of Success
<b>4.1 Improve water efficiency and increase the amount of water that is recovered for reuse and recycling</b>	<b>Target achieved</b>
Action	Timeline
Adopt revised Council ESD Policy that includes provision to use fit- for-purpose water use and improvements to water quality	30-Jun-22
Increase investment in water efficiency projects and alternative water (stormwater, rainwater, groundwater and recycled water) for high use facilities and recreation reserves	Ongoing
Increase alternative water supply to support agricultural purposes	Ongoing
Invest in utility management software to track and trace water use and leaks	Ongoing
Conduct water audits on high water use facilities such as buildings and facilities and leisure centres and recreation	Ongoing
Increase provision of alternative water use for street tree irrigation	Ongoing
Encourage residents to meet State government household water use Target 155 to save water and keep us below 155 Litre of water per person per day	Ongoing
Strategy	Measure of Success
<b>4.2 Reduce the amount and improve the quality of stormwater entering Port Phillip and Western Port Bay</b>	<b>Testing program developed and implemented</b>
Action	Timeline
Establish process for blue green algae testing and reporting	30-Jun-24
Develop structured program around performance testing of bioretention and bioremediation basin	30-Jun-24
Implement Domestic Wastewater Management Plan	Ongoing
Directly invest in projects that improve water quality, reduces litter and reduce water volume entering streams, rivers and the bays	ongoing
Strategy	Measure of Success
<b>4.3 Facilitate establishment of a South East regional integrated recycled water pipeline for the region</b>	<b>Completed plan</b>
Action	Timeline
Prepare a South East Regional Integrated Water Management Pipeline Plan with partners, to inform future water supply	30-Jun-25
Advocate to the State and Federal Government for improved water security for the region	ongoing
Actively lobby and partner with representatives (not just state and federal governments) for integrated water management opportunities	ongoing

## OBJECTIVE 5: ENHANCE PEOPLE CAPABILITY AND INTERNAL PROCESSES



Casey's Organisational Strategy recognises that the world around us is constantly changing, and for us to remain relevant and resilient well into the future the strategy addresses immediate and emerging conditions. Based on these conditions, four strategic challenges have been identified i.e Increasing financial pressure; Increasing social uncertainty and fragility; Change outpacing our ability to keep up; and Climate urgency.



The *Organisational Strategy* is underpinned by three strategic priorities; representing what we know to be important today, what will be important for us as the world continues to change, and the role we would like to play for our communities into the future.

Priority 3 of the *Organisation Strategy* is particularly relevant to the Environment Strategy. For a future ready organisation, the Strategy recognises that we need to ensure that we are equipped and able to drive resilient, sustainable, and equitable outcomes for our communities well into the future. We will need to deliberately reorganise our operations to become more innovative, sustainable, adaptable, and make balanced decisions that benefit the environment whilst being financially responsible.

## Strategies

### 5.1 Build organisation capacity in environmental sustainability and climate change

In the context of this strategy, building organisation capacity is the process by which Council will strengthen its ability to address environmental issues, manage natural resources and mainstream environmental sustainability into policies, plans and decisions. There are three factors that have the greatest influence on organisation capacity (**Table 3**)

**Table 3: Factors that influence Organisation Capacity**

Institutional Arrangements	Environmental Leadership	Knowledge and Information
<ul style="list-style-type: none"><li>• Framework for planning and decision making, including political, legal, regulatory, policy, frameworks, and processes</li></ul>	<ul style="list-style-type: none"><li>• Ability of individuals to influence change, motivate action, and mobilise stakeholders</li></ul>	<ul style="list-style-type: none"><li>• Inform decision-making, initiatives, and the content for environmental education and training by sound scientific and technical knowledge</li></ul>

Capacity building across Council will enable a change in processes and culture to increase the organisations understanding of sustainability principles and its integration in Council's day-to-day work. We aim to have sustainability at the forefront of everyone's thinking; prior to stating any new project or task.

### 5.2 Improve sustainable procurement of goods and services

The foundation of a circular economy is a strong demand for recycled materials. Through the *Victorian Government Circular Economy Policy*, the Victorian Government will help drive the market demand by increasing innovation and supporting the next generation jobs. In support of this, Council will embed environmental sustainability principles in its procurement processes by developing an evaluation criterion to determine if a product or material meets Council's needs and sustainable principles. These may include questions on energy efficiency, the percentage of recycled materials used, the life expectancy of the product, the carbon footprint to produce and transport the product, or the recyclability at its end of life.

Council will also encourage use of sustainable goods and services for Council run events and functions. This would include the minimisation or elimination of single use plastics, supporting local business to reduce our transport carbon footprint, reduction of waste, increase in recycled / recyclable products, and contracting companies with similar sustainable values.

### 5.3 Monitor, review and improve Environmentally Sustainable Design (ESD) outcomes in Council's built assets

The overarching objective of ESD is that development should achieve best practice from the design stage through to construction and operation. If ESD is not considered at the time of planning, the ability to achieve ESD outcomes is compromised. In addition, there may be difficulties or extra costs associated with retrofitting the development to implement ESD principles.

Council will develop a program that will monitor and review buildings that have ESD elements. It is important to the success of ESD buildings that we understand if a building or facility is meeting the expected outcomes from a sustainable perspective as well as a functional perspective. Once a building or facility is ready for occupation, an assessment will be completed at nominated time frames to evaluate if the building meets the expected energy and water efficiency, greenhouse gas emissions, maintenance requirements, life expectancy of materials and sustainable properties.

#### *5.4 Coordinate compliance to environmental legislation and other requirements*

The work completed by Council is governed by several Government acts and regulations. It is the responsibility of all council officers to learn and understand their legal requirements and ensure they complete their work in accordance with the relevant guidelines. It is acknowledged that legislation is regularly updated and this needs to be monitored by Council officers to ensure the most up to date legislation is being referenced. The cornerstone of the new Environment Protection Act is the General Environmental Duty (GED). The GED places an obligation on Council to undertake reasonably practicable steps to eliminate or where this is not possible, minimise the risks of harm to human health and the environment from pollution and waste. Council undertakes several activities and manage contracts that cover activities that have the potential to pose a risk of harm. Under the GED, Council is required to identify and manage risks taking into consideration the likelihood and consequence of harm occurring.

## Actions

Strategy	Measure of Success
<b>5.1 Build organisation capacity in environmental sustainability and climate change</b>	All staff trained
Action	Timeline
Establish a mechanism so that all Council policies strategies, and plans consider sustainability, climate mitigation and climate resilience when they are up for renewal	30-Jun-23
Training provided for every team in Council to review their work and determine if changes can be made to better consider sustainability and climate change.	30-Jun-23
Develop systems to achieve pollution prevention through proactive environmental monitoring of waterways, land and air in line with EP Act 2017 General Environment Duty	30-Jun-25
Explore options around the continuation of the cross-Council project to audit and manage compliance and environmental risk relating to high risk waste sites.	30-Jun-25
Strategy	Measure of Success
<b>5.2 Improve sustainable procurement of goods and services</b>	Improved procurement processes
Action	Timeline
Review current procurement evaluation process and identify ways to achieve higher sustainable outcomes	30-Jun-23
Review tendering process to ensure contracts, contractors are required to provide reports on strategies in place to become/remain environmentally friendly within their service	30-Jun-23
Develop a set of criteria for all Council events and functions to establish the standard expectation for sustainable outcomes	30-Jun-23
For all new contracts or contract under review, include environmental and sustainable outcomes to be included by the contractor for their service or goods	30-Jun-24
Council to increase procurement of recycled materials in road, building, and other infrastructure constructions including recycled office consumables and other sustainable products over virgin materials	ongoing
Establishment of a policy position on 'Green Roads' and recycled material for roads and pavement	30-Jun-24

Strategy	Measure of Success
<b>5.3 Monitor, review and improve ESD outcomes in Council's built assets</b>	Monitoring program developed
Action	Timeline
Develop a program that will monitor, review and outline environmental improvements for all council buildings.	30-Jun-24
Where practicable, council buildings and facilities should implement the best practice sustainable aspiration level of the Southeast Council's Climate Change Alliance (SECCCA) ESD Matrix Tool	ongoing
Strategy	Measure of Success
<b>5.4 Coordinate compliance to environmental legislation and other requirements</b>	Improved understanding of councils legislative requirements
Action	Timeline
Conduct a review of all legislation to determine what is relevant and what are Council's obligations under the legislation	30-Jun-24
Identify Councils obligations under the new Environment Protection Act 2017, develop systems to ensure compliance to the General Environment Duty and provide training where required.	30-Jun-24
Review compliance of existing and upcoming policies to ensure Council is adopting the most recent guidelines	30-Jun-25
Create greater public awareness around responsible environmental management relating to the Planning and Environment Act and the Casey planning scheme	30-Jun-23



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### *Monitoring and Evaluation*

Monitoring of the Strategy will take place annually through updating on the progress of the actions and reporting on any measures of success. This will be supported through the Environment Strategy Working Group. A more in-depth evaluation will take place after four years where the Strategy achievements and impacts will be evaluated, what worked well, what did not work so well and how