

ENVIRONMENTAL SUSTAINABILITY STRATEGY

2016-2026



2023/24 Annual Update



CITY OF
MONASH

Acknowledgement of Country

Monash Council acknowledges the Traditional Owners of this land, the Wurundjeri Woi Wurrung and Bunurong People, and recognises their continuing connection to the land and waterways. We pay our respects to their Elders past, present and emerging and extend this to all Aboriginal and Torres Strait Islander peoples.

Our Vision



An innovative and environmentally sustainable garden city: resilient, diverse and thriving.

Our Mission



Making a difference through environmental sustainability, commitment, expertise and leadership.

Cover photography:
Bee/flower: Jonathan Lai
Bird: Ankit Malhotra
Scotchmans Creek: Antonia Woolrich

Introduction

Our 2024 Annual Update reports on the delivery of seven key priorities set out in Monash Council's Environmental Sustainability Strategy 2016-2026.

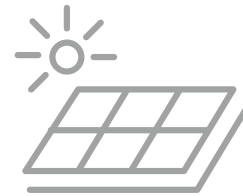
Our seven key priorities



Built Environment



Urban Ecology



Climate Change



Waste and Resource Management



Integrated Water Management



Partnerships and Leadership



Education, Engagement and Reporting

Each year we highlight our key achievements and provide case studies for each priority.



Key Achievements

\$4.5M
INVESTED
IN FOOTPATH AND
CYCLEWAY RENEWAL

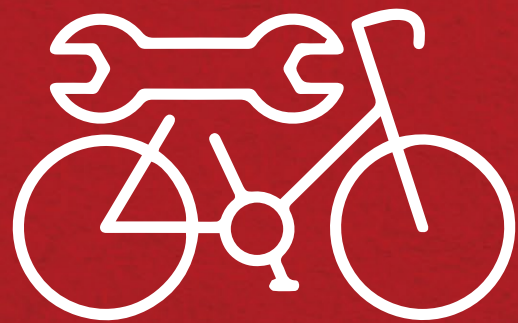


DETAILED DESIGN PLANS
DEVELOPED FOR A
CYCLING
CONNECTION



BETWEEN SCOTCHMANS CREEK
TRAIL AND DJERRING TRAIL

A BICYCLE
REPAIR
STATION



INSTALLED AT CLAYTON COMMUNITY CENTRE



Key Achievements

Environmentally Sustainable Development

- In January 2022, Monash Council endorsed its Environmentally Sustainable Design (ESD) Policy for Council buildings and infrastructure. To date, 12 Council projects have applied the ESD guidelines. In the past year, five moved from design stage to under construction.
- The Built Environment Sustainability Score Card (BESS) is used by developers to assess how their developments are meeting the policy. In 2023/24, 146 applications used the BESS, over 40 more than the previous year. These included multi-unit developments (92) and non-residential developments (38). This is a total of 237,000 square metres of building area including non-residential development (41 per cent), multi-unit development (28 per cent), apartments (5 per cent) and mixed use (25 per cent).
- All electric (no gas connection) made up 58 per cent of all planning permit applications in 2023/24, up from 21 per cent the previous year. The average Nationwide House Energy Rating Scheme star rating of BESS applications in the City of Monash was 6.51, the highest since 2015/16.



Environmentally Sustainable Design Policy – Enhanced outcomes at Mount Waverley Reserve Pavilion

The Mount Waverley Reserve Pavilion (currently under construction) is a Council building project that showcases the benefits of using the Environmentally Sustainable Design (ESD) Policy (2022). ESD design elements include:

- **A Sustainable Management Plan.**
- **Engagement of an ESD consultant to provide additional expertise.**
- **A 100 per cent electrified building (no gas hot water, cooking or heating).**
- **Installation of rooftop solar (20kW).**
- **Rainwater harvesting storage on site, in addition to rainwater tanks and recycled water already used on the oval.**
- **Passive irrigation in carparking and landscape.**
- **Material selection using lower carbon alternatives where possible e.g. low carbon concrete.**
- **Incorporating ESD principles into plant selection and landscape design.**

The ESD policy allows a deeper assessment of environmentally sustainable design and ensures that long term ESD considerations are a priority.





Key Achievements

97,618

TREES, SHRUBS & GROUND COVERS

were planted in reserves –
an increase of 7,724 plants from the previous year



A TINY FOREST WAS PLANTED



at Fraser Street Reserve, Glen Waverley
by community members and corporate
volunteers, in partnership with
Earthwatch Australia and Bupa

THIS IS MONASH'S SECOND MICRO OR TINY FOREST



300



SUBMISSIONS WERE RECEIVED

from community
photographers
for entry into our
inaugural Nature in
Focus: Monash Wildlife
Photography Exhibition



2,800

TREES PLANTED

a 73% increase
from 2022/23
and our largest
year on record





Key Achievements



Fraser Street Reserve Tiny Forest

In May 2024, Monash Council and Earthwatch, in partnership with Bupa, built a tiny forest at Fraser Street Reserve in Glen Waverley. More than 80 community members helped plant a total of 650 seedlings, made up of 30 different indigenous plant species. Over 20 volunteers were also signed up to become Tree Keepers to look after the forest with Earthwatch.

Tiny forests are about the size of a tennis court and are part of a world-wide movement to support afforestation and help introduce dense native forest environments to our urban areas. The forest will help to cool down our urban spaces, protect the green garden city character of Monash and play a role in fulfilling our commitment to increase tree canopy cover across Monash to 30 per cent by 2040.

Gardens For Wildlife Program

As part of the Gardens for Wildlife program, our team of 10 volunteer Garden Guides visited households, preschools, schools and community groups to provide support and advice on indigenous plants and other habitat features to support wildlife in their gardens. The guides provide a report to residents with their suggestions and Council provides plant vouchers to help implement their indigenous gardens.

In 2023/2024, there were 89 new residents sign up. Seventeen schools and five corporate groups have also participated in the program. Council provided extra support to schools, including mulch delivery, planting days and/or biodiversity audits to Ainsley Park Primary School, Brentwood Secondary College, Clayton Primary School, Essex Heights Primary School, Glen Waverley Primary School, Highvale Primary School, Highvale Secondary College, St Leonards Primary School, Wellington Secondary College and Wesley College.

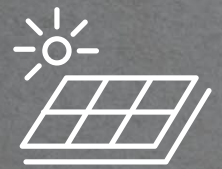
Nature Strip Planting Project

The Nature Strip Planting Project supports residents to plant their nature strips to help increase biodiversity, mitigate the effects of climate change, and cool and beautify the streets. Residents who obtain a permit receive incentives such as free indigenous plant seedlings and a garden store voucher. Guidelines, a 'how-to' video, suggested plant lists and phone support have been developed to assist residents complete their nature strip planting projects from start to finish. Twenty-one households applied for nature strip planting permits in 2023/24.

Storm Event

Heavy storms on 13 February 2024 caused major damage to Monash's tree canopy. Our tree canopy helps to cool our neighbourhoods, minimise water runoff and create habitat for native wildlife. The Victorian State Emergency Service Monash Unit called the damage from the supercell storm "one of the worst storm devastations" the City of Monash has ever seen. They were the busiest unit in the state with almost 1,200 requests for assistance. Monash Council received 2,912 customer inquiries following the storm event. Trees planted today will take 10-20 years to reach equivalent canopy size compared with trees destroyed by the storm, reinforcing the importance of caring for existing trees and prioritising planting to make our target of 30 per cent canopy cover by 2040.





Key Achievements

**MONASH COUNCIL IS ONE OF
60 VICTORIAN COUNCILS**



**to purchase 100% renewable electricity through
the Victorian Energy Collaboration (VECO)**

COUNCIL HAS

**16 ELECTRIC
VEHICLE**

**CHARGING STATIONS
(CORPORATE AND PUBLIC)**

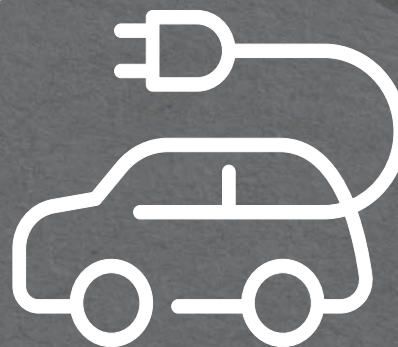
Solar panels at the
Operations Centre
now powers electric
vehicles on site



AS OF 30 JUNE 2024,
THERE ARE

**35 HYBRID
VEHICLES**

**3 PLUG IN HYBRID
ELECTRIC
VEHICLES**



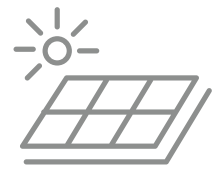
COUNCIL HAS AN
**ELECTRIC
GREENS MOWER**

**AT GLEN WAVERLEY
AND OAKLEIGH
GOLF COURSES**

and there are over
40 battery powered
small plant and
equipment items,
such as battery
blowers, and
chainsaws



**15 ELECTRIC
VEHICLES
IN COUNCIL'S FLEET**



Key Achievements

- Funded by Sustainability Victoria, two rooftop solar systems were installed at the Monash Men's Shed (9.6kW) and Scammell Reserve Pavilion (32kW). These systems produced 42MWh of electricity in 2023/24, which is equivalent to the average energy consumption of six households per year.
- The 80kW rooftop solar system installation at Monash Civic Centre was completed in August 2023.

Public Lighting Upgrade Reducing Greenhouse Gas Emissions and Energy Use

Council is undertaking a major roads street lighting bulk changeover project. To date, 810 Mercury Vapour (MV) standard and decorative streetlights (which are now banned from use) have been replaced with energy efficient LEDs, and a total of 2,140 unmetered light locations have been upgraded with new brackets and LEDs.

In addition to MVs, approximately 1200 high pressure sodium and metal halide major road street lights and some T5 minor road lights were replaced to energy efficient technologies. We are also progressing the upgrade of our street, car parks and open space lighting. To date, 478 lights in car parks, parks, and other open spaces have been upgraded to LEDs along with smart controls.



Extreme Heat Community Consultation

Council undertook consultation with the community on extreme heat from late January to early March 2023. The project was undertaken in partnership with The University of Melbourne and asked the Monash community, 'as a community, how should we better prepare for and cope with extreme heat?'. Council will use the feedback received to begin planning the development of a Climate Resilience Plan. The consultation utilised a new online discussion tool called Polis, where participants can comment and cast votes on other comments. Over 360 comments were submitted by the 113 community members who took part, and over 17,000 votes were cast (agree, disagree or pass) on these comments.

The conversation proposed actions our community believes people and organisations should take during hot weather, as well as changes that should be made to vegetation and the built environment locally to mitigate and prepare for extreme heat.

Environmental Upgrade Agreements

Seven Monash businesses undertook solar installations and LED lighting upgrades through environmental upgrade agreements. These agreements are an alternative finance arrangement which enable businesses to make sustainable building upgrades in a cost effective manner. Two businesses have paid out loans early.

Supporting a Net Zero Community

Council ran six community education events and workshops in 2023/24, with 265 participants, promoting electric vehicle charging, bike safety, electrification and reducing energy costs in the home. Council also distributed free tickets to the community for the Melbourne Electric Vehicle Show.



Key Achievements

32,154 TONNES

**OF FOOD AND
GARDEN WASTE
COLLECTED**



resulting in a diversion rate of 71%
up from 48% in 2017/18

85%

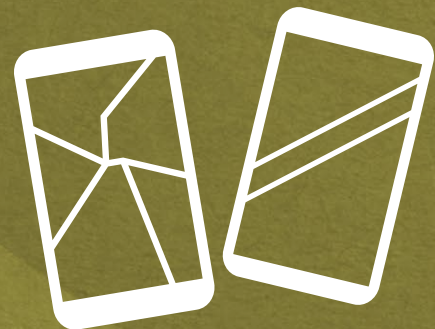
**OF GREEN
BINS SAMPLED
WERE USED
CORRECTLY**



from a sample of
20,500 green bins

COLLECTED 266 KG

**OF MOBILE PHONE
COMPONENTS FOR RECYCLING**



second in Victoria and seventh in Australia for Mobile
Muster's top collector awards

69,428

**TONNES
OF WASTE
IN TOTAL**

of garbage, recycling
and green waste
collected



COLLECTED 178,936 KG

**OF PAINT COLLECTED
FOR SAFE
DISPOSAL**

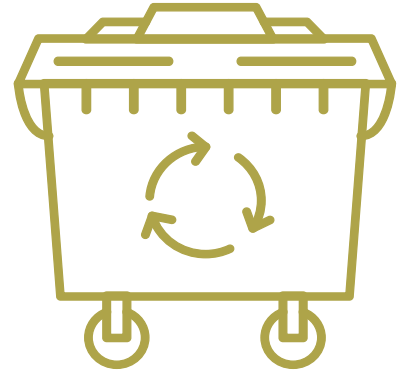
second in Victoria
and fifth in Australia
for Paint Back





Key Achievements

125,027
PEOPLE VISITED
MONASH RECYCLING AND
WASTE CENTRE IN 2023/24



Of that number, 52,241 customers returned 1,037.14 tonnes of cardboard, 23,781 customers dropped off 22.95 tonnes of soft plastics and 22,289 customers dropped off polystyrene

- Monash Recycling and Waste Centre increased its capacity to collect and recycle vapes, golf balls and all types of light globes at no charge.
- **6,922 mattresses** were collected and recycled during the Annual Hard Waste collection period.
- Monash Recycling and Waste Centre saw more than 877 community members drop off nearly 17 tonnes of toxic household chemicals (100 people more than the previous year) during Detox Your Home, run by Sustainability Victoria, in partnership with Cleanaway.

Clayton Litter Prevention Project

The Clayton Litter Prevention Project is delivered in partnership with Monash University, employing students to provide peer-to-peer feedback to residents around Monash University's Clayton campus.

The project has been extended for a further three years and uses education materials and face-to-face engagement to provide targeted feedback on recycling and green waste bin contents, illegally dumped waste, overfilled bins, bins left out after collection; using bin tags, educational flyers and door knocks.

This comprehensive approach was found to encourage behaviour change, and positive results in the form of reduced contamination. The teams engage with around 130-150 properties per month to discuss waste management and give feedback on how to reduce contamination. They also visit an additional 80 residences in Clayton per month doorknocking to promote waste management and sorting.





Key Achievements

Bin Latch Trial to Reduce Litter

To address the ongoing issue of waste escaping from kerbside bins in Clayton, a six-month field trial was undertaken to test bin latches. The trial involved attaching three different bin latch types (along with accompanying education) to residential landfill and recycling bins in two streets in Clayton. We saw a substantial reduction in the amount of windblown litter in the streets and stormwater pits. The installation of the latches and additional education provided to residents has also had a positive behaviour change impact, with reduced instances of bins being overfilled.

Waste-to-Energy Project

We have taken a significant step to reduce emissions associated with waste by contracting Recovered Energy Laverton and Solo Energy to divert waste into electricity through the construction of a purpose-built facility in Laverton.

Using proven technology, the facility will not burn waste but operates at extremely high temperatures in a low air environment to convert waste into a gas that is used to produce high pressure steam and electricity, diverting more than 45,000 tonnes of waste from landfill each year.



Circular Economy Leadership Program

Monash Council received \$92,114 in grant funding on behalf of 13 Councils from Sustainability Victoria's Circular Economy Fund to deliver a Circular Economy Leadership Program.

The program is underway and aims to build the capacity and leadership of Council staff to start embedding circular principles in design of projects and programs and in procurement.

The Nappy Project

The Nappy Project was a collaboration of 14 Victorian Councils to implement the findings of the Reusable Nappy Feasibility Study, involving an education program and a promotional campaign. The project provided 16 Train the Trainer workshops for Maternal Child Health Nurses and 43 community workshops for parents. Over 1,000 participants attended the workshops. At the workshops 748 households were given trial nappy packs of reusable nappies and wipes. The project was successful in recruiting expectant parents, the 'cloth curious' and disposable-nappy-using households into the program. The promotional campaign provided a project website for parents, facts sheets and brochures and a social media presence. At the conclusion of the project, 80 per cent were using reusable nappies on a part-time or full-time basis, up from 24 per cent at the beginning of the project.





Waste and Resource Management

Key Achievements

Food Waste Feedback Officers

Food waste feedback officers have doorknocked to engage with residents about their bin 2,000 times since January 2024. More than 84 per cent of Monash residents are putting the right items in their green bin. The team of officers aim to support those needing help by providing education, and between them, speak six languages.

A new waste engagement officer for multi-unit developments began working with residents, owners, property managers and managing agents to achieve best practice waste management for properties with shared bins.



Reducing Waste at Council Events

Monash Council has trialled low-waste events for three of its major festivals: Family Fun Day, Clayton Festival and Live at Warrabee. Green My Plate attended these events using reusable plates, bowls, cups, mugs, forks and spoons. Green My Plate 'Bin fairies' were on hand to help community members with where to put their waste and reusable items. The events reduced 2838 items (160kg) of single-use waste from going to landfill.

Council's Zero Waste Kit for smaller Council events displaced the purchase of around 4250 single-use items with reusable plates, cups, tumblers, cutlery and cloth napkins for 30 events in 2023/24.

Repair Café

In 2023 Sustainable Monash partnered with Waverley Wood Workers and Waverley Gem Club to hold the inaugural Monash Repair Café. In March 2024 this partnership was extended to Mount Street Neighbourhood House and South East Volunteers, who continue to support ongoing repair cafés.

Repair cafés aim to keep good quality items in circulation by repairing them and reducing replacement of items. This has been achieved through highly skilled volunteers who generously offer their time and skills.

Repairs are varied and across different events have included a chess piece dating back to WWII, a 100-year-old lamp, a toaster from the 1970s and repairs of many items that have great sentimental value to their owners.





Key Achievements

\$7.5M INVESTED

IN THE RENEWAL AND UPGRADE OF COUNCIL'S STORMWATER INFRASTRUCTURE

Including local drainage and rehabilitation programs



JINGELLA RESERVE



stormwater harvesting feasibility project

WETLANDS WATER AND SEDIMENT MANAGEMENT PROGRAM

works completed or commenced at seven sites across Monash, improving wetlands functioning

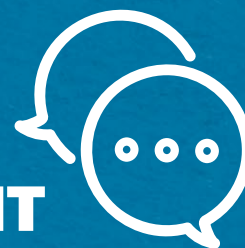


RAINGARDENS MAINTENANCE PROJECT

51 sites in Monash cleaned



PARTICIPATION IN REGIONAL INTEGRATED WATER MANAGEMENT FORUMS





Key Achievements

Wetlands Water and Sediment Management Program

Works were undertaken to clear clogged wetland sediment ponds and increase their hydraulic function at seven sites across Monash. The works improve the visual amenity, health and environmental functioning of the wetland systems. Wetlands filter stormwater coming from the surrounding urban areas, as well as filtering run off and protecting the health of nearby creeks. Projects included:

- Vegetation management in the sediment pond at Waverley Park wetland.
- Removal of accumulated sediment, litter and debris from the sediment pond at the wetland system in Holmesglen Reserve.
- Vegetation removal from Glen Waverley Golf Course dam.
- Sediment assessments at four wetlands and ponds: Holmesglen Reserve sediment pond, Damper Creek pond, Crab Apple Close retarding basin and Bogong Reserve wetland.

Before with sediment



After removal of sediment



Gardiners Creek Regional Collaboration

Council is collaborating with 22 organisations on environmental and recreation improvements of the Gardiners Creek catchment (which includes Valley Reserve and Damper Creek Conservation Reserve). Current projects include a data strategy collection program, the development of an action plan, collaboration on website development and catchment litter analysis.

Raingarden Improvement Works

Rectification works on two raingardens located on Oakleigh's Drummond Street, at the corner of Atherton Road, created new landscaping that supports better plant growth and stormwater filtration. The raingardens capture and filter stormwater run-off from Drummond Street. These works improved the functioning of the raingardens and increased greening and amenity of the streetscape.

Water Sensitive Urban Design Engagement

- Council participation in Integrated Water Management Forums for the Dandenong and Yarra Catchments. Eight Monash-led projects have been endorsed as priority projects in the Dandenong and Yarra Catchment Integrated Water Management Action Plans.
- Council continues to work closely with the Suburban Rail Loop Authority (SRLA) as part of Suburban Rail Loop Precinct Planning. Ongoing advocacy and partnership with the SRLA aims to ensure positive outcomes for the community and the natural environment.
- Council participated in the Eastern Alternative Water Scheme Working Group. The close collaboration with Yarra Valley Water, South East Water, and other Councils will inform planning for the Dingley Recycled Water Scheme and its potential extension further into Monash.



Key Achievements



Eastern Alliance For Greenhouse Action (EAGA) Business Energy Savers Program

The Energy Savers Team from Eastern Alliance for Greenhouse Action (EAGA) provide small to medium enterprises with energy efficiency advice and connect businesses with grants and rebates to upgrade equipment and install solar.

In 23/24 the Energy Savers Team visited over 1,373 businesses in the eastern region, and 153 businesses in Monash. The program has directly engaged with more than 4,000 businesses since it commenced in 2021 and the team regularly communicates with the database contacts.

What's Your Jam

Council ran 'What's Your Jam? Discover environmental volunteering in Monash' during May and June 2024 to promote participation in environmental volunteering and local action by showcasing the activities and events of our local community organisations and friends' groups. Activities included clean-up, tree planting and recycling events. Local community groups estimated 34 new people attended their environmental activities in May and June 2024 as a result of the campaign and overall, they signed up 15 ongoing volunteers.

City Nature Challenge

In April 2024, Council again took part in the worldwide City Nature Challenge. As part of the challenge event, Council and the Friends of Dandenong Valley Parklands hosted a walk at Shepherds Bush. Overall, Greater Melbourne made 13,869 observations by 917 observers.

Other Collaborations

- Collaboration continues with Monash University Net Zero Precincts Cooperative Research Centre, engaging with industry and community to develop and test a new interdisciplinary approach to help cities and urban regions reach net zero emissions.
- Advocated for improved State and Federal planning and energy and climate change policy through the Eastern Alliance for Greenhouse Action (EAGA).
- Participated in the Western Alliance for Greenhouse Action-led Victorian Climate Resilient Councils program to improve climate adaptation.
- Partner in the Gardiners Creek Regional Collaboration to protect and enhance the catchment area.
- Hosted 14 student interns from Monash University, including a PhD student investigating the role of local government in achieving net zero emissions.
- In partnership with Greater South East Melbourne (GSEM), South East Melbourne Manufacturers Alliance (SEMMA) and South East Councils Climate Change Alliance (SECCCA), Monash contributed to the development of the Zero Net Roadmap Implementation Plan for the South East Region of Greater Melbourne.





Key Achievements

**IN 2023/24 THE
SUSTAINABLE MONASH
TEAM ENGAGED WITH
6,000
PEOPLE**

**Hosting over 40
community events
including: workshops,
webinars, incursions,
events and stalls,
with around 2,000
engagements**



**Recycling educators made over 60
school visits (presentations, incursions,
waste audits and green team meetings)
with around 4,000 participants**

**SUSTAINABLE MONASH
ENEWS IS SENT TO**

**1,500
READERS
EACH MONTH**



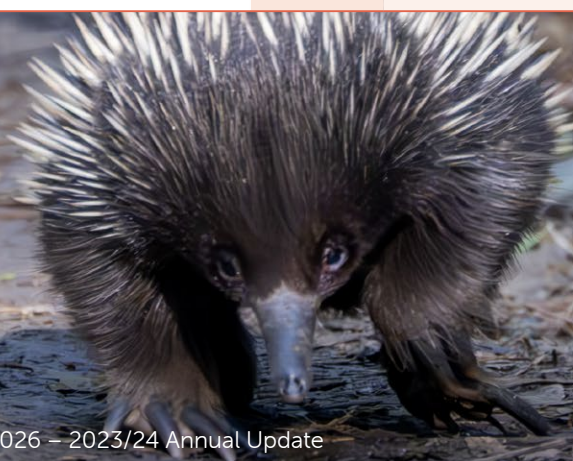
- Four videos were created to support residents with tips on how to use their green bins, how to use kitchen caddies, how to reduce smells and 'What Happens to Your Food and Garden Waste', showing the full life cycle of food and garden waste being transformed into compost, with over 900 views.
- Other education events and activities included: City Nature Challenge walk, Creating Habitats for Pollinators, What Goes in Which Bin, What Happens to Your Recycling, Recycling & Waste Centre tour and workshops (including composting, recycling and zero waste), Connecting to Country, Repair Café, Monash University O-Week, education on solar and energy efficiency, Boosting Bike Confidence, a free Bike Safety Check Day. Stalls were also held at the Lunar New Year Festival, Family Fun Day and Clayton Festival with zero waste upcycling craft activities for children.
- Fourteen community representatives and one councillor provided guidance on sustainability programs over 10 Environmental Advisory Committee meetings 2023/24.
- Congratulations to the Sir John Monash Sustainability Leadership Award winner for 2023, Chinmayi Jonnalagadda, who also won the overall Outstanding Leadership award.
- Monash Repair Cafés have been partnering with Mount Street Neighbourhood House and South East Volunteers since July 2023.



1.1 The garden city character of Monash is retained and improved.

Action	Status	Implementation Comments
1.1.1 Planning of future strategic growth, especially structure plans, is to consider garden city character principles.	Ongoing	To be addressed as structure plans are developed.
	Ongoing	Addressed under the development and implementation of the Monash Urban Landscape and Canopy Vegetation Strategy. Landscape guidelines will be delivered in 25/26 that will assist in achieving this action.
1.1.2 Pursue opportunities for sustainable strategic plans and policies to be incorporated within the Monash Planning Scheme including the Municipal Strategic Statement (MSS).	Ongoing	Council has requested amendments to the Monash Planning Scheme to support retention of trees on private property.
	Ongoing	Addressed under the Monash Urban Landscape and Canopy Vegetation Strategy and C125.
	Ongoing	Environmentally Sustainable Design Policy Amendment C113 was approved by the minister for planning in 2016. This amendment introduced an environmentally sustainable design policy into the Monash Planning Scheme encouraging sustainable development in the planning process.
1.1.3 Build community and staff understanding of garden city character.	Ongoing	Council is a member of the Council Alliance for a Sustainable Built Environment (CASBE) and uses the Built Environment Sustainability Scorecard (BESS) to support assessments. Online training is available to all planning staff. Monash planners have access to the Inner Melbourne Action Plan fact sheets and can provide to developers. Ongoing training is offered to staff, in the form of LGPRo, Planning Institute of Australia, and Victorian Planning and Environmental Law Association training opportunities.

Photography:
Henry Shuai





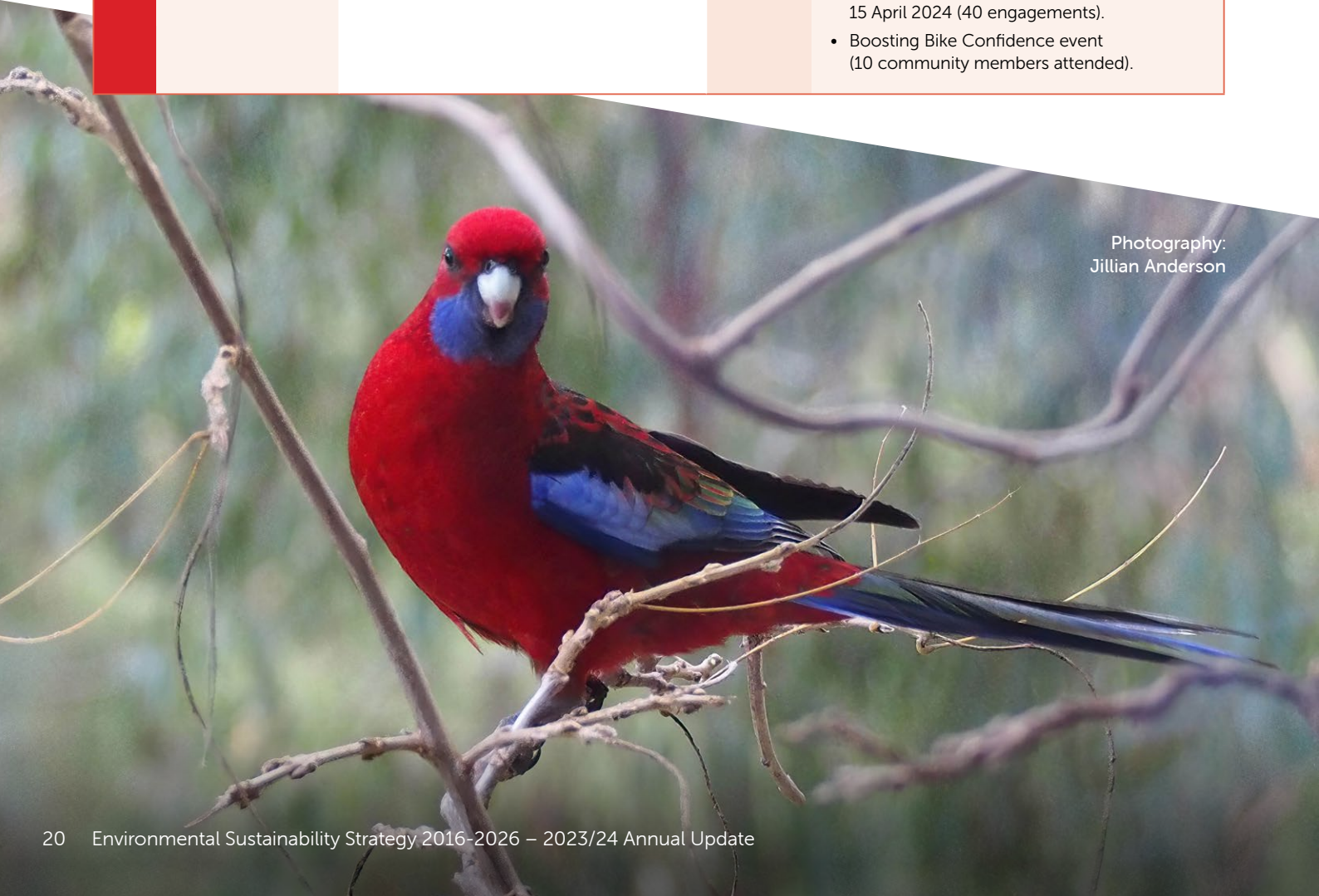
1.2 Development is designed along Environmentally Sustainable Development (ESD) and Water Sensitive Urban Design (WSUD) principles.

Action	Status	Implementation Comments
1.2.1 All development assessed against best practice environmentally sustainable development (ESD) and water sensitive urban design (WSUD) principles.	Ongoing	Statutory Planning staff are using Built Environment Sustainability Scorecard (BESS) reports provided by applicants to determine how they are addressing ESD. The water sensitive urban design officer has been referred 10 applications for review.
	Ongoing	Supported delivery of actions in the Biodiversity Strategy, Open Space Strategy and Monash Urban Landscape and Canopy Vegetation Strategy.
1.2.2 Council buildings and infrastructure are to be designed, built, operated and maintained to reflect environmentally sustainable development (ESD) and water sensitive urban design (WSUD) principles.	Completed	ESD policy was adopted by Council in 2021 and is currently being used to guide capital works projects.
	Ongoing	The 2018 Asset Condition Audit assessed electricity, gas and water usage, reviewing environmental sustainability. Based on condition data, capital works projects are developed and are guided by ESD Policy.
	Ongoing	The ESD policy was adopted by Council in 2021 and is currently being used to guide capital works projects. WSUD standards are under development. Internal Council Blue-Green Working Group shares knowledge and discusses WSUD, integrated water management and blue-green assets.
1.2.3 Build industry and staff understanding of environmentally sustainable development (ESD), urban heat island (UHI) and water sensitive urban design (WSUD) principles.	Complete	Guidance on sustainable design in the planning process is now available on the Monash website including fact sheets and background information.
	Complete	Ongoing education and guidance is provided to building users and facilities maintenance.
	Complete	Significant projects showcasing a sustainable built environment in the City of Monash are highlighted in Council communications including in the Sustainability E-Newsletter.



1.3 Urban environments are designed and planned to promote and encourage integrated and active transport.

Action	Status	Implementation Comments
1.3.1 Integrated and active transport principles are implemented throughout the municipality.	Ongoing	The Engineering Team are continuing to implement a 20-year Integrated Transport Strategy adopted by Council in February 2017.
	Ongoing	Update 2013 Walking and Cycling Strategy in 2024/25 to better reflect current practices. Detailed design plans being finalised on a cycling connection between Scotchmans Creek Trail and Djerring Trail in Oakleigh. Detailed design plans have been developed for a missing link in the Waverley Rail Trail with construction expected to start in 2025/26. Design plans are also underway for an upgrade of the Djerring Trail.
1.3.2 Build community and staff understanding of integrated and active transport principles.	Ongoing	Activities to promote bike transport (electric assist and conventional bikes) included: <ul style="list-style-type: none"> • Engagement at Monash University in May (around 100 community members). • Brentwood Bike Safety check in November 2023 (50 participants and 36 repairs). • Promoting electric vehicle (EV) charging infrastructure to community as well as EV fleet for Council events (50 attendees). • Net Zero Living and Zero Carbon Transport event at Monash University 15 April 2024 (40 engagements). • Boosting Bike Confidence event (10 community members attended).



Photography: Jillian Anderson



2.1 A strategic approach to landscape planning is established which recognises biodiversity, habitat connectivity and builds ecosystem resilience.

Action		Status	Implementation Comments	
2.1.1	Planning processes are to protect and enhance Monash's biodiversity and landscape character.	a. Complete a municipal-wide review of vegetation and landscape character and incorporate approved recommendations into future planning scheme provisions.	Complete	This included the adoption of C125 Amendment in the planning scheme and development of the Monash Urban Landscape and Canopy Vegetation Strategy.
		b. Implement the vegetation and landscape assessments and referrals through the planning scheme and develop the arboricultural skills and knowledge of Council staff.	Ongoing	Additional arborists have been appointed and are working closely with Statutory Planning.
		c. Implement the Street Tree Strategy.	Ongoing	2,800 trees were planted in 2023/24. This is a 73 per cent increase from 2022/23 and our largest planting year on record.
		d. Investigate, develop and implement the Urban Forest Strategy.	Adapted and ongoing	Open Space Strategy, Urban Biodiversity Strategy, Street Tree Strategy and the Monash Urban Landscape and Canopy Vegetation Strategy form the Urban Forest Strategy. Monash is also a key member of the Resilient Melbourne's Living Melbourne Strategy for wider Melbourne.
		e. Develop and implement the Open Space Strategy.	Ongoing	Open Space Strategy was endorsed by Council in October 2018, implementation underway to increase tree canopy from 19 per cent to 30 per cent by 2040 – City Design working with Horticulture.
2.1.2	Enhance biodiversity values and habitat connectivity across the municipality.	a. Undertake ecological assessments to record baseline data for conservation reserves under Council management and to identify habitat corridors across the municipality and at the catchment scale.	Complete	Completed in 2018 in 42 reserves including detailed assessment in 15 high priority conservation sites. Conservation status is being considered for some high priority sites.
		b. Develop and implement a municipal-wide biodiversity action plan from the baseline ecological and habitat corridor data.	Complete	An Urban Biodiversity Strategy has been developed and endorsed by Council in October 2018, following the detailed assessment and background desktop review of species in Monash.
		c. Promote and implement the Nature Strip Planting Guidelines.	Ongoing	Promotion through Gardens for Wildlife program and demonstration sites have been implemented. Guidelines and permit conditions updated on the website, and indigenous seedlings and mulch provided with guidance to support nature strip planting.



2.2 Long-term biodiversity outcomes are achieved on Council owned and managed conservation reserves.

Action	Status	Implementation Comments
2.2.1 Continue to manage Council conservation reserves in accordance with best practice conservation and land management principles.	Ongoing	<p>Indigenous revegetation within our natural reserve areas utilise seed collected of local provenance to enhance biodiversity and connect areas of significant vegetation through the establishment of key green corridors.</p> <p>Management of remnant sites is focused on protection and enhancement of biodiversity values in line with ecological vegetation classes benchmarking and long-term preservation of sites of local, regional, and state significance which provide a haven for local wildlife. Maintenance techniques are influenced by the requirement to create conditions conducive to natural regeneration.</p>
	Ongoing	<p>Baseline completed as part of Urban Biodiversity Strategy (2018-2028) development. Created an iNaturalist site (citizen science) for the Skink link project and running City Nature Challenge each year. Contributed to the biodiversity assessment of the Metropolitan Golf Course.</p>
	Ongoing	<p>Conservation management plans have been developed for 10 of Council's 16 biodiversity indicator reserves. Most recent plans developed include Bogong Reserve, Mulgrave Reserve, Oakleigh Golf Course, Hinkler Reserve, Whalley Reserve and the final two of five sections of Scotchmans Creek Reserve.</p>
	Ongoing	<p>Implementing understory planting to address problems with pest birds. New dog off leash areas have been created but restricted in bushland areas. Cat curfew was rolled out in 2021, providing information to cat owners about the benefits of keeping cats in at night.</p>



2.3 Increased community understanding of and participation in urban ecology and local biodiversity stewardship is achieved.

Action	Status	Implementation Comments
2.3.1 Raise local knowledge and appreciation of biodiversity and urban ecology.	Ongoing	Green Shoots was developed to support the delivery of actions under the Urban Biodiversity Strategy and create more opportunities for the community to connect with nature. Gardens for Wildlife, supported by volunteer Garden Guides, and Nature Strip Planting programs continue. In 2023/2024, Gardens for Wildlife had 17 schools, five corporate groups and 89 new member sign ups and 21 households applied for nature strip planting permits. Ongoing education activities and support for residents, including 'friends of' groups, to increase biodiversity in some reserves.
	Ongoing	<p>Conducted by Community Amenity at festivals each year, including Family Fun Day and Clayton Festival in 2023/24. The Domestic Animal Management Plan was updated in 2022. Stencils were placed on footpaths to remind dog owners to clean-up after their dogs. We currently have 41 dog bag dispensers in reserves across Monash.</p> <p>Around 240 hours per year of scheduled patrols are conducted in parks for education and enforcement, plus additional patrols in response to feedback.</p> <p>Information on responsible pet ownership sent out with animal registrations.</p>
2.3.2 Continue to support the activities of existing local environment and similar groups.	Ongoing	The NMG were effectively replaced by the Quick Response Grants Program as well as the Community Grants Program. Grant opportunities are promoted to groups. In 2023/24 The Friends of Damper Creek Conservation Reserve, Friends of Scotchmans Creek and Valley Reserve, Ashwood High School Community Gardens and Waverley Garden Club were grant recipients.
	Ongoing	Several neighbourhood houses and men's sheds are successfully self-managing and maintaining community gardens. Lions Club have adopted a garden bed at Shepherds Bush.



Photography:
Julie Argyle-Cross



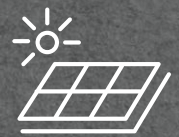
2.4 Roles, responsibilities and involvement relating to community food gardens are defined and implemented.

Action	Status	Implementation Comments
2.4.1 Understand Council's role relating to community gardens. <ul style="list-style-type: none"> a. Investigate and develop a framework articulating Council's role, responsibilities and involvement in community gardens. 	Complete	Sustainability is now the service manager for community gardens. There are two gardens in Monash on Council land. No new gardens proposed at this stage. Guidelines were developed.
2.4.2 Raise local awareness, knowledge and appreciation of growing food and the sustainability and wellbeing issues relating to food. <ul style="list-style-type: none"> a. Implement education programs relating to community and household food production and healthy eating. 	Ongoing	Eighteen workshops on vegetable growing and preserving undertaken as part of community workshop program. Gardens for Harvest booklet continues to support community education.

Photography:
Marcia Collins



Priority 3: Climate Change



3.1 Best practice climate change thinking is integrated into Council’s corporate and operational functions.

Action	Status	Implementation Comments
3.1.1 Establish a whole of organisation approach for effective and efficient climate change action.	Complete	The Zero Net Carbon Action Plan was endorsed by Council in August 2020 and is on track to delivering on the commitment to net zero emissions by the end of 2025. Climate risk and adaptation plans to be developed in 2024/25. An extreme heat consultation was undertaken in early 2024, with 113 community members participating, in preparation for developing a Climate Resilience Plan (to be developed in 2024/25).
	Ongoing	As a member of the Eastern Alliance for Greenhouse Action, Monash is involved in collaborative delivery of projects such as Business Energy Savers, energy performance contracts, Solar Savers, building vulnerability assessments and emission reduction initiatives. This also includes membership to the Victorian Climate Resilience Councils program led by the Western Alliance for Greenhouse Action and access to networks, resources and support for climate adaptation.
3.1.2 Build staff understanding of climate change and the potential impacts and opportunities.	Ongoing	Working closely with Strategic Asset Management, Capital Works, City Design and Procurement to integrate sustainability and energy efficiency into our building projects with the zero net carbon program lead.
	Ongoing	Membership in regional partnerships, initiatives and alliances such as Eastern Alliance for Greenhouse Action ensures Council has access to best practice approaches and current research, shared with staff and project partners.



Photography: Margaret Edwards



3.2 A strategic approach to reducing Council’s corporate greenhouse gas emissions is established.

Action	Status	Implementation Comments
3.2.1 Pursue new strategic plans and policies to reduce Council’s operational emissions.	Complete	Completed as part of the Emission Reduction Study (ERS) which identified projects to support delivery of the proposed reduction target and led to the development of the Zero Net Carbon Action Plan (ZNCAP) which has corporate and community science-based targets and a commitment to being carbon neutral by 2025.
	Compete	Completed as part of the ERS which identified projects to support delivery of the proposed reduction target and led to the development of the ZNCAP. Monash is a member of the Victorian Energy Collaboration which sources 100 per cent renewable electricity for 60 councils until 2030.
	Compete	Delivered under the ZNCAP with a commitment to be carbon neutral by 2025.

3.3 Increase community preparedness for the likely impacts of climate change.

Action	Status	Implementation Comments
3.3.1 Support community’s preparedness for the likely impacts of climate change.	Ongoing	Monash undertook advocacy as a member of the Eastern Alliance for Greenhouse Action (EAGA) on policy issues such as environmentally sustainable design, electric vehicle charging infrastructure, and climate risk and adaptation.
	Ongoing	Continued delivery of the EAGA Business Energy Savers program locally. Around 4,000 businesses in the eastern region engaged to date to facilitate savings through energy efficiency and solar. A suite of programs and education sessions are regularly offered to the community around how to be climate ready and information promoted through the Sustainability E-News.
3.3.2 Encourage energy efficiency and the use of renewable energy sources.	Compete	Monash offered access to Environmental Upgrade Finance (EUF) for businesses to take on environmental and energy efficiency measures, including rooftop solar installation. Seven building owners are currently accessing EUF. Two businesses have paid out loans early. We also offer residents and businesses access to the Solar Savers program, and provide advice and support accessing energy upgrades to businesses through the Business Energy Savers program.



Priority 4: Waste & Resource Management

4.1 Best practice waste and recycling collection and litter reduction services are delivered in a strategic municipal-wide approach.

Action	Status	Implementation Comments
4.1.1 Establish a best practice, business case approach for waste and recycling management and collection.	Complete	New kerbside collection contract was initiated in 2019 and started in April 2020, including food waste in the green bin service. An 'at call' hard waste service was introduced in 2018 in addition to the annual collection.
	Complete	Food waste collection was rolled out in 2020 and moved to weekly collection in 2022. Landfill bins are now collected fortnightly.
	Complete	Guidelines have been completed to support waste services in MUDs and Victorian State Government funding was used to appoint a waste engagement officer that works with MUDs on best practice service, working closely with Statutory Planning. Commercial and industrial developments typically have private services or paid services from council.
	Ongoing	Working with Recycling Victoria on collaborative procurement of collection contracts for organics. Awarded a contract for advanced waste processing. The Environmentally Sustainable Design Policy for all Council buildings and infrastructure addresses best practice waste practices for infrastructure and building projects. Sports Club Framework includes waste and sustainability requirements.
4.1.2 Implement a strategic approach to litter prevention.	Ongoing	Litter Prevention Plan updated by the Litter Action Plan (2018-2022). The Clayton Project is a key initiative, collaborating with Monash University to combat issues, employing current students to audit bins and provide peer-to-peer education to the students and other residents living near the university campus. A new Litter Prevention Action Plan to be delivered in 2024/25.

Photography:
Ninaad Pethkar



Priority 4: Waste & Resource Management



4.2 A strategic approach to reducing Council’s corporate waste and environmental impacts is established which recognises the waste hierarchy, life cycle analysis and has sustainable procurement integrity.

Action	Status	Implementation Comments	
4.2.1 Reduce waste to landfill from Council’s corporate operations. a. Develop and implement a waste and recycling audit, management and monitoring program for identified Council buildings with staff offices and for office retrofits.	Ongoing	An audit of Council offices took place in 2019 and food waste collection was implemented for all corporate offices. Internal bin audit was completed for the Monash Operations Centre in 2024 and an inspection of internal bins at Civic Centre and IBIS offices took place to identify compliance and educational opportunities.	
4.2.2 Build the understanding of staff and cleaners about the impacts of waste generation and improve recycling. a. Implement education and behaviour change programs to increase the capacity of staff and cleaners to reduce waste and paper usage and to improve recycling.	Ongoing	Council moved to 100 per cent recycled and carbon neutral paper from April 2019 and on demand printing. Australian carbon neutral paper became unavailable in the last financial year due to the closure of a mill in January 2023. An alternative is being sought for 24/25. More electronic communications are being considered.	
4.2.3 Complete a strategic asset and procurement whole of life cycle analysis (LCA) business case. a. Research and develop the business case to incorporate LCA into the strategic asset and procurement financial assessment processes with a view to setting realistic targets.	Complete	Fact sheets were developed by Eco Buy for buying recycled and life cycle assessments. Sustainability Victoria also has a new recycled products directory.	
4.2.4 Improve staff understanding of their procurement responsibilities.	a. Implement education and behaviour change programs to increase staff awareness and understanding of the environmental sustainability, corporate social responsibility, ethical consideration and life cycle analysis responsibilities of Council’s Procurement Policy.	Ongoing	Internal working group formed including members from Capital Works, City Design, Asset Management and Procurement to discuss how to increase sustainable procurement and educate staff with a focus on minimising greenhouse gas emissions and bringing in a circular economy approach in the capital works areas. The Procurement Induction module for Council staff includes a section on sustainable purchasing.
	b. Update contracts and tenders with best practice sustainability, social and ethical procurement clauses.	Ongoing	Ongoing review and update of the tender documents to improve best practice social, sustainable and ethical procurement clauses at each review period. The returnable schedules template for tenders has been updated to include questions on carbon emissions and packaging and sustainable circular procurement.
	c. Research and, where relevant, implement new and innovative green materials, products and services.	Ongoing	Tried the use of recycled content products in capital works (road and footpath projects) under a grant project in 2022/23. All asphalt projects now contain some recycled content. Recently, Council has been trialing porous paving. Council specifications to be reviewed and updated in 2024/25.

Priority 4: Waste & Resource Management



4.3 Reduced community consumption of resources and improved recycling is achieved.

Action	Status	Implementation Comments
4.3.1 Encourage correct use of bins and avoid contamination of recycling.	Ongoing	The kerbside bin inspection program is ongoing to minimise contamination in kerbside recycling. There is additional focus on high litter prone areas.
	Ongoing	Weekly food and green bin collections were introduced in August 2022, along with an extensive engagement program to support residents with the changeover and to minimise contamination. The introduction of a new Food Waste Team in 2024 provides feedback and education to support residents with their green waste.
4.3.2 Educate and support community to implement correct waste disposal and improve resource recovery practices including reducing consumption of resources.	Ongoing	<p>The Clayton Project includes students employed to inspect bins and provide education materials and face-to-face feedback to residents, at their homes and on campus, and is partially funded by Monash University.</p> <p>The Litter Prevention Campaign was delivered in early 2024 through signage in public spaces and online content featuring local litter prevention champions. Messaging related to: businesses reducing waste, students sorting and managing their waste, dog owners picking up after their dogs, and a general 'Take Your Litter With You' campaign.</p> <p>Development of a CCTV policy, and the commencement of CCTV relocatable systems being installed at identified litter hotspots since January 2024 have been effective in deterring littering and identifying offenders to enable education and enforcement action.</p>
	Ongoing	Waste and recycling signage and internal waste bins continue to be provided on request to halls, Council buildings, aquatic centres and libraries. Drop off recycling hubs have been installed at the Civic Centre, Oakleigh Service Centre and libraries. Review of bin and waste signage on Council sites is ongoing and on request, this includes updating the outdoor bins at the operations centres.
	Ongoing	New purpose built 240L public place recycling and waste bins surrounds have been designed and will be introduced in reserves and activity areas in 2024/25.

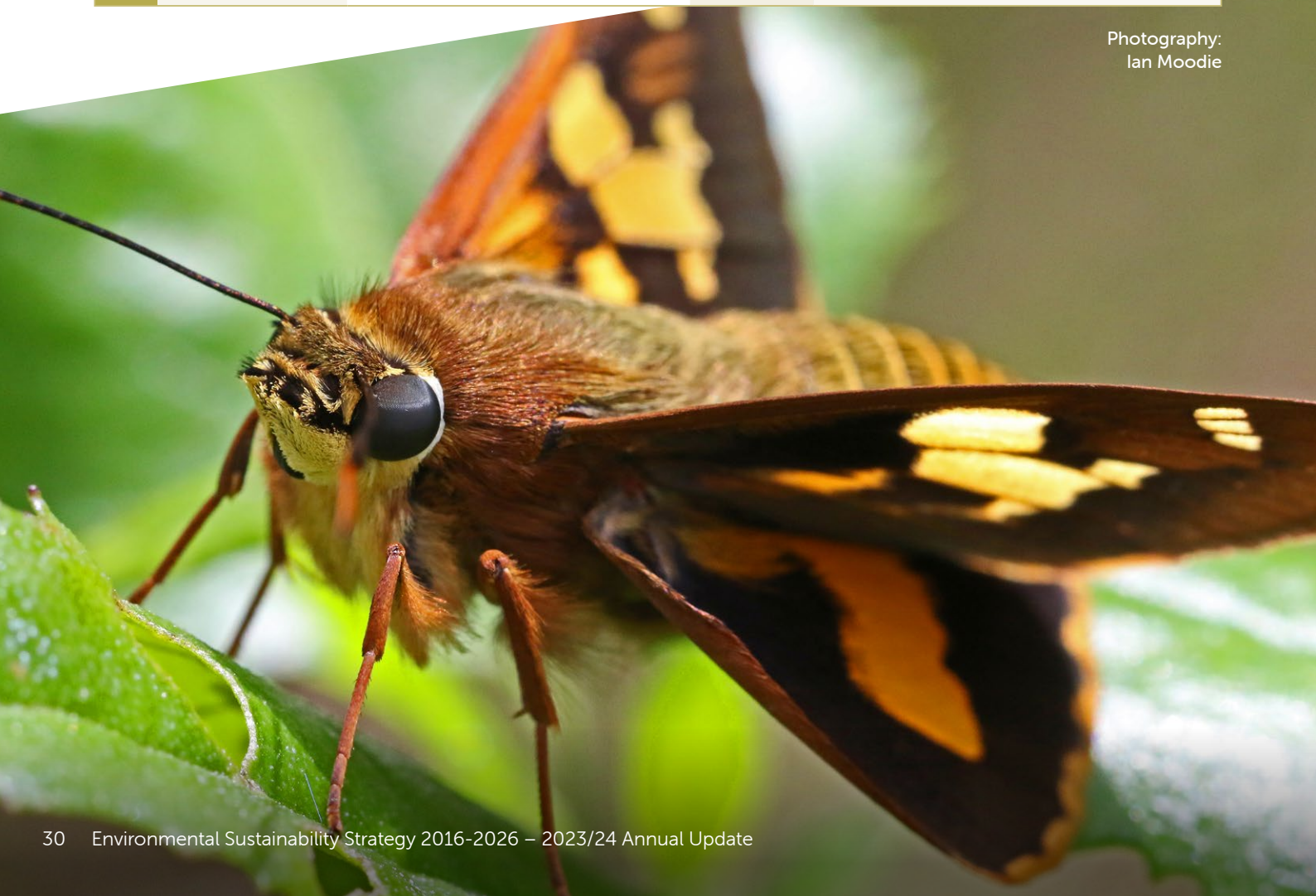
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4.3 Reduced community consumption of resources and improved recycling is achieved (cont'd).

Action	Status	Implementation Comments
4.3.2 Educate and support community to implement correct waste disposal and improve resource recovery practices including reducing consumption of resources.	Ongoing	Waste audits are conducted to review contamination (last audit 2022). The Recycle Feedback Program monitors recycling and food and garden waste bin usage and contamination, inspecting 20,500 food and garden waste bins, and 5,700 household recycling bins in 2023/24. The feedback provided to the community has helped recycling behaviours improve.
	Ongoing	The Love Our Street 3150 and Love Our Street 3147 litter campaign (community-led program) is supported through the free disposal of the community litter collected each month, on Clean Up Australia Day and any time during the year. Council has provided litter picking equipment to a local community group.
4.3.3 Advocate for reduced product packaging, improved resource recovery and improved litter management.	Ongoing	Council has advocated to State and Federal Governments for product stewardship improvements, a Container Deposit Scheme (introduced Nov 2023) and a circular economy policy on behalf of residents.

Photography:
Ian Moodie





5.1 A strategic approach to integrated water management is established and implemented which recognises and values the health of waterways, wetlands and catchments, water conservation, water reuse and water sensitive landscapes.

Action	Status	Implementation Comments
5.1.1 Utilise a full range of planning scheme and compliance tools to protect waterways, wetlands and catchments and conserve water resources.	Ongoing	<p>All relevant applications are assessed according to Melbourne Water guidelines and tools (such as the Built Environment Sustainability Scorecard (BESS) tool and Melbourne Water models such as STORM or MUSIC) where suitable.</p> <p>Delivery of presentations, review of documents and plans, and ongoing collaboration with external stakeholders for integrated water management principles to be incorporated into Suburban Rail Loop precinct planning and station design and construction.</p>
	Progressing	<p>No formal policy in place at present but may be developed to address the recommendation from the water-saving feasibility study.</p> <p>Resources have been developed to assist the assessment of planning applications, including a summary table of key planning clauses, a presentation delivered to the Statutory Planning team, and links to the Online Navigator Tool to assist stormwater planning clause application.</p> <p>Environmental Sustainable Design (ESD) Policy (2022) for Council buildings and infrastructure includes key integrated water management principles.</p>
	Ongoing	<p>The BESS tool assesses and provides guidance to developers on managing water on their property.</p>
	Ongoing	<p>Council's website includes an ESD page to inform developers. This includes a step-by-step process, links to tools and sustainable design fact sheets.</p>
	Ongoing	<p>Engineering has provided recommendations that detention systems are required for hard surface area of apartment buildings that exceeds two-thirds of the total site area to minimise flooding issues.</p> <p>Council's water sensitive urban design officer receives referrals for some planning applications and provides advice to support the Statutory Planning Team's assessment of water sensitive urban design solutions.</p>



5.2 Best practice integrated water management, water reduction and water reuse principles are included in all Council's corporate and operational functions.

Action	Status	Implementation Comments
5.2.1 Embed integrated water cycle management and water sensitive urban design throughout Council's operations and policies.	Ongoing	<p>Recommended actions from the Water Feasibility Study led to the appointment of a water sensitive urban design (WSUD) officer (funded by Melbourne Water) and will investigate the development of a new IWMP in 2024-25.</p> <p>A Melbourne Water grant was secured to co-fund an update to Council's IWMP. A detailed brief was developed and procurement is underway for a qualified consultant to work with Council to deliver an updated IWMP.</p>
	Ongoing	<p>The WSUD officer has worked closely with Planning and Engineering to build knowledge on water management and improving water sensitive urban design assets. A review on wetland management was completed.</p> <p>Internal Council working group to share knowledge, lessons learned and discuss water sensitive urban design, IWM and blue-green assets.</p> <p>WUSD officer annually submits multiple projects into Council's capital works budget process. In 2023/24, four integrated water management projects were funded. WSUD officer provides advice to support capital works projects for new pavilions and car parks.</p>
	Ongoing	<p>SMP has been updated by Strategic Asset Management.</p>
5.2.2 Reduce Council's water use supplied from potable water sources and increase water from non-potable water sources.	Ongoing	<p>Water Saving Feasibility Study (WSFS) complete and led to the appointment of a WSUD officer to deliver water management programs in line with the study.</p> <p>Water sensitive urban design officer and other teams delivering upon actions in the WSFS.</p>
	Ongoing	<p>A new Integrated Water Management Plan has been funded and procurement is currently underway.</p>



5.2 Best practice integrated water management, water reduction and water reuse principles are included in all Council's corporate and operational functions (cont'd).

Action	Status	Implementation Comments
5.2.3 Maintain waterway quality and health.	Ongoing	<p>Current IWMP has expired. Water Saving Feasibility Study has led to review and maintenance of water sensitive urban design treatments.</p> <p>Water sensitive urban design capital works projects delivered in 2023/24 included wetland sediment removal, removal of vegetation from sediment ponds (to restore their hydraulic function), sediment removal and jet cleaning of screens from tree pits, and rectification works for two poorly functioning raingardens in Oakleigh.</p>
	Ongoing	<p>Partnership with the other councils in the Gardiners Creek Regional Collaboration with a focus on litter reduction and water quality. A litter study was delivered using data from collaborating councils and stakeholders.</p> <p>Sediment removal from the Holmesglen wetland sediment pond removed 93 tonnes of sediment, litter and debris before the system enters into Gardiners Creek. Tree pit inlet cleaning removed 160 kg litter and 1,344 kg sediment during a six-monthly clean.</p>
5.2.4 Build staff understanding of integrated water cycle management, water sensitive urban design and water conservation principles.	Ongoing	<p>Water Sensitive Cities benchmarking completed. The project was a collaboration between City Design and Sustainability and involved representatives from across Council.</p>
	Ongoing	<p>Collaboration between Engineering, Horticultural, City Design and Sustainability to keep up-to-date with integrated water management networks, including with neighbouring councils and water authorities.</p> <p>The Blue-Green Infrastructure Working Group met monthly throughout 2023 and shared learnings from projects, webinars and the Stormwater Victoria Conference. External and internal presenters also delivered presentations and discussions.</p>



5.3 Increased community understanding of and participation in waterway health, water conservation and water reduction is achieved.

Action	Status	Implementation Comments
5.3.1 Encourage integrated and efficient water usage and improved waterway quality and health.	Underway	Sustainability collaborates with Horticulture and Engineering to improve stormwater management at key reserves. Engaged with water authorities on water efficiency and also facilitating planning for recycled water networks and use within Monash.
	Ongoing	Two key “friends of” groups provide reporting to Melbourne Water on water quality along Damper Creek and Scotchmans Creek. The Bushland Team and the biodiversity officer support planting days along the waterway corridors and other ‘friends of’ group activities.
5.3.2 Raise local awareness, knowledge and appreciation of water quality and stream condition.	Progressing	Presentations have been delivered to ‘friends of’ groups, students and government organisations and the Suburban Rail Loop Authority (SRLA). The water sensitive urban design (WSUD) officer delivered a presentation to the Friends of Scotchmans Creek and Valley Reserve on urban catchment hydrology, water quality impacts and progress on a design to protect Valley Conservation Reserve from additional stormwater impacts. Two presentations were delivered to the SRLA Precinct Planning team on water sensitive urban design and integrated water management opportunities in the Clayton, Monash, Glen Waverley and Burwood SRLA Precincts. Other presentations were delivered to Monash University researchers, the Gardiners Creek Collaboration Steering Committee meeting and Environmental Advisory Committee.

Photography:
Julia Carra



Priority 6: Partnerships & Leadership



6.1 Sustainability is integrated into Council decision-making processes.

Action	Status	Implementation Comments
6.1.1 Establish a whole of organisation approach to environmental sustainable leadership.	a. Establish an internal cross-directorate Sustainability Advisory Group to guide the implementation of this strategy and actions.	Re-considered It was determined to be more effective to work in smaller project driven teams on key issues rather than one overarching program.
	b. Continue to coordinate Monash's community Environmental Advisory Committee.	Ongoing Fourteen community representatives and one councillor provide guidance on sustainability programs over 10 meetings per year.
	c. Continue to implement and build capacity of Council's internal Green Team.	Ongoing Rather than build up knowledge of a Green Team, the focus was on building up the knowledge of the entire organisation. Initiatives include a reusable cup program, zero waste event kits and regular articles in the weekly internal eBulletin.
	d. Integrate environmental criteria, leadership and partnership considerations into Council's policies and priorities including Community Plan, Corporate Plan, departmental plans, staff appraisal processes and individual work plans at all levels.	Ongoing Environmental criteria have been provided for contract management, events leasing and licensing and procurement schedules and documents. Input has been provided for e-learning procurement. There is a key environmental risk included in Council's strategic risk register.
	e. Demonstrate leadership and commitment to sustainability by ensuring Council reports and decisions consider environmental impacts.	Ongoing Regular Council papers have been presented to discuss and support environmental issues. A sustainability consideration to be included in Council reports is being investigated.

Photography:
Jacob McCormack



Priority 6: Partnerships & Leadership



6.2 Develop and strengthen partnerships that achieve Council's sustainability objectives.

Action	Status	Implementation Comments
6.2.1 Establish successful sustainability partnerships.	a. Implement partnership and leadership outcomes from the built environment, urban ecology, climate change, waste and resource management and integrated water management priority areas.	Ongoing Our team works across the organisation to support delivery and integration of sustainability into Council activities and encourages other Council staff to attend workshops to help embed sustainability in their work. (e.g. Procurement, Planning, Engineering and Horticulture).
	b. Strengthen partnerships that lead to sustainability networking, capacity building, innovation, research and monitoring outcomes and opportunities.	Ongoing The team is active members of the Eastern Alliance for Greenhouse Action, Living Links, Gardiner Creek Regional Collaboration, Eastern Alliance for Sustainable Learning, food waste working groups, the Integrated Water Management Forums for Dandenong and Yarra Catchments, Sustainability Buy Recycled Champion, Eastern Alternative Water Scheme Working Group, Circular Economy Special Interest Group, Circular Economy Council Network, Behaviour Change Special Interest Group, Greater South East Melbourne, South East Melbourne Manufacturers Alliance and the South East Councils Climate Change Alliance Zero Net Road Map Implementation Plan Working Group and the Council Alliance for a Sustainable Built Environment.
	c. Provide staff with ongoing support, capacity building and information to assist them to deliver sustainability outcomes.	Ongoing Staff attend regular conferences, professional workshops and training to build their knowledge and capabilities in this field.
	d. Develop and strengthen relationships with local universities, TAFEs, innovation and research organisations to deliver evidence-based sustainability outcomes and research across the priority areas.	Ongoing Partnership developed with Monash University to take on student interns – six to 10 per year which support program delivery. Collaborated with Monash Sustainable Development Institute on Net Zero Precinct Pathways and on the Zero Net Precinct Project, and Living Labs, which included a PhD student placement. Ongoing relationship with Monash University around cycling including presence at events such as O-Week, regularly contribute to the postgraduate subject Perspectives in Sustainability and contribute and collaborate with Monash Tech School on career launchpads and pathways, and Pitch2Panel. Engineering has worked with Swinburne University to develop a passive irrigation kerb inlet.



7.1 Environmental education and behaviour change programs relating to all priority areas are developed, delivered, monitored, and evaluated.

Action	Status	Implementation Comments
7.1.1 Design and deliver sustainability education and behaviour change programs and services that are culturally inclusive and cater for different demographics.	Ongoing	Annual event calendar for sustainability behaviour change activities with key themes for workshops, attendance at major Council festivals including Clayton Festival and Family Fun Day, and recycling educator visits to schools, preschools and community groups.
	Ongoing	Regular attendance at behaviour change workshops and State Government and Council networking (LGPro) to share and build knowledge. Attend industry workshops such as Environment Protection Authority (EPA) Victoria and Melbourne Water workshops for knowledge sharing and collaboration. Our food waste feedback officers speak six languages between them.
	Ongoing	This has been integrated into a workshop program for community, website resources, educational activity booklets, guidelines and collateral.

7.2 Sustainability outcomes and targets are monitored, evaluated and reported using best practice sustainability indicators and accounting processes.

Action	Status	Implementation Comments
7.2.1 Monitor, evaluate and report on the goals and actions within this strategy.	Ongoing	Annual reports are prepared each year. Regular meetings are held with team to track program over the year. Priorities are tracked in annual action plans on a regular basis and results are reported in CEO Quarterly Report, in Pulse and in the Council eBulletin. Progress is also reported at the Environmental Advisory Committee meetings 10 times a year.

Photography:
Enrico Avesani



Monash Civic Centre

 293 Springvale Road,
Glen Waverley
8.30am-5pm

Oakleigh Service Centre

 3 Atherton Road, Oakleigh
8.30am-5pm

National Relay Service

(for people with hearing or speech impairments)

 1800 555 660

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 9518 3555

 www.monash.vic.gov.au

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