



WELLINGTON SHIRE COUNCIL

# Sustainability Strategy 2020-24

*Strengthening our commitment to  
environmental sustainability*



# Acknowledgement of Country

**Wellington Shire Council acknowledges the Traditional Owners of the land, the Gunaikurnai people, and pay our respects to their Elders past, present and emerging.**

We acknowledge and uphold their continuing relationship to this land and water on which we rely.

The Gunaikurnai are the Traditional Owners of the land encompassed by Wellington Shire and hold Native Title to the region.

The Bratualung Clan occupied the southern area including the waters and islands of Nooramunga. The Tatungalung Clan lived around the Gippsland Lakes, the Brayakaulung Clan around the current site of Sale, Providence Ponds, Avon and Latrobe rivers and the Brabralung Clan were further to the west.

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COVER IMAGE: Tarra Bulga National Park.

This document has been printed on 100% recycled stock, manufactured entirely from waste paper.



IMAGE: MEMORIAL PARK, YARRAM



# Foreword



As I prepare this opening message to the Sustainability Strategy, we are in the middle of the Covid-19 pandemic, on the back of the Black Summer Bushfires and a crippling drought. The world had changed forever, and perhaps at no time in living memory is a sustainability framework more important. As we face unparalleled challenges, this environmental Sustainability Strategy encompasses the very things we will need to look to as we emerge from the single most catastrophic health and economic event of our time.

Here in Gippsland we are blessed with some amazing agricultural opportunities, with the potential to incorporate both horizontal and vertically integrated value adding opportunities that will facilitate and promote both sustainable agriculture and sustainable employment opportunities, and incorporate the important elements of the emerging circular economy.

Equally important is both our climatic conditions and our potential connectivity to electricity transmission infrastructure and again with our background in the oil and gas industry we possess the skill and knowhow to be at the forefront of large scale renewable power generation, that will power our future and underpin environmental sustainability.

Much has been done, however with the Strategy to guide our decision making and with the will, imagination and courage we can all make a difference.

I acknowledge Council's team who put this together, all of you who made a contribution and to those who will step up and make this a reality and position Wellington to lead the way.

**CR ALAN HALL**

**Wellington Shire Council Mayor**





## INDEX

Executive Summary .....	5
Introduction .....	7
Policy Context .....	10
Our Regional Profile.....	12
Our Key Drivers .....	14
Listening to Our Community.....	16
Our Guiding Principles .....	18
Potential Impacts .....	20
The Way Forward.....	52
Jargon Buster.....	54

### Key Themes

Theme 1 : Climate Resilient Communities .....	22
Theme 2 : Low Carbon Economy.....	28
Theme 3 : Protecting Nature .....	34
Theme 4: Towards a Circular Economy.....	40
Theme 5 : Environmental Stewardship .....	46

# Executive Summary

## The Sustainability Strategy 2020-2024 sets out Wellington Shire Council's strengthened commitment to environmental sustainability for Council and our wider community.

It outlines how Council will improve sustainability within its own operations and how it will support and advocate on behalf of the community. The Strategy directly compliments the United Nations 2030 Sustainable Development Goals that focus on clean water and sanitation, affordable and clean energy, sustainable cities and communities, responsible consumption and production, climate action, life below water, life on land, and partnerships for the goals. We take a Global to Local Action approach to benefit our wider community.

While Council has significant ability to influence sustainable outcomes, it cannot do this alone. Every individual, business,

community and level of government has a key part to play in our collective journey to reduce our impact on the environment and ensure adaptation and resilience in the face of climate change. Under current warming scenarios we are already seeing escalating and accelerating changes in our climate. Urgent action is required for our global community to have a chance to stay under 2°C warming to limit the severity of impacts.

Council and community have already demonstrated a range of actions to reduce their impact on the environment and we know that residents view the environment and Council leadership in this area as a high priority issue.

The strategy places our community's health and wellbeing at the centre of its vision as outlined by Wellington 2030.



### The strategy is based on a combination of:

- Updated knowledge about key trends and issues affecting Council and the community.
- Detailed research on each theme.
- Community aspirations and priorities identified in Wellington 2030, representative surveys of community, staff views and community feedback on the draft.
- Learnings from the implementation of the previous Environmental Sustainability Strategy and the Council Plan.
- Experience of practice from other local government areas.





To assist Council and the community to achieve our vision, the Strategy focuses on five key themes each with goals, objectives and targets identified for each of these themes. Where Council has direct operation control, Council targets have been identified. For those areas outside the direct control, community aspirational targets have been identified where Council can support or advocate for community driven change.

The following outlines the five themes and their goals.

Implementation of this strategy will be through various Council strategies, plans and policies that relate to each of the themes. Reporting of Council and community progress towards the objectives and targets will form the basis of future Annual Sustainability reports. These reports provide transparency and convey Council's commitment to achieving a sustainable shire.

# Key Themes

1

## Climate Resilient Communities

Wellington communities, particularly those who are most vulnerable, can assess, prioritise and manage climate change risk and recover quickly from extreme climatic-driven natural disasters.

2

## Low Carbon Economy

Council and community reduce greenhouse gas emissions in line with science-based targets to minimise global warming to under 2 degrees Celsius, as part of our obligations to act for the benefit of the wider global community.

3

## Protecting Nature

Our natural environment is healthy and resilient and is valued both in its own right and for the essential contribution to our health and wellbeing through its provision of a range of ecosystem services.

4

## Towards a Circular Economy

Our community moves away from the 'take-make-dispose' approach of the past and supports the growth of a circular economy with minimal remaining residual landfill waste managed in accordance with Best Management Practices.

5

## Environmental Stewardship

Residents, business and industry across Wellington Shire are adopting sustainable practices through the leadership and advocacy provided by Council and its partners.



A photograph of a large tree trunk with peeling bark, surrounded by green ferns in a forest setting. The image is used as a background for the left side of the page.

# Introduction

## Think local. Act global.

The World Commission on Environment and Development (1987)<sup>1</sup> provided an early and still widely accepted definition of sustainability as being the ability to “meet the needs of the present without compromising the ability of future generations to meet their own needs”.

It is not only about protecting the environment but also plays an integral role in the maintenance of environmental, social and economic stability. Living more sustainably has a range of obvious benefits for the environment.

There are also a range of personal benefits such as saving money through lower energy bills, improved health by being active, making greater connections to our community and growing our knowledge and skills.

There is also a personal satisfaction and

sense of accomplishment that comes from doing the right thing for a collective community benefit.

The Sustainability Strategy 2020-2024 is a key document for Wellington Shire Council and will be used to inform the decision and direction that Council will take to help realise the vision.

It establishes the strategic framework that will help maximise the benefits of an integrated approach to sustainability. It is a continuation of Wellington Shire Council's longstanding commitment to sustainability.

Council first adopted a Local Environmental Sustainability Priority Statement in March 2010 as a requirement of signing up to the Victorian Local Sustainability Accord in 2009 and followed with its first targeted strategy in 2011.

*1. World Commission on Environment and Development (1987) Our Common Future, Oxford University Press.*



**Council has already been implementing some outstanding initiatives including:**

- The retrofitting of 70% of streetlights across the Shire to energy efficient LED technology in 2017. This streetlighting efficiency initiative continues to save on energy consumption, reducing maintenance and running costs as well as reducing Council carbon emissions.
- Partnering with Sustainable Australia Fund to bring low interest loans to local business to support uptake of environmental upgrades to buildings including solar PV and batteries, water efficiency and waste management infrastructure.
- Partnering with the Latrobe Valley Community Power Hub to deliver the Gippy Bulk Buy Program, which provides local, lower costs solar solutions for residents.
- Installing rooftop solar on Council buildings and initiating energy efficiency upgrades.
- Delivering sustainability education to our younger generation through the Sustainable Living Education program.





The strategy also recognises the important role that Council plays in relation to the 17 UN Sustainable Development goals and its responsibility to participate at the global level.

The sustainable development goals are a blueprint to achieve a better and more sustainable future for all. They address the global challenges that we face, including those related to poverty, inequality, climate change, environmental degradation, peace and justice. While we acknowledge that a majority of our resident's fare better than communities in many of our neighbouring developing countries, parts of our community experience poverty and inequality, impacting their health and wellbeing.

Local government not only has a role to play when it comes to achievement and delivery of the Sustainable Development Goals, it also has opportunities to reap benefits from them.

**Council has the opportunity to use the SDGs to:**

- Drive transformation, particularly on SDG 11, Sustainable Cities and SDG 13 Climate Action.
- Integrate the SDG into its framework.
- Align to a diverse set of partners in this universal agenda.
- Engage our employees and communities to help achieve the goals.



Our Council Plan, Wellington 2030 and our key strategies contribute to the achievement of the global goals by delivering at the local level, where the impacts of climate change, environmental degradation, and socio-economic issues are felt most.

**Over the next four years, Council will work towards achieving the vision by:**

- Strengthening our internal sustainability culture.
- Playing a leadership role for our community by advocating for change and demonstrating action.
- Supporting community and business to help them play their part.
- Collaborating with partners for shared solutions to our environmental issues.

The strategy seeks to embed change and collaborative action across all Council business units to achieve an integrated approach.



# Policy Context

**The Sustainability Strategy is an important document that sits beneath the Wellington 2030 Community Vision and Council Plan.**

Wellington 2030 is our communities vision for the future. Council facilitated the development of this vision and plays a role in supporting community to achieve it.

The original Wellington 2030 Strategic Vision was developed through community consultation in 2008.

The need to revise the vision in 2016 was due to significant regional, national and global changes affecting the Shire and impacts of these on our population. Five key themes were identified through the community engagement process. These are:

- Communities
- Services and Infrastructure
- Natural Environment
- Lifelong Learning
- Economy

The Sustainability Strategy straddles all of the key themes and will continue to be an integral part of Council policy and action.







Council delivers a range of essential services and infrastructure which are regulated through State policies, including those that relate to environmental management and climate change. Victorian Councils have responsibilities under more than 120 different pieces of Victorian legislation.

Victoria's Climate Change Act 2017 was introduced as a platform to create obligations to ensure that government prepares Victoria for the impacts of climate change and drives transition to net zero emissions, and progress towards climate resilient communities and economy.

Under the Act, local Council pledges made by Wellington Shire Council in 2017 under the Take 2 program imposes certain minimum

requirements on how we work. Victoria's Climate Change Adaptation Plan 2017-2020, soon to be revised, includes a commitment by the State government to partnering with local government on adaptation to help build local government capacity and collaborative action.

There is also obligation for Councils to consider the impacts of climate change when preparing the Municipal Health and Wellbeing Plans under the Act.

At the time of writing this strategy, the State government is preparing to take major reforms in the waste and recycling sector through a new Circular Economy policy – *Recycling Victoria*: a new economy, for which it is anticipated that Council will be a key delivery partner.







IMAGE: BOISDALE FARMLAND

# Our Regional Profile

**Gippsland has always been an important driver of the Victorian economy because of its vital role in supplying energy, earth resources, timber, water and food.**

It also comprises nationally recognised tourist destinations and some of the state's most important environmental and cultural heritage assets.

It is home to diverse landscapes of natural beauty and high environmental value from the Victorian Alps, Gippsland Lakes and Hinterland, to the Strzelecki Ranges. These environments support a range of endangered and vulnerable species including the Eastern Dwarf Galaxias, Green and Golden Bell Frog, Spotted Tree Frog, Regent Honey Eater and the critically endangered Orange-bellied Parrot.

Wellington Shire, in the heart of Gippsland, is the third largest Council area in Victoria, with an area of 11,000 square kilometres. Our unique environment supports a dynamic agricultural industry, the biggest industry employer in the region. It reflects a strong dairy sector and increasing growth

in vegetable farming, supported by the Macalister Irrigation District supplying reliable water for agriculture. The regions potential role as the future primary food hub for Victoria under a changing climate is well acknowledged. Other key industries include forestry and tourism, which require healthy ecosystems to remain viable into the future. We can leverage off these rich regional assets to help create a healthy and thriving community, which is supported by a vibrant and diverse economy

Our community is spread across thirty different townships and communities with over 13,000 people living in the regional centre at Sale. Our community appreciates rural living and the proximity and access to our natural assets.

This is a community and environment that we are committed to protecting and enhancing.





## Population

2018 **44,000**

2031 **45,200**



## Weekly Household Income



**13%**  
Employment is agriculture,  
forestry and fisheries

Annual  
Municipal  
Emissions  
per person  
(tCO2e)

**31**  
Wellington

**23**  
Baw Baw

**19**  
Yarra



**5.4%**  
Unemployment

**600**



Hectares of open space  
managed by Wellington  
Shire Council

**enviro**



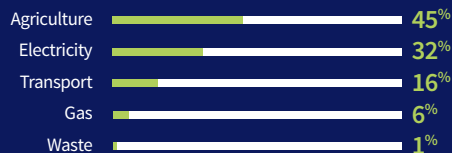
**Wellington  
Shire Council**

**profile**

## Municipal Snapshot 2017 Including Methane Landfill Emissions

TOTAL MUNICIPAL EMISSIONS

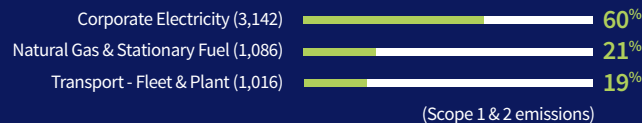
**1,359,300** CO2e



## Corporate Greenhouse Gas Emissions Excluding Methane Landfill Emissions

TOTAL CORPORATE GHG EMISSIONS (2017-18)

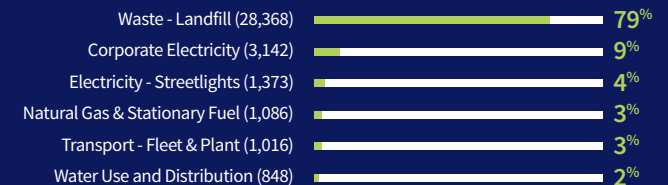
**5,244** CO2e



## Full Greenhouse Gas Emissions Including Methane Landfill Emissions

FULL GHG EMISSIONS (2017-18)

**35,834** CO2e



Data source: Snapshot community climate tool led by Beyond Zero Emissions and Ironbark Sustainability ([www.snapshotclimate.com.au](http://www.snapshotclimate.com.au)). Council's Emission has been calculated internally in accordance with the the NGERS methodology. Although Council has operational control of our landfills, community plays a strong part in shaping these emissions through practicing better recycling methods at home.



# Our Key Drivers

## Climate Change

Climate change is one of the most pressing social challenges of our time.

There is a growing sense of urgency around the need for action. It is now affecting every country on every continent, and poses significant challenges to our ecosystems, communities and economy.

Changes in rainfall patterns pose challenges for our water security and our key agricultural assets, while higher temperatures increase the risk of large intense bushfires and impact on human health.

There are also serious impacts from rising sea levels for the Gippsland region, particularly 90 Mile Beach and Lake Wellington. Wellington's key industries - Agriculture, Forestry and Tourism will all need to build their resilience so that they will be able to adapt to climatic variability. While there will be challenges, we will seek to take advantage of the opportunities that arise.

## Legislation and Policy

All Victorian Councils must comply with State and Federal legislation and policy relating to climate change, which is constantly under review and subject to change.

We seek to be agile under new policy environments and ensure that we continue to advocate on behalf of our community where policy directly affects us.

We also see this dynamic space as an opportunity for Council to seek additional state and federal funding for our region to benefit environment, social and economic outcomes.





# *Climate change is one of the most pressing social challenges of our time.*

## **Food Security**

Agriculture has the largest physical presence in the Shire and generates a total output close to \$5 billion.

Over 10% of Wellington's workforce is employed in the sector.

The outlook for the agricultural sector is heavily tied to the climate outlook and the potential impacts of climate change.

Further, employment and outputs in the sector are moving in different directions due to the trend towards fewer, larger farms and more capital intense methods of production.

There has been a recent influx of irrigators into the area as they look to "future-proof" their businesses. Keeping our agricultural sector resilient, in the face of climate change, is a necessity for our region, as is diversification of our industry base.

## **An Energy Economy**

Gippsland is identified as a key growth area for renewable energy development due to its availability of distribution infrastructure.

While Federal government policy has room for further support of renewable energy development, investors, business and state governments are pushing forward.

The renewable energy sector provides immense opportunities through job creation and manufacturing investment, driving downward pressure on power prices for families and business.

The oil and gas sector is mature and unlikely to expand much further.

There are also opportunities for further growth of the household, business and community solar to achieve better energy security and cost savings.

## **Community Health**

We place our community's health and wellbeing at the centre of our strategy vision.

Our region currently has higher relative socio-economic disadvantage which typically demonstrates poorer social outcomes for population health, early childhood outcomes, and drug, alcohol and mental health treatment.

There is now rapidly growing awareness that a thriving natural environment not only conserves biological diversity but also sustains the health and wellbeing of people and communities.

# Listening to our Community

## We will need to work collaboratively with community to meet our sustainability challenges.

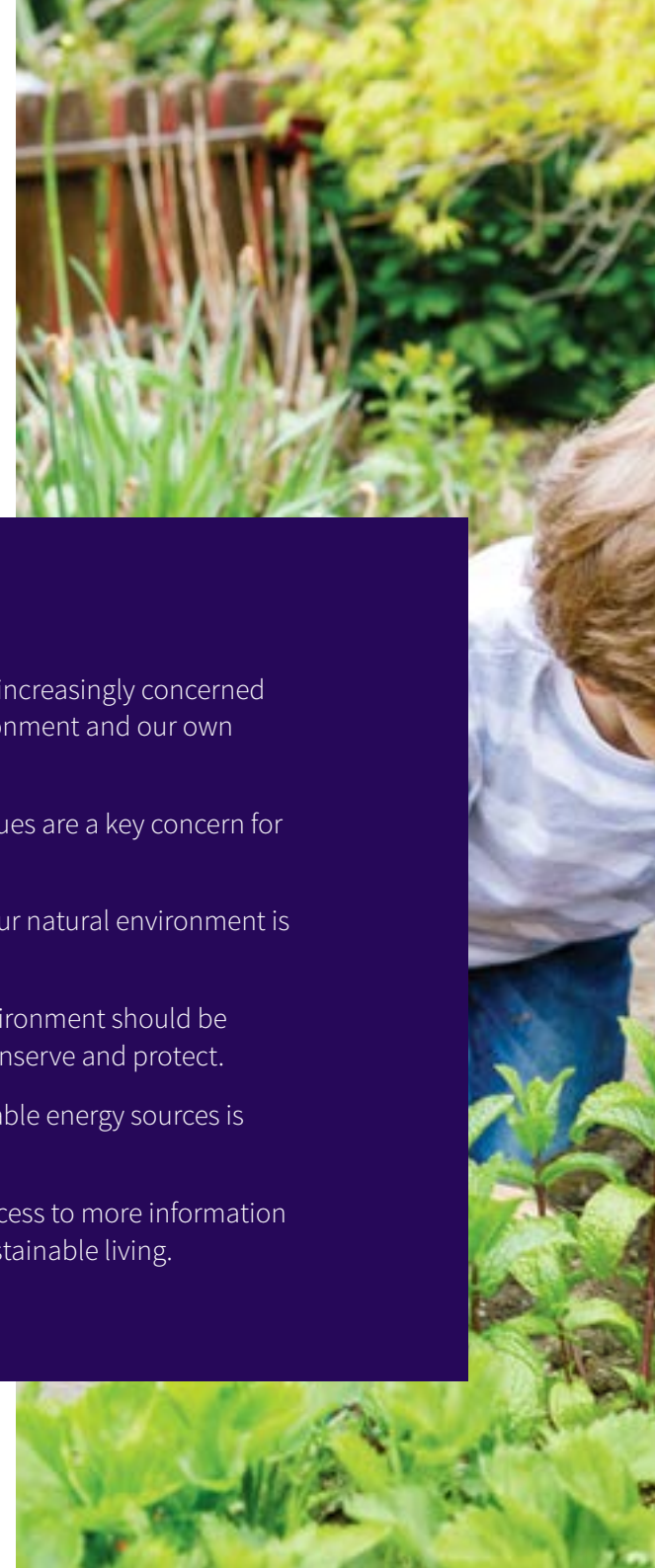
We are proud to have a community that is passionate about sustainability and have voiced their concerns through Wellington 2030 and our 2019 community sustainability values and beliefs survey.

The survey revealed that our community is passionate about sustainable outcomes for our region and want to see Council lead the way in supporting and promoting change. Our community also acknowledge that the individual plays a key role in to supporting this change through adoption of better practices.

The community vision helps guide the prioritisation of our key initiatives and actions. We are committed to taking action and support community to do the same. Together we can create energy smart lifestyles, ensure our developments minimise energy and water use, drive renewable energy uptake, minimise our waste into landfill and enhance our natural environment through biodiversity initiatives.

### What we heard:

- Our community is becoming increasingly concerned about the future of our environment and our own wellbeing.
- Waste, litter and recycling issues are a key concern for community.
- The diversity and beauty of our natural environment is valued .
- Our access to the natural environment should be balanced with the need to conserve and protect.
- The use of alternative renewable energy sources is encouraged and supported .
- Our community is seeking access to more information and education to support sustainable living.







“

*I would like to see the Wellington Shire to reach as high as they can in terms on being as sustainable as they can. As the next generation, I am so anxious about the future.*

ANONYMOUS FEEDBACK  
2019 COMMUNITY SURVEY



# Our Guiding Principles

Guiding principles assist Council and the community to work together to implement the aims and actions of the strategy.

## 1 **Promote Integration**

Pursue a 'whole of Council approach to ensure economic, social and environmental considerations are pursued. We will consider whole of life costs in our operations and service delivery.

## 2 **Be Inclusive, Get Involved and Participate**

Listen to and respond to the needs of the community. Empowered and educated communities are required to affect more sustainable societies. Form partnerships where needed for the best outcomes.

## 3 **Informed Decision Making**

Learn from our success and failures of previous actions and programs. Ongoing monitoring assesses the effectiveness of our decisions and drives improvement. Ensure we have the latest advice.

## 4 **Embed Intergenerational Equity**

Present and future generations of all species should have fair and equal access to resources and opportunities.

## 5 **Adopt Precautionary Behaviour**

We will ensure that if there are threats of serious or irreversible environmental damage, lack of scientific certainty should not be used as a reason for postponing measures to prevent degradation.

## 6 **Be Innovative and Show Leadership**

We will strive to lead by example, be open and transparent and foster original and creative thinking. Sustainability and innovation are inextricably linked.



# Climate Projections

**Gippsland has been getting warmer and drier.  
In the future we can expect:**



Temperatures continue to increase year round

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More frequent and more intense downpours

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Warmer and more acidic oceans

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More hot days and warm spells and fewer frosts

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Less rainfall in autumn, winter and spring

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Harsher fire weather and longer fire season

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Increased frequency and height of extreme sea level events

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*Source: DELWP, 2018 - Regional Adaptation Snapshot.*



# Potential Impacts

**Climate change, along with the associated health and wellbeing effects, have the potential to have a significant impact on Wellington Shire.**

These impacts are demonstrated for the four key areas of Wellington Shire in the table opposite.



**Built  
Environment**



**Social  
Environment**



**Economic  
Environment**



**Natural  
Environment**



 <b>Built Environment</b>	 <b>Social Environment</b>	 <b>Economic Environment</b>	 <b>Natural Environment</b>
Potential Impacts of Climate Change			
<ul style="list-style-type: none"> <li>• Damage or loss of built environment and public infrastructure (e.g. roads, drains, parks, waste facilities, sports areas, urban forest).</li> <li>• Increased maintenance costs.</li> <li>• Threats to tourism infrastructure.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in pollutants and allergens.</li> <li>• Changing patterns of disease.</li> <li>• More extreme temperatures.</li> </ul>	<ul style="list-style-type: none"> <li>• Problems with reliability to food security.</li> <li>• Changes to rural communities due to seasonal conditions and economic pressures.</li> <li>• Problems with water quality and quantity, particularly for irrigators.</li> <li>• Reduced visitation due to environmental degradation.</li> <li>• Contraction of emissions intensive industry and associated jobs.</li> <li>• Insurance costs escalate and become unaffordable.</li> </ul>	<ul style="list-style-type: none"> <li>• May decrease the natural environments capacity to act as a buffer and limit negative impacts.</li> <li>• Increase in environmental degradation.</li> <li>• Loss of biodiversity and changing landscape (more weeds).</li> <li>• Problems with water quality and water security.</li> </ul>
Potential Health and Wellbeing Impacts			
<ul style="list-style-type: none"> <li>• Public services may be reduced.</li> <li>• Reduced social connectivity and decrease in individual/community wellbeing.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased risk to human health will increase pressure on health and community services.</li> <li>• May reduce the quality and accessibility of healthcare particularly for those that can't afford increased costs.</li> <li>• Increased risk of infectious disease, causing social isolation and inability to work.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased cost of food and decreased availability of fresh produce leading to negative health impacts.</li> <li>• Loss of income, social connections, family support leading to anxiety, depression and psychological trauma.</li> </ul>	<ul style="list-style-type: none"> <li>• People have a cultural connection to the environment and may grieve its loss.</li> <li>• Increase in water-borne disease.</li> </ul>

A warm, golden-toned photograph of a person watering a plant in a garden. The person is wearing a plaid shirt and is holding a metal watering can, pouring water onto the soil. The background is softly blurred, showing other plants and trees. The overall mood is peaceful and nurturing.

1

# **Climate Resilient** Communities



## KEY THEME 1 : CLIMATE RESILIENT COMMUNITIES



### What success looks like...

Wellington communities, particularly those who are most vulnerable, can assess, prioritise and manage climate change risk and recover quickly from extreme climatic-driven natural disasters.

### Our Position

Wellington Shire Council acknowledges that:

- The UN Intergovernmental Panel on Climate Change's (IPCC) consensus on human-induced climate change is real.
- Global warming is already impacting on our communities and if emissions continue unabated these impacts will significantly jeopardise the health, livelihoods and socio-economic basis of our communities. We will plan for a range of scenarios.
- Climate change will have both negative and potential positive effects on the region, and understanding those impacts are critical for effective long-term planning.
- Our vulnerable communities with high exposure to climate change impacts combined with low socio-economic status, pre-existing health and mental health issues require support to build their capacity to adapt. In a reduced funding environment, vulnerable people should be prioritised.
- The built environment, climate change and public health are closely connected.

### What we are already doing

- Investigating opportunities to support appropriate planning and development in high-risk climate change prone areas.
- Participating in regional adaptation planning programs and forums, including those that target agricultural adaptation.
- Strategic planning with key partners as part of the Integrated Municipal Public Health and Wellbeing Plan.
- Delivering Emergency response and recovery across our region with our key partners.
- Providing support for our agricultural industry during drought.



## Strategy Objectives

1. Build knowledge of how climate change will impact Council operations and service delivery.
2. Integrate climate change measures into corporate policies, strategies and planning.
3. Work with our key partners to ensure our community understand their exposure to climate risk and strategies they can adopt to minimise the impact on their health and financial wellbeing.
4. Proactively seek and support opportunities that arise from a changing climate.
5. Enhance the capacity of Council staff to apply climate change adaptation into business decision-making processes.

## Key Partners

Gippsland Climate Change Network, DELWP, Latrobe Valley Authority, Department of Health and Human Services.

## Key Strategies

Wellington Shire Agricultural Position Paper, Wellington Municipal Emergency Management Plan, Wellington Municipal Heat Health Plan, 2017-21 Healthy Wellington Integrated Municipal Public Health Plan, Victorian Climate Adaptation Plan 2017-2020, Victorian Public Health and Wellbeing Plan 2019-2023, National Climate Resilience and Adaptation Strategy 2015.

*Notes: 1. The Department of Environment assessed local Councils across Victoria in 2017 against a range of criteria including governance structures, policies and strategies to assess progress towards climate adaptation. Council will self assess against the report provided to ensure it is in line with State expectations.*

*2. In January 2014 there were 11 deaths across Wellington Shire attributed to extreme climate heat as reported in the Municipal Health and Wellbeing Plan.*



## Council Targets

- 100% Score against the DELWP Climate Adaptation Governance Scorecard up from 13%<sup>1</sup>.
- Processes established to ensure major projects are assessed in design stage to consider climate adaptation requirements.



## Community Targets

- Zero excess deaths attributed to extreme weather and or climate driven natural disaster<sup>2</sup>.
- Council actively engaging with community to increase understanding of climate risk exposure and management.



Objective	No.	Action	Council's Role	Key Internal Delivery Partners	Resourcing	Timeframe
<b>Build knowledge of how climate change will impact Wellington council operation and services.</b>	1.1	Investigate and report on potential long-term costs of climate change to Council service delivery and public infrastructure assets through risk and resilience pathway planning, outlining hazard and risk reduction options.	Control	Sustainability, Finance	Budget	2020/21
	1.2	Update Municipal Emergency Management Plan in line with the new Emergency Management Legislation Amendment Act 2018 which establishes a new integrated, comprehensive and co-ordinated framework for emergency management planning to build community resilience and prepare for effects of climate change.	Control, Partner/Support	Emergency Management	Within existing resources	2021/22
<b>Integrate climate change measures into corporate policies, strategies and planning.</b>	1.3	Review and update key decision-making tools to ensure capital works projects undertake climate change assessments early in development stage and apply to project planning and delivery.	Control	Built Environment, Sustainability	Within existing resources	2020/21
	1.4	Review all Council policies and strategies to identify opportunities to integrate climate adaptation and make recommendations for revision.	Control	Sustainability	Within existing resources	Ongoing
<b>Work with our key partners to ensure our community understand their exposure to climate risk and strategies they can adopt to minimise the impact on their health and financial wellbeing.</b>	1.5	Work with community and partners to develop a Community Engagement and communication strategy to assist community to identify key physical, social and economic risks, and strategies to minimise these risks.	Control, Partner/Support	Community Wellbeing/ Sustainability	Budget/ Funding	2022/23

Objective	No.	Action	Council's Role	Key Internal Delivery Partners	Resourcing	Timeframe
<b>Work with our key partners to ensure our community understand their exposure to climate risk and strategies they can adopt to minimise the impact on their health and financial wellbeing.</b>	<b>1.6</b>	Participate and support the Gippsland Regional Climate Change Adaptation Strategy program with key partners including DELWP, Councils, and community groups.	Partner/Support, Influence	Sustainability	Within existing resources	Ongoing
	<b>1.7</b>	Support Committees of Management and community groups to apply climate adaptation thinking in facilities maintenance and program delivery by providing up to date guidance and education materials.	Partner/Support, Influence	Sustainability/Community Wellbeing	Within existing resources	Ongoing
<b>Proactively seek and support opportunities that arise from a changing climate.</b>	<b>1.8</b>	Identify regional opportunities that arise from a changing climate and seek to promote, advocate for and target programs to drive a sustainable economic foundation for Wellington into the future.	Partner/Support, Influence, Monitor	Sustainability and Business Development	Within existing resources	Ongoing
<b>Enhance the capacity and capability of council staff to apply climate change adaptation into core business decision making processes.</b>	<b>1.9</b>	Facilitate legal guidance for Councillors and executives on emerging climate change litigation risk and duties of care obligations.	Influence	Sustainability/Corporate Management Team	Budget	Ongoing
	<b>1.10</b>	Develop and deliver training package for appropriate council staff to build climate change adaptation awareness and risk assessment into programs and services.	Control, Influence	Sustainability, Human Resources	Within existing resources	Ongoing
	<b>1.11</b>	Support and encourage participation of appropriate council staff in climate change adaptation forums/conferences and workshops.	Control	Corporate Management Team	Budget	Ongoing







2

# **Low Carbon Economy**



## KEY THEME 2 : LOW CARBON ECONOMY



### What success looks like...

Council and community reduce greenhouse gas emissions in line with science-based targets to minimise global warming to under 2 degrees Celsius, as part of our obligations to act for the benefit of the wider global community.

### Our Position

Wellington Shire Council acknowledges that:

- To transition to a low carbon economy, we must use energy more efficiently in the first instance through better building design, followed by production of renewable low carbon energy, a move to electrification and cleaner fuels, and finally offset any remaining emissions.
- Climate change is a major threat to Australia's financial stability and the costs of mitigation and modelling by the Climate Council show the economic benefits of emissions reduction far out way the costs.<sup>1</sup>
- The Victorian Government's "Net Zero Emissions by 2050" target is in line with science-based targets to keep global warming under 2 degrees Celsius and Council will strive to reach this target for its corporate emissions (excluding landfill emissions) by 2040.
- Landfill emissions will be reduced to an aspirational target of Net Zero Emissions by 2050 through a range of initiatives including removal of organic waste, landfill gas flaring technologies, behaviour change programs and offsetting, dependant on state and federal government leadership.

Notes: 1. "Compound Costs: How Climate Change is Damaging Australia's Economy" Climate Council of Australia 2019



### What we are already doing

- Partnering with government and community groups to deliver energy efficiency programs as opportunities arise.
- Identified and analysed our carbon emissions profile.
- Implementing the urban paths network to facilitate uptake of passive transport by the community (walking, riding, skating).
- Installing solar across Council buildings (160kw installed to date).
- Converting streetlights to LED (70% already converted).
- Partnering with the Victorian state government in its climate change pledge intuitive TAKE2.

## Strategy Objectives

1. Accelerate renewable energy uptake, low carbon building development and efficient operations to reduce greenhouse emissions from council operations in line with set targets.
2. Actively reduce legacy landfill GHG emissions through flaring/and or capture technology and prevent further methane generation by minimising the organic waste stream from entering landfill through processing and education solutions.
3. With support from key stakeholders, help community, business and industry reduce greenhouse gas emission through reductions in energy consumption, increase uptake of renewable energy power generation and adoption of low carbon agriculture, through education and awareness raising.

## Key Partners

Gippsland Climate Change Network, Better Building Finance, Sustainability Victoria, Latrobe Valley Community Power Hub (LVCPH), Heyfield Community Resource Centre, DELWP, Department of Economic Development, Jobs, Transport and Resources, Latrobe Valley Authority and Sustainable Australia Fund.

## Key Strategies

Victoria's Renewable Energy Action Plan, National Strategy for Ecologically Sustainable Development, Victoria's Renewable Energy Roadmap 2015 and the Gippsland Renewable Energy Roadmap (under development).

*Notes: 1. Data from Australian Bureau of Statistics. This data can be used to monitor the transition of transport emissions across Wellington. In 2018 the ABS reported that 3.7% of registered vehicles in Wellington were green.*

*2. Data from the Australian PV Institute – In 2018 the solar penetration rate for Wellington LGA was 21%. We have consciously decided against setting Community Emission targets as accessibility to future Municipal emissions data cannot be guaranteed.*



## Council Targets

- Net zero by 2040. Council corporate GHG emissions by 2040 or 23% reduction from the 2018 baseline by 2024.
- The policy framework to guide strong ESD standards into design and construction of Council buildings in place by 2024.
- Net zero by 2050. Councils seeks to reduce landfill GHG emissions with key support from state and federal government initiatives or regulations.



## Community Targets

- 50% by 2050. Increase in the number of registered Electric/duel-fuel and LPG powered vehicles within Wellington Shire LGA<sup>1</sup>.
- 50% by 2050. Increase the Solar Penetration rate across Wellington Shire from 2018 baseline<sup>2</sup> by 2050 in line with State Government Renewable Energy Targets.



Objective	No.	Action	Council's Role	Key Internal Delivery Partners	Resourcing	Timeframe
<b>Accelerate renewable energy uptake, low carbon buildings and efficient operations to reduce carbon emissions from council operations in line with short term targets.</b>	<b>2.1</b>	Install a minimum of 400Kw of solar photovoltaic across appropriate council buildings or equivalent carbon emissions reduction through alternative energy reduction upgrades (i.e LED lighting, business management systems).	Control	Sustainability, Built Environment	Budget	2020-24
	<b>2.2</b>	Support the local renewable energy industry by investigating options to purchase renewable energy through Power Purchase Agreements.	Control, Partner/Support, Monitor	Sustainability	Within existing resources	Ongoing
	<b>2.3</b>	Set strong standards in a new council ESD building policy to ensure new council buildings demonstrate environmental sustainability and climate resilience principles throughout design, construction and operation.	Control	Sustainability, Community Wellbeing, Built Environment	Within existing resources	2020-22
	<b>2.4</b>	Undertake frequent external energy audits across high consuming facilities to provide options for further emission reduction investment.	Control	Sustainability/ Facilities/Site Managers	Budget	Ongoing
	<b>2.5</b>	Progressively transition facilities off gas energy supply as opportunities arise.	Control, Monitor	Sustainability/ Facilities/Site Managers	Budget	Ongoing
	<b>2.6</b>	Update Council Fleet policy to support and incentivise immediate uptake of hybrid and plug-in hybrid vehicles and promote higher efficiency standards where dual-fuel alternatives are not available.	Control	Fleet Management/ Sustainability	Within existing resources	2020
	<b>2.7</b>	Develop and implement Staff Travel Policy to promote passive and public transport use for travel to Melbourne.	Control	Sustainability/ People & Capability	Within existing resources	2020

Objective	No.	Action	Council's Role	Key Internal Delivery Partners	Resourcing	Timeframe
<b>Accelerate renewable energy uptake, low carbon buildings and efficient operations to reduce carbon emissions from Council operations in line with short term targets.</b>	<b>2.8</b>	Develop and implement business case for Electric Vehicle (EV) trial and behaviour change program within passenger pool fleet and installation of EV charging infrastructure, for large scale fleet transition around 2025.	Control, Monitor	Sustainability	Budget	2020-24
	<b>2.9</b>	Monitor opportunities for transition of heavy vehicle fleet to hydrogen.	Monitor	Sustainability	Within existing resources	Ongoing
	<b>2.10</b>	Explore options for community car sharing schemes or opportunities to reduce reliance on high fuel consumption vehicles.	Control, Monitor	Sustainability	Seek funding	2022-23
<b>Actively reduce legacy landfill emissions through flaring and/or capture technology and prevent further methane generation by minimising the organic waste stream from entering landfill through processing and education solutions.</b>	<b>2.11</b>	Reduce landfill carbon emissions through the development of flaring or combustion technologies at the Kilmany landfill site.	Control	Waste and Sustainability	Budget	2020-24
	<b>2.12</b>	Reduce landfill emission through the introduction of Organic and Green waste recovery process and supporting behaviour change program.	Control	Waste and Sustainability	Budget	2021-23
	<b>2.13</b>	Advocate for State and Federal government leadership in the support for development of alternative organic waste treatment processes and facilities.	Influence	Sustainability/ Business Development	Within existing resources	Ongoing



Objective	No.	Action	Council's Role	Key Internal Delivery Partners	Resourcing	Timeframe
<b>With support from key stakeholders, help community, business and industry reduce greenhouse gas emission through reductions in energy consumption, increase uptake of renewable energy power generation and adoption of low carbon agriculture through education and awareness raising.</b>	<b>2.14</b>	Increase promotion of the Environmental Upgrade Finance program to local businesses.	Influence, Partner/Support	Business Development, Sustainability	Within existing resources	Ongoing
	<b>2.15</b>	Continue support for collaborative bulk-buy programs or other cost-effective programs that increase adoption of renewables across the community.	Influence, Partner/Support, Monitor	Sustainability	Budget	2020-24
	<b>2.16</b>	Increase awareness of Environmentally Sustainable Design standards and solutions through existing education program and communications targeting local builders and developers and home builders/renovators.	Influence, Monitor	Sustainability	Within existing resources	Ongoing
	<b>2.17</b>	Facilitate installation of electric vehicle charge stations by local business by providing planning guidance, case studies and advice.	Influence, Monitor	Business Development, Sustainability	Within existing resources	2022-24
	<b>2.18</b>	Seek opportunities to support our local Agricultural industry, as a key employer in the region, to become more sustainable.	Influence, Partner/Support, Monitor	Sustainability, Parks, Business Development	Seek Funding	Ongoing



3

**Protecting**  
Nature



## KEY THEME 3 : PROTECTING NATURE



### What success looks like...

Our natural environment is healthy and resilient to emerging threats and is valued both in its own right and for the essential contribution to our health and wellbeing through its provision of a range of ecosystem services.

### Our Position

Wellington Shire Council acknowledges that:

- Functioning natural systems underpin the economy, society and human well-being through provision of a range of ecosystem services .
- Water is an essential component of ecosystem function and health and is best managed through an Integrated Water Management (IWM) approach.
- Council owned urban open space and street trees are valuable for improving urban amenity, urban cooling, biodiversity and protecting our natural water cycle.

### What we are already doing

- Implementing Council's Urban Biodiversity Plan and Roadside weed management as required under the Catchment and Land Protection Act 1994.
- Implementing Council's Roadside Fire Mitigation Program, Electricity Line Clearance Management Plan and overseeing state government native vegetation clearing guidelines.
- Managing open space, parks and gardens in line with service standards in the context of a changing climate.
- Ensuring protection of rivers and wetlands through management of wastewater via the implementation of the combined East Gippsland Shire Council and Wellington Shire Council Domestic Wastewater Management Plan in conjunction with key strategic partners.



## Strategy Objectives

1. Provide a high-quality network of local parks, open spaces and urban forests which are managed for social and environmental benefit now and into the future.
2. Increase the adoption of the 'Integrated Water Management' approach to ensure effective and efficient management of the water cycle while enhancing the liveability of our region.
3. Support regional partnerships and collaborative action to improve biodiversity, soil and water and coastal health at the broader catchment scale.
4. Engage with the community to increase their awareness of the value of urban forests, open space and water-cycle health.

## Key Partners

Landcare, Gippsland Water, South Gippsland Water, Southern Rural Water, West Gippsland Catchment Management Authority, East Gippsland Catchment Management Authority, Other Gippsland Councils, Parks Victoria, Trust for Nature, DELWP, Environment Protection Authority, Greening Australia, Bugblitz, GLaWAC.

## Key Strategies

Wellington Urban Biodiversity Strategy, Wellington Open Space Strategy, Wellington Urban Paths Strategy, Domestic Wastewater Management Plan, Australia's Strategy for Nature 2019-2030, Protecting Victoria's Environment - Biodiversity 2037, Our Catchments Our Communities – Integrated Catchment Management in Victoria 2016-2019, West Gippsland CMA Regional Catchment Strategy 2013-2019.

*Notes: 1. Data from Australian Bureau of Statistics. This data can be used to monitor the transition of transport emissions across Wellington. In 2018 the ABS reported that 3.7% of registered vehicles in Wellington were green.*

*2. Data from the Australian PV Institute – In 2018 the solar penetration rate for Wellington LGA was 21%.*



## Council Targets

- Increase the area of mixed native species on council owned land from 21ha to 50 ha.
- 10% reduction in potable water use across council operations (122 ML in 2018).
- Maintain yearly property inspections for domestic waste waster management compliance (293 inspections).



## Community Targets

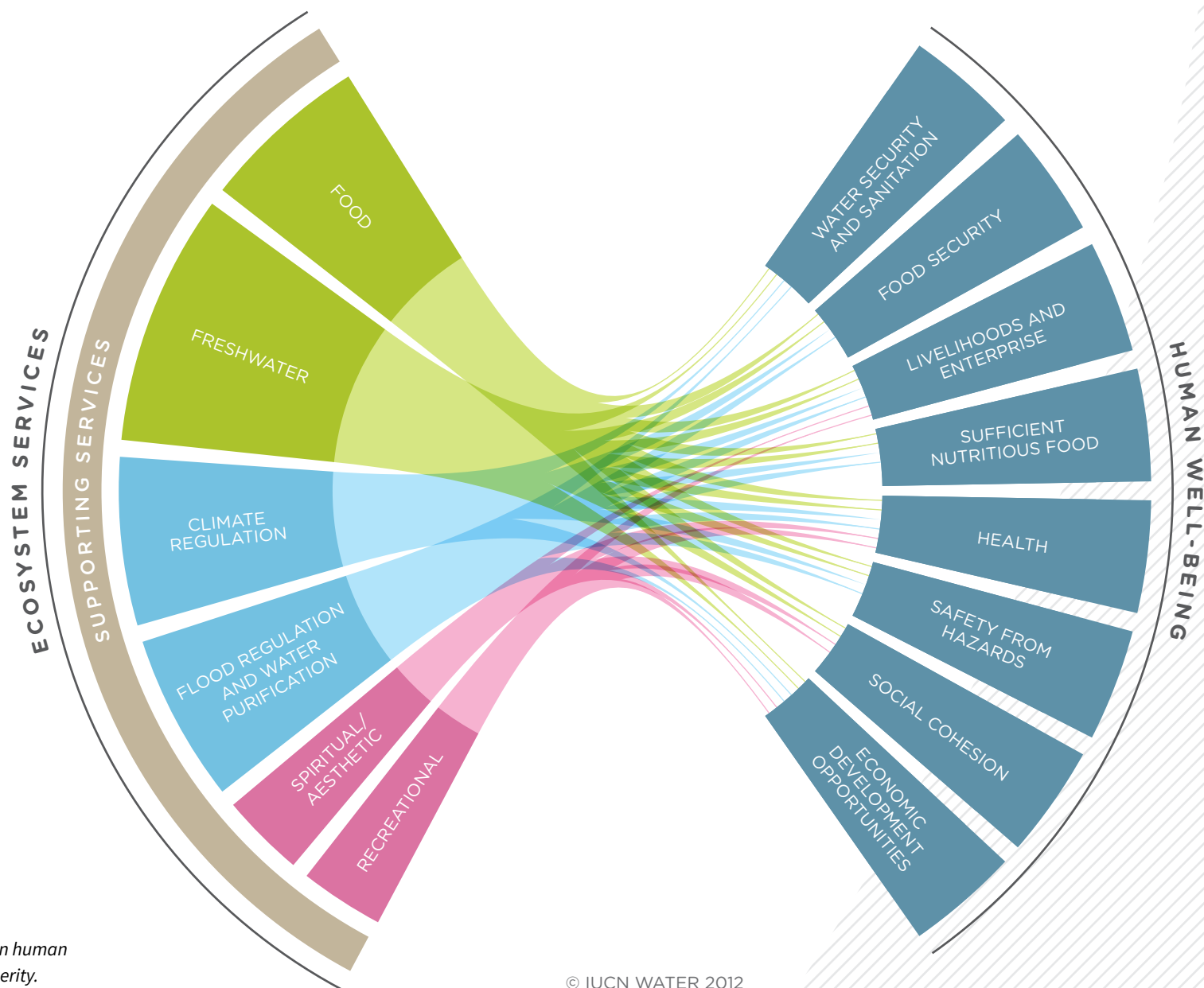
- Case studies and communication tools developed and disseminated to increase community awareness.
- 30% canopy cover within town boundaries increasing property values, reducing urban heat island affect and supporting biodiversity.



Objective	No.	Action	Council's Role	Key Internal Delivery Partners	Resourcing	Timeframe
<b>Provide a high-quality network of local parks, open spaces and urban forests which are managed for community and environmental benefit now and into the future.</b>	<b>3.1</b>	Continue to successfully deliver the open space, biodiversity, park and vegetation management plans and strategies.	Control	Open Space, Parks	Within existing resources	Ongoing
	<b>3.2</b>	Complete the establishment of the Significant Tree register, including the spatial registration of approved trees and placement on the Council's Asset register.	Control	Open Space	Within existing resources	2020
	<b>3.3</b>	Complete Sale Botanical Gardens Management Plan and "Care for the Rare" program, to protect rare endemic local flora species.	Control, Partner/Support	Open Space, Parks	Within existing resources	2020
	<b>3.4</b>	Undertake canopy analysis at town level and expand urban forest and street trees at priority areas and investigate feasibility of incentive programs for community and industry participation.	Control, Partner/Support	Open Space	Budget, Seek Funding	2020-24
	<b>3.5</b>	Identify and classify natural assets (trees, wetlands, remnant native vegetation) on council land and asset owner on council land for spatial registration and placement on the Council Asset register and develop guidelines around their consideration.	Control	Parks, GIS	Within existing resources	2020-22
	<b>3.6</b>	Undertake review of councils environmental offsets program and rate reduction program for landholders under Trust for Nature and explore options for expansion.	Control	Sustainability, Parks, Finance	Budget	2021-22

Objective	No.	Action	Council's Role	Key Internal Delivery Partners	Resourcing	Timeframe
<b>Increase the adoption of the Integrated Water Management approach to ensure effective and efficient management of the water cycle while enhancing the liveability of our region.</b>	<b>3.7</b>	Undertake water use audit across council managed facilities and implement any recommendations on water reduction.	Control	Sustainability Facility Managers	Budget	2020-22
	<b>3.8</b>	Implement recommendations from the Integrated Water Management Strategy for Wellington (under development)- may include Environmental Significance Overlays, Educations programs, Developer guidance, water recycling.	Control, Partner/Support	Sustainability, Built Environment, Planning	Budget	Ongoing
<b>Support regional partnerships and collaborative action to improve land, soil, biodiversity, water and coastal health at the broader catchment scale.</b>	<b>3.9</b>	Investigate feasibility of introduction of a Cat Curfew for Wellington.	Control	Local Laws	Within existing resources	2021-22
	<b>3.10</b>	Seek opportunities to develop and deliver a large-scale bio-link program with key partners in a priority catchment area targeting priority water supply catchments.	Partner/Support, Influence	Parks, Sustainability	Seek Funding	2020-24
<b>Increase the activity in and appreciation of the natural environment in the community.</b>	<b>3.11</b>	Expand Parks Week program to include natural environment and sustainability awareness raising and identify opportunities for an independent Sustainability Festival.	Control, Partner/Support, Influence	Parks, Sustainability	Budget	Ongoing





*Ecosystem services underpin human existence, health and prosperity.*

© IUCN WATER 2012



4

# **Towards a** Circular Economy



## KEY THEME 4 : TOWARDS A CIRCULAR ECONOMY



### What success looks like...

Our community moves away from the ‘take-make-dispose’ approach of the past and supports the growth of a circular economy with minimal remaining residual landfill waste managed in accordance with Best Management Practices.

### Our Position

Wellington Shire Council acknowledges that:

- Avoidance of waste generation in the first instance is the most desirable outcome for a waste strategy.
- Almost all matter currently considered as waste has resource potential.
- Council plays a key role in supporting a circular economy.
- The community places a high priority on improving our waste management services and make good decision when they are well-informed.

### What we are already doing

- Meeting EPA legislative requirements for waste and landfill management at our landfill and transfer stations.
- Delivering online guidance and information to community through the “Get it Sorted” campaign.
- Advocating for policy changes at state and federal government levels to reduce plastics and packaging and support for recycling industries.
- Delivering the Sustainable Living Education Program across Wellington schools, targeting various waste streams from the perspective of avoid, reuse, repair and recovery.
- Reviewing waste service contracts.



## Strategy Objectives

1. Manage waste services and landfill operations in line with Best Management Practice to ensure compliance with EPA regulations for best use of land resources.
2. Reduce the total amount of waste going to landfill by identifying and encouraging local solutions for the processing of waste resources and uptake of the use of recycled and/or renewable materials.
3. Provide ongoing education and behaviour change programs to facilitate the reduction in waste generation across the community.

Sustainable living is about making lifestyle choices and decisions to reduce our use of our natural resources. As our global population rises, so too does our need to balance our production and consumption patterns to ensure future generations have access to the resources we have long enjoyed. The increasing pressure on our water, forests, earth resources and the earth's atmosphere are contributing to climate change and challenging our notion of environmental sustainability.

## Key Partners

Resource Recovery Gippsland, Gippsland Waste and Resource Recovery Group, Sustainability Victoria, Wellington Businesses, DELWP, Environment Protection Authority, Gippsland Smart Specialisation, Latrobe Valley Authority.

## Key Strategies

Victorian Governments Circular Economy Policy, Gippsland Waste and Resource Recovery Implementation Plan 2017, Victorian Waste Education Strategy, Our Environment, Our Health – EPA.



## Council Targets

- Increase uptake of recyclable or renewable materials within council operations
- 10% reduction in the total tonnes of council waste sent to landfill by 2024



## Community Targets

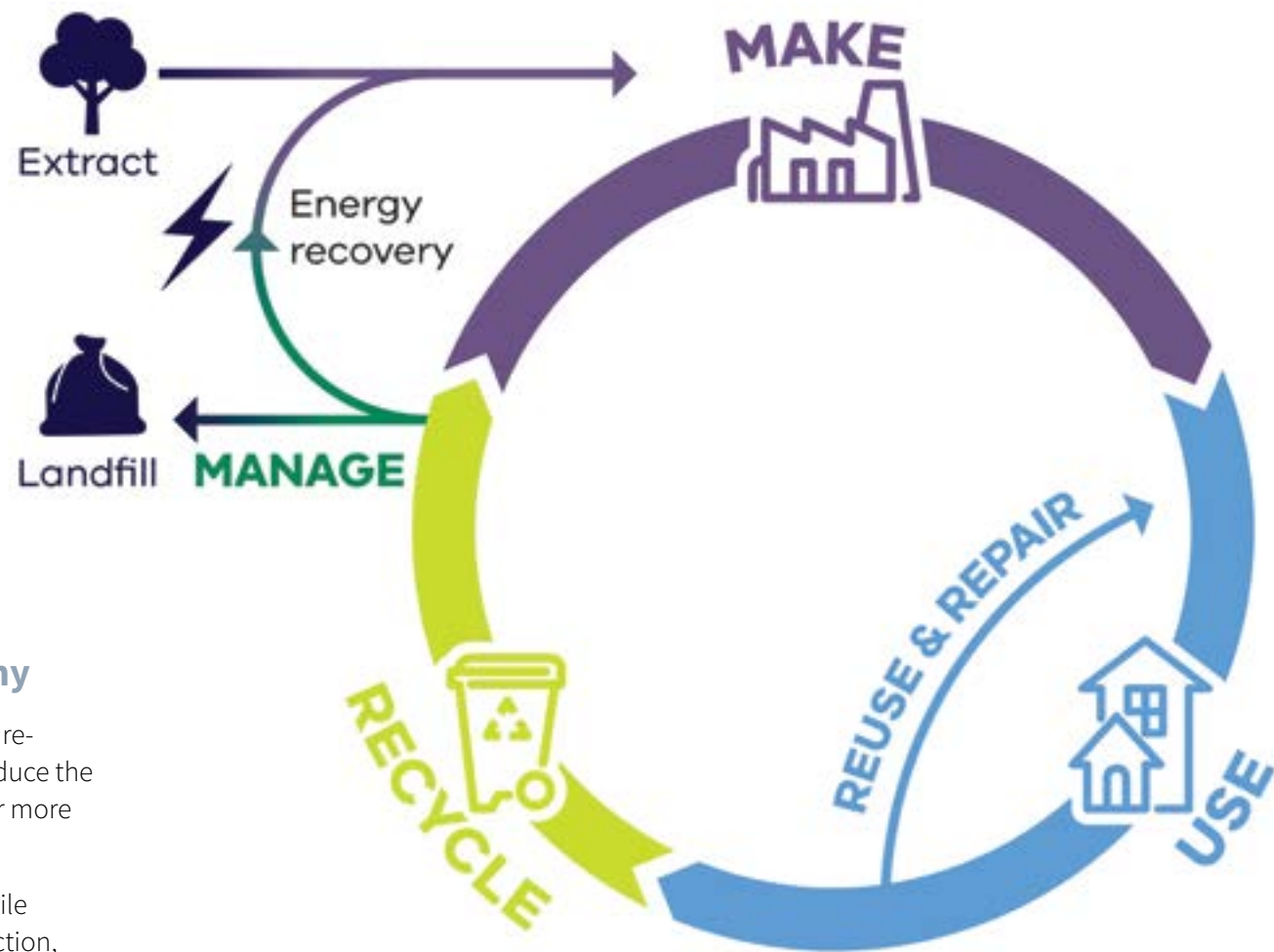
- Increase diversion of garbage, recyclables and green organics collected from Kerbside bins to 50% by 2024.
- Increase in the number of local recycling or circular economy businesses in Wellington Shire (currently 2).



Objective	No.	Action	Council's Role	Key Internal Delivery Partners	Resourcing	Timeframe
<b>Manage waste services and landfill operations in line with Best Management Practice to ensure compliance with EPA regulations for best use of resources.</b>	<b>4.1</b>	Increase efficiency of waste recovery across Maffra/Stratford area by implementing Best Management Principles for transfer stations.	Control	Waste and Sustainability	Budget	2021-22
	<b>4.2</b>	Facilitate efficient long-term waste management by developing supporting policy framework and masterplan.	Control	Waste and Sustainability	Within existing resources	2020-21
	<b>4.3</b>	Finalize Longford Landfill Rehabilitation in line with EPA requirements.	Control	Waste and Sustainability	Budget	2021-22
<b>Reduce the total amount of waste going to landfill by identifying and encouraging local solutions for the processing of waste resources and uptake of the use of recycled and/or renewable materials.</b>	<b>4.4</b>	Identify and work with waste generators, waste to energy developers, and stakeholders to develop regional niche waste recovery industries as outlined in Council's Economic Development Strategy.	Partner/Support, Monitor, Influence	Business Development, Sustainability	Within existing resources	Ongoing
	<b>4.5</b>	Undertake review of resource and material use across councils' operations and services to identify opportunities for increased uptake of recyclable/alternative materials in line with current and emerging technologies.	Control	Sustainability, Procurement, Built Environment, Community and Culture	Within existing resources	2020-22

Objective	No.	Action	Council's Role	Key Internal Delivery Partners	Resourcing	Timeframe
<b>Reduce the total amount of waste going to landfill by identifying and encouraging local solutions for the processing of waste resources and uptake of the use of recycled and/or renewable materials.</b>	<b>4.6</b>	Develop and deliver program to reduce plastic use and other waste streams at council sites and events aiming for program expansion to target local businesses and industry.	Control, Influence	Sustainability, Business Development, Community and Culture	Within existing resources	2020-24
	<b>4.7</b>	Work with key stakeholders to assess the risk to waste and resource recovery infrastructure during anticipated increased frequency of emergency events and ensure contingency measures formally recognised in existing Emergency Management Framework.	Partner/Support, Monitor, Influence	Emergency Management, Waste Management	Within existing resources	2020-24
<b>Provide ongoing education and behaviour change programs to facilitate the reduction in waste generation across the community.</b>	<b>4.8</b>	Enhance digital access to regional waste information, potentially using applications and mapping formats.	Control	Communications, Sustainability	Seek Funding	2020-21
	<b>4.9</b>	Seek to diversify the Sustainable Living Education Program to engage a broader cross section of the community through workshops, talks and other creative mediums.	Control, Partner/Support	Sustainability	Within existing resources	Ongoing





## The process of a Circular Economy

By extending the life of products through re-use, re-purpose, recycling and energy production we reduce the amount of waste going to landfill and we recover more value from the product.

This also creates new business opportunities while minimising the impact of mining, resource extraction, refining and manufacture. Whilst it is a challenge, if governments, business and communities work together we can “close the loop”.

*Circular Economy Graphic used with permission from the Department of Environment, Land, Water and Planning (2020) Recycling Victoria: A new economy, The Victorian Government, Australia.*



5

# **Environmental** Stewardship



## KEY THEME 5 : ENVIRONMENTAL STEWARDSHIP



### What success looks like...

Residents, business and industry across Wellington Shire are adopting sustainable practices through the leadership and advocacy provided by council and its partners.

### Our Position

Wellington Shire Council acknowledges that:

- As a government body, Council has a responsibility to act to protect the environment for the wellbeing of our community.
- Good leaders must lead by example and must communicate their actions and achievements.
- Incentivising change leads to behaviour change and improvements.
- Staff are our greatest asset and we must support them to make change.

### What we are already doing

- Promoting and educating community through EcoNews, the Sustainable Living Education and ResourceSmart school's programs.
- Supporting community groups to apply for grants and opportunities.
- Advocating on behalf of community by responding to emerging policy and legislative issues.



## Strategy Objectives

1. Develop a supporting framework to ensure sustainability is embedded into core council operations and services where appropriate.
2. Enhance the capacity and capability of both council staff and the business and community leaders through education, incentives and advocacy.
3. Demonstrate leadership and market council's own achievements to the Wellington and broader community.

## Key Partners

All Council Business Units, Sustainability Victoria, Cities Power Partnership, Gippsland Business Awards, Sustainability Victoria, Gippsland Local Government Network, DELWP.

## Key Strategies

Wellington 2030, Wellington Shire Council Plan 2017-21.

*Notes: 1. Council performance is assessed through the annual state-wide Local Government Community Satisfaction survey. In 2018 Wellington shire achieved a score of 63 against the Environmental Sustainability Service Area.*



## Council Targets

- Relevant staff undertake sustainability education or training through formal, or informal pathways
- Council publishes an annual sustainability performance report



## Community Targets

- Awards presented to community and Council sustainability champions
- Increase in the performance for the "Environmental Sustainability Service Area by 2024 to 75 points<sup>1</sup>



Objective	No.	Action	Council's Role	Key Internal Delivery Partners	Resourcing	Timeframe
<b>Develop a supporting framework to ensure sustainability is embedded into core Council operations and services where appropriate.</b>	5.1	Seek to incorporate sustainability as a council core value signalling a formal commitment to sustainable outcomes across the organisation.	Control	Sustainability, Council	Within existing resources	2020-21
	5.2	Join the Cities Power Partnership and other global initiatives to demonstrate leadership and gain access to key knowledge bases to support the switch to clean energy and sustainability.	Control, Partner/Support	Sustainability, Council	Within existing resources	2020-21
	5.3	Develop and deliver a Sustainable Events policy for all Council run events/programs.	Control	Sustainability, Community and Culture	Within existing resources	2021-22
	5.4	Ensure relevant council policy considers and acknowledges objectives within the Environmental Sustainability Strategy and identifies opportunities to reduce energy, waste or water in delivery of council services where appropriate.	Control, Monitor	Sustainability, CMT	Within existing resources	Ongoing
	5.5	Incorporate key actions within this strategy into reporting processes to ensure good accountability, monitoring and reporting of strategy outcomes across all business units.	Control, Monitor	Sustainability, CMT	Within existing resources	Ongoing

Objective	No.	Action	Council's Role	Key Internal Delivery Partners	Resourcing	Timeframe
<b>Enhance the capacity and capability of both council staff and business and community leaders through education, incentives and advocacy.</b>	<b>5.6</b>	Include 'excellence in sustainability' category into staff achievements program to incentivise uptake of sustainable practice across Council.	Control, Influence, Monitor	Sustainability, CMT, People and Capability	Budget	Ongoing
	<b>5.7</b>	Introduce a range of "sustainability" or "environmental" awards for business, citizens and community groups to incentivise community driven change.	Partner/Support, Influence	Sustainability, Business Development, CMT	Budget	Ongoing
	<b>5.8</b>	Develop and deliver internal "Council Sustainability" Learning and Development package for all staff.	Control	Sustainability, People and Capability	Within existing resources	Ongoing



Objective	No.	Action	Council's Role	Key Internal Delivery Partners	Resourcing	Timeframe
<b>Demonstrate leadership and market Council's own achievements to the Wellington and broader community.</b>	<b>5.9</b>	Confirm design detail, funding and management of the proposed Lake Guyatt Environmental Education Centre.	Control, Partner/Support	Sustainability, Assets and Projects	Seek Funding	2020-21
	<b>5.10</b>	Update Council Community Grants application forms to provide sustainability guidance and specification for council-funded programs and initiatives.	Influence	Community Wellbeing	Within existing resources	2020-21
	<b>5.11</b>	Undertake frequent community engagement to promote council achievements through Council publications, broader media avenues and professional/industry publications, including targeted programs showcasing major sustainability initiatives.	Influence, Monitor	Sustainability, Communications	Within existing resources	Ongoing
	<b>5.12</b>	Report sustainability progress in Council's Annual report.	Control	Sustainability, CMT	Within existing resources	Ongoing

# The Way Forward

**The strategic objectives across the five themes provide a framework for what Council will strive for over the next four years.**

The 61 individual actions have been carefully planned to set a solid foundation on which we can build upon as part of future strategies.

This is a long term proposition for Council. By strengthening the internal framework we will enable a greater commitment to sustainable outcomes that will result in more effective sustainability program delivery across council business.

The challenges for Council are building commitment of all Council staff, embedding sustainability into the culture of the organisation, adaptation to and learning new ways of operating and demonstrating sustainability and setting an example.







While internal capacity building is an important part of the strategy, we are also focused on a commitment to build the capacity of our community, local business and industry through strategic partnerships with our key stakeholders that deliver a range of services across land management, healthcare, water management, resource efficiency and business development.

Although local government cannot mandate changes to an individual's lifestyle, it has a leadership role in building community awareness and promoting change in the way we utilise and conserve our environment.

The challenges for our community will be engaging with local government, reducing the ecological footprint and educating and encouraging action by others.

We commit to measuring our performance by reporting on our progress. We will report on the achievements of the strategy and the progress towards our targets. This includes:

- Quarterly reporting to the internal executive leadership team.
- Yearly reporting to the community.
- A Full review in 2024 and develop the next strategy.



# Jargon Buster

## Net Zero

Net Zero refers to balancing the amount of emitted greenhouse gases with the equivalent emissions that are either offset or sequestered.

This can be achieved through reduction in carbon emissions, but where zero can't be achieved, offsetting through carbon credits or sequestration through forestry or carbon capture and storage can be utilised.

## Ecosystem Services

Ecosystem services are the many and varied benefits that we freely gain from the natural environment including food, raw materials, water, medicinal resources, energy, nutrient cycling, climate regulation, purification of water and air, and cultural, spiritual and recreational experiences and provision of habitat.

Water plays a key role in maintaining ecosystem services.

## Integrated Water Management

Integrated Water Management is a collaborative approach to planning that brings together organisations that influence all elements of the water cycle, including waterways and wetlands, waste-water management, alternative and potable water supply, stormwater management and water treatment.

It seeks to achieve a range of positive outcomes for biodiversity, liveability and water security now and into the future.





# Notes

If you have had some thoughts or ideas while reading this strategy, why not record them below? Wellington Shire Council would love your feedback...

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Send your feedback through online at  
**[wellington.vic.gov.au/sustainability-feedback](https://wellington.vic.gov.au/sustainability-feedback)**





WELLINGTON  
SHIRE COUNCIL  
*The Heart of Gippsland*

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