



GLEN EIRA CITY COUNCIL

ORDINARY COUNCIL MEETING

TUESDAY 15 MARCH 2022

AGENDA

**Meeting to be held in the Council Chambers,
corner Hawthorn & Glen Eira Roads, Caulfield
at 7:30pm**

*"The role of a Council is to provide good governance
in its municipal district for the benefit and
wellbeing of the municipal community."*

- S8(1) Local Government Act 2020

Councillors:

The Mayor, Councillor Jim Magee
Councillor Tony Athanasopoulos
Councillor Anne-Marie Cade
Councillor Margaret Esakoff
Councillor Sam Parasol
Councillor Neil Pilling
Councillor Li Zhang
Councillor Simone Zmood
Councillor David Zyngier

Chief Executive Officer: Rebecca McKenzie

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1. ACKNOWLEDGEMENT

Glen Eira City Council Acknowledges the peoples of the Kulin Nation as Traditional Owners and Custodians, and pay our respect to their Elders past, present and emerging. We Acknowledge and uphold their continuing relationship to land and waterways. Council extends its respect to all Aboriginal and Torres Strait Islander peoples.

2. APOLOGIES

3. REMINDER TO DECLARE ANY CONFLICTS OF INTEREST IN ANY ITEMS ON THE AGENDA

Councillors are reminded of the requirement for disclosure of conflicts of interest in relation to items listed for consideration on the Agenda, or which are considered at this meeting, in accordance with Section 130(2) of the *Local Government Act 2020* and Rule 60(3) of the Glen Eira City Council Governance Rules. Councillors are now invited to indicate any such conflict of interest.

PROCEDURAL MOTION

That Council:

1. considers the meeting to be adjourned for 10 minutes from the commencement of any technical problem which prevents Council from livestreaming the meeting; and
2. adjourns the meeting in the event livestreaming cannot be resumed within 30 minutes from the commencement of the technical problem which prevents livestreaming on Council's website with the meeting to be reconvened on Wednesday 16 March 2022 at 7.30pm via livestreaming.

4. CONFIRMATION OF MINUTES OF PREVIOUS COUNCIL MEETING OR MEETINGS

Copies of Minutes previously circulated.

RECOMMENDATION

That the minutes of the Ordinary Council Meeting held on 22 February 2022 be confirmed.

5. RECEPTION AND READING OF PETITIONS AND JOINT LETTERS**5.1 PETITION: EAT STREET, BENTLEIGH**

A petition containing 149 signatures was submitted to the Council Meeting.

The petition read as follows:

‘We the undersigned residents request that Council reconsider the decision to:

1. Relocate the traffic pedestrian lights from the central position that which they are currently in. this will inconvenience local businesses, customers and pedestrians, once moved, they will then be too close to the traffic lights near the station, which will cause traffic congestion.
2. Close Vickery Street and restrict it to only one-way traffic. This will lead to major traffic concerns.
3. Loss of carpark spaces directly on Centre Road. This will impact local businesses as well as inconvenience customers and residents.’

RECOMMENDATION

That Council:

1. receives and notes the petition; and
2. refers the petition to the Director Community Assets and Leisure for consideration.

6. REPORTS BY DELEGATES APPOINTED BY COUNCIL TO VARIOUS ORGANISATIONS

7. REPORTS FROM COMMITTEES AND RECORDS OF ASSEMBLY**7.1 Advisory Committees****7.1.1 ADVISORY COMMITTEE MINUTES**

Author: Janice Pouw, Coordinator Councillor Business

Trim No: 22/15810

Attachments: 1. Youth Advisory Committee Meeting - 17 February 2022 [↓](#)

RECOMMENDATION

That the minutes of the Advisory Committee meeting as shown below be received and noted and that the recommendations of the Committee be adopted.

1. Youth Advisory Committee Meeting Minutes – 17 February 2022.



**Youth Advisory Committee Meeting Minutes
Thursday 17 February
Meeting via Zoom**

Purpose:

To provide feedback and advice to Council on matters impacting young people in the development of initiatives, strategies and plans

Meeting opened at 6:00pm with Acknowledgement of Country.

Present

Cr Tony Athanasopoulos
Cr Li Zhang
Cr David Zyngier
Mark Saunders – Director Community Wellbeing
Angela Morcos – Manager Family, Youth and Children's Services
Shae Elms – Coordinator Youth Services
Lucy Brownlie – Youth Development Officer
Romilly Miller – Community Representative
Monique Andjelic – Community Representative
Alex Swieca – Community Representative
Peninah Silverstein – Community Representative
James Hoenig – Community Representative
Emily Qiao – Community Representative
Audrey King – Community Representative
Maria Haywood – Community Representative
Akiva Kaltmann – Community Representative
Elianna Ben-David – Community Representative
Sahiti Ravi – Community Representative
Jonah Roseby – Community Representative

Apologies

Claire O'Brien – Community Representative
Lucia Bekinschtein – Community Representative

Guests

Amanda Haycox - Co-ordinator City Strategy and Place Planning City Futures
Kim Le Cerf - Manager Climate and Sustainability Climate and Sustainability
Bruce Paton - Coordinator Climate Emergency and Environment Climate and Sustainability

Matters considered:

- i. Welcome/Introduction/Apologies/Conflict of Interest
- ii. Minutes 2 December / Business Arising
- iii. School Engagement Program
- iv. Housing Strategy
- v. Climate Action at Council
- vi. Other Business
- vii. Next Meeting

i. Welcome/Introduction/Apologies/Conflict of Interest

- Cr David Zyngier opened the meeting.

ii. Minutes 2 December 2022 / Business Arising

- Previous meeting minutes confirmed by Council.
- **Action item:** *School Engagement Program Memorandum of Understanding to be disseminated to all Primary and Secondary Schools.*

Memorandum of Understanding sent to all Glen Eira Primary and Secondary Schools on Friday 11 February. As of close of business Thursday 17 February, a signed Memorandum of Understanding had been returned by six schools.

- **Action item:** *Youth Services to send the list of youth agenda items for 2022 to the youth Committee Members not in attendance, to seek their feedback and contributions on areas of focus for each topic.*

Youth Services contacted each community representative to seek additional feedback and contribution to youth agenda items and discussed areas of focus for February meeting discussing climate action at Council.

Peninah Silverstein – Community Representative joined the meeting at 6:18pm.

iii. School Engagement Program

At the Ordinary Council meeting held 1 February 2022, Council unanimously carried the recommendations of the 2 December 2021 Youth Advisory Committee minutes. Officers prepared and disseminated a School Engagement Program Memorandum of Understanding to all Primary and Secondary Schools in Glen Eira.

The Memorandum of Understanding was sent to all schools on Friday 11 February. Six schools have returned a signed Memorandum of Understanding.

Action: Officers to follow up with schools who have previously expressed interest in the program but are yet to return a signed Memorandum of Understanding.

iv. Housing Strategy

A presentation was shared with the Committee outlining the status of the Housing Strategy, its purpose, and its relevance to young people.

The discussion focused on four key components:

- Sustainability
- Equity
- Diversity
- Adaptability

Akiva Kaltmann – Community Representative joined the meeting at 6:28pm

Monique Andjelic – Community Representative left the meeting at 6:29pm

Activity

Committee Members were assigned to breakout rooms to discuss one key component. A community representative in each room was nominated to present a summary back to the group.

Emily Qiao – Community Representative joined the meeting at 6:32pm

Sustainability

Addressing the use of land in Glen Eira and what considerations could be made to make decisions for long term sustainability.

Summary of discussion:

- The construction of apartment blocks to provide more housing is a preferable and more sustainable option, rather than expanding housing into our open spaces.
- Consensus against housing that is more affordable on the urban fringe because it can be harder for people to access services and support when living in these areas.
- Concerns about negative impacts of high-density housing, so well-planned designs should be a priority.
- Strategic placement of new high-density developments to encourage the use of open space and local parks.

Equity

Does our community value diversity and what can Glen Eira do to ensure equity for future generations?

Summary of discussion:

- Glen Eira is a diverse community in terms of religion, ethnicity, and culture. Diversity is valued and community representatives would like to see this representation continued.
- Accessible public transport option is an important element for equitable communities. Young people would like it to be easier to use public transport as their main mode of public transport - currently, it can take three legs of public transport to cross the municipality and not all stops have seats or shelter. Issues like these make it harder to rely on public transport.
- Ensuring apartments are suitable for all abilities, such as wider doorways, ramps, and lifts.
- COVID lockdowns illustrated some people don't have access to green spaces within five kilometres of their residence. Allocated exercise time was therefore often spent walking urban streets. Those living in compact housing should have improved access to communal and green spaces to support physical health, mental wellbeing, and community connection. Urban forests should be included in all designs.
- Community representatives expressed interest in improving equity for those experiencing homelessness and those living in social housing within Glen Eira.

Housing Diversity

Do we need a range of diverse housing options to foster a diverse community?

Summary of discussion:

- Importance of understanding diverse cultures and ethnicities and the housing needs required to support diverse lifestyles.
- If diverse housing needs are met, Glen Eira could see a population growth from diverse communities.
- People who are living on the fringes of the municipality often have less access to public transport and support services but require it the most.
- Recognising the income diversity in Glen Eira and balancing housing options for all.
- Community representative reported there are limited housing options for large families in Glen Eira to access that are affordable.
- Changing the stigma around small housing being undesirable and limiting. Small housing can be well designed, attractive, comfortable, and affordable.

Adaptability

How can future housing address the issues that are important to you?

Summary of discussion:

- What once was considered a traditional family structure (two parents, both with income and two children), has evolved over time. Contemporary family structures have broadened housing needs, however conservative mindsets often prevent change.
- To support student population growth within Glen Eira, there needs to be an encouragement of autonomous living. Housing options should reflect this.
- Community representatives discussed the importance of shared houses to provide affordable housing options to students.
- Depending on the demographic, projected population growth would influence the balance of competing needs. For example, a peaceful and quiet community might attract a different demographic to an active community with a nightlife culture.

Community representatives were encouraged to complete the upcoming survey as a part of Council's formal engagement period on the Housing Strategy.

Action: Officers to email community representatives the Housing Strategy survey link once the formal engagement period commences.

v. Climate Action at CouncilActivity

Committee Members were asked to complete three multiple choice questions. These questions have also been posed to Council's Community Voice.

	Youth Advisory Committee (12 responses)	Community Voice (159 responses)
Climate Change Is:		
Not happening	0%	0%
Entirely caused by natural processes	8%	2%
Mainly caused by natural processes	0%	2%
Partly natural processes, partly human activity	8%	24%
Mainly caused by human activity	50%	47%
Entirely caused by human activity	33%	24%
Not Sure	0%	1%
How concerned are you about climate change?		
	Youth Advisory Committee (13 responses)	Community Voice (159 responses)
Not at all concerned	8%	0%
Slightly concerned	0%	8%
Not very concerned	0%	11%
Quite concerned	23%	19%
Very Concerned	69%	58%

I am committed to changing my own habits and behaviours to reduce my climate change impacts...		
	Youth Advisory Committee (13 responses)	Community Voice (159 responses)
Strongly Agree	62%	52%
Agree	23%	35%
Neither agree nor disagree	8%	8%
Disagree	0%	3%
Strongly disagree	8%	2%

The results across the two groups showed support for climate change action in the community.

A presentation was shared with the Committee discussing the background on climate change and Council's 'hopeful future' approach, which includes a focus on being carbon neutral, sustainable transport options and urban forests.

The presentation discussed:

Declaring a Climate Emergency

- The Climate Emergency is a call for immediate and urgent action to reverse global warming.
- It is an unequivocal statement that it is the responsibility of every level of government, every community and business, and every person to act.
- Almost 2,061 councils worldwide have declared a climate emergency, including 108 in Australia and 38 in Victoria.

- In May 2020 Glen Eira City Council declared a Climate Emergency and developed a new strategy to respond to this.
- The Climate Emergency Response Strategy includes 79 actions designed to help mitigate climate change and adapt to its effects.

The Climate Emergency Response Strategy

The actions in the Strategy are grouped under six goals, which are organised into three areas of action (systemic change, adaptation, and mitigation) and the two key directions we need to work (within Council, and externally to support the community).

- *Systemic* work sets the foundations necessary for effective climate action, both within Council operations and in the community.
- *Adaptation* prepares Council and the community for the economic, social and environmental shocks that are expected due to climate change and helps the community to be more resilient so they can bounce back quickly.
- *Mitigation* is the work needed to address carbon emissions, which are the root cause of climate change. Council has set a goal of net zero emissions by 2025 – five years ahead of the community – so that we can take the lead and pave the way for strong community action

The six goals are:

1. We embed climate change action in everything that we do
2. Our community is active and mobilised on climate action
3. Council-owned buildings and infrastructure are resilient and safe for our staff and community
4. Our community is protected from the worst impacts of climate change
5. Net zero corporate emissions by 2025
6. Net zero community emissions by 2030

Pre-submitted questions from community representatives were answered through the exploration of the six above goals.

Action: Council officers to compile a question-and-answer sheet to be sent to community representatives alongside the presentation slides.

The webpage which lists the different sustainability programs was shared with the Committee. Committee Members were asked '*How can we engage young people in Glen Eira and motivate them to take action?*' Responses included:

- Activities need to be attractive to young people, so they are more likely to participate.
- Activities should be easy for young people to be involved in. Appropriate times and locations will help reduce barriers for young people to attend.
- Suggestion to capitalise on interest in farmers markets and provide support to community members interested in growing their own food.
- Acknowledging that sustainable options are often more expensive which limits people's ability to commit to sustainable practices.
 - Fast fashion contributes enormously to waste, but this is often the only affordable option.
 - Plant-based products can be more expensive than meat.
- Stronger Council-wide promotion about the opportunities for young people to be involved in the Youth Climate and Sustainability Action Group.
 - Community representative advised that unless you are already involved in Youth Services' programming it can be difficult to be aware of the programs and services offered.

vi. Other Business

A community representative enquired if other Councillors will attend a Youth Advisory Committee meeting in the future. Opportunities for all Councillors to engage with the community representatives was discussed. Possible exploration of community representatives reporting to Council at the end of the year and inviting Councillors to the next Youth Advisory Committee on Thursday 7 April.

Action: Councillor Zyngier to invite all Councillors to next Youth Advisory Committee meeting.

Cr Zyngier requested a future meeting agenda item to be the Annual Budget.

Action: Council Officers to investigate the possibility of having the Annual Budget as an engagement topic in the April meeting.

vii. Next Meeting

Thursday 7 April 2022
Meeting closed at 7:49pm

Summary of Action Items

Action Item	Assigned To
Follow up schools about the Memorandum of Understanding for the School Engagement Program.	Youth Services
Email link to survey for Housing Strategy consultation.	City Futures and Youth Services
Compile a climate action question-and-answer sheet, which will be sent alongside the climate presentation slides to community representatives.	Climate Emergency and Environment Climate and Sustainability and Youth Services
Extend invitation to the next Youth Advisory Committee meeting to all Glen Eira City Councillors.	Cr Zyngier
Investigate if timelines will allow the Annual Budget to be an engagement topic for the April meeting.	Youth Services

7.2 Records of Assembly**7.2.1 RECORDS OF ASSEMBLIES OF COUNCILLORS**

Author: Janice Pouw, Coordinator Councillor Business

Trim No: 22/15762

Attachments: 1. 8 February 2022 Assembly [↓](#)
2. 15 February 2022 Assembly [↓](#)
3. 22 February 2022 pre-meeting [↓](#)

RECOMMENDATION

That the Records of the Assemblies as shown below be received and noted.

1. 8 February 2022 Assembly;
2. 15 February 2022 Assembly; and
3. 22 February 2022 Pre-meeting

Assembly of Councillors**Tuesday 8 February 2022****Virtual Assembly Meeting commenced at 6.35pm****Present**

Cr Jim Magee (Mayor)
Cr Anne-Marie Cade
Cr Margaret Esakoff
Cr Sam Parasol
Cr Neil Pilling
Cr Li Zhang
Cr Simone Zmood

Council Officers

Rebecca McKenzie
Niall McDonagh
Ron Torres
Peter Swabey
Mark Saunders
John Vastianos
Amarita Kinnoo
Kim Le Cerf
Jennifer Shin
Matt Slavin
Sue Monagle
Amanda Haycox
Tess Angarane
Alex Francis Yu
Janice Pouw

Matters considered

1. Apology – Cr Tony Athanasopoulos
2. Advanced Waste Processing
6.40pm Cr Zyngier entered the virtual Assembly
3. Opportunity for early introduction of a glass service
7.50pm Cr Pilling left virtual Assembly and re-entered at 7.51pm.
4. Carnegie Structure Plan – key issues (Matt, Sue, Amanda)
8.10pm Cr Zhang left the virtual Assembly and re-entered at 8.11pm.

Assembly adjourned at 8.35pm and resumed at 8.46pm

Present

Cr Jim Magee (Mayor)
Cr Anne-Marie Cade
Cr Margaret Esakoff
Cr Sam Parasol
Cr Neil Pilling
Cr Li Zhang
Cr Simone Zmood
Cr David Zyngier

5. Draft Caulfield Structure Plan for Consultation
6. Placemaking Framework Overview
7. General Business
 - Cr Parasol – Open Space
 - Cr Zmood – LXP
 - Cr David Zyngier
 - Car Park Feasibility – Bentleigh and Elsternwick
 - Director Community Wellbeing – Rosstown and Spurway sites
 - Cr Magee
 - Carnegie Pool
 - Kitchen caddie bags
8. Councillor / CEO only time

Assembly finished at 10.25pm

Assembly of Councillors
Tuesday 15 February 2022

Virtual Assembly Meeting commenced at 6.36pm

Present

Cr Jim Magee (Mayor)
Cr Tony Athanasopoulos
Cr Anne-Marie Cade
Cr Margaret Esakoff
Cr Sam Parasol
Cr Neil Pilling
Cr Li Zhang
Cr Simone Zmood

Council Officers

Rebecca McKenzie
Niall McDonagh
Mark Saunders
John Vastianos
Ron Torres
Paul Wood
Brooke Ranken
Matt Slavin
Robert Parker
Tom Haysom
Harley Moraitis
Sharon Sykes
Kim Le Cerf
Andrew Barden
Mark Dornau
Jarrod Knight
Matthew Barbetta
Genevieve Blunden
Sue Monagle
Janice Pouw

Matters considered

1. Apologies – Nil
2. Residential Parking Permit System Changes
6.53pm Cr Athanasopoulos left the virtual meeting and re-entered at 6.56pm
3. Naming of Pavilions
7pm Cr Athanasopoulos left the virtual meeting and re-entered at 7.02pm
7.07pm Cr David Zyngier entered the virtual meeting.
4. Future of Rosstown and Spurway sites

5. Open Space Strategy – Implementation Update
6. Councillor / CEO only

8.43pm - The virtual Assembly was adjourned resuming at 8.54pm

Present

Cr Jim Magee (Mayor)
Cr Tony Athanasopoulos
Cr Anne-Marie Cade
Cr Margaret Esakoff
Cr Sam Parasol
Cr Neil Pilling
Cr Li Zhang
Cr Simone Zmood

7. Urban Forest Strategy & Classified Tree Implementation Update

8.55pm Cr Zyngier entered the virtual meeting

8.59pm Cr Athanasopoulos left the virtual meeting and re-entered at 9pm

8. General Business

- Cr Esakoff
 - Girdwood Ave basketball courts
 - Chain of parks with Kingston
 - Left Field Cafe
- Chief Executive Officer – Budget Workshop

9.20pm Cr Athanasopoulos left the virtual meeting and re-entered 9.21pm

- Cr Parasol – Media article re rubbish collection
- Cr Zmood - Local Government Waste forum

9. Draft Ordinary Council Meeting Agenda

- Item 8.5 – Draft Housing Strategy 2022
- Item 8.1 – 87 Seymour Road, Elsternwick
- Item 8.2 – 15-17 Station Street, McKinnon
- Item 8.9 – Alternative Waste Processing paper
- Item 7.1 – Advisory Committee Minutes
- Item 7.2 – Assemblies of Councillors
- Item 8.3 – VCAT Watch
- Item 8.4 – Financial Management Report (31 January 2022)
- Item 8.6 – Draft Caulfield Structure Plan for Consultation
- Item 8.7 – Woodfire Heating
- Item 8.8 – Inclusion of 5 Trees in the Classified Tree Register
- Item 8.10 – Glen Eira Philanthropic Partnership Policy
- Item 8.11 – Donations for the Provision of Park Benches Policy Update
- Item 8.12 – Policy Review Project
- Item 8.13 – Glen Eira Business and Economy Advisory Committee – Recommended Community Representatives
- Item 8.14 – Provision of personal protective Equipment and Supplies Panel
- Item 8.15 – Quarterly Services Performance Report – December 2021

- Item 8.16 – Submission: Review of the Rules of Association – Municipal Association of Victoria (MAV)
- Item 10.1 – Request for reports from a member of Council staff
- Item 10.2 – Right of Reply
- Item 10.4 – Councillor questions
- Item 10.5 – Written public questions to Council

Assembly finished at 10.38pm

Pre-meeting Agenda Tuesday 22 February 2022

Virtual Meeting commenced at 6.40pm

Present

Cr Jim Magee (Mayor)
Cr Tony Athanasopoulos
Cr Anne-Marie Cade
Cr Margaret Esakoff
Cr Sam Parasol
Cr Neil Pilling
Cr Li Zhang
Cr Simone Zmood
Cr David Zyngier

Council Officers

Rebecca McKenzie
Niall McDonagh
Mark Saunders
Peter Swabey
Ron Torres
Janice Pouw

Matters considered

1. Apologies – Nil
 2. Item 10.5 – Written public questions to Council
 3. Item 8.5 – Draft Housing Strategy 2022
- 6.48pm Cr Athanasopoulos left the virtual meeting and re-entered at 6.51pm*
4. Item 8.9 – Advanced Waste Processing
 5. Item 10.5 – Written Public Questions to Council

The pre-meeting concluded at 7:17pm

8. OFFICER REPORTS (AS LISTED)

8.1 93-101 POATH ROAD, MURRUMBEENA

Author: Kristian Cook, Coordinator Urban Planning

Trim No: 22/139209

Attachments: 1. [Advertised Plans](#)
2. [Clause 58 Assessment Table](#)

PURPOSE AND SUMMARY

This report provides Council with an assessment of planning application GE/DP-34934/2021 at 93-101 Poath Road, Murrumbena, which seeks approval for an eight storey mixed use building.

The key considerations are whether the built form and appearance of the eight storey building are appropriate having regard to the zoning, policy and built form contexts of the area; whether the layouts of the apartments will provide acceptable amenity for future occupants; whether the building will cause any unreasonable amenity impacts on the adjoining and nearby properties; whether there will be sufficient on-site car parking and bicycle facilities; and whether there will be any unacceptable impacts on traffic, parking and road safety in the area.

The key considerations are whether:

1. The built form and appearance of the eight storey building are appropriate having regard to the zoning, policy and built form contexts of the area.
2. The layouts of the apartments will provide acceptable amenity for future occupants.
3. The building will cause any unreasonable amenity impacts on the adjoining and nearby properties.
4. There will be sufficient on-site car parking and bicycle facilities.
5. There will be any unacceptable impacts on traffic, parking and road safety in the area.

As part of the process, the application was advertised to the surrounding community and 36 objections were received based on grounds that relate to the height and bulk of the building, overshadowing, overlooking, traffic and car parking issues and departures from the design standards for apartment developments.

The application has been assessed against the relevant planning policies contained in the Glen Eira Planning Scheme, the purpose and decision guidelines of the Commercial 1 Zone, the Housing Diversity Area Policy, the car parking requirements at Clause 52.06 and the design standards for apartment developments at Clause 58 of the Glen Eira Planning Scheme.

The proposal is an appropriate design response and is in an area where higher density residential development can be considered. The building performs well in relation to the design and siting requirements of the Glen Eira Planning Scheme. Vehicle access from the laneway is appropriate and an adequate number of car spaces will be provided.

It is recommended that Council support the proposal.

RECOMMENDATION

That Council issues a Notice of Decision to Grant a Planning Permit for Application No. GE/DP-34934/2021 for construction of an eight storey mixed use building comprising shops, apartments and a basement, use of the building for the purpose of apartments (frontage to Rosella Street greater than 2 metres) and reduction of the car parking requirement for the shops at 93-101 Poath Road, Murrumbena in accordance with the following conditions:

Amended plans

1. Before the development starts, amended plans to the satisfaction of the Responsible Authority must be submitted to, and approved by, the Responsible Authority. When approved, the plans will be endorsed and will then form part of the permit. The plans must be drawn to scale with dimensions and must generally accord with the plans submitted with the application (identified as Drawing Numbers.TP.0001-TP.1010, TP.2100-TP.2103, TP.3001, TP.3100, all Revision B and dated 13 December 2021, TP.5000-TP.5301, dated 8 November 2021 and the Development Summary (four pages, dated 20 December 2021), prepared by Cera Stribley, but modified to show:

Building Design

- (a) A minimum of 193sqm of communal open space and designed to comply with Standard D8 (Solar access to communal open space).
- (b) Balcony sizes for all apartments designed to achieve compliance with Standard D19 (Private open space), with any consequential changes absorbed within the remainder of the approved building envelope.
- (c) Screening measures between balconies from Level 4 and above, ensuring they are integrated into the building.
- (d) The Development Summary to correct the number of bedrooms for Apartment 412 from 2 to 1.
- (e) The provision of a cantilevered verandah over each footpath that is continuous and extends 750mm from the face of the kerb and has a height to its underside of 3.0m, with the exception of avoiding street services such as electricity poles.
- (f) Enlarged elevations of all ground level services, louvres and garage door to parking areas visible from the public realm, including materials and dimensions, ensuring they are integrated into the building.
- (g) All ground floor glazing along the Poath Road, Railway Parade and Rosella Street frontages noted as clear.
- (h) The vertical architectural columns and associated banding for Level 7 deleted.
- (i) Overlooking diagrams demonstrating overlooking impacts to the east facing habitable room windows of 48A Rosella Street and any mitigation measures required to limit overlooking within 9.0m of those windows.
- (j) An updated Sustainability Management Plan (SMP) that is generally in accordance with the SMP submitted with the application, prepared by Sustainable Development Consultants and dated 5 November 2021, but modified to include any built form changes required by other Condition 1 requirements of the Permit.
- (k) The addition of any changes or notes as recommended in the Acoustic Report referred to in Condition 16.

Car Park and Bicycle Facilities Design

- (l) Notations that the sightline triangles shown on the Ground Level plan will contain no objects or vegetation higher than 900mm in height.

- (m) Correction of the number of car parking spaces in the notation on Basement 02 from 42 to 36.
- (n) Correction of the development summary to show 8 car spaces for shops.
- (o) The splays at ground level in the north-west and south-west corners of the building noted as not containing any objects and integrated into the public realm.
- (p) The accessway width adjacent to car spaces 3, 4 and 5 within the Ground Level increased to 6.4m or swept path analysis demonstrating reasonable accessibility.
- (q) Swept path analysis demonstrating reasonable accessibility to car space 26 within the Basement Level 2 and any changes required shown on the plans.
- (r) An assessment by a suitably qualified traffic engineer for car spaces 1 and 2 within the Ground Level, which considers the safe access of these spaces from a visibility perspective and any recommendations to improve this shown on the plans.
- (s) Section diagrams demonstrating that the storage provisions above car spaces will not encroach more than 900mm into the car space and will have a clearance of at least 1.35m.
- (t) Bicycle spaces dimensioned in accordance with Clause 52.34-6 of the Glen Eira Planning Scheme.

Landscape Design

- (u) A landscape plan in accordance with Condition 4.

Layout must not be altered

2. The development as shown on the endorsed plans must not be altered or modified (unless the Glen Eira Planning Scheme specifies a permit is not required) without the prior written consent of the Responsible Authority.

Public Realm Management Plan

3. Before the building is occupied, a Public Realm Management Plan to the satisfaction of the Responsible Authority must be submitted to and approved by the Responsible Authority. When approved the plan will be endorsed and will then form part of the permit. The plan must be prepared by a suitably qualified urban design professional and must be drawn to scale and dimensioned. The plan must include:
 - (a) Plans, elevations, treatments and materials schedules prepared in conjunction with the responsible authority for the public areas along Poath Road, Railway Parade and Rosella Street.
 - (b) Description of proposed works, including proposed landscaping, surface treatments, street furniture (including signage, bins, seats, bicycle facilities, gates, fences and the like).
 - (c) Details of water sensitive urban design.
 - (d) A plan defining the area the works are to be undertaken.
 - (e) Vehicle and pedestrian access arrangements including any signage or safety measures.

Before the building is occupied, the requirements of the endorsed Public Realm Management Plan must be carried out and completed to the satisfaction of the Responsible Authority.

Landscape plan

4. Before the development starts, a detailed Landscape Plan to the satisfaction of the Responsible Authority must be submitted to and approved by the Responsible Authority. When the Landscape Plan is approved, it will be endorsed and form part of the permit. The Landscape Plan must incorporate:
- (a) A planting schedule of all proposed vegetation including botanical names; common names; pot sizes; sizes at maturity; quantities of each plant; and details of surface finishes of pathways and driveways.
 - (b) The provision of irrigation systems and maintenance access for all landscaped areas.
 - (c) Landscaping and planting as shown on the development plans.

Completion of landscaping

5. Before the building is occupied, or by such later date as approved in writing by the Responsible Authority, the landscaping works shown on the endorsed Landscaping Plan must be carried out and completed to the satisfaction of the Responsible Authority.

Landscaping maintenance

6. The landscaping shown on the endorsed Landscaping Plan must be maintained to the satisfaction of the Responsible Authority including by:
- (a) Implementing and complying with the provisions, recommendations and requirements of the endorsed landscape plan.
 - (b) Not using the areas set aside on the endorsed landscape plan for landscaping for any other purpose.
 - (c) Replacing any dead, diseased, dying or damaged plants.

Street tree protection

7. Before the development starts (including any site preparations or demolition), tree protection fencing must be assembled around the existing street trees around the site to isolate the tree protection zone (TPZ) in accordance with AS 4970–2009 *Protection of Trees on Development Sites* and is to remain in place until the development is complete (including the landscaping phase).

The TPZ must be clearly signed, identifying the area as a TPZ and must include the standard restrictions to activities as outlined AS 4970–2009. The TPZ fencing is to be located within the nature strip area to ensure the footpath remains open for public access. Fencing should be assembled as follows:

- (a) Fencing aligned to the footpath edge.
- (b) Fencing aligned to the back of the kerb.
- (c) Fencing extending to the edge of TPZ in either direction from the trunk.

Fencing can be reduced to the edge of the proposed crossovers only when excavation and construction of the crossover is to occur. No alteration to the TPZ fencing may be undertaken except with the prior written consent of the Responsible Authority.

8. Construction within the TPZ of the street trees should be constructed under arborist supervision, using tree-sensitive methods.

Construction Management Plan

9. Before the development starts including demolition and excavation, a Construction Management Plan (CMP) to the satisfaction of the Responsible Authority must be submitted to and approved by the Responsible Authority. When approved, the plan will be endorsed and will then form part of the permit. The CMP must show:
- (a) Delivery and unloading points and expected frequency.
 - (b) Truck haulage routes, circulation spaces and queuing lanes.
 - (c) Details how traffic and safe pedestrian access will be managed. These must be in the form of a Traffic Management Plan designed by a suitably qualified traffic practitioner.
 - (d) A liaison officer for contact by owners / residents and the Responsible Authority in the event of relevant queries or problems experienced.
 - (e) An outline of requests to occupy public footpaths or roads, or anticipated disruptions to local services.
 - (f) Any requirements outlined within this permit as required by the relevant referral authorities.
 - (g) Construction activity must only occur between the hours of 7.00 am and 6.00 pm, Monday to Friday, 9.00 am to 3.00 pm on Saturday and no construction on Sunday and Public Holidays.
 - (h) Measures to control noise, dust, water and sediment laden runoff.
 - (i) Measures to ensure that subcontractors or tradespersons operating on the site are aware of the requirements of the CMP.
 - (j) Any construction lighting designed, baffled and located to prevent any adverse effect from light spill to the amenity of abutting and adjoining land.

Implementation of Construction Management Plan

10. All construction (including demolition and excavation) must be carried out and complied with in accordance with the approved Construction Management Plan to the satisfaction of the Responsible Authority and must not be varied except with the prior written consent of the Responsible Authority.

Waste Management Plans

11. Before the development starts, a Waste Management Plan (WMP) to the satisfaction of the Responsible Authority must be submitted to and approved by the Responsible Authority, which is generally in accordance with the WMP submitted with the application, prepared by One Mile Grid and dated 5 November 2021. When approved, the WMP must outline the collection and disposal of waste and recyclables associated with the proposed use on the site, but modified to including the following:
- (a) The glass only recycling bin size in the residential bin store changed from 1 x 660l to 3 x 240l.
 - (b) Swept path analysis demonstrating that the collection vehicle can access the relevant bin storage areas to achieve on-site collection at all times.

Implementation of the Waste Management Plan

12. The provisions, recommendations and requirements of the endorsed WMP must be implemented and complied with to the satisfaction of the Responsible Authority and must not be varied except with the prior written consent of the Responsible Authority.

Waste and recycling area

13. Provision must be made on the land for the storage of waste and recyclables. This area must be screened from public view and be maintained in a clean condition and without offensive odour to the satisfaction of the Responsible Authority.

Implementation of the Sustainability Management Plan

14. The provisions, recommendations and requirements of the endorsed SMP must be implemented and complied with to the satisfaction of the Responsible Authority and must not be varied except with the prior written consent of the Responsible Authority.

Acoustic report

15. Before the development starts, an amended Acoustic Report to the satisfaction of the Responsible Authority must be submitted to and approved by the Responsible Authority which is generally in accordance with the Acoustic Report submitted with the application, prepared by Enfield Acoustics Noise Vibration and dated 10 December 2021. When approved, the Acoustic Report will be endorsed and will then form part of the permit. The amended Acoustic Report must:

- (a) Be prepared to protect residents within the building and in the dwellings to the west at 48-48A Rosella Street and 50 Railway Parade from external noise from any mechanical plant and equipment servicing the development.
- (b) Include measures that achieve noise levels in the living rooms and bedrooms in accordance with accepted sleep disturbance criteria, EPA Publication 1254.2 and any other relevant guideline or Australian Standard.

Implementation of the Acoustic Report

16. The provisions, recommendations and requirements of the endorsed Acoustic Report must be implemented and complied with to the satisfaction of the Responsible Authority and must not be varied except with the prior written consent of the Responsible Authority.

Car parking areas

17. Before the building is occupied, the areas set aside for the parking of vehicles and access lanes as shown on the endorsed plans must be:
- (a) Fully constructed.
 - (b) Properly formed to such levels that may be used in accordance with the plans.
 - (c) Surfaced with an all-weather surface or seal coat (as appropriate).
 - (d) Drained and maintained in a continuously usable condition.
 - (e) Line marked to indicate each car space, loading bay and/or access lane.
 - (f) Clearly marked to show the direction of traffic along access lanes and driveways.

All to the satisfaction of the Responsible Authority.

Environmental assessment

18. Before the development starts (other than for necessary demolition and investigation works forming part of the environmental site assessment process), a Preliminary Risk Screen Assessment Statement to the satisfaction of the Responsible Authority must be

submitted to and approved by the Responsible Authority. The Preliminary Risk Screen Assessment Statement must be prepared by a suitably qualified environmental professional in accordance with the *Potentially Contaminated Land General Practice Note* (Department of Environment, Land, Water and Planning, July 2021). The report must include recommendations as to whether the condition of the land requires an Environmental Audit to be conducted taking into account the proposed uses. The permit holder must comply with the findings of the Preliminary Risk Screen Assessment Statement to the satisfaction of the Responsible Authority, including if required the preparation of an Environmental Audit.

19. If, in accordance with Condition 19, an Environmental Audit is required, then before the development starts (other than for necessary excavation, demolition and investigation works) an Environmental Audit must be undertaken pursuant to section 208 of the *Environment Protection Act 2017* and an Environmental Audit Statement prepared and provided to the Responsible Authority.
20. Where an Environmental Audit Statement is issued for the land in accordance with Condition 20:
 - (a) The buildings and works and the uses of the land that are the subject of this permit must comply with all directions and conditions contained within the Statement to the satisfaction of the Responsible Authority.
 - (b) Before the use or development starts (other than for necessary excavation, demolition and excavation works) and before the issue of an Occupancy Permit under the *Building Act 1993*, a letter prepared by an Environmental Auditor appointed under Division 1 of Part 8.3 of the *Environment Protection Act 2017* must be submitted to the Responsible Authority to verify the directions and conditions contained in the Environmental Audit Statement are satisfied.
 - (c) Where any condition of that Statement requires any maintenance or monitoring of an ongoing nature, the Owner must enter into an Agreement with Council under section 173 of the *Planning and Environment Act 1987*. Where a section 173 Agreement is required, the Agreement must be executed before the development starts (other than for necessary excavation, demolition and excavation works). All expenses involved in the drafting, negotiating, reviewing, lodging, registering and execution of the Agreement, including those incurred by the Responsible Authority, must be met by the Owner.

General requirements

21. Before the building is occupied, the provision and design of bicycle parking facilities must comply with Clause 52.34 of the Glen Eira Planning Scheme and AS2890.3-1993 (including the type, location, layout, access paths, signage) or otherwise to the satisfaction of the Responsible Authority.
22. Before the building is occupied, all screening shown on the endorsed plans must be installed and permanently maintained in accordance with the endorsed plans. The screening measures as shown on the endorsed plans are not to be altered or removed except with the prior written consent of the Responsible Authority.
23. External lighting must be designed, baffled and located to prevent any adverse effect from light spill to the amenity of abutting and adjoining land to the satisfaction of the Responsible Authority.

24. All pipes, fixtures, fittings and vents servicing any building on the site must be concealed in service ducts or otherwise hidden from view to the satisfaction of the Responsible Authority.
25. No plant, equipment, services and substations other than those shown on the endorsed plans are permitted except with the prior written consent of the Responsible Authority.
26. Any modification to existing infrastructure and services within the road reserve (including, but not limited to electricity supply, telecommunications services, gas supply, water supply, sewerage services and stormwater drainage) necessary to provide the required access to the site, must be undertaken by the permit holder to the satisfaction of the relevant authority. All expenses to undertake modification to infrastructure and services must be met by the owner of the land.

Permit expiry

27. This permit will expire if one of the following circumstances applies:
 - (a) The development is not started within three years of the date of this permit.
 - (b) The development is not completed within five years of the date of this permit.

The Responsible Authority may extend the permit if a request is made in writing in accordance with Section 69 of *Planning and Environment Act 1987*.

Permit notes

- Residents of the dwellings allowed under this permit will not be issued Residential Parking Permits (including visitor parking permits).
- Condition 1 of the planning permit sets out the changes that need to happen before the use or development can start. If any other changes are made to the plans that are not generally in accordance with the decision plans, then you will be required to apply for an amendment to the planning permit under Section 72 of the *Planning and Environment Act 1987*.
- This planning permit represents the planning approval for the use and development of the land. This planning permit does not represent the approval of other departments of Glen Eira City Council or other statutory authorities. Other approvals may be required and may be assessed on different criteria from those that are considered as part of the planning permit process. You are required to ensure you comply with any obligation.
- No net increase in peak stormwater runoff in Council drainage network is permitted. Post development peak storm water discharge to Council drainage network must be maintained to the predevelopment level for 10 year ARI. Detailed plans and computations must be submitted to Council for approval prior to any construction works.
- Drainage associated with basement construction (seepage and agricultural waters are to be filtered to rainwater clarity) must be discharged to the nearest Council Drain /Pit and not be discharged to the kerb and channel.
- All relevant Asset/Engineering Permits must be obtained from Council's Engineering Services Department prior to the commencement of any building works/ works within the Road Reserve/stormwater connection to Council drainage network.
- Any failure to comply with the conditions of this permit may result in action being taken to have an Enforcement Order made against some or all persons having an interest in the land and may result in legal action or the cancellation of this permit by the Victorian Civil and Administrative Tribunal.

Address	93-101 Poath Road, Murrumbeena
Title details	Lots 1 to 7 on LP 12657
Restrictions on title	None
Proposal	Construction of an eight storey mixed use building comprising shops, apartments and a basement, use of the building for the purpose of apartments (frontage to Rosella Street greater than 2 metres) and reduction of the car parking requirement for the shops
Zoning and Overlay Controls	Commercial 1 Zone – Schedule 1 Parking Overlay – Schedule PO2-2
Cultural Heritage Management Plan required	None required

THE PROPOSAL

The application proposes the construction of an eight storey building above two levels of basement car parking containing 77 apartments and six shops. Specific details of the proposal include:

- Demolition of the existing buildings (no permit required).
- Construction of an eight storey building with the following setbacks:
 - The ground and levels 1 and 2 will be constructed to all boundaries.
 - Levels 3 to 6 will have setbacks of 3.0m to the three street frontage boundaries (north, east and south). The setbacks of these levels to the western boundary start at 3.2m and increase by a further 3.2m for each additional level.
 - Level 7 will have setbacks of 6.0m to the three street frontage boundaries (north, east and south). The setback to the western boundary will be 16.0m.
- Details of each level are as follows:
 - Basement Level 02 will have 36 car spaces, 10 bicycle spaces and storage for the apartments.
 - Basement Level 01 will have 42 car spaces, 10 bicycle spaces and storage for the apartments.
 - Ground level will have six shops with a combined area of 449sqm, 14 car spaces (including one EV charging space), four bicycle spaces, waste storage area, residential lobby and services.
 - Levels 1 and 2 will have 16 apartments, varying in size from 50sqm to 91sqm.
 - Level 3 will have 12 apartments, varying in size from 61sqm to 94sqm.
 - Level 4 will have 12 apartments, varying in size from 51sqm to 82sqm.
 - Level 5 will have nine apartments, varying in size from 56sqm to 90sqm.
 - Level 6 will have eight apartments, varying in size from 50sqm to 71sm and an outdoor communal area of 55sqm.
 - Level 7 will have four apartments, varying in size from 50sqm to 103sqm.
 - Overall, there will be 29 x one-bedroom, 40 x two-bedroom and eight x three-bedroom apartments.
- Vehicle access would be from the laneway at the rear which connects Railway Parade to Rosella Street.
- Maximum building height would be 27.66 metres (the lift overrun and services screen would be 1.20 metres above this height).

The following is an artist's rendering of the proposed building as viewed from opposite the site to the south-east:



Figure 1: Artist's rendering of the proposed building as viewed from Poath Road.

WHY IS A PLANNING PERMIT REQUIRED AND WHAT NEEDS TO BE CONSIDERED?

The following sets out why a planning permit is required based on the applicable planning controls in the Glen Eira Planning Scheme (the Scheme), what the applicable decision guidelines require to be considered and a list of the relevant policies and provisions in relation to this application.

Applicable planning controls and the relevant decision guidelines

Commercial 1 Zone

Under the provisions of the Commercial 1 Zone at Clause 34.01 of the Scheme, a planning permit is required to:

- Use the land for apartments as the frontage at ground floor level exceeds 2 metres (Clause 34.01-1).
- Construct a building (Clause 34.01-4).

The applicable decision guidelines include:

General

- *The Municipal Planning Strategy and the Planning Policy Framework.*
- *The interface with adjoining zones, especially the relationship with residential areas.*

Use

- *The effect that existing uses may have on the proposed use.*
- *The drainage of the land.*
- *The availability of and connection to services.*
- *The effect of traffic to be generated on roads.*
- *The interim use of those parts of the land not required for the proposed use.*

Buildings and works

- *The movement of pedestrians and cyclists, and vehicles providing for supplies, waste removal, emergency services and public transport.*
- *The provision of car parking.*
- *The streetscape, including the conservation of buildings, the design of verandahs, access from the street front, protecting active frontages to pedestrian areas, the treatment of the fronts and backs of buildings and their appurtenances, illumination of buildings or their immediate spaces and the landscaping of land adjoining a road.*
- *The storage of rubbish and materials for recycling.*
- *Defining the responsibility for the maintenance of buildings, landscaping and paved areas.*
- *Consideration of the overlooking and overshadowing as a result of building or works affecting adjoining land in a General Residential Zone, Neighbourhood Residential Zone, Residential Growth Zone or Township Zone.*
- *The impact of overshadowing on existing rooftop solar energy systems on dwellings on adjoining lots in a General Residential Zone, Mixed Use Zone, Neighbourhood Residential Zone, Residential Growth Zone or Township Zone.*
- *The availability of and connection to services.*
- *The design of buildings to provide for solar access.*
- *For an apartment development, the objectives, standards and decision guidelines of Clause 58.*

Clause 45.09 (Parking Overlay)

Whilst the site is in the Parking Overlay, a planning permit is not required under this provision, as the applicable schedule provides parking rates only for Student Housing proposals.

Clause 52.06 (Car parking)

Under the provisions of Clause 52.06 (Car parking) of the Scheme, the total number of car parking spaces required for the proposal is 100 (being 85 for the apartments and 15 for the shops). The application proposes 92 on-site car parking spaces which includes the required 84 spaces for the apartments and eight spaces for the shops. This is a shortfall of seven car parking spaces for the shops and one for the apartments.

Clause 52.34 (Bicycle facilities)

Under the provisions of Clause 52.34 (Bicycle facilities) of the Scheme, the total number of bicycle parking spaces required is 23 for the apartments (none are required for the shops). The application proposes 24 on-site bicycle parking spaces which satisfies Clause 52.34. Bicycle parking would be provided within bicycle parking areas on the ground floor and within the two basement levels.

Clause 53.18 (Stormwater Management in Urban Development)

The purpose of this provision is:

- *To ensure that stormwater in urban development, including retention and reuse, is managed to mitigate the impacts of stormwater on the environment, property and public safety, and to provide cooling, local habitat and amenity benefits.*

The plans show the installation of a rainwater tank with a capacity of 20kL on the ground floor that will be used for toilet flushing. This feature will meet the requirements of this clause because it will be:

- Designed to the satisfaction of Melbourne Water with a STORM rating score of 129%; and
- Designed to meet the current best practice performance objectives for stormwater quality as contained in the *Urban Stormwater - Best Practice Environmental Management Guidelines* (Victorian Stormwater Committee, 1999).

Clause 58 (Apartment developments)

The purposes of this provision include:

- *To encourage apartment development that provides reasonable standards of amenity for existing and new residents.*
- *To encourage apartment development that is responsive to the site and the surrounding area.*

This clause sets a series of 'objectives' that must be met, 'standards' that should be met and 'decision guidelines' that must be considered before deciding if an application meets the objective. An assessment against this clause is included as an attachment to this report.

Relevant planning policies to consider as part of the application

The relevant policies in the Scheme include:

- Clause 11.02-1S (Supply of urban land)
 - *To ensure a sufficient supply of land is available for residential, commercial, retail, industrial, recreational, institutional and other community uses.*
- Clause 13.05-1S (Noise abatement)
 - *To assist the control of noise effects on sensitive land uses.*

- Clause 15 (Built environment and Heritage)
 - *To create urban environments that are safe, healthy, functional and enjoyable and that contribute to a sense of place and cultural identity.*
 - *To create a distinctive and liveable city with quality design and amenity.*
 - *To achieve building design outcomes that contribute positively to the local context and enhance the public realm.*
 - *Create a city of 20 minute neighbourhoods, that give people the ability to meet most of their everyday needs within a 20 minute walk, cycle or local public transport trip from their home.*
 - *To recognise, support and protect neighbourhood character, cultural identity, and sense of place.*
 - *To encourage land use and development that is energy and resource efficient, supports a cooler environment and minimises greenhouse gas emissions.*
- Clause 16 (Housing)
 - *To facilitate well-located, integrated and diverse housing that meets community needs.*
 - *To deliver more affordable housing closer to jobs, transport and services.*
- Clause 17 (Economy)
 - *To strengthen and diversify the economy.*
 - *To encourage development that meets the community's needs for retail, entertainment, office and other commercial services.*
- Clause 18 (Transport)
 - *To facilitate access to social, cultural and economic opportunities by effectively integrating land use and transport.*
 - *To facilitate an environmentally sustainable transport system that is safe and supports health and wellbeing.*
 - *Improve local travel options for walking and cycling to support 20 minute neighbourhoods.*
 - *To facilitate an efficient and safe road network that integrates all movement networks and makes best use of existing infrastructure.*
- Clause 21.04 (Housing and Residential Development)
 - *To ensure a greater diversity of housing to meet future housing needs.*
 - *To improve and protect the liveability, neighbourhood character and amenity of Glen Eira.*
 - *To promote environmental, social and economic sustainability.*
 - *To stimulate and improve the vitality of Glen Eira's commercial centres.*
 - *To improve access to housing for residents with special housing needs.*
 - *To ensure integrated neighbourhood planning of Glen Eira's suburbs*
- Clause 21.06 (Business)
 - *To maintain a mix of commercial centres that cater for the needs of the Glen Eira community.*

- *To enhance and further develop urban villages and neighbourhood centres as the focus for community life.*
- *To encourage competitive retail outlets in viable, lively and interesting strip shopping centres.*
- *To maintain pleasant and safe public environments in commercial centres in partnership with business.*
- *To encourage more local employment and attract more local spending in partnership with business.*
- *To encourage the restructuring of local and smaller centres where retail use is declining.*
- Clause 21.12 (Transport)
 - *To advocate and encourage the provision of a safe, convenient and efficient transportation network which meets the needs of Glen Eira's residents, businesses and through traffic.*
 - *To encourage increased access and use of public transport.*
 - *To minimise the adverse effects of vehicular traffic, especially in Glen Eira's residential areas.*
 - *To ensure the adequate provision of car parking in appropriate locations to serve the needs of business and its customers.*
- Clause 22.07 (Housing Diversity Area Policy)
 - *To encourage housing diversity in preferred strategic locations that have good access to public transport, commercial, community, educational and recreational facilities.*
 - *To promote a range of housing types, comprising of a mix of single dwellings, two dwelling developments and other forms of multi-unit development.*
 - *To promote a diversity of dwelling layouts and sizes.*
 - *To ensure that the density, mass and scale of residential development is appropriate to the location, role and neighbourhood character of the specific housing diversity area.*
 - *To ensure that key development sites contribute to the provision of housing diversity in Glen Eira.*
 - *To ensure that key development sites that are located in close proximity to fixed public transport or commercial areas are developed for multi-unit development.*
 - *To ensure that the siting and design of new residential development takes account of its interface with existing residential development on adjoining sites.*
 - *To ensure that the design of new residential development is sensitive to and respectful of the scale of existing residential development on adjoining sites.*

Other relevant matters

In addition to the above requirements, the assessment must have regard to the general decision guidelines at Clause 65 of the Scheme and matters set out at Section 60 of the *Planning and Environment Act 1987*. These are embedded in the assessment of this application.

Clause 71.02 of the Scheme provides the operational provisions for the planning policy framework. In relation to integrated decision making, Clause 71.02-3 sets out that:

Victorians have various needs and expectations such as land for settlement, protection of the environment, economic wellbeing, various social needs, proper management of resources and infrastructure. Planning aims to meet these needs and expectations by addressing aspects of economic, environmental and social wellbeing affected by land use and development.

The Planning Policy Framework operates together with the remainder of the scheme to deliver integrated decision making. Planning and responsible authorities should endeavour to integrate the range of planning policies relevant to the issues to be determined and balance conflicting objectives in favour of net community benefit and sustainable development for the benefit of present and future generations. However, in bushfire affected areas, planning and responsible authorities must prioritise the protection of human life over all other policy considerations.

Planning authorities should identify the potential for regional impacts in their decision making and coordinate strategic planning with their neighbours and other public bodies to achieve sustainable development and effective and efficient use of resources.

Planning Scheme Amendment VC174

Amendment VC174 was approved on 20 December 2021 and implements the recently announced revised Better Apartment Design Standards, which delivers improved external amenity and design outcomes for all apartment developments. More specifically, VC174 introduces the following changes to Clause 58 of the Glen Eira Planning Scheme:

- Include new and revised requirements for communal and private open space, landscaping, access, external building design, building entries and site services.
- Introduce a new standard at Clause 58.04-4 (Wind impacts objective) for developments of five or more storeys.
- Introduce a new standard at Clause 58.06-4 (External walls and materials objective).
- Make consequential changes to existing provision, standard and table numbers.

Pursuant to Clause 34.01-8 (C1Z) of the Scheme, Clause 58 as in force immediately before the approval date of Amendment VC174 continues to apply to an application for planning permit lodged before that date. This application was lodged on 9 November 2021; therefore, the application must be assessed against Clause 58 as was written before VC174.

Planning Scheme Amendment C220glen

Council has recently exhibited Planning Scheme Amendment C220glen which proposes to replace the Municipal Strategic Statement (MSS) at Clause 21 and Local Planning Policies at Clause 22 of the Scheme with a Municipal Planning Strategy (MPS) at Clause 02 and local policies within the Planning Policy Framework at Clauses 11 to 19, utilising a mix of existing policy within the Scheme and new policy derived from recently adopted council strategies, consistent with the new structure of Schemes introduced by the State Government.

Council can have regard to the amendment as part of the assessment of this application but can only give it limited weight.

In general, the proposed changes are relatively 'policy neutral' and maintain the general principles of the activity centre hierarchical status of the Hughesdale Neighbourhood Centre that currently exist in the Scheme.

The proposed Clause 11.03-1L (Activity centres) seeks to:

- *Support land use in commercial zones as follows:*
 - *Prioritises retail and community uses at ground level.*
 - *Provides for residential uses at upper floors, above retail and commercial uses.*
- *Discourage development that represents a significant under-development of land.*
- *Supports land use and development that activates adjoining streets and laneways.*
- *Facilitate land use, building and streetscape design and public realm improvements that foster social interaction and support community life.*

More specifically in neighbourhood activity centres, the proposed policy seeks to:

- *Support development that provides commercial uses, retail, entertainment and community facilities to meet the day to day needs of the local community and support community life.*
- *Support housing and employment growth in neighbourhood activity centres at a lower scale and intensity than in major activity centres.*
- *Support development that transitions in scale to the surrounding residential areas outside the activity centre.*

The proposed Clause 15.01-2L (Building design) seeks to:

- *Encourage transition in scale from larger buildings to adjacent areas of smaller scale.*
- *Achieve dwelling privacy through design and separation rather than screening.*
- *Encourage development to:*
 - *Utilise durable and sustainable building materials.*
 - *Utilise building materials that respond to local characteristics through type, colour, texture and contrast.*
 - *Utilise building materials that highlight features, create visual interest and reduce the impact of upper floors.*
 - *Consolidate and conceal building services within sites and within buildings.*
 - *Integrate any externally accessible services or substations into the façade design.*
- *Encourage the design of residential apartments to:*
 - *Orientate living areas towards the front and rear of the site and avoid side facing balconies (except for side streets or laneways).*
 - *Manage overlooking and privacy through considered design and separation, rather than screening.*
 - *Offset direct views between existing or future buildings within the same site or adjoining sites.*
 - *Ensure that service infrastructure is appropriately sited and incorporated into the design of new buildings and has limited visibility from the public realm.*

- *Avoid compromising the development potential of developable adjoining land by achieving separation, outlook and amenity standards within the same site.*
- *Avoid depending on neighbouring sites for amenity.*
- *Incorporate acoustic attenuation into the design of the development where:*
 - *Residents within the development may be impacted by noise generated by existing non-residential uses, traffic and public transport, street activity, the night-time economy or other noise sources.*
 - *Residents in the surrounding area may be impacted by noise generated by the proposed non-residential use or development.*
- *Manage the location, design and intensity of lighting on the site to avoid light spill onto adjoining residential land.*

Within commercial areas, incorporate setbacks that:

- *Provide for visually recessive upper floors above street wall height, when viewed from a front or side street.*
- *Consolidate upper side setbacks with adjoining sites where practical to avoid a visible tiered building profile.*
- *Allow for boundary to boundary development at lower levels to maintain the existing attached built form character of the street.*
- *Provide a transition to residential interfaces, heritage places, public open space and other public spaces.*
- *Articulate facades to integrate with the street, including on secondary frontages on corner sites.*
- *Minimise blank facades.*
- *Provide a continuity of design of the building from all view lines at both street level and from a distance.*
- *Separate ground level resident and visitor entrances from commercial entrances, service areas, vehicle accessways and loading zones.*
- *Incorporate adaptable and flexible spaces within buildings to allow for different uses and tenancy configurations over time.*
- *Provide fixed awnings or verandahs to:*
 - *Be consistent with the height and extent of coverage on adjoining properties.*
 - *Provide weather protection for pedestrians.*
- *Manage building bulk to minimise visual impact of development from adjoining residential sites.*

Proposed Clause 16.01-1L-01 (Housing supply) seeks to:

- *Provide for a transition of building height and scale across the municipality consistent with the scale of housing change identified on the Housing Change Area map to this clause.*
- *Direct substantial housing growth into innovation and education precincts, activity centres, local centres and along transport routes, identified on the Strategic Framework Plan at Clause 02.04-1, that responds to the growth capacity and context of the local area.*

The subject site is identified in the housing change area map of this proposed clause as a "Substantial Change Area".

The strategic direction for the subject site in the proposed policy is consistent with that in the current scheme. Whilst the proposed policy includes more guidance regarding built form and design outcomes, these requirements are largely addressed by the proposal and discussed as appropriate in more detail later in this report. As such, Amendment C220glen is not considered to have a noticeable impact on the current application.

THE CONTEXT

The subject site

The site is located on the western side of Poath Road with frontages to Railway Parade to the north and Rosella Street to the south with a laneway to the rear (west). The site is semi-rectangular with a frontage to Poath Road of 33.81 metres (excluding the southern splay) and an overall area of approximately 1,588sqm. The land is generally flat. The site is occupied by five single storey shops.

The location of the site is shown in the aerial image below:



Figure 2: Aerial photograph of the site and surrounds.

The neighbourhood character of this section of Poath Road consists of a mixture of shops, food and drink premises, offices and other services and apartments in mixed-use buildings. The commercial and mixed-use buildings range in height from one to six storeys.

There is a laneway and single storey dwellings to the west of the site, which are located within the General Residential Zone.

Railway Parade to the north and Rosella Street to the south contain single and double-storey dwellings and multi-unit developments.

The elevated Hughesdale Railway Station is directly north of the site.

The eastern side of Poath Road is within Monash City Council.

PROCEDURAL REQUIREMENTS

Consultation and engagement

Notice of the application was given in January 2022, including by mail to the owners and occupiers of 28 directly adjoining and nearby properties and Monash City Council and the display of four notices on the land. At the time of preparing this report, 36 objections had been received identifying the following concerns:

- Excessive height and visual bulk.
- Out of character with the area.
- Reduction of sunlight and daylight for the dwellings to the west.
- Overshadowing.
- Overlooking and loss of privacy.
- Loss of views.
- Increased traffic and congestion.
- Inadequate car parking.
- Will add to the oversupply of shops and apartments in the area.
- Insufficient stormwater management.
- Lack of weather protection for pedestrians.
- Waste management.
- Insufficient bicycle storage.
- Insufficient communal open space.
- Internal amenity issues relating to noise impacts, insufficient open space and functional layout.

A Planning Conference, chaired by Cr. Pilling, was held on 21 February 2022. This was attended by several of the objectors and the applicant's representatives.

The applicant gave an undertaking to add a verandah to the building.

Comments from Council departments

Statutory referrals

Whilst the application was referred to the Department of Transport (which is required for applications proposing 60 or more dwellings), at the time of preparing this report no response had been received, noting that the statutory time to provide comments has elapsed.

Advice from Council departments

The following advice from internal Council Departments has been provided:

Non-statutory referrals	
Urban Designer	<p>It is considered that various refinements should be made to the proposed development to achieve a better degree of fit in its context as follows:</p> <ul style="list-style-type: none"> • Try to redesign the top edge of the building; the edge blade and columns accentuate the building height and the edge blade "hangs" in space. Consider redesigning this aspect of the development without these elements.

	<ul style="list-style-type: none">• The north-east part of the building should not extend closer to the property boundary than the existing building at ground floor level and at the levels above. Ensure that the rounded splay on the northeast corner of the site will have a footpath adjoining it consistent with the level of the existing footpath and that the basement would not protrude above ground level.• It is considered that a three-metre setback for the tower and balconies would not be sufficient to satisfactorily differentiate the podium and tower and create a human scale at the street level. A setback of five metres would be better.• Try to design the western side of the building so that it would comply with the Standard B17 angle and a continuation of this angle for upper levels but have fewer steps in built form.• Try to prevent overlooking by preventing downward views from the development into adjacent residential properties. This could be achieved by the use of planter boxes/beds on balconies, but it is still important to comply with the Standard B17 standard angle (extended).• Try to ensure that no additional service cabinets would be located within the frontage of the building facing any of the adjoining streets.• Glazing should be clear glass at ground floor level and should not be highly tinted nor reflective at the levels above.• Provide a cantilevered verandah over the footpath that is continuous and extends to 750mm from the face of the kerb and has a height to its underside of approximately 3000mm and this should be provided adjoining the shops, residential lobby and service cabinets. This is to provide adequate weather protection and mediate the scale of the building and provide visual continuity.• Query the use of the roughcast grey concrete; could a warmer earth tone be used?• Vehicular passing bays or laneway widening may be required along the laneway to prevent queueing and inconvenience for residential, and commercial occupants and their customers.• Include a planning permit condition to require the permit holder to submit a public realm plan showing the footpath, kerbs, and paving, street tree planting, bins, seats, bicycle hoops to the satisfaction of the Responsible Authority. The City Futures Department can provide guidance/advise of its requirements in relation to this. Note: amongst other things, various sections of nature strip will need to be changed to become paved footpath to provide an appropriate context for the proposed building/land uses within the building.
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Transport Planning	<p><u>Car parking:</u> City Futures supports the waiving of the proposed number of car parking spaces, subject to a Car Parking Demand Assessment satisfying the relevant decision guidelines of Clause 52.06-7.</p> <p><u>Basement design:</u> The design of the basement generally complies with the design standards of Clause 52.06-9 of the Scheme, subject to the following:</p> <ul style="list-style-type: none"> • Provide the dimensions of pedestrian sight visibility triangles. • Provide 3m x 3m splay in north-west and south-west of the development or at least in ground floor level. This will enhance pedestrian circulation as well as sight visibility for road users. • It is recommended to set back at least the ground floor from the western boundary so that two vehicles can pass each other on the laneway. • Accessway width for car spaces 3, 4 and 5 at Ground Level is 6.35m. Accessway width needs to be increased to 6.4m or swept path analysis provided demonstrating suitable accessibility. • Storage above car spaces needs to be not more than 900mm into the car space, with a minimum height clearance of 1.35m. • It appears that access to car space no. 26 in basement 2 will be difficult. Swept path assessments using B85 design vehicles is required. • Accessing car spaces 1 and 2 at Ground Level may create safety concerns as the ramp arrangement may restrict driver sight visibility. <p><u>Loading:</u></p> <ul style="list-style-type: none"> • Please provide swept path assessment of waste collection truck. The swept path assessment also required to include the laneway. <p><u>Bicycle parking:</u></p> <ul style="list-style-type: none"> • The number of bicycle spaces provided satisfies the requirements of the Scheme. However, as a reduction of car parking is proposed, additional bicycle parking should be provided to offset this reduction. • Bicycle spaces need to be dimensioned in accordance with the requirements of the Scheme.
Asset Engineering	<ul style="list-style-type: none"> • No objection to the use of the laneway; and • Notes on the permit will be required for drainage and other asset engineering requirements.
Waste and Recycling	Generally satisfied with the proposed Waste Management Plan, subject to the glass-only recycling bin size in the residential bin store being changed from 1 x 660L to 3 x 240L.
Park Services	<ul style="list-style-type: none"> • There are no trees on the subject site worthy of retention. • There are no trees on adjoining properties that will be impacted by the proposal.

	<ul style="list-style-type: none">• Protection measures are required for the four existing street trees.• Detailed landscape plan is required for all proposed landscaping.
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ISSUES AND DISCUSSION

A planning permit is required for the following reasons:

- To construct a building; and
- For the use of the land for accommodation, as the ground floor frontage for the apartments is greater than 2.0m in width.

The planning controls each contain a purpose and decision guidelines and the following assessment will respond to relevant requirements along with other matters required to be considered under the Scheme and the *Planning and Environment Act 1987*.

This will be done by responding to the following questions:

- Does the proposal respond appropriately to the Municipal Planning Strategy and the Planning Policy Framework?
- Is the proposal consistent with the purpose of the Commercial 1 Zone?
- Is the design and built form acceptable?
- Does the proposal cause unacceptable amenity impacts?
- Are the transport arrangements acceptable, including quantum of bicycle and car parking, layout and appearance of parking areas and the effects of traffic to be generated by the proposal?
- Are there any other matters that require consideration, including outstanding objector concerns?

Does the proposal respond appropriately to the Municipal Planning Strategy and the Planning Policy Framework?

The proposal satisfies the applicable land use and development objectives within the Planning Policy Framework, providing a high level of compliance with the relevant policies within the Scheme. It is considered that the eight storey mixed-use building, with recessed upper floors, will provide an appropriate scale of development having regard to the streetscape, the benefit of having three street frontages and the separation of the site from the dwellings within the General Residential Zone to the west, limiting the number of sensitive interfaces.

It is considered that the proposal would support the relevant Planning Policy Framework strategies for Settlement, Built Environment, Housing and Transport by:

- Providing a form and density that supports sustainable transport to reduce greenhouse gas emissions, which will limit urban sprawl and capitalise on an opportunity for infill re-development;
- Minimising the detrimental impact of development on neighbouring properties and the public realm, ensuring the form, scale and appearance of the development enhances the function and amenity of the public realm;
- Providing additional dwellings within an established suburb with excellent access to jobs, transport, shops and public facilities such as schools, parks and hospitals that will assist in creating a city of 20 minute neighbourhoods; and

- By being opposite excellent public transport in the form of the Hughesdale Train Station and by supporting the use of sustainable personal transport by the provision of adequate bicycle parking.

Under the Housing Diversity Policy, the site is located within a 'Neighbourhood Centre' which has a role to support increased residential density and to provide greater diversity of housing. In terms of the hierarchy of centres within Glen Eira, Neighbourhood Centres rank second after the Urban Villages of Carnegie, Bentleigh and Elsternwick and the Phoenix Precinct and are above Local Centres in the Housing and Residential Development section of Council's Municipal Planning Strategy at Clause 21.04 of the Scheme. Neighbourhood Centres are areas where substantial built form change is anticipated.

The hierarchy of Glen Eira's activity centres is a central part of Council's strategic planning work which integrates with the Planning Policy Framework (ie. 20 minute neighbourhoods) and bolsters ongoing efforts to direct housing growth into activity centres to protect low density residential areas, wherever possible.

Based on these factors, the proposal is considered to appropriately respond to the Planning Policy Framework, subject to a detailed assessment of the quality of the design and whether it would cause any unacceptable amenity impacts.

Is the proposal consistent with the purpose of the Commercial 1 Zone?

The purpose of the Commercial 1 Zone is to respond to the Municipal Planning Strategy and Planning Policy Framework, to create vibrant mixed-use commercial centres for retail, office, business, entertainment and community uses and to provide for residential uses at densities complementary to the role and scale of the commercial centre.

The proposal will align with these purposes, providing a mixed-use development with a full-width active commercial frontage to Poath Road, with increased activation to Rosella Street and Railway Parade achieved.

The scale of the building at eight storeys is considered appropriate given the site's proximity to multi-storey buildings that are in nearby sections of the Poath Road streetscape to the north and south as follows:

- 115 Poath Road – Five storeys and 16.75m.
- 67-73 Poath Road – Six storeys and 18.68m.
- 77-79 Poath Road – Five storeys¹.
- 83-85 Poath Road – Four storeys and 12.6m.
- Hughesdale Train Station that is approximately 18.2m high.

The subject site and broader commercial areas of the Hughesdale activity centre are not subject to specific building height controls within the Scheme, nor are there any proposed by way of overlay controls such as a Design and Development Overlay as can be seen in other centres across the municipality.

¹ Endorsed plans not available to confirm metric height

It is recognised that several objectors have referenced Council's City Plan, which identifies the site as within a "Substantial Change Area 3", whereby the maximum building height sought is five storeys. Whilst the City Plan is adopted by Council and is proposed to be a reference document in the proposed policy framework by Amendment C220glen, it can only carry very limited weight, as it is not currently in the Scheme or translated into robust planning controls such as a Design and Development Overlay.

With no specific building height controls currently in the Scheme, the height of the building needs to be considered on a first principles basis, which should consider the existing strategic direction and emerging context for the centre and need for increased housing in well serviced locations.

Whilst the proposal will be two storeys higher than any existing building or structure in the vicinity, this is considered acceptable given the site's limited sensitive interfaces due to its three street frontages and one laneway frontage and a direct interface to the Hughesdale Train Station which is a prominent structure in the centre. Given its proximity to the train station, this allows excellent access to sustainable transport. The site's location and the design response of the building as it transitions to the lower scale to the west ensures that the building will integrate with the existing and preferred outcomes for the activity centre.

As demonstrated in the artist impressions below, the building is considered to sit comfortably when viewed in conjunction with the Hughesdale Train Station and other buildings along Poath Road, whilst not being dominant when viewed from within Railway Parade.



Figure 3 – View from opposite side of Poath Road, south-east of the site



Figure 4 – View southern end of activity centre on Poath Road, approximately 200m away.



Figure 5 – View from within Railway Parade, approximately 200m away.

Council's Urban Designer has reviewed the proposal and raised no concerns regarding the building height, except for the inclusion of the columns and architectural banding on the top of the building. These are recommended to be deleted by conditions, as they add unnecessary height to the building.

Is the design and built form acceptable?

The design of the building includes a three storey street wall (podium) with fully recessed levels 3 to 6 and then a smaller footprint for level 7. The maximum 11.66m height of the street wall is consistent with the emerging character of the area, noting that the following recent developments have the following street wall heights:

- 115 Poath Road – Three storeys and 10.7m.
- 67-73 Poath Road – Three storeys and 11.8m.

- 77-79 Poath Road – Three storeys².
- 83-85 Poath Road – Four storeys and 12.6m.

The 3.0m setbacks of the tower section of the building above the podium on all street facing elevations, is considered to provide appropriate visual separation between the two forms of the building. This effect is further enhanced by the use of dark grey terrazzo for the podium levels and a light grey rough cast concrete for the upper levels, creating a suitable contrast between the two forms.

When standing immediately opposite the building on Poath Road, the primary view will consist of the three storey podium and then three of the five upper levels, noting that the top level will not be visible. This is demonstrated in the following image:

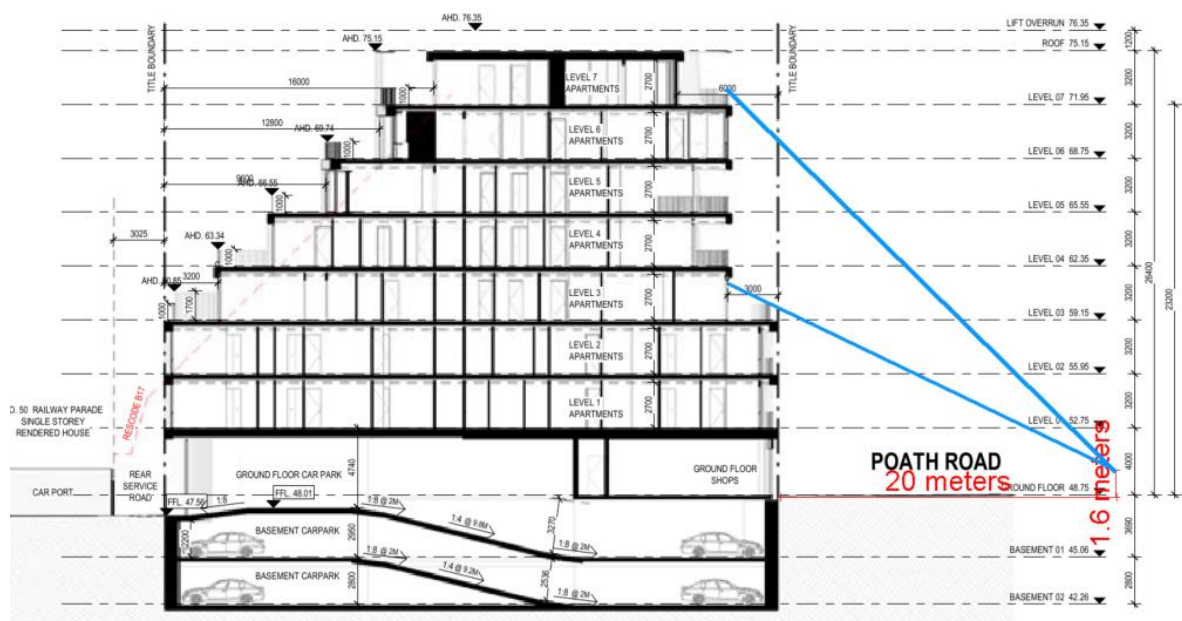


Figure 6 – Sightline analysis from opposite side of Poath Road

The above sightline analysis would be similar when taken from directly opposite within Railway Parade or Rosella Street, albeit a narrower form due to the increased setbacks proposed to the west.

The building composition when viewed from the three street frontages is considered appropriate for its context. The more robust form of the building is focussed towards Poath Road, whilst a more sensitive interface is provided as the building transitions to the west towards the lower scale character of the residentially zoned land in Railway Parade and Rosella Street.

It is for these reasons that the recommendation of Council's Urban Designer for a 5.0m setback above the podium is not supported.

² Endorsed plans not available to confirm metric height

Whilst consolidated setbacks are provided to the three street frontages, a stepped design response is proposed to the west. Whilst this design response can be considered a 'tiered building profile', due to the generous setbacks for each level of 3.2m, this means that the actual visibility of the tiering will be limited to views from further afar, where the levels will appear more integrated due to the distance. What this design response does achieve as well, is a more appropriate presentation to the nearby sensitive interfaces of properties along Railway Parade and Rosella Street. Visibility of the levels above the podium will be limited from 50 Railway Parade and 48A Rosella Street as demonstrated in the following image:



Figure 7 – Sightline analysis of western setbacks

Whilst there is no dispute that the three storey podium will be visible from these properties and the dominant viewpoint, this is not unreasonable in this context, given the surrounding area is within the General Residential Zone which permits development of up to three storeys.

Council's Urban Designer recommends increased setbacks to the west to comply with those required by Standard B17 (Side and rear setbacks) of Clause 55.04-1 of the Scheme, whilst the upper-level setbacks should be consolidated. As discussed, it is not considered necessary to consolidate the levels based on the context. As for the compliance with Standard B17, this is not supported as it is a setback tool applied to residential development in residential zones. Sites that adjoin a commercial zone cannot expect the same treatment as those within a purely residential area, however the development should have regard to the setbacks.

As shown in Figure 7 (dotted redline), the development would seek variations to the requirements of Standard B17. What has been proposed is to adopt a setback ratio of 1:1 for the levels above the three-storey podium. This ratio is regularly adopted as a sound urban design principle, noting it is also proposed as part of Council's Built Form Framework work for other similar neighbourhood activity centres in Caulfield South, Caulfield Park and Bentleigh East.

Given the large size of the site and its 50m wide western elevation, the architect has also sought to break up the horizontal massing of the upper levels by incorporating visual breaks from level 5 onwards. The breaks consist of two lightwells that are 4.5m wide and a curved design of the walls leading into these breaks. This design response along with the same variation of materials as used on the Poath Road elevation, ensure that the horizontal mass of the building is appropriately articulated.

The elevation will also include planter boxes and ability for canopy tree planting at levels 5 and 7, which will further assist with softening the appearance of the building. It is recommended that these provisions be confirmed through a detailed landscape plan via condition.

It is considered that the design response of the western elevation of the building is site responsive to its context, which will ensure that potential mass and bulk impacts to the nearby residential area are limited to an acceptable level. It is for these reasons that the recommendation of Council's Urban Designer for setbacks in accordance with Standard B17 (Side and rear setbacks) of the Scheme is not supported.

Council's Urban Designer has also recommended other minor changes to the building, including the provision of a splay in the north-east corner of the ground floor, public realm requirements, integration of services, clear glazing at ground level instead of tinted to allow for more activation, a verandah and a warmer colour material to the rough cast concrete for the upper levels. Most of these recommendations are supported, except for the increased splay and change of material as follows.

Corner splay requirement

A review of the site survey and inspection of the existing building confirms that the existing splay is quite small. The proposed ground floor incorporates a splay, albeit curved compared to the angled one that currently exists. This proposed splay is generally consistent with the area of the existing splay.

Subject to a public realm management plan that will ensure footpaths are appropriately managed, it is considered that pedestrian movements around this area will remain acceptable.

Material requirement

The difference between a light grey or warmer muted tone is considered negligible when factors such as different lighting conditions are considered. It would be expected that the architect has carefully chosen this material to ensure cohesion with the remainder of the development. As demonstrated earlier, it is considered that there is sufficient visual difference between the podium and tower levels to create visual separation. Therefore, it is not recommended that an alternative material be used for the upper levels as recommended by Council's Urban Designer.

Does the proposal cause unacceptable amenity impacts?

Off-site amenity

The decision guidelines for the Commercial 1 Zone require consideration of overlooking and overshadowing of the building affecting adjoining land in the General Residential Zone, which includes land located to the west, but which is separated from the site by the laneway.

The following relevant purposes of the Apartment Developments provisions (Clause 58) must be also be considered:

- To encourage apartment development that provides reasonable standards of amenity for existing and new residents; and
- To encourage apartment development that is responsive to the site and the surrounding area.

As the Commercial 1 Zone is specifically intended to accommodate increased residential density, the amenity level for dwellings adjacent to the Commercial 1 Zone cannot have the same expectation as those adjacent to other residentially zoned land. Notwithstanding this, their amenity must still be considered and protected as appropriate to the context.

As shown in the following image, the closest dwellings to the subject site are numbers 50 Railway Parade and 48A Rosella Street. Both dwellings have some protection to their secluded private open space areas by existing built form along their eastern boundaries. There are, however, some habitable room windows that face the subject site.



Figure 8 – Aerial image nearby properties to the subject site

A detailed assessment of the visual impact of the development on these properties has been undertaken earlier in this report. The following considers impacts associated with overshadowing of secluded private open space, daylight to habitable room windows and overlooking.

Overshadowing

The development will result in overshadowing impacts to both secluded private open space (SPOS) areas and part of the SPOS of 48 Rosella Street at 9am. From 10am, all SPOS areas will not receive any additional overshadowing.

It is also noted that the SPOS area for 48A Rosella Street appears to be primarily covered by a roofed structure, so it is expected the additional overshadowing will not be as noticeable as it will to the other properties.

The SPOS of 50 Railway Parade will still receive sunlight at 9am to an area of approximately 44sqm. If applied, the requirements of Standard B21 (Overshadowing) of ResCode would be complied with.

The SPOS of 48 Rosella Street will only receive approximately 2.75sqm of sunlight at 9am. However, the development only contributes an additional 12sqm of shadowing at 9am.

Overall, it is considered that overshadowing impacts are limited and not unreasonable with regard to the physical context and applicable planning controls. It is noted that several objectors have raised concerns about shadowing impacts during the winter solstice. Overshadowing of SPOS areas are limited to those impacts at the September equinox, as this is the mid-point of the sun's elevation in the sky and a fair benchmark. Whilst not technically applicable, the requirements of Standard B21 are based on the September equinox, noting this applies to the more restrictive tests of applications within residential zones.

Daylight to habitable room windows

The habitable room windows along the eastern elevation of the dwellings at 50 Railway Parade and 48A Rosella Street are setback from the development site by 6.3m and 5.0m respectively. If applied, the requirements of Standard B19 (Daylight to existing windows) of ResCode would mean wall heights of 12.6m and 10.0m opposite would be permissible. The podium height varies from 11.6m down to 11.03m opposite the respective properties. The upper levels are not an issue, as they incorporate setbacks of 3.2m for an additional 3.2m of building height, whereas additional setbacks of only 1.6m would be needed to achieve compliance for the upper levels.

On balance, it is considered that whilst there will be an impact to the daylight to the habitable room windows of 48A Rosella Street, this will be relatively minor in the context.

It is therefore considered that the development will not result in an unreasonable loss of daylight to any habitable room windows.

Overlooking

Overlooking is generally limited to the context of the adjoining properties to the west, noting that they are the only properties within 9.0m of the subject site, the distance where overlooking impacts need to be mitigated.

As demonstrated in the following images, overlooking impacts to 50 Railway Parade will be adequately limited within 9.0m by the inclusion of a privacy screen to the balcony of Apartment 101, or due to sightlines not intersecting habitable room windows or secluded private open space areas:

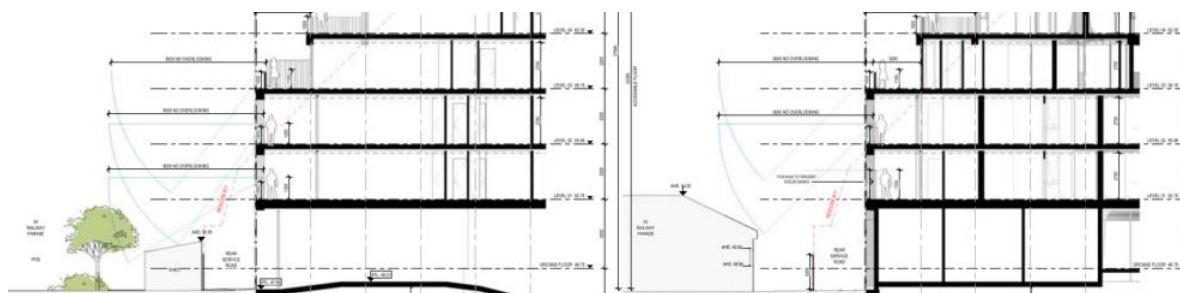


Figure 9 – Overlooking sightlines

However, no overlooking analysis has been provided to the habitable room windows of 48A Rosella Street. It is recommended that additional sightline analysis be provided to the two habitable room windows of this dwelling and if required, relevant screening measures adopted to limit overlooking. This is addressed as a recommended condition.

Internal amenity – design standards

Clause 58 of the Scheme sets out several tests regarding the internal amenity of proposed apartments. The proposed apartments are compliant as follows:

- 50% of the apartments meet the accessibility requirements and satisfy the minimum measurements;
- Each apartment will generally have adequate internal and external storage;
- All bedrooms and living areas generally satisfy or exceed the floor area and depth requirements;
- All habitable room windows are provided with adequate daylight access; and
- 80% of the apartments (62 of the 77) have dual aspect and appropriate natural ventilation, which exceeds the standard requirement of 40%.

The proposal will, however, require amendments to improve communal open space, private open space, internal overlooking and noise impacts.

Communal open space

The application proposes one area of communal open space that is 55sqm and located on the western elevation of level 6. This is less than the 193sqm required by the standard.

Communal open space has been recognised as an important component of apartment developments as part of the implementation of new requirements by Amendment VC174. Whilst not specifically applying to this application due to transitional provisions, the updated Apartment Design Guidelines for Victoria (the Guidelines) do provide some useful analysis of this. The Guidelines state that:

Communal open space helps improve people's mental and physical health. In well-designed, accessible, communal open space, individuals, families and communities can exercise, play and relax. They are places that neighbours can socialise and build relationships including through activities like gardening and entertaining. They can also help increase perceptions of safety, with more people keeping an eye out for others.

The closest recreational area of public open space is Murrumbeena Park, which is approximately 750m walking distance to the south-west.

It is considered that the non-compliance with this standard is unacceptable. This is a large relatively unconstrained site that should be able to easily accommodate the communal open space requirement. Whilst there is public open space nearby, this is still a 10 minute walk and not overly convenient, certainly not convenient enough to offset the non-compliance. As stated above, the inclusion of communal open space is recognised as a key aspect of apartment living, so much so that a planning scheme amendment was processed to increase its requirements above those this application is subject to.

The 55sqm of communal open space is located on level 6 and will have a western orientation and partial northern orientation. It is expected it will receive at least two hours of sunlight in compliance with the standard regarding sunlight to communal open space.

However, the additional communal open space required and discussed above will also need to comply with this standard.

It is recommended that a condition be included that requires the communal open space be increased to a minimum of 193sqm and to receive the required sunlight. Given the large floor areas of each level and unused roof area, it is expected this could be easily accommodated without increasing the building envelope.

Private open space

There are several issues relating to the proposed secluded private open space areas of most of the apartments. Whilst the apartment typology plans state the areas of each balcony or terrace are compliant, upon review these are found to be well short of the labelled area. For example, Apartment's 110/111/210/211 are shown to have a balcony of 8sqm. However, the balcony is dimensioned as 3.6m by 2.0m, which equals 7.2sqm. Further, the balconies include air-conditioning units meaning for this example, it requires 9.5sqm to accommodate this service and ensure an adequate balance of usable space. This is not only limited to a few apartments; it is the case for approximately half of the apartments.

Conditions are recommended requiring balcony sizes to be increased to comply with the standard, without extending the building envelope. To ensure ongoing compliance with other internal amenity standards, this may require consolidation of apartments.

Internal overlooking

Internal overlooking is generally limited by solid walls between balconies at levels 1 and 2, whilst 1.7m high balustrades are provided between balconies at level 3. However, above level 3, there is no reference to screening measures between balconies. This will be addressed by a recommended permit condition, ensuring they are adequately integrated into the building.

Noise impacts

The subject site is directly opposite the Hughesdale Train Station and therefore within a noise influence area. Submitted with the application was an acoustic report that assesses the noise impacts from the train line. This assessment demonstrates that the apartments on level 4 are most impacted and recommends specific acoustic glazing to those dwellings with a view to the rail line. The recommended acoustic glazing is identified as being "fairly standard for modern apartments", the report therefore recommends using this for all levels that generally have a view to the train line. The acoustic report is recommended to be referenced in the permit as to be endorsed and its requirements implemented.

The acoustic report does not assess noise impacts from within the development. It is noted that several of the level 1 apartments will be directly above the shops below and could be impacted by unreasonable noise impacts. There are also bedrooms for other apartments that are adjacent to common areas such as the lift areas, waste chutes and stairwell. There may also be impacts from plant equipment to adjoining properties which is not assessed. It is therefore recommended that a further acoustic report be provided that assesses these impacts and makes recommendations that are implemented. This will be addressed by recommended conditions.

Internal amenity - site layout and environmentally sustainable design (ESD)

All apartments are accessed from the ground floor lobby. This is a safe arrangement and convenient as it also provides direct access to the parking areas and to the street. The upper floor internal corridors each have access to daylight.

A bin room for the apartments will be provided on the ground floor, whilst a bin chute runs the full height of the building. A Waste Management Plan has been provided which details private collection arrangements.

Regarding the Environmentally Sustainable Development (ESD) aspects of the proposal, the following features are noted:

- The average annual maximum cooling load of the proposed apartments is estimated to be 19.3MJ/M². This is less than the standard;
- Of the 77 apartments proposed, 18 are north facing. Only four apartments are purely south facing, as the other apartments have an east or west orientation; and
- The plans show water tanks with a capacity of 20kL in the ground floor for toilet flushing.

Are the transport arrangements acceptable, including quantum of parking, layout and appearance of parking areas and the effects of traffic to be generated by the proposal?

The statutory requirement for the number of on-site car spaces is 100 (85 for the apartments and 15 for the shops) and the proposal will include 92 car spaces. This equates to a reduction being sought of seven spaces for the shops and one for the apartments.

As required by Clause 52.06-7 (Car parking) of the Scheme, Council is required to consider the following relevant requirements:

- The Car Parking Demand Assessment submitted with the application.
- The availability of alternative car parking in the locality of the land, including:
 - Efficiencies gained from the consolidation of shared car parking spaces.
 - Public car parks intended to serve the land.
 - On street parking in non-residential zones.
 - Streets in residential zones specifically managed for non-residential parking.
- On street parking in residential zones in the locality of the land that is intended to be for residential use.
- The impact of fewer car parking spaces on local amenity, including pedestrian amenity and the amenity of nearby residential areas.
- Access to or provision of alternative transport modes to and from the land.

The subject site is located within the Principal Public Transport Network (PPTN), noting that it is directly opposite the Hughesdale Train Station. Whilst Clause 52.06 recognises these areas as requiring fewer on-site car spaces than those outside of the PPTN, further consideration should also be given to type of public transport accessible, noting that the PPTN applies to areas serviced by any form of public transport ranging from metropolitan trains, trams and buses.

The requirement to provide the full car parking requirement of Clause 52.06 for the subject site, which is within an established activity centre and directly opposite a train station is not supported. There is an opportunity in these locations to support more sustainable transport options and deliver the 20-minute neighbourhood concept sought by policy. In this respect, a reduction is supported.

The next consideration is therefore how many spaces is appropriate to reduce.

The Car Parking Demand Assessment (CPDA) submitted with the application confirms that there is limited long term car parking available in the area, noting that most spaces are restricted to 30 minutes or two hours. This is not unexpected given the activity centre location and proximity to the train station. Therefore, it is not expected that the shortfall of car parking will be accommodated within the surrounding street network.

The CPDA also included an analysis of case studies of other similar commercial uses, which has shown that car parking demands for shop uses range between one to three spaces per 100sqm, with factors such as public transport accessibility, proximity to activity centres and nearby commercial/residential uses and the size of the tenancy all contributing to a wide range of parking demands. Based on this, the CPDA anticipates that the car parking demand will be at the lower end of their range, likely to be two spaces to each 100sqm, which would equate to a demand of nine car spaces for the shops.

Based on the actual demand, then it would be expected that the development would have a shortfall of only two spaces, one for the shops and one for the apartments.

A shortfall of two spaces in this location is not considered unreasonable. It would be expected that visitors to the shops are likely to be in the centre for other purposes as well, such as visiting other commercial uses or commuting. The provision of one dwelling out of 77 that may not have a parking space, or a three bedroom apartment that may only have one parking space is unlikely to have a noticeable impact on car parking availability in the area. It is noted that the development provides an additional bicycle space above that required by the Scheme, which will support the reduction of the car space.

Overall, given the site's location, the reduction of car parking is well supported by the relevant provisions of Clause 52.06, supports more sustainable transport movements and will not have a noticeable impact on the existing car parking availability in the surrounding area.

A note on the permit is recommended that will state that no parking permits will be issued for residents or visitors.

Layout and appearance of car parking

Parking will be provided at ground level and within the two-level basement with access from the laneway to the west.

Council's traffic engineer has advised that the car park layout is generally satisfactory subject to conditions that improved sight line visibility, accessibility and additional details on the plans. These are generally supported except for the recommendations of Council's traffic engineer and Urban Designer to widen the laneway to allow for two-way movement of vehicles. The laneway is generally only going to be used by people accessing the subject site. It is only 50m long, is straight and has two clearly defined access points. It would be expected that motorists will become familiar with these arrangements and be able to comfortably manage any traffic conflicts, noting that they are expected to be unlikely due to the context. The remaining recommendations are captured in the recommended permit conditions.

The layout of the building will allow for loading and waste collection within the commercial car parking area, which is acceptable as it will limit interruptions to the larger car parking areas within the basement.

Traffic generation

The 77 apartments and shops will generate 39 vehicle movements during the weekday AM and PM peak hour periods and 324 daily movements. Council's traffic engineer has advised that the additional traffic movements are not expected to cause an unreasonable impact on the operation of the laneway or the local road network.

Are there any other matters that require consideration?

Management plan requirements

In addition to those management plans already discussed, it is recommended that a Construction Management Plan be required due to the size of the development and its location.

Potentially contaminated land

Submitted with the application was a Preliminary Phase 1 Environmental Site Assessment, which undertook a desktop assessment of potential contaminants and whether the site would be suitable for sensitive uses. This report recommends that the site is suitable to be used for sensitive uses, however, also recommends that the following further work is undertaken:

- Waste soil to be disposed from the site should be sampled and tested for the purposes of classification in accordance with the EPA Industrial Waste Resource Guidelines (IWRGs); and
- Post excavation of the proposed basement, soil should be sampled and tested to confirm that natural soils are free of contamination.

Conditions are recommended to require further investigations to ensure the site is suitable for sensitive uses.

Outstanding objector concerns not already discussed?

- Will add to the oversupply of shops and apartments in the area.

The use of the land as a shop is an 'as right' use in the Commercial 1 Zone, therefore Council cannot require a different use or refuse the application on this basis.

With regards to oversupply of apartments, policy at both state and local level recognise the ongoing need for additional housing to supply metropolitan Melbourne and Glen Eira's increasing populations.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

The proposal is consistent with and supported by many elements of Council's *Our Climate Emergency Response Strategy 2021–2025*. The building incorporates many Environmentally Sustainable Design features and provides an opportunity for increased residential density in a location that is close to transport, shops and services.

FINANCIAL, RESOURCE AND ASSET MANAGEMENT IMPLICATIONS

There are no financial, resource or asset management implications associated with this report.

POLICY AND LEGISLATIVE IMPLICATIONS

All matters required at Section 60 of the *Planning and Environment Act 1987* have been taken into consideration as part of the assessment of this application.

LINK TO COUNCIL PLAN

Strategic Direction 3: A liveable and well planned city. Our planning aims to balance population growth with enhancing the unique character and heritage of our city.

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

The height, massing and appearance of the building would complement the emerging character of the commercial area along Poath Road within the Hughesdale Neighbourhood Centre. Visual interest is provided by setbacks and the articulation of the facades with a variety of materials and colours. The amenity impacts from overshadowing, reduction of daylight, overlooking and visual bulk would be within acceptable limits. The proposal provides adequate upper-level setbacks to minimise unreasonable impacts on the streetscapes. The laneway and rear setbacks will provide adequate separation from the interfaces of the properties located to the west in the General Residential Zone.

The proposal accords with strategic planning objectives to increase housing density and diversity in an established area with good access to services and transport.

Overall, the proposal has a high level of compliance with the relevant provisions of the Glen Eira Planning Scheme and it is recommended that a Notice of Decision to Grant a Planning Permit be issued.

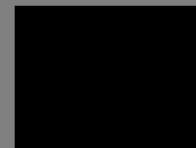
Advertised Plan
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STRIBLEY

50 ROSELLA ST, MURRUMBEENA 93-101 POATH RD, MURRUMBEENA TOWN PLANNING DECEMBER 2021

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Further development of the design, measurement and construction tolerances and/or further client/authority/tenant requests will inevitably result in changes to these areas [which could involve significant reductions] and Cera Stribley Pty Ltd accepts no legal responsibility for any decision, commercial or otherwise, made on the basis of these areas.

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SITE ANALYSIS

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SITE INFORMATION

EXISTING ADDRESS

93 - 101 Poath Road, Murrumbreena
(Marketed as 50 Rosella Street)

SITE AREA

1593 sqm Approx.

SITE FRONTAGE

37m RAILWAY PARADE approx.

LOCAL COUNCIL

Glen Eira

COUNCIL PROPERTY NUMBER

71618

PLAN NUMBER

Lot. 1 LP12657



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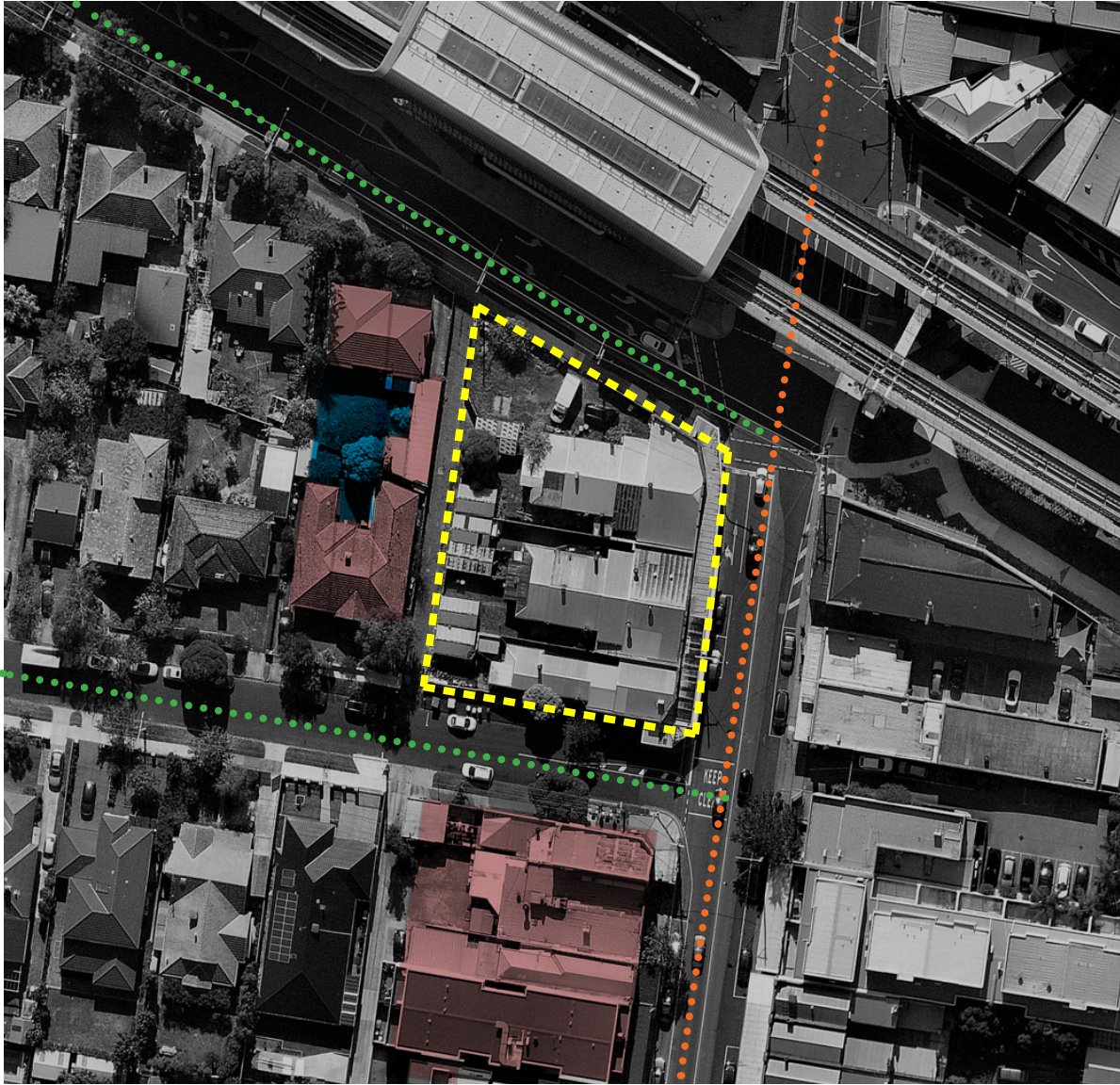
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SITE ANALYSIS

LEGEND

- Subject Site
- Extent of neighbourhood dwelling
- Neighbourhood p.o.s.
- Major traffic flow
- secondary traffic flow



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PLANNING CONTROL

PLANNING ZONE

C1Z - Commercial 1 Zone



PLANNING OVERLAY

PO2-2 - Parking Overlay - Precinct 2-2



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CONTEXT

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SITE HISTORY: MURRUMBEENA

MURRUMBEENA IS A RESIDENTIAL SUBURB 15 KM SOUTH-EAST OF CENTRAL MELBOURNE.

It was named after the north-south Mirambena Road (the suburb's western boundary), the name dating from about 1862. It is understood that the road's name derived from an Aboriginal expression meaning belonging to you, welcome, or land of frogs, or referring to an Aboriginal member of the native police. The spelling was changed to the present name soon after the railway station opened in 1877. When the station opened Murrumbeena was mostly a place of market gardens and dairy farms.

In 1910 it was more densely settled, and after World War I many of Murrumbeena's houses were built. In 1908, however, there were still unfilled tracts of land. Since the 1970s home units and flats have been built on the generous home allotments. Greek families moved there from Richmond and Burnley.

The suburb today boasts extensive parkland and recreation reserves, offering a great family environment within close proximity to the city. Mostly families occupy the houses within the suburb, as well as young couples and also students.



View of the north side of Neerim Road, looking east from Murrumbeena Road, circa 1910



Murrumbeena primary School, circa 1920



Murrumbeena train station, circa 1960

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PEOPLE OF MURRUMBEENA

The suburb of Murrumbeena is made up of a large population of families at 65%, due to the suburb's great family lifestyle facilities. There is also a considerably large younger population of singles and young couples under 39 years.

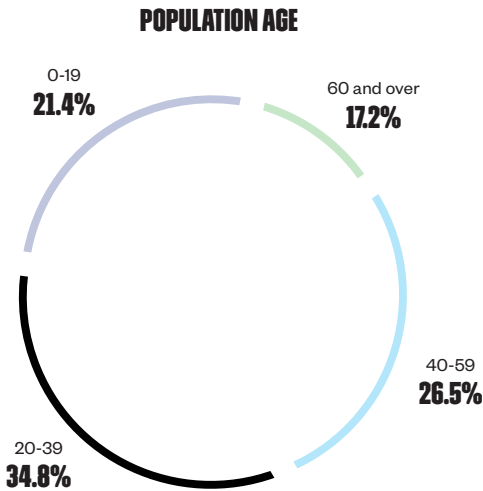
Data reveals that Murrumbeena has a multicultural population, with 40% of people born overseas, and 38% speaking a language other than English as their first language. The array of multicultural shops and cafes in the suburb reflect this.

Population
+9,926

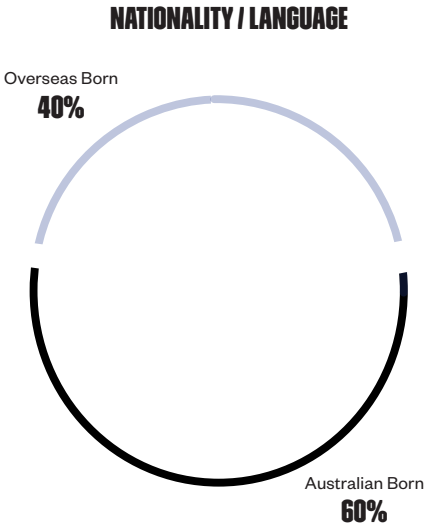
Families with children
65%

Lone persons
29%

Group Households/Sharehouse
6%

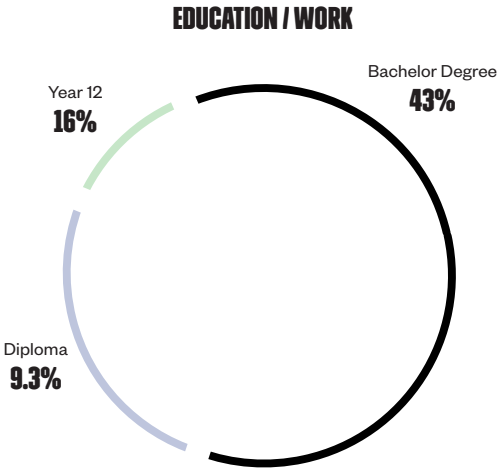


Murrumbeena's average median age is 36 years, meaning the suburb has a largely younger population. The suburb is made up of 65% families with children, whilst there is also a number of group households which home student renters from nearby universities, and the large 20-39yrs population reflects this.



Data reveals that Murrumbeena is a largely multicultural suburb. Whilst 60% were born in Australia, others were born in India 6.0%, China 5.9%, England 2.5%, Greece 2.3% and Malaysia 1.2%.

Whilst 62.4% of Murrumbeena's first language is English, others spoke Mandarin 6.4%, Greek 5.7%, Russian 1.9%, Hindi 1.6% and Cantonese 1.3%.



The highest level of education at a Bachelor's degree level or above is at a high 43%, whilst 16% of residents have completed Year 12 as their highest level.

The most common occupations aside from office workers is Hospital workers, other industries include IT, Higher Education, Cafes and Restaurants, and Supermarket and Grocery Stores.

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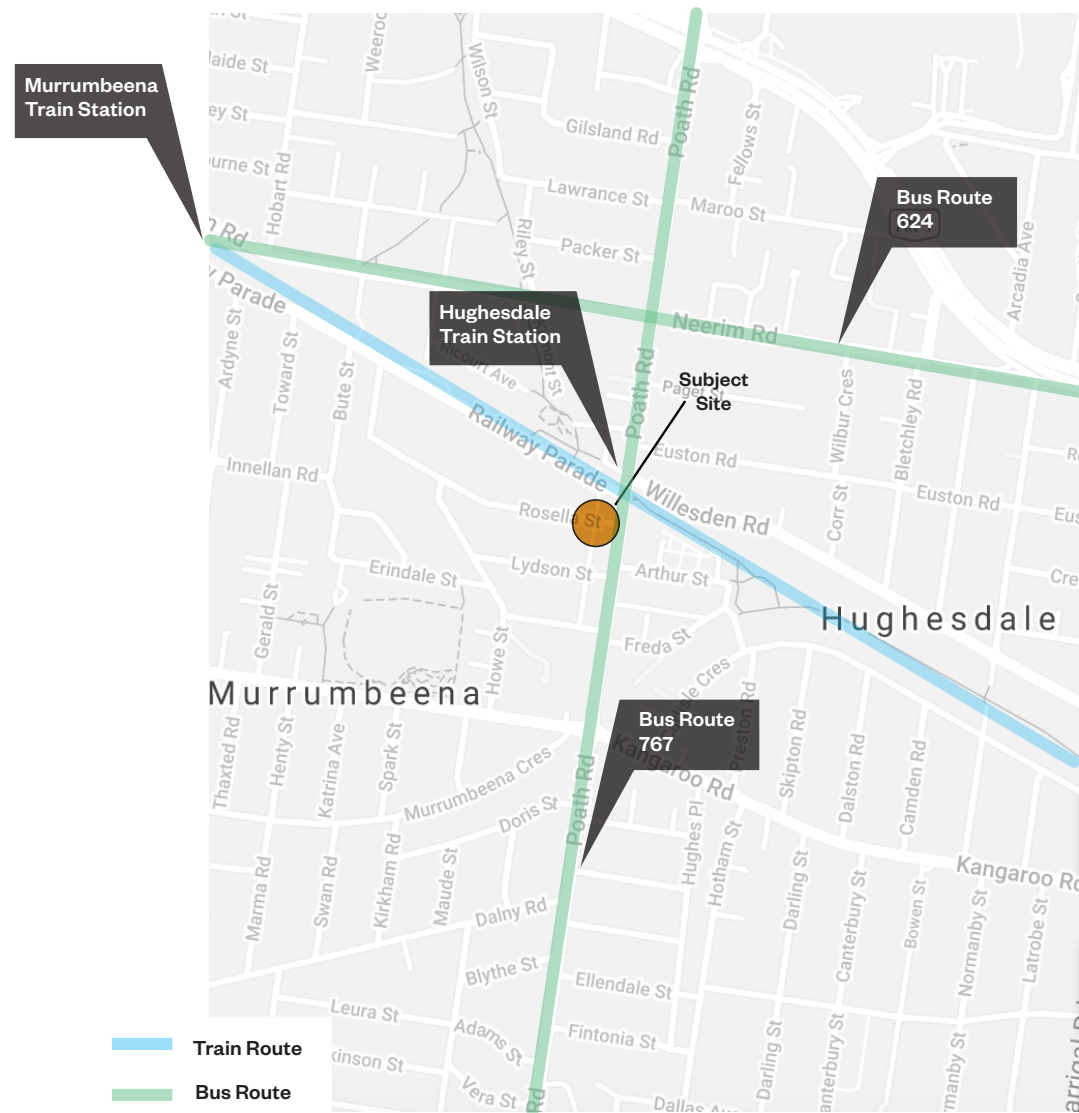
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CONNECTIVITY

The site is in prime position for easy transport into the city. Just across the road from the site is Hughesdale train station, where both the Cranbourne and Pakenham lines run, with a quick 20 minute commute into the Melbourne CBD.

There are also several bus routes which run near the site, such as the 767 Route to Box Hill via Chadstone, and Deakin University - both central locations for shopping and study nearby. Alternatively, the route 674 leads to Kew via Oakleigh, Caulfield, Carnegie and Chadstone.



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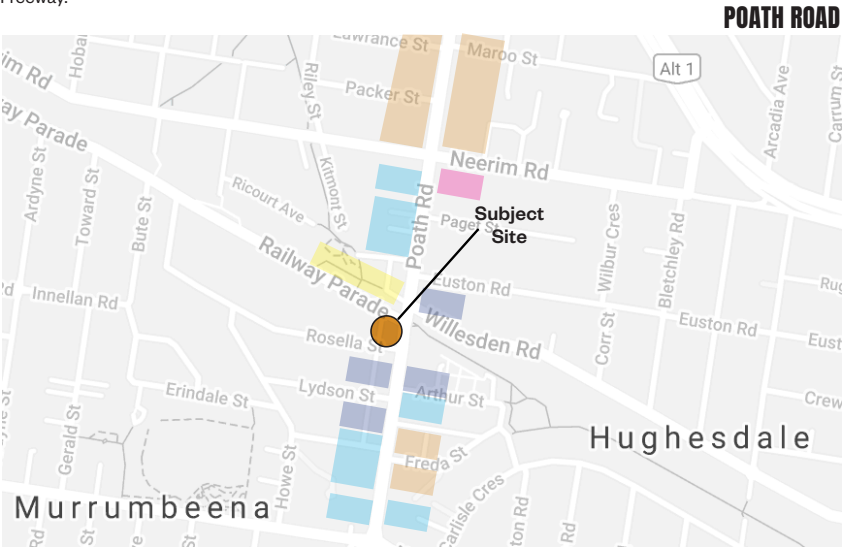
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EXISTING CONTEXT

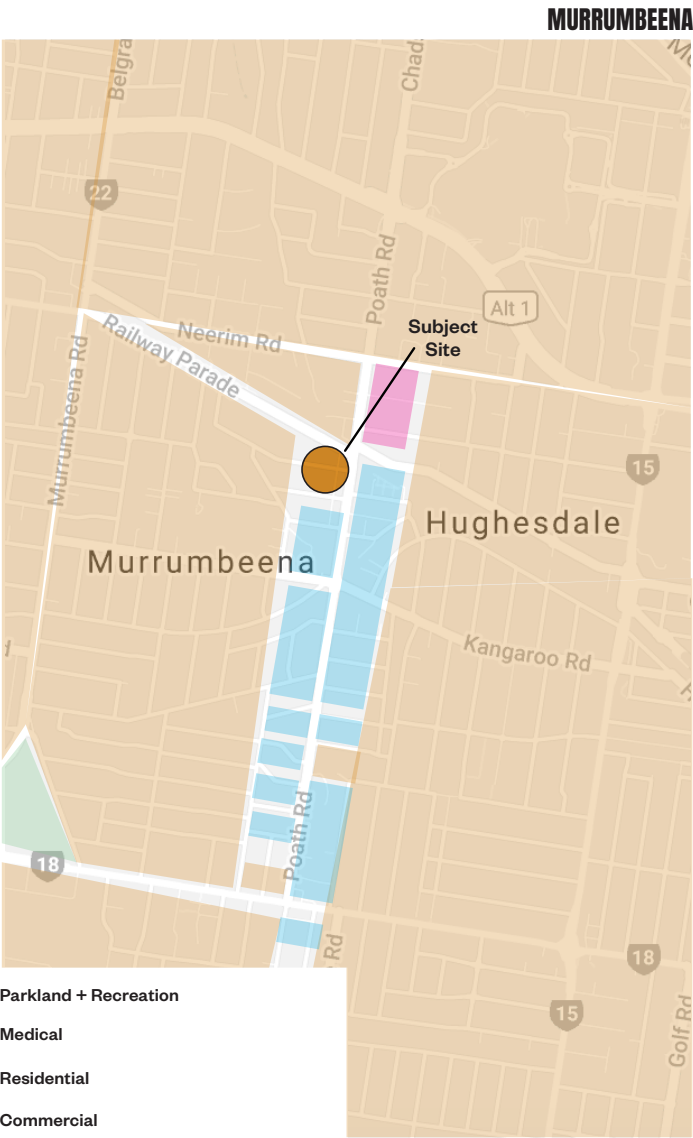
THE SITE IS WITHIN THE POATH ROAD SHOPPING DISTRICT, A BUSTLING HUB OF CAFES, SHOPS, AND PUBLIC TRANSPORT.

The site is at the center of a fantastic lifestyle location, within the commercial Poath Road shopping and dining strip, with access to Hughesdale train station and a host of parks and recreation reserves and moments to Chadstone Shopping Centre, Oakleigh's bustling hub, schools and the Monash Freeway.

The Poath Road shopping district has all the essential needs at your doorstep - including medical clinics, pharmacies, grocers, coffee shops and a wide array of multicultural cafes and restaurants. Nearby parks and recreation reserves offer a place to exercise and enjoy nature.



- Medical
- Cafe/Restaurant
- Residential
- Commercial
- Train Station



- Parkland + Recreation
- Medical
- Residential
- Commercial

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LOCAL CONTEXT

Murrumbeena, Hughesdale
LOCAL OFFERINGS

Parks & Recreation

- 1 Railway Park Circle Walk
- 2 Huntingdale Golf Club
- 3 Murrumbeena Park
- 4 Argyle Reserve
- 5 Wawaree Park Oval

Cafes

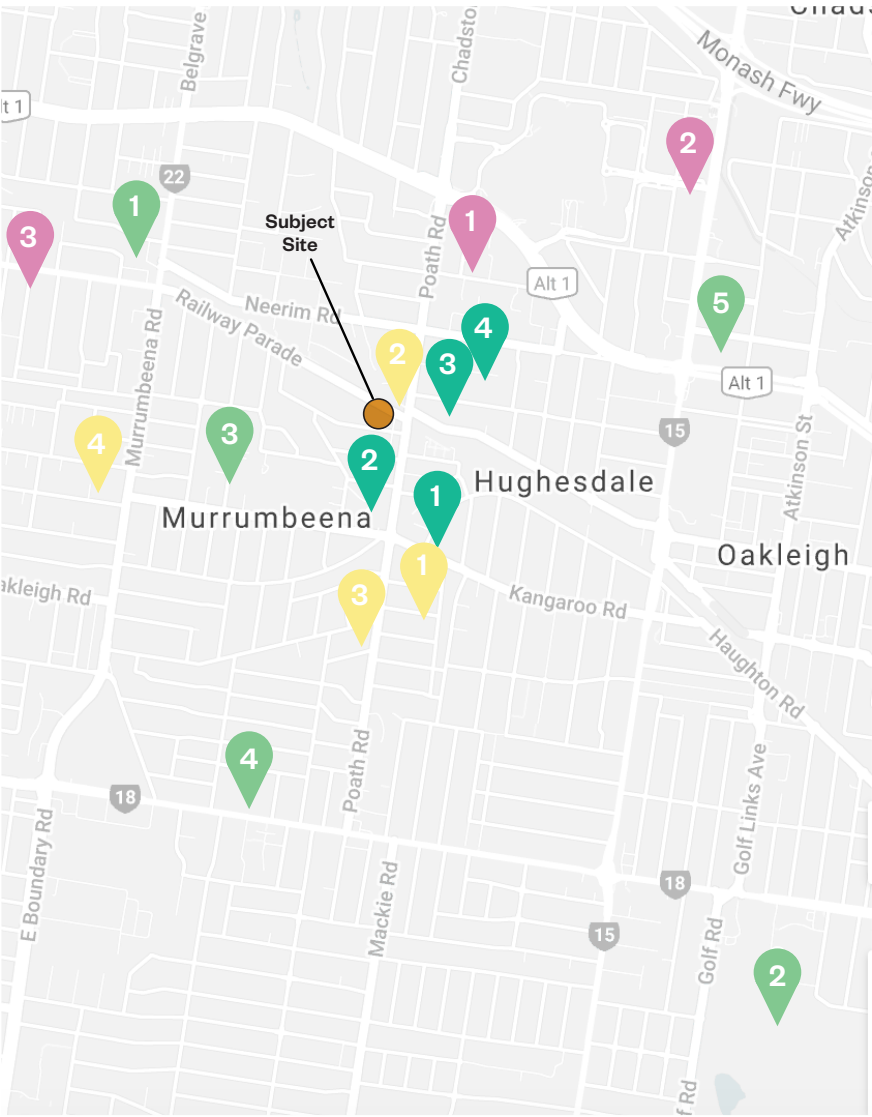
- 1 Temperance Society
- 2 Jack the Milkman
- 3 ChiChi House
- 4 Dose One

Medical

- 1 Poath Road Medical
- 2 Chadstone Clinic
- 3 Southern Medical

Grocery & Convenience

- 1 Hughesdale Grocery, Wine and Spirits
- 2 ALAN Grocery
- 3 Poath Rd Fresh Fruit
- 4 IGA Murrumbeena



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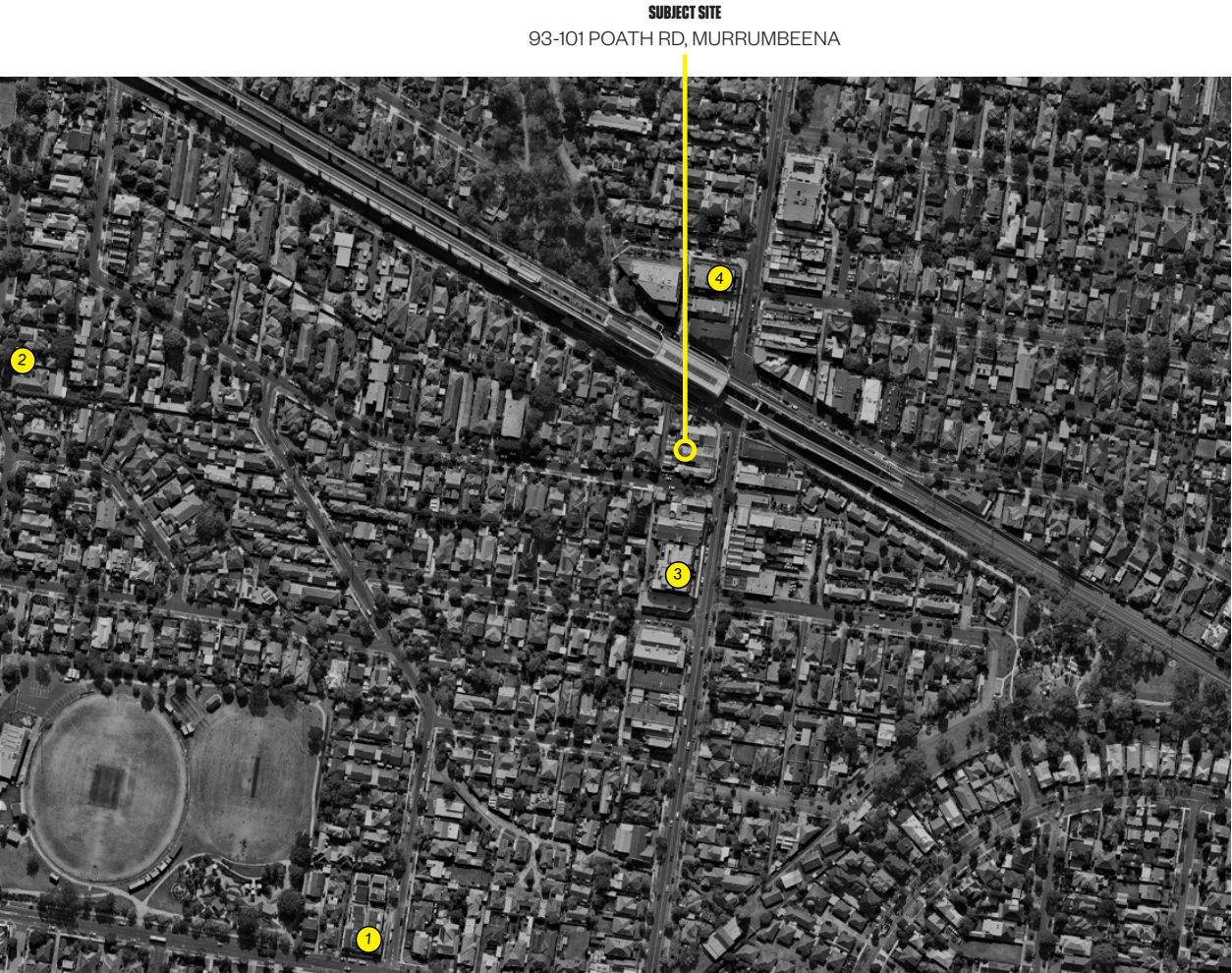
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DEVELOPMENT CONTEXT



1 45-47 KANGAROO RD, MURRUMBEENA



Status: Under Construction
Developer: Mazor Group
Architect: Bayley Ward
Builder: Not Listed
Building Type: Multi-Residential (Low Rise)
Floor Count: 3
Dwelling: 15 Townhouses

2 126-128 MURRUMBEENA RD



Status: Estimated Completed not confirmed.
Developer: Castran Gilbert
Architect: Perkins Architects
Builder: Not Assigned
Building Type: Multi-Residential (Low Rise)
Floor Count: 3
Dwelling: 32 Townhouses

3 115-125 POATH RD, MURRUMBEENA



Status: Estimated Completed not confirmed
Developer: Not confirmed
Architect: Not confirmed
Builder: Drive Constructions
Building Type: Multi-Residential, (Low Rise)
Floor Count: 5
Dwelling: 40

4 67 POATH RD, MURRUMBEENA



Status: Completed
Developer: Aultun Property Group
Architect: Ascui & Co. Architects
Builder: Aultun Property Group
Building Type: Multi-Residential, (Mid Rise)
Floor Count: 6
Dwelling: 37

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DEVELOPMENT CONTEXT

SUBJECT SITE
93-101 POATH RD, MURRUMBEENA



5 280 NEERIM RD,
CARNEGIE



Status: Estimated Completion Not Confirmed
Developer: BPM
Architect: DKO Architecture
Builder: Ironside
Building Type: Multi-Residential, (Low Rise)
Floor Count: 5
Dwelling: 48

6 247-251 NEERIM RD,
CARNEGIE



Status: Estimated Completion Not Confirmed
Developer: S P Setia
Architect: Fender Katsalidis Architects
Builder: Ironside
Building Type: Multi-Residential, (Low Rise)
Floor Count: 4
Dwelling: 48

7 3 ELLIOTT AVENUE,
CARNEGIE



Status: Estimated Completion Not Confirmed
Developer: Steller
Architect: Not Listed
Builder: Steller Concepts
Building Type: Multi-Residential, (Low Rise)
Floor Count: 4
Dwelling: 49

8 7-11 BELSIZE AVE,
CARNEGIE



Status: Estimated Completion Not Confirmed
Developer: Pitard Group
Architect: Ewert Leaf
Builder: Not Listed
Building Type: Multi-Residential, (Low Rise)
Floor Count: 4
Dwelling: 35

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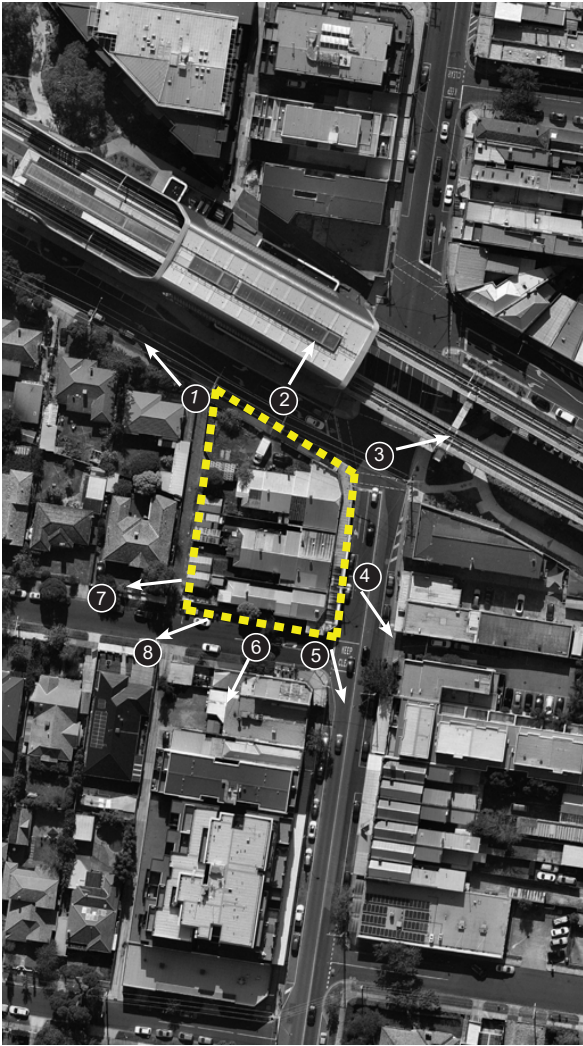
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STREET VIEWS



1



2



3



4

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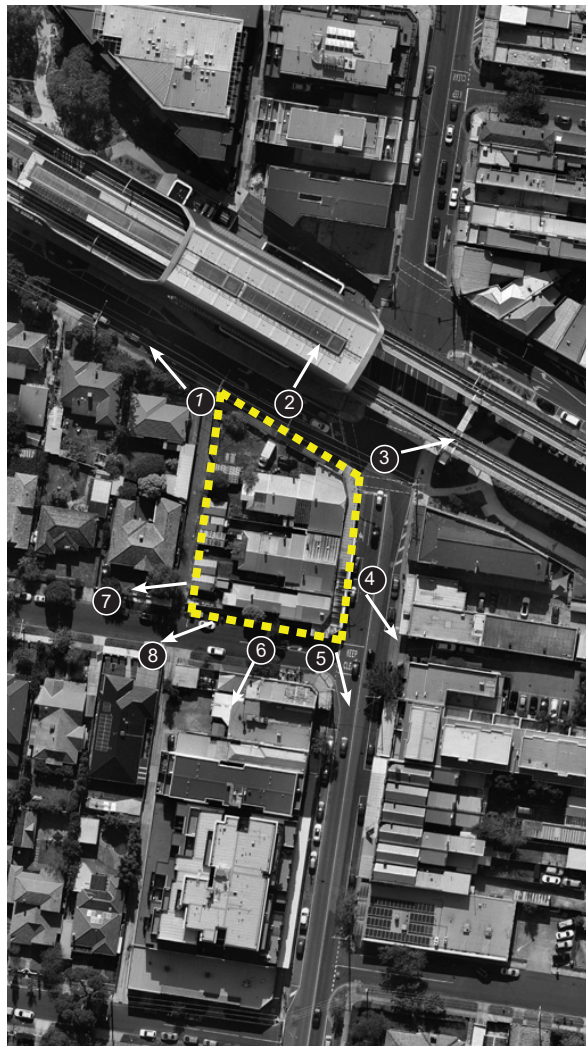
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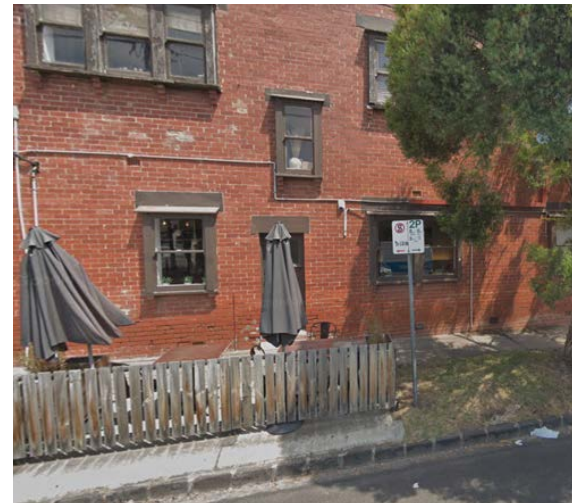
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STREET VIEWS



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EXISTING SITE PHOTOS



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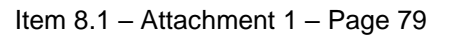
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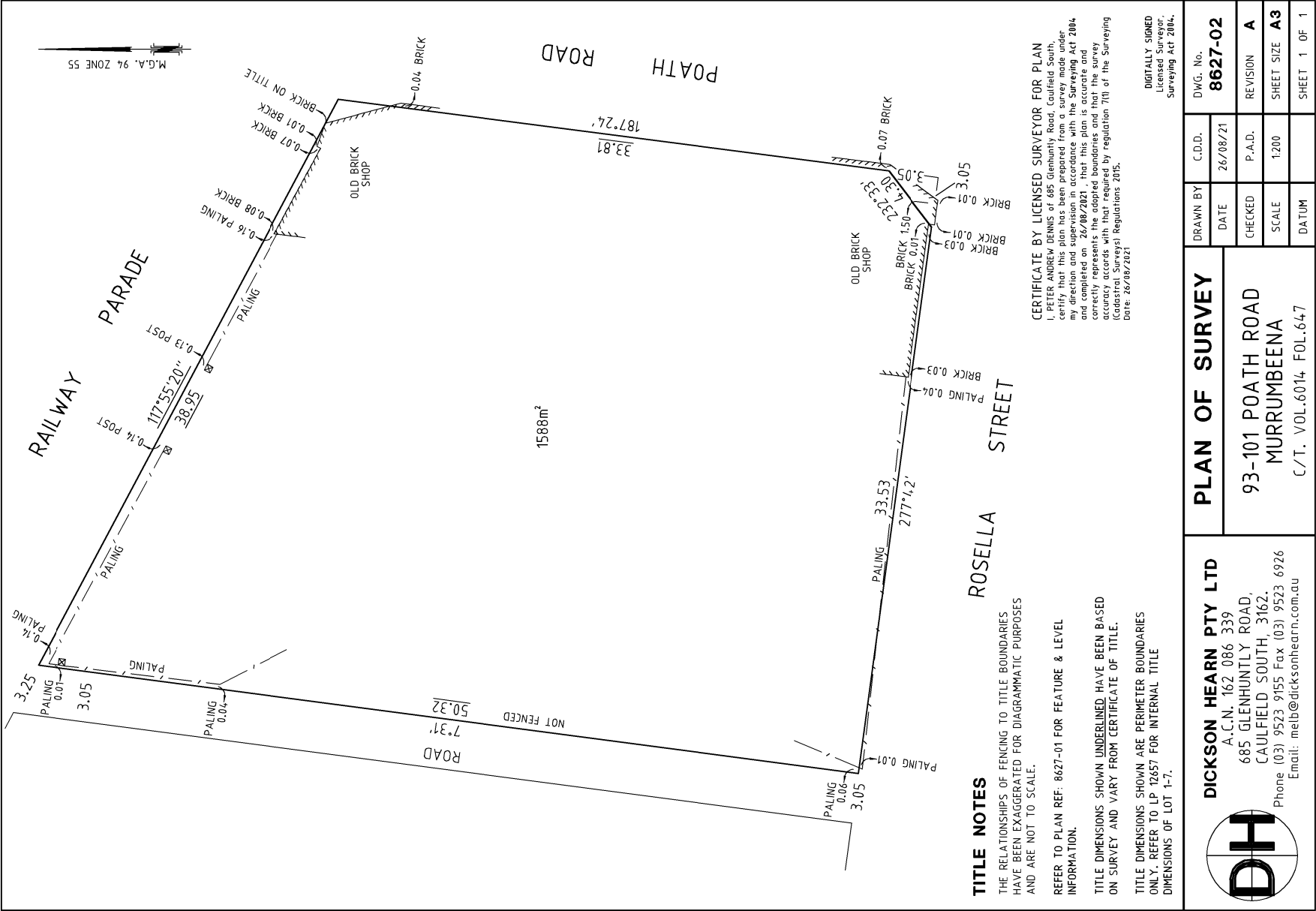
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DESIGN RESPONSE

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OPPORTUNITIES



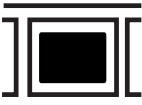
PROXIMITY TO PUBLIC TRANSPORT



PROXIMITY TO PARKS AND RESERVES



NORTH ORIENTATION



ISLAND SITE



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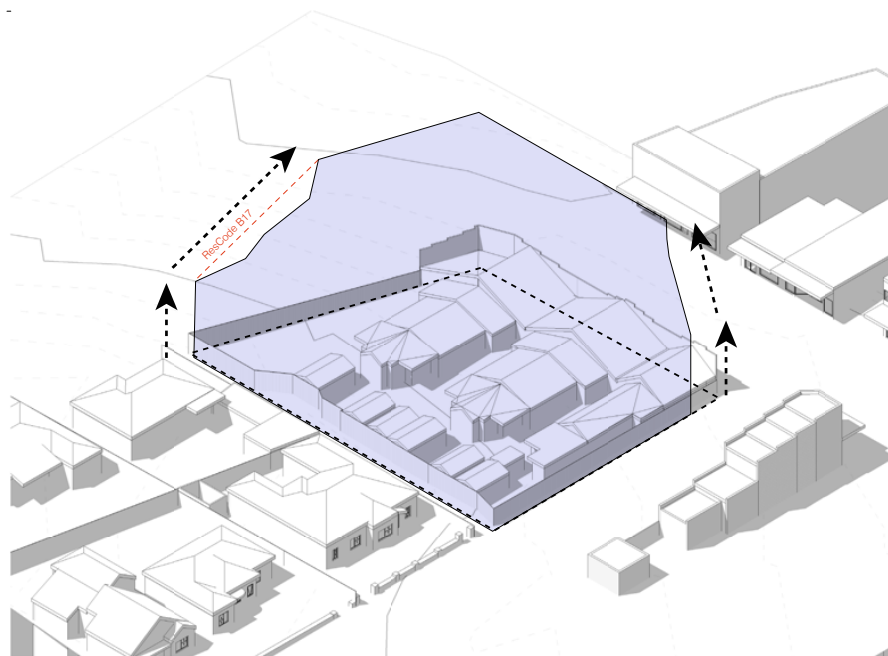
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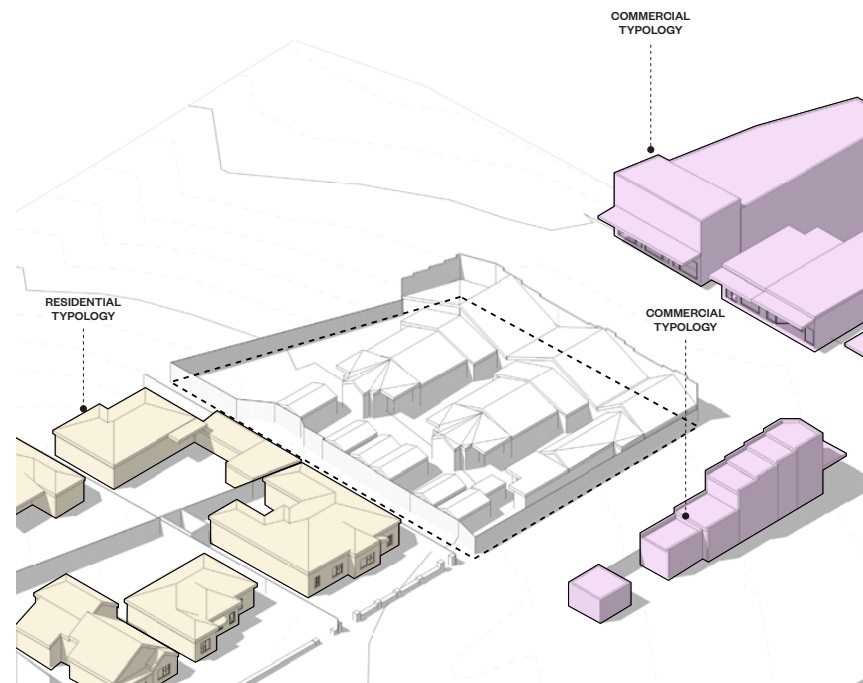
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PLANNING CONSIDERATIONS

RESCODE SETBACK



MIXED USE



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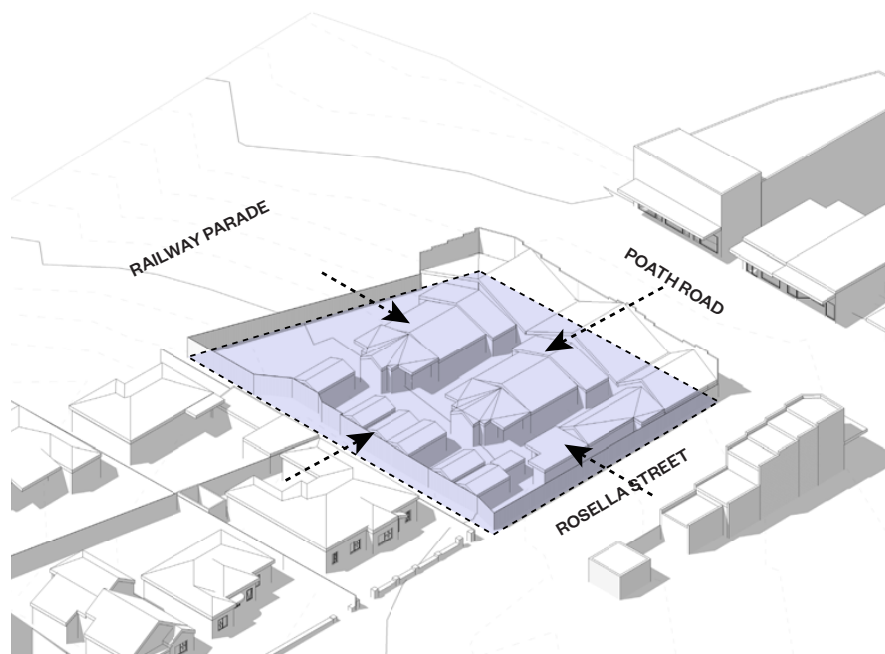
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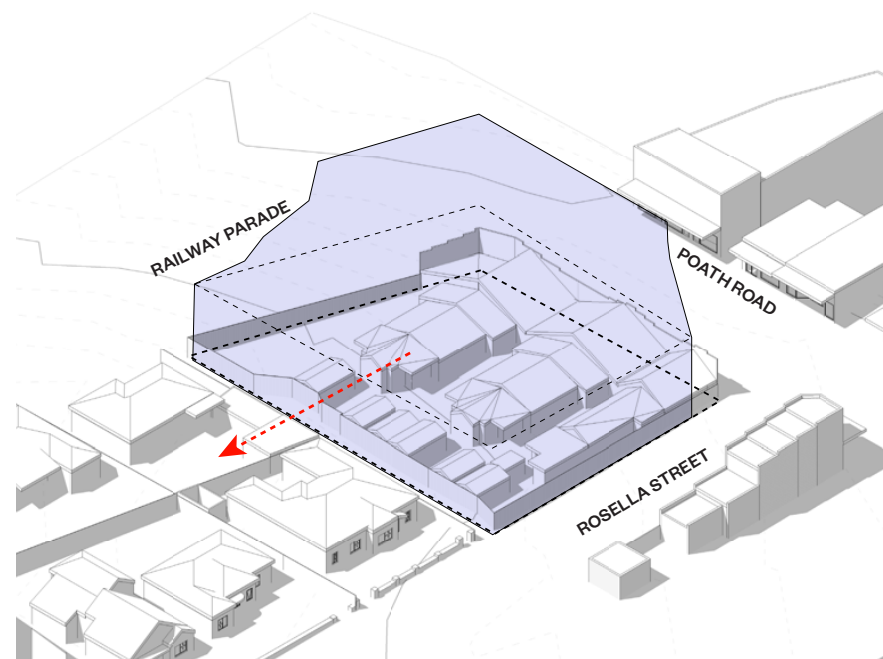
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PLANNING CONSIDERATIONS

ISLAND INTERFACE



OVERLOOKING



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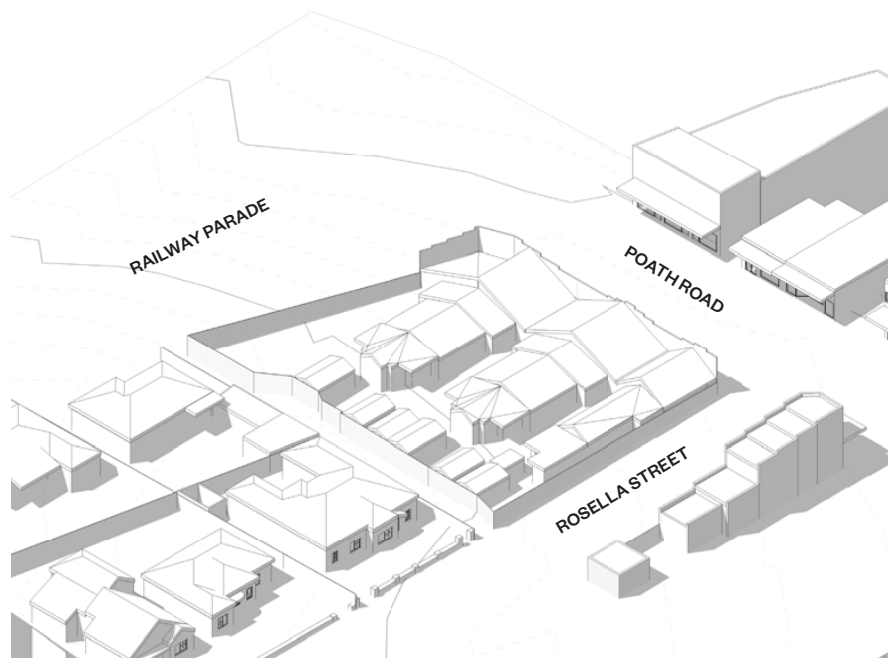
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DESIGN RESPONSE

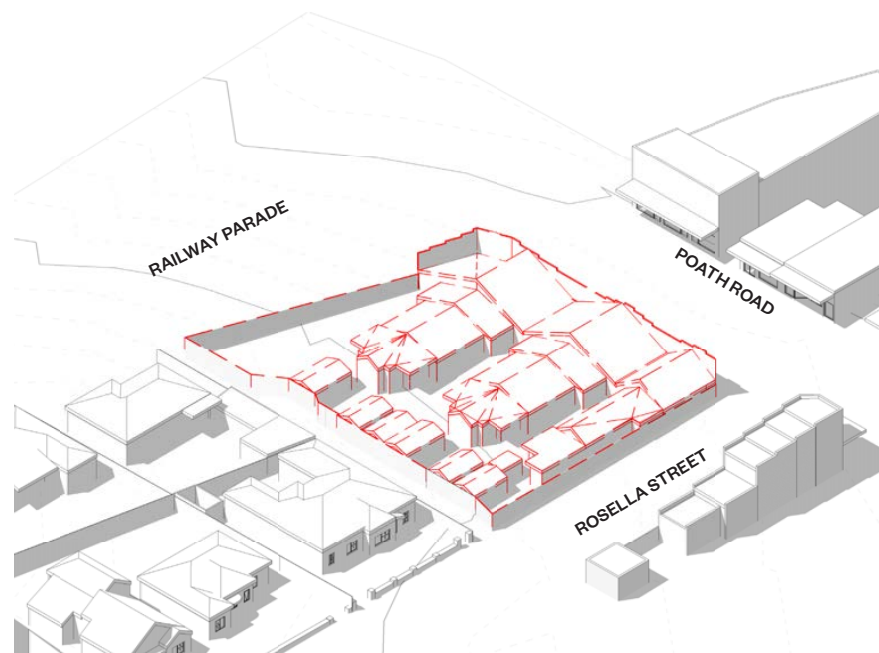
EXISTING CONDITIONS

The existing conditions comprise of single storey commercial buildings that primarily face Poath Road.



DEMOLITION

Full demolition of exiting buildings and fence.



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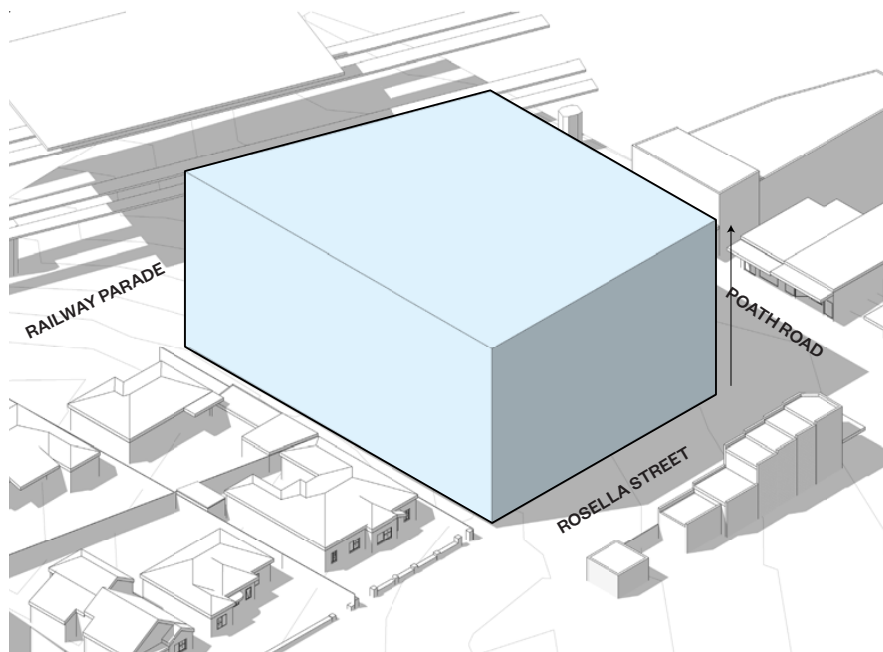
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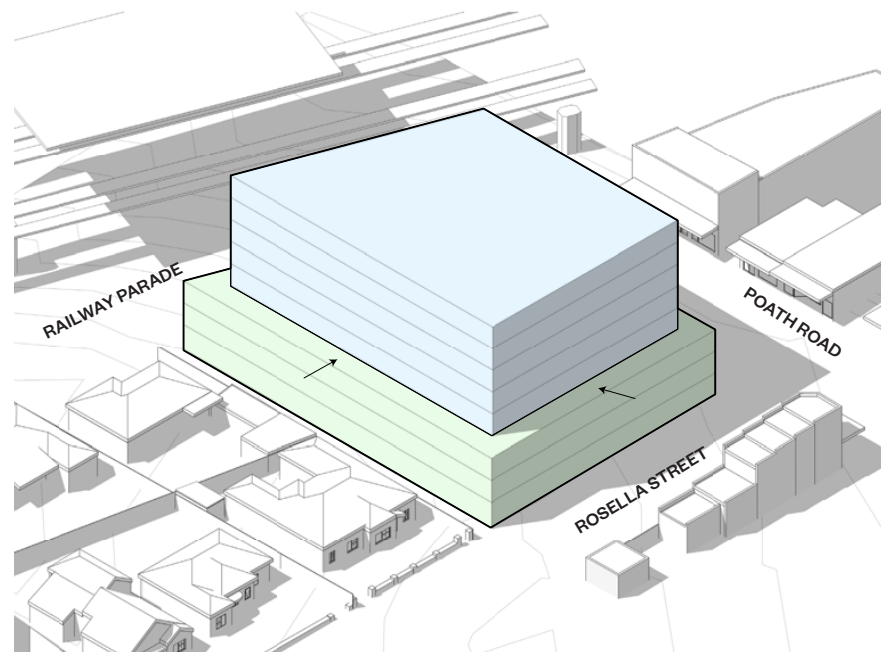
HEIGHT LIMIT

The building has been extruded to 8 levels.



HORIZONTAL BREAK

The upper levels are set back to create a differentiation between podium and tower.



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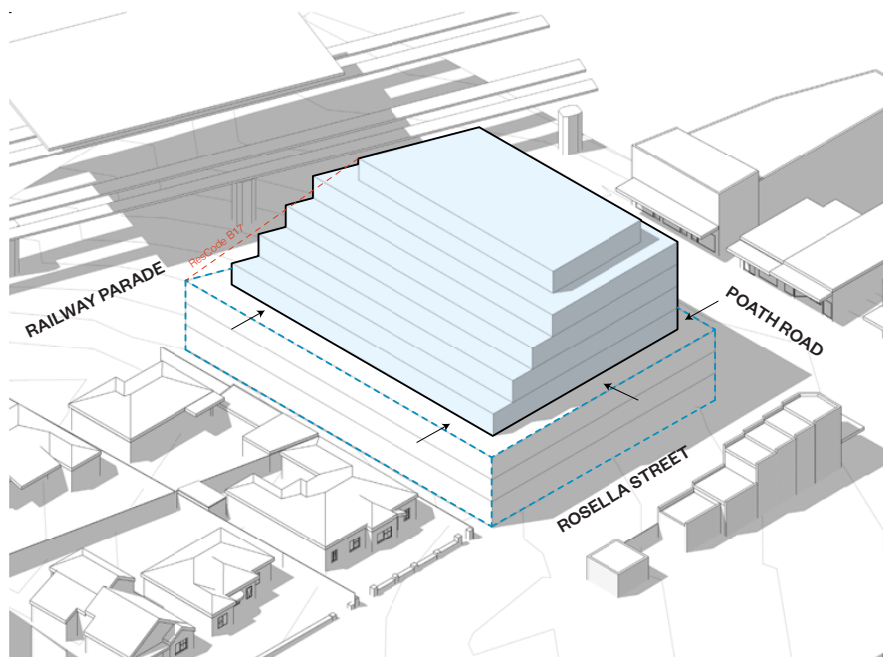
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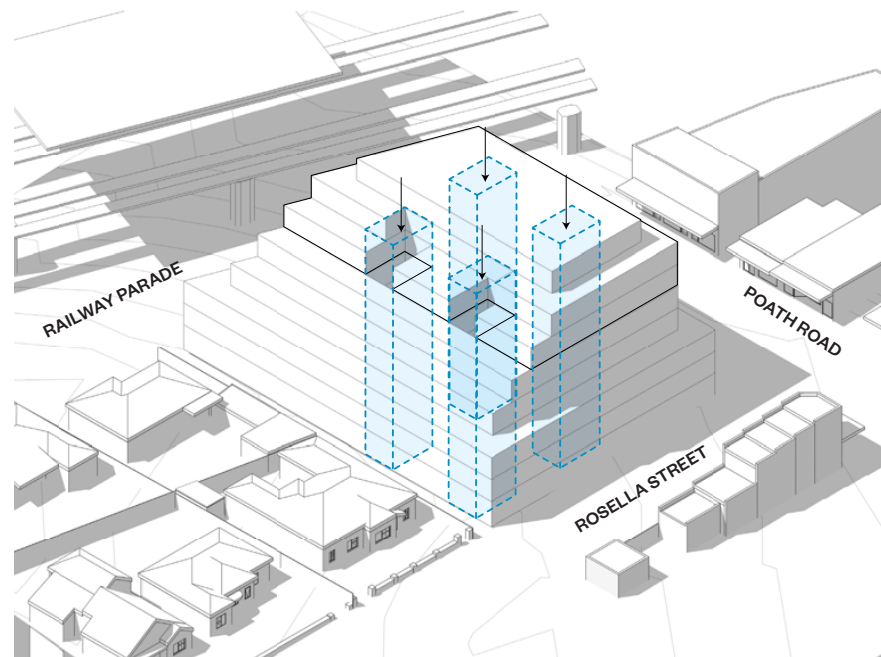
SETBACKS

The western face is further set back to consider the residential properties and to prevent impacts to their amenity.



LIGHT VOID

Light courts have been introduced to provide optimal daylight and ventilation within the apartments due to the deep nature of the site.



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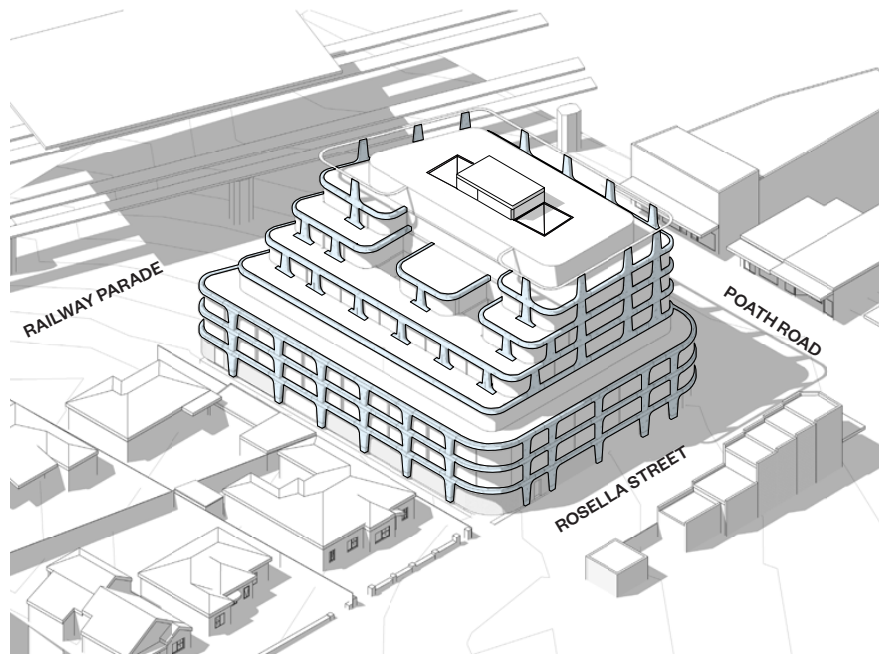
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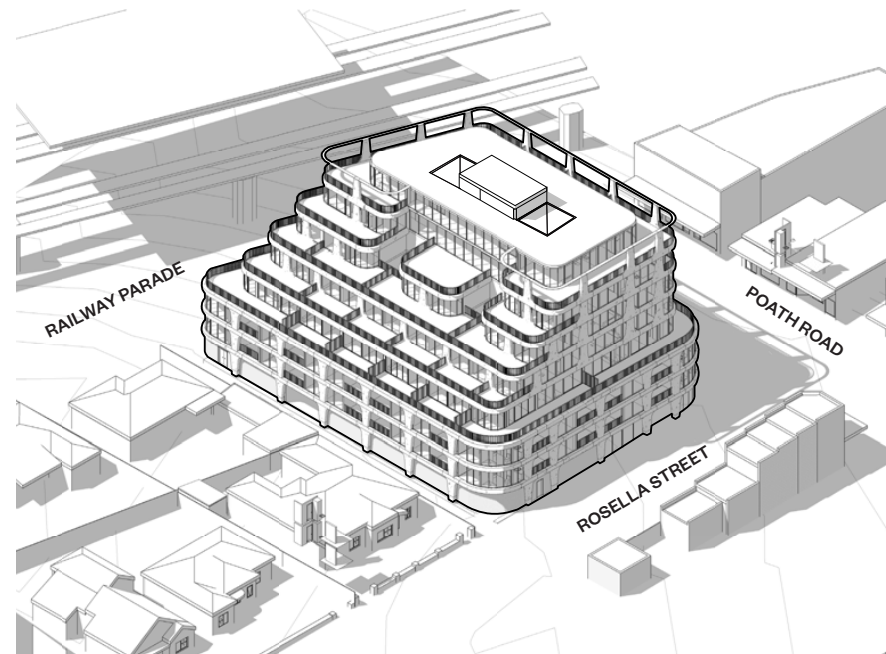
EXISTING CONDITIONS

The facade presents undulating forms to reflect its adjacent transport hub, and soft edges to speak to its residential neighbours. The arched expression of the facade is articulated to reflect the traversing nature of the site, as the facade details reflect tunnels and underpasses expressed at the adjacent Hughesdale Station.



FINAL ARTICULATION

The podium expresses a dark terrazzo finish, while a lighter rough cast concrete materiality is conveyed on the tower, finished with warm copper bands to the underside of each slab edge, responding to its surrounding residential character as well as its surrounding commercial tenancies.



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ARCHITECTURAL STATEMENT

Situated at the intersection of Poath Road, Rosella Street and Railway Parade, Rosella reflects its site's multifaceted characteristics: commercial tenancies to its East along Poath Road, residential typologies to its West along Rosella St, and a transportation hub to its north along Railway Parade. The site is of close proximity to nearby parks and reserves, public transport, and located on an island site, features north orientation.

The tension between these interfaces provides a catalyst to the design response, where the facade presents undulating forms to reflect its adjacent transport hub, and soft edges to speak to its residential neighbours. The arched expression of the facade is articulated to reflect the fluidity of the tunnels and underpasses expressed at the adjacent Hughesdale Station. This design feature, of both the building form and facade, breaks and softens an otherwise rigid mass and expresses glazed openings between each facade panel.

Materiality and tone create a gentle contrast between the podium and the tower, responding to its multitudinous site characters. The podium expresses a dark terrazzo finish, reflecting its surrounding commercial and transport typologies; a lighter rough cast concrete materiality is conveyed on the tower, finished with warm copper bands to the underside of each slab edge, responding to its surrounding residential character. Also creating a soft contrast between the podium and the tower is the facade directionality, where along the podium facade elements are aimed downwards toward the ground, cementing its relationship to street level, whilst on the tower, facade elements are projected upwards toward the sky.

Generous lightcourts puncture the building mass to provide optimal breeze and daylight access to otherwise sunken spaces within dwellings. Overall, the considered design decisions provide ideal amenity to the residents.



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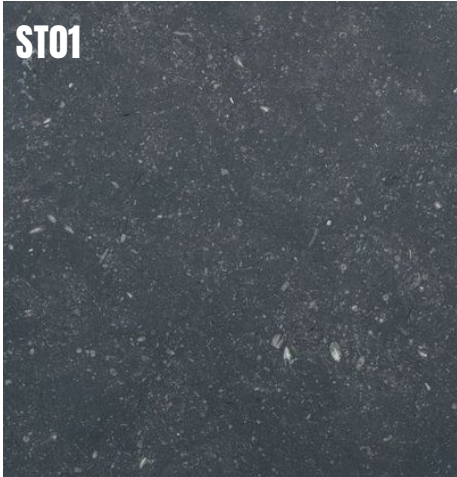
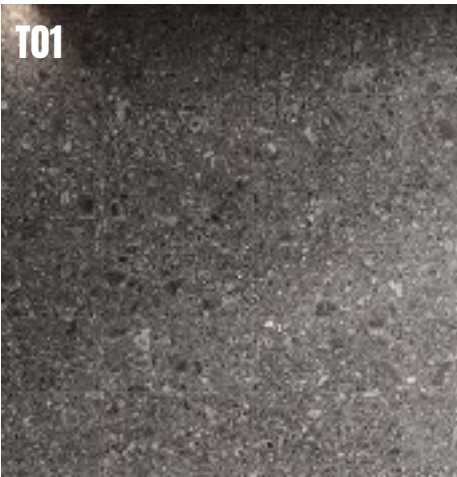
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FINISHES

- 01. T01
TERAZZO-LOOK OR SIMILAR
COLOUR: DARK GREY
- 02. C01
CONCRETE (ROUGH CAST)
COLOUR: GREY
- 03. ST01
BLUSTONE
COLOUR: CHARCOAL
- 04. AL01
ALUMINIUM
COLOUR: COPPER
- 05. BR01
BRICK
COLOUR: CHARCOAL
- 06. AL02
ALUMINIUM BALUSTRADE
COLOUR: CHARCOAL



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ARTIST IMPRESSIONS



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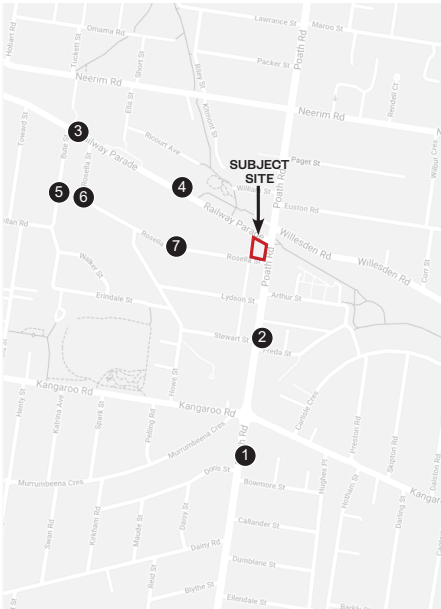
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500M FROM POATH ROAD



1. VIEW TAKEN FROM 172 POATH ROAD

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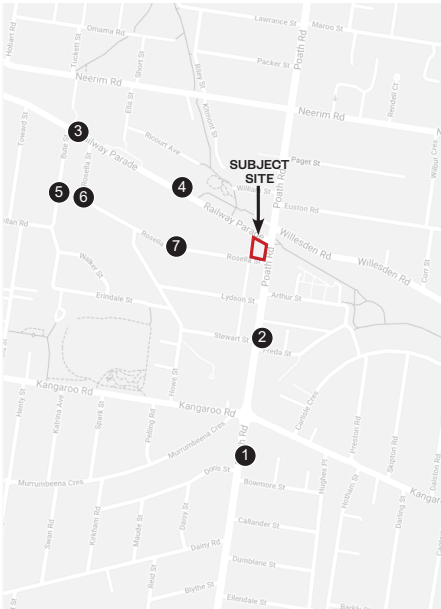
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200M FROM POATH ROAD



2. VIEW TAKEN FROM 148 POATH ROAD

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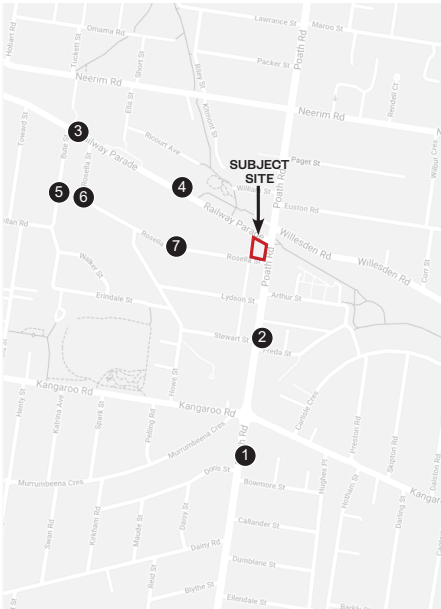
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500M FROM RAILWAY PARADE



3. VIEW TAKEN FROM 26 RAILWAY PD

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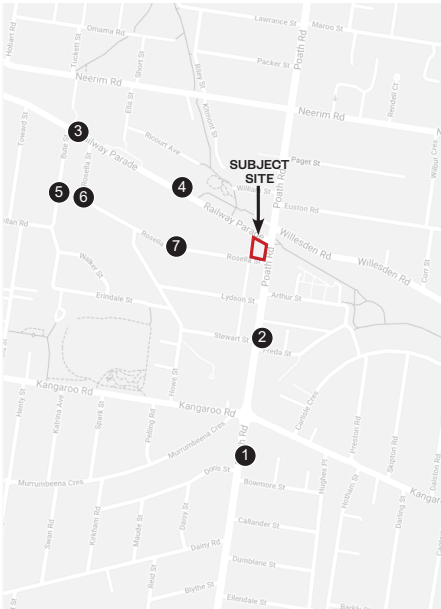
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200M FROM RAILWAY PARADE



4. VIEW TAKEN FROM 41 RAILWAY PD

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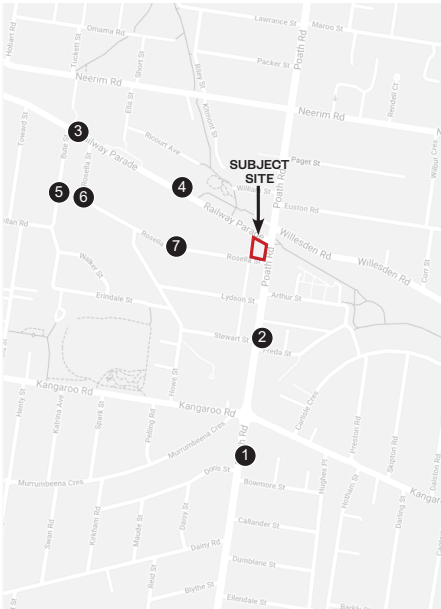
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500M FROM BUTE STREET



5. VIEW TAKEN FROM 16 BUTE ST

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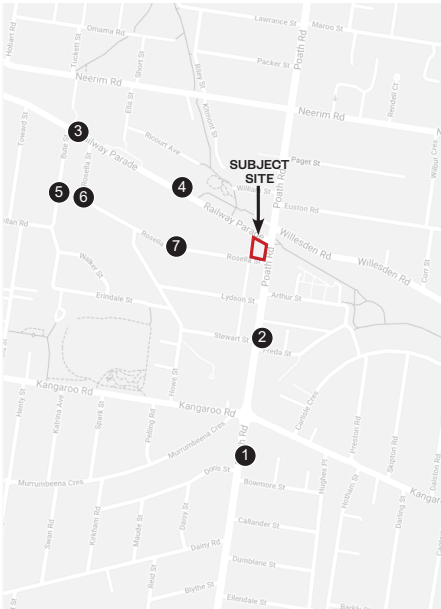
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450M FROM RAILWAY PARADE



6. VIEW TAKEN FROM 6 ROSELLA ST

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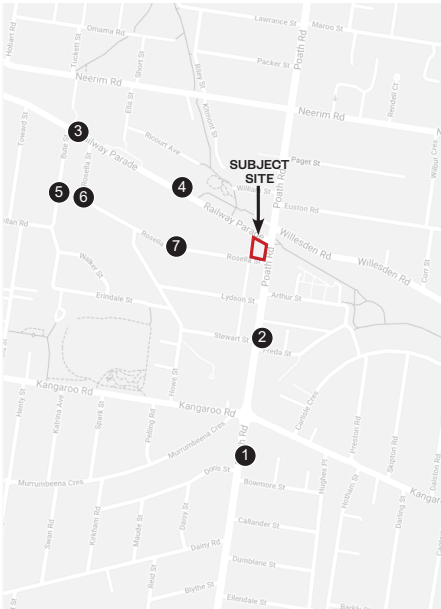
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200M FROM ROSELLA STREET



7. VIEW TAKEN FROM 25 ROSELLA ST

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DRAWINGS

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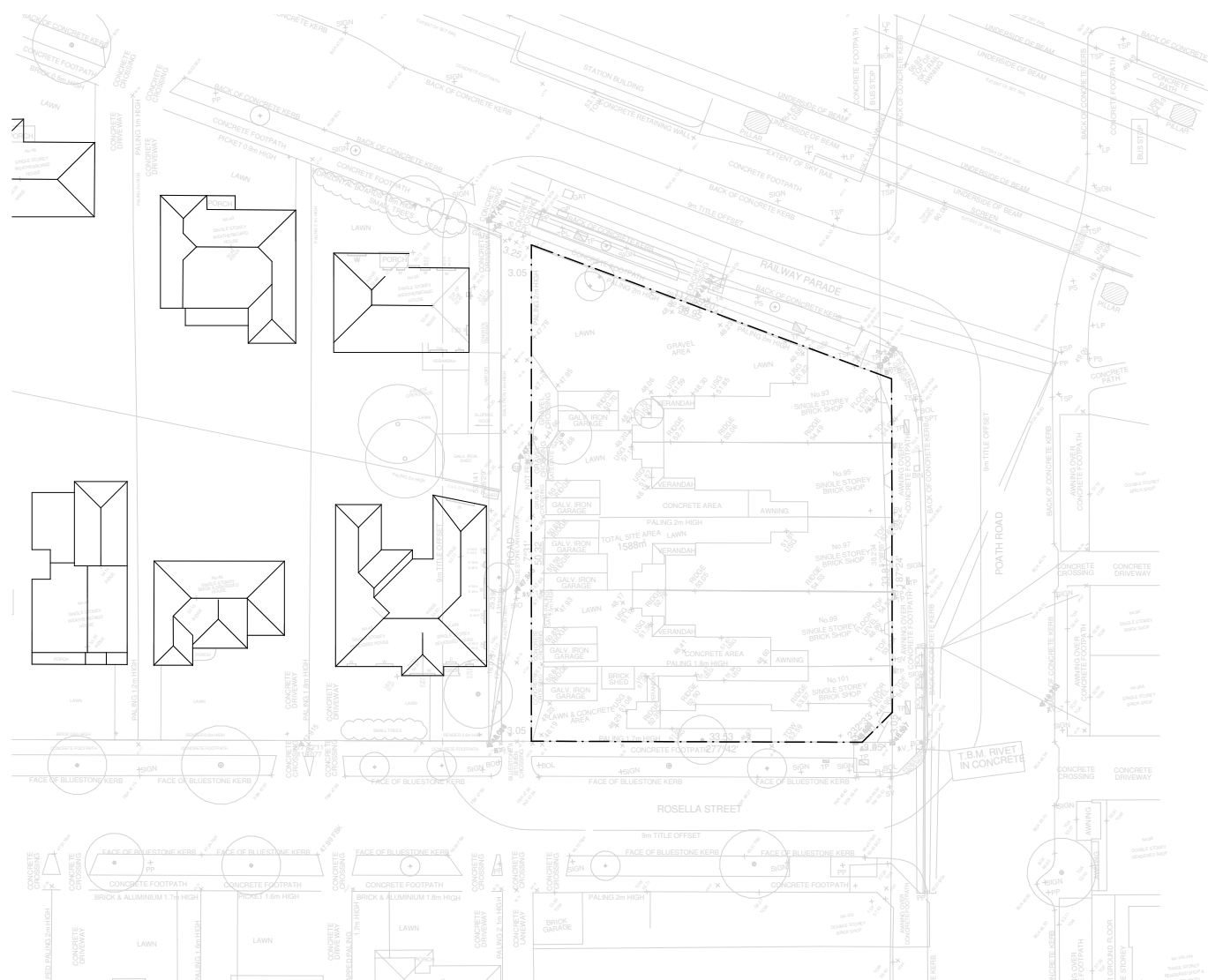
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PROJECT

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and
93 - 101 POATH RD,
MURRUMBEENA 3163

MULTI-RESIDENTIAL

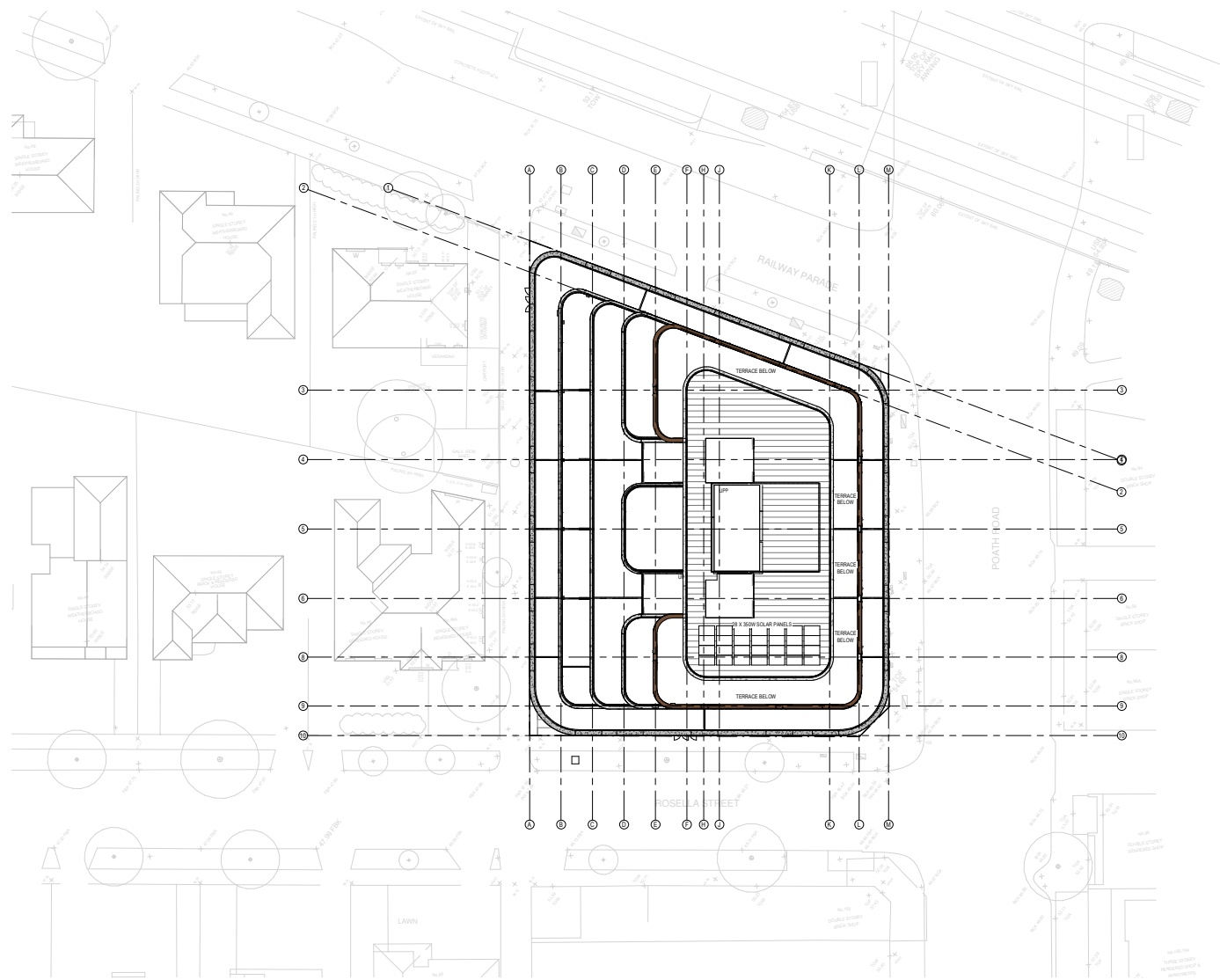
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REVISION N°
DATE 8/11/2021
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CHECKED BY DC

DRAWING TITLE
EXISTING SITE PLAN



TP.0100



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PROJECT
ROSELLA
50 ROSELLA ST,
MURRUMBEENA 3163
and
93 - 101 POATH RD,
MURRUMBEENA 3163

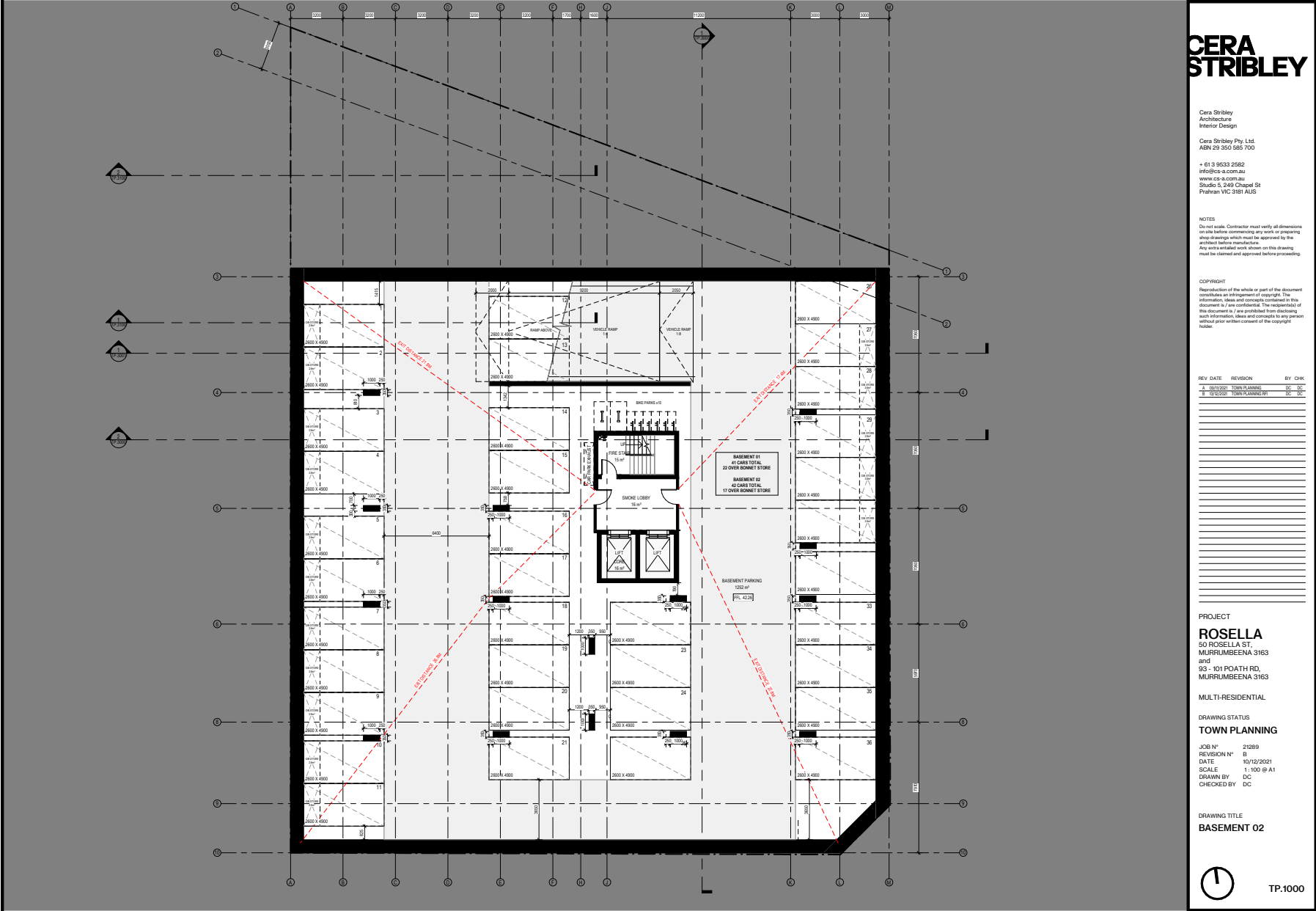
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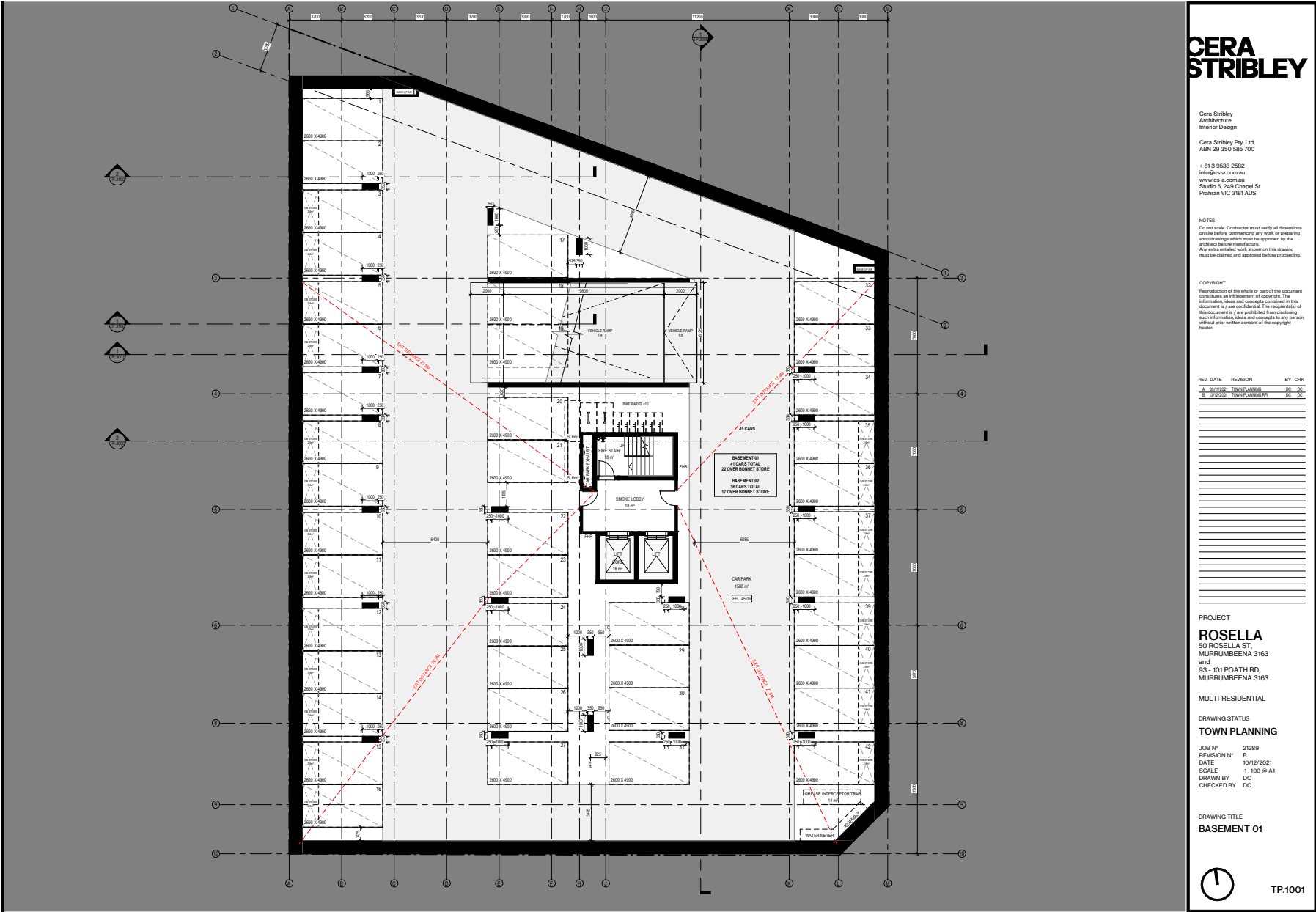
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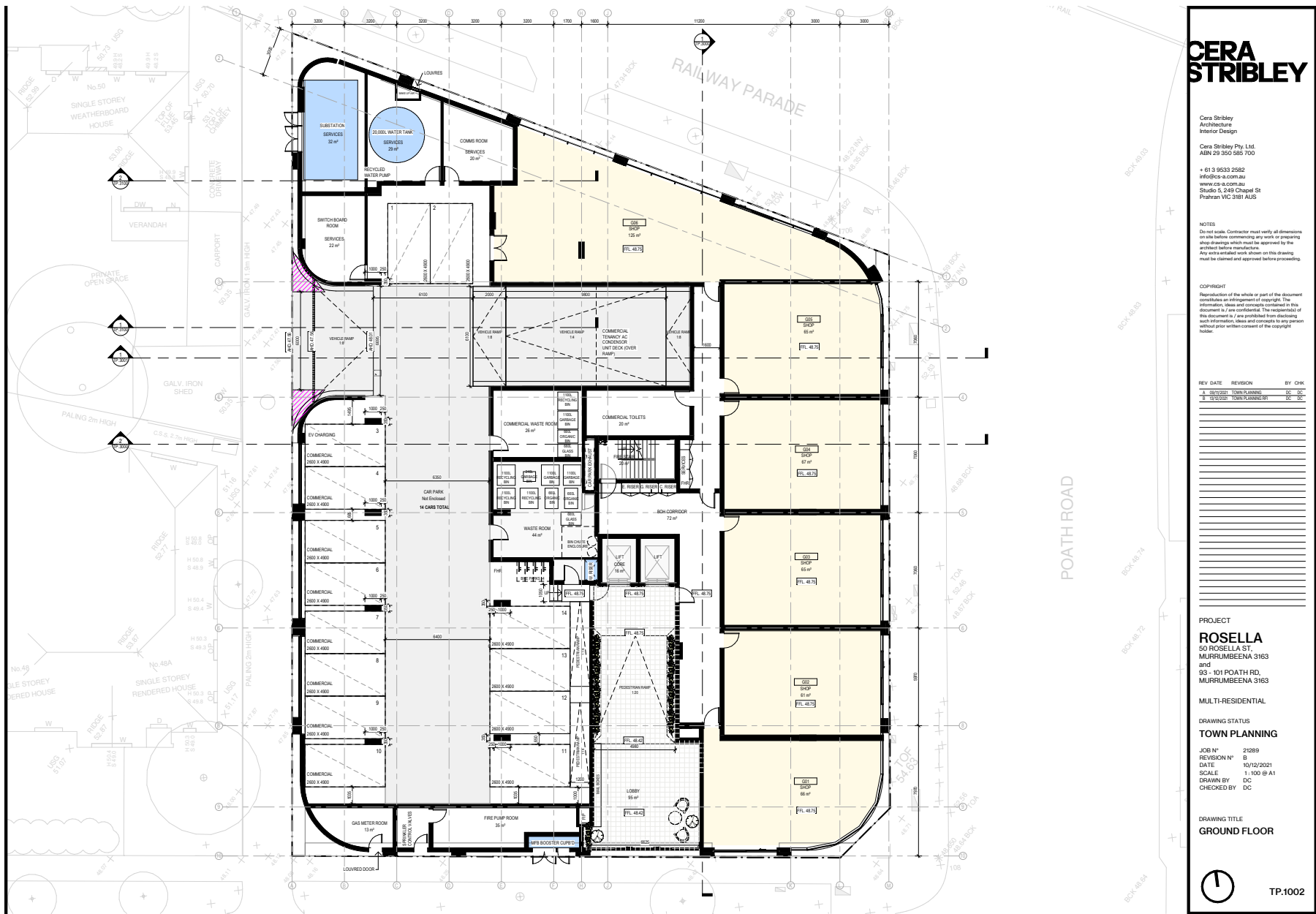
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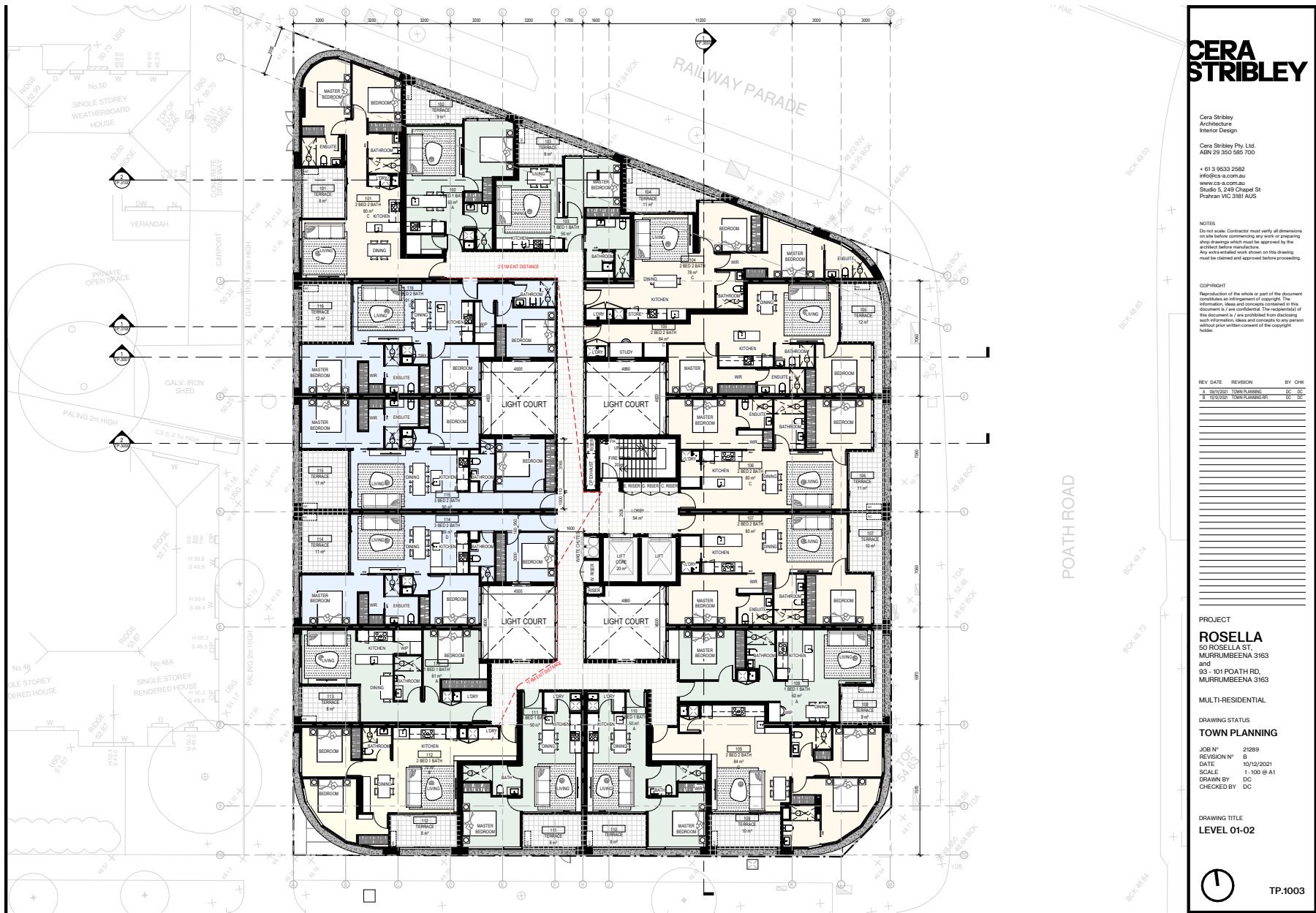
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PROPOSED SITE PLAN

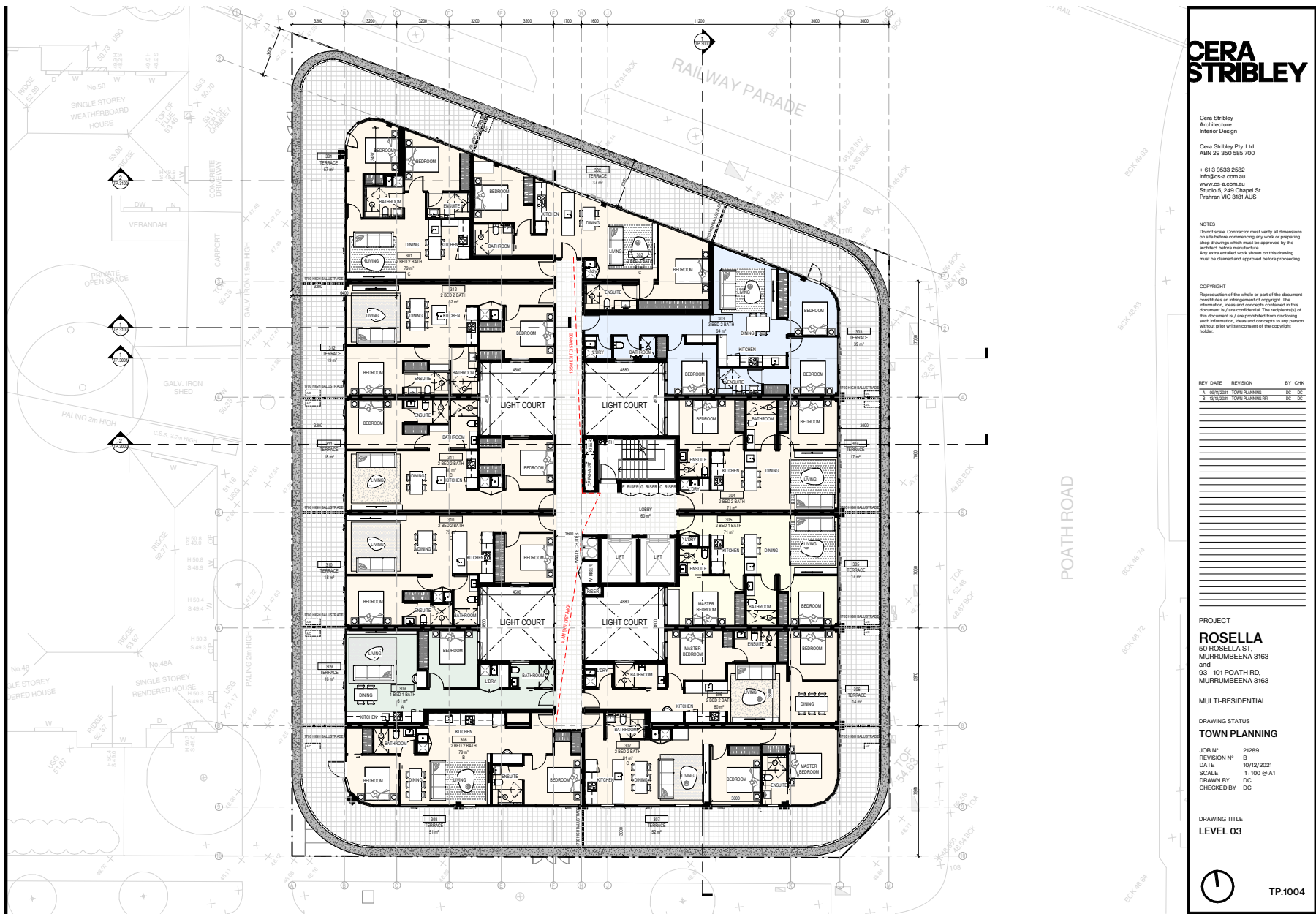
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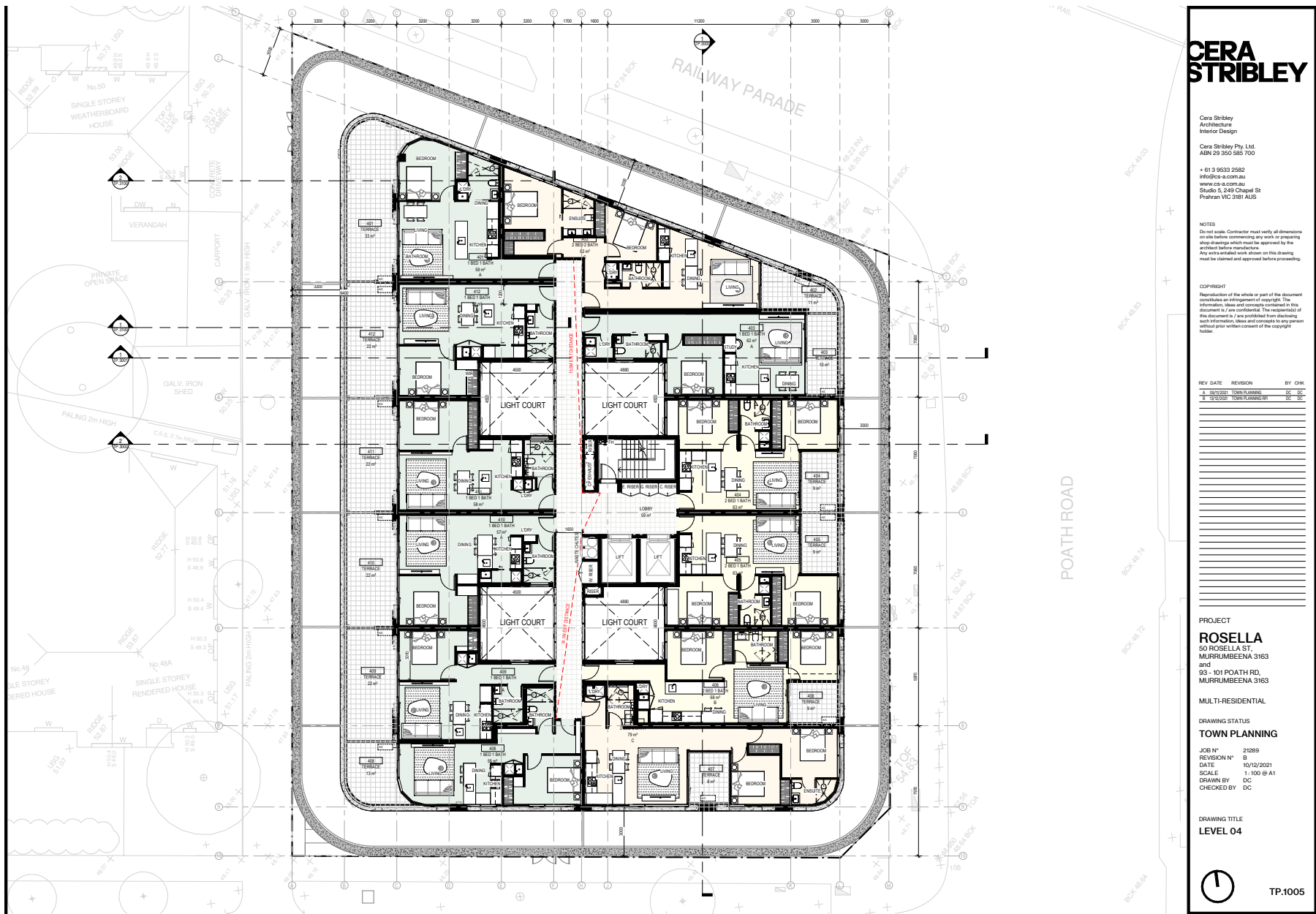


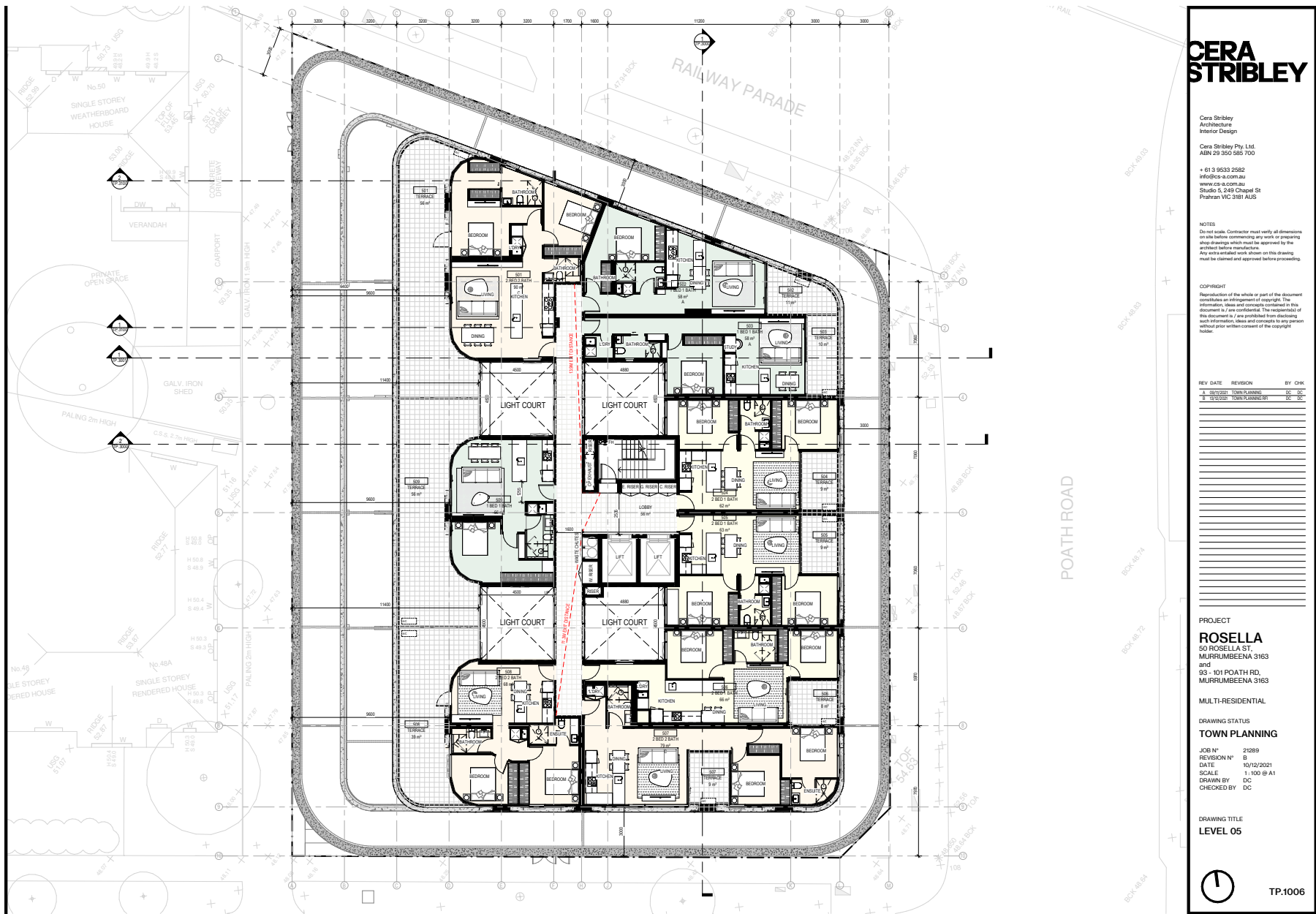


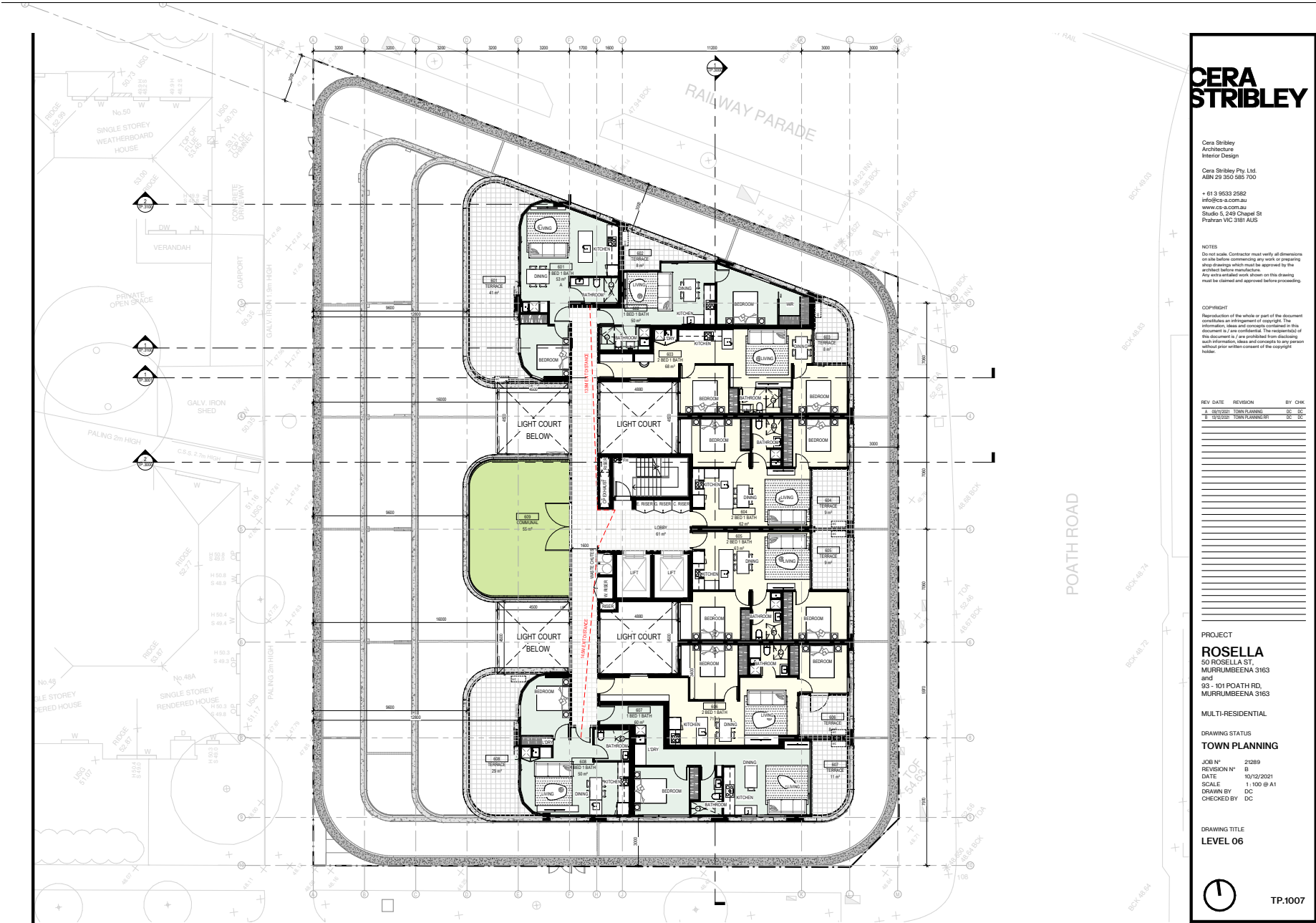


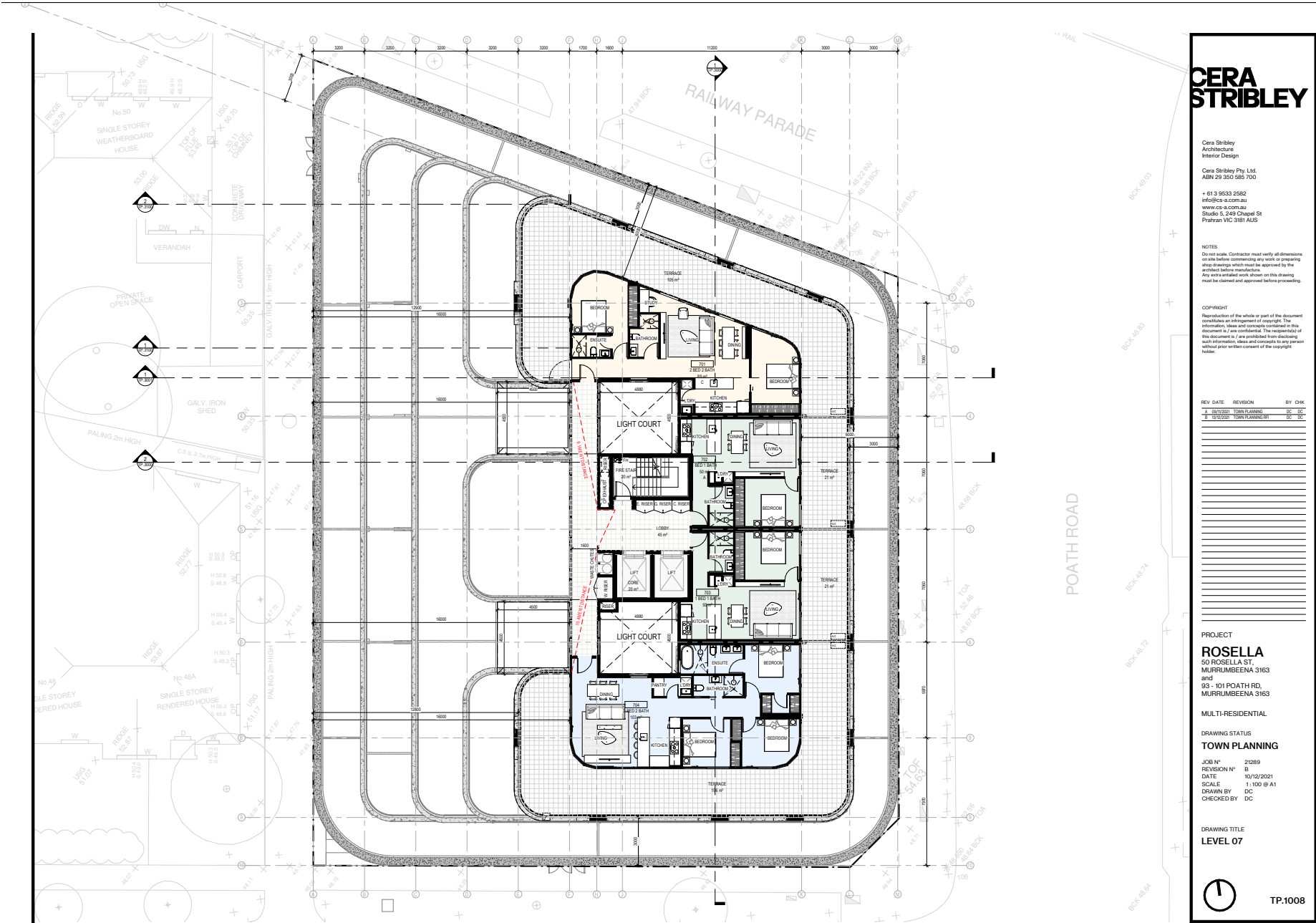


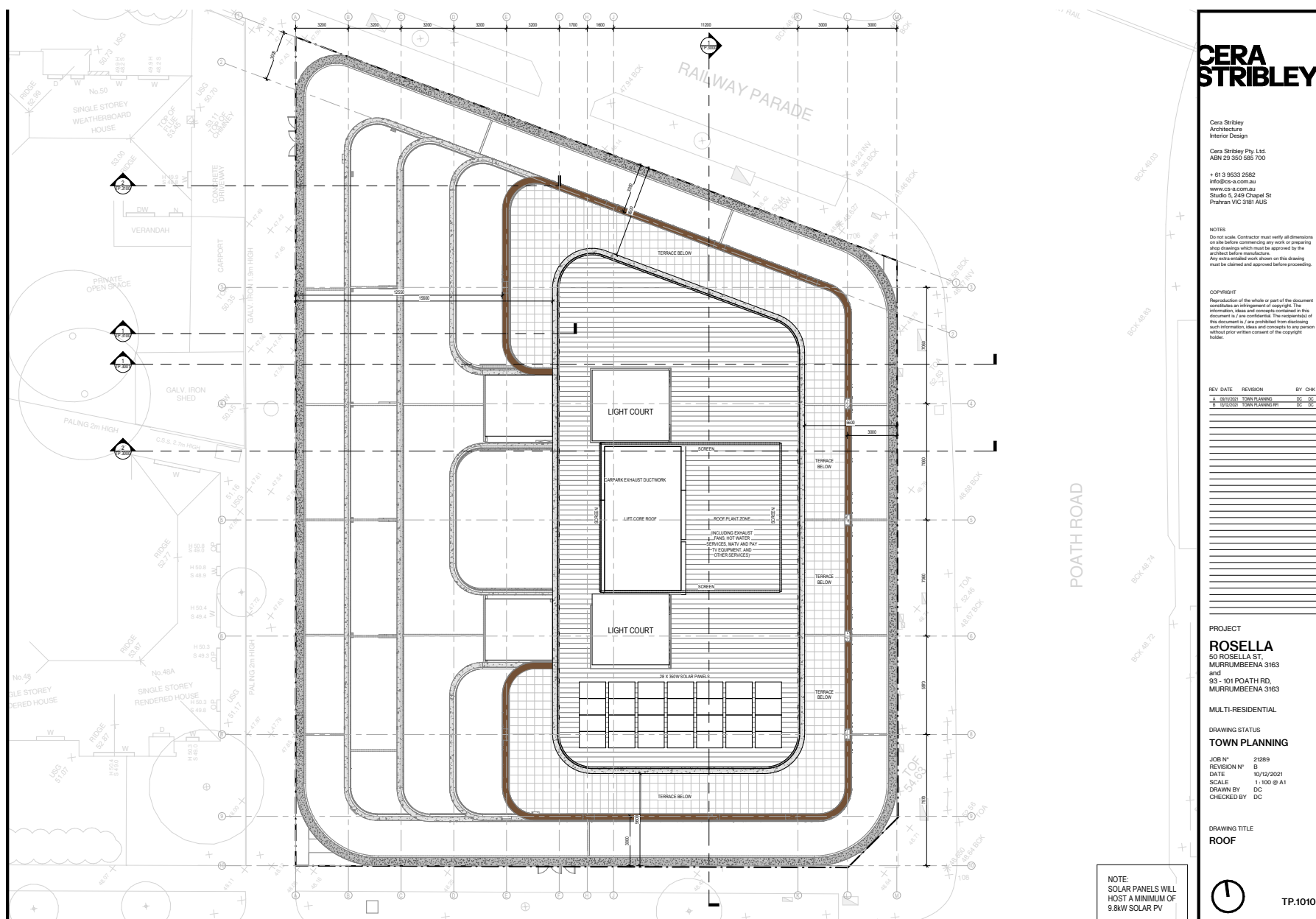












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PROJECT

ROSELLA
 50 ROSELLA ST,
 MURRUMBEEENA 3163
 VICTORIA
 93° 10' 10" EAST
 36° 10' 10" SOUTH

DRAWING STATUS

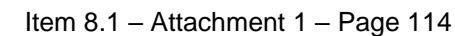
TOWN PLANNING

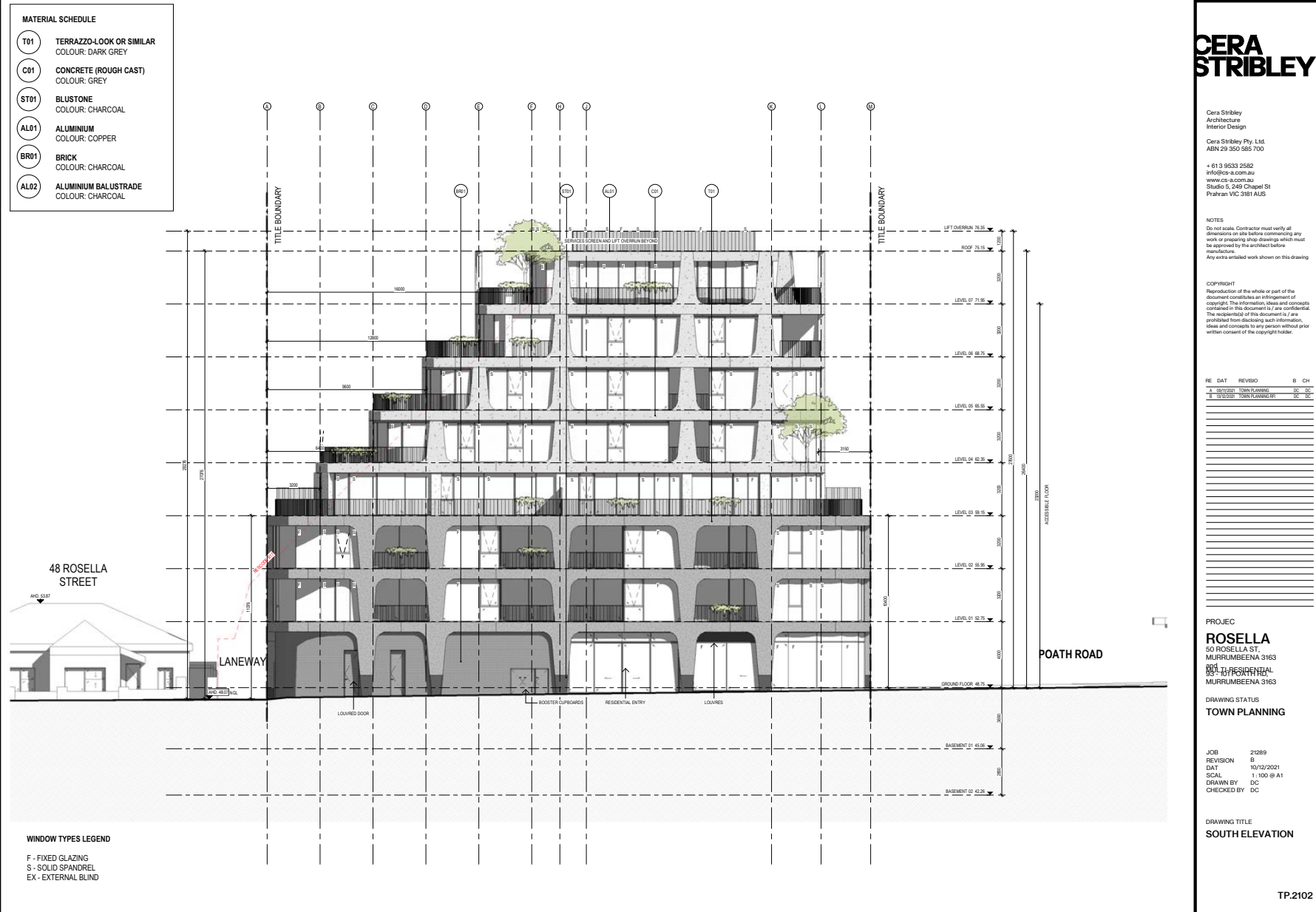
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REVISION	B
DATE	10/12/2021
SCALE	1 : 100 @ A1
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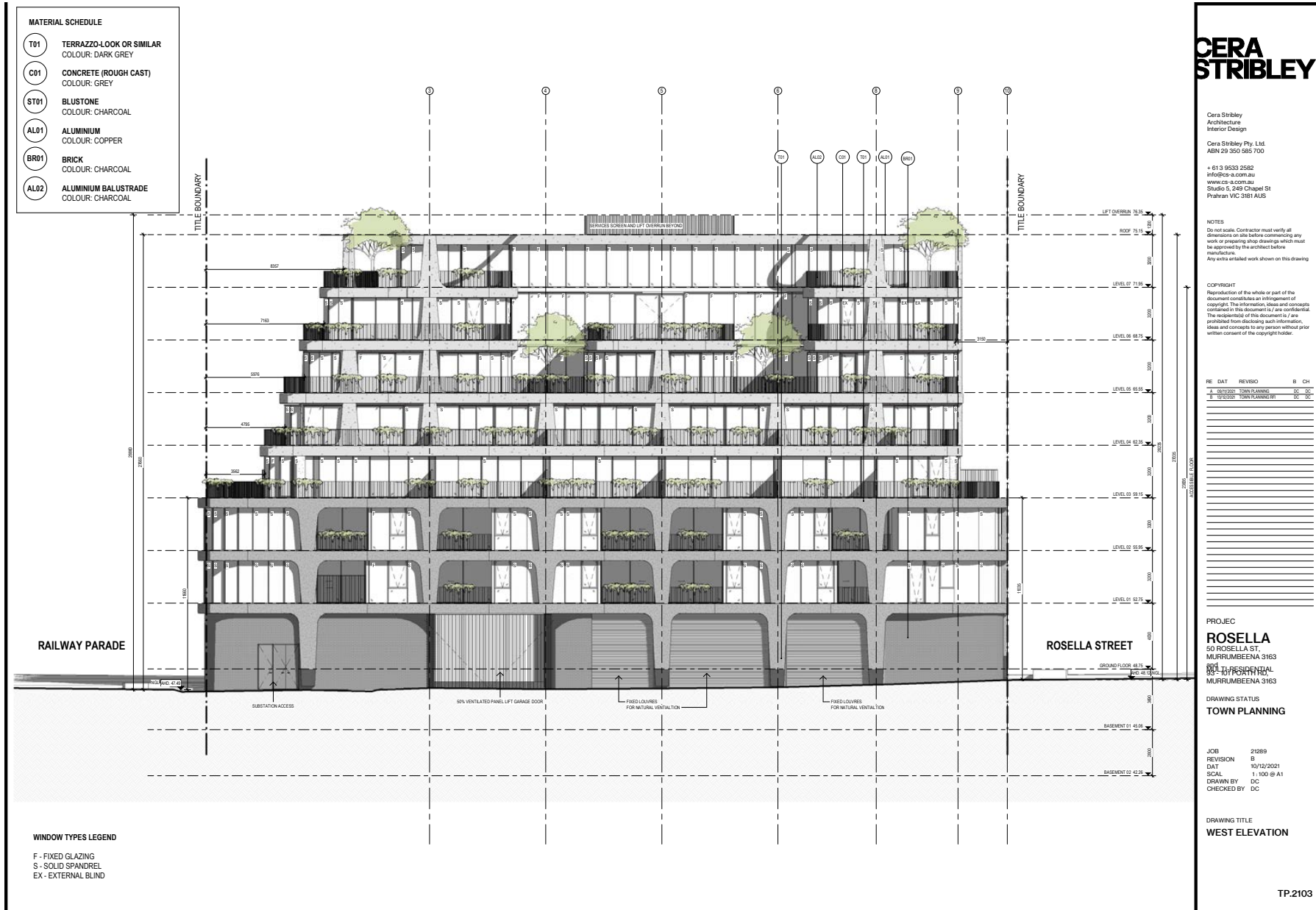
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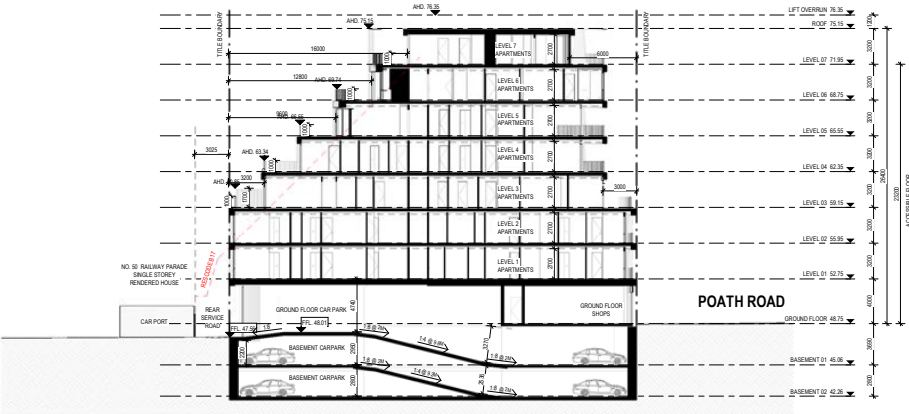
TP.2100











1 SECTION C
TP.1000
1:200

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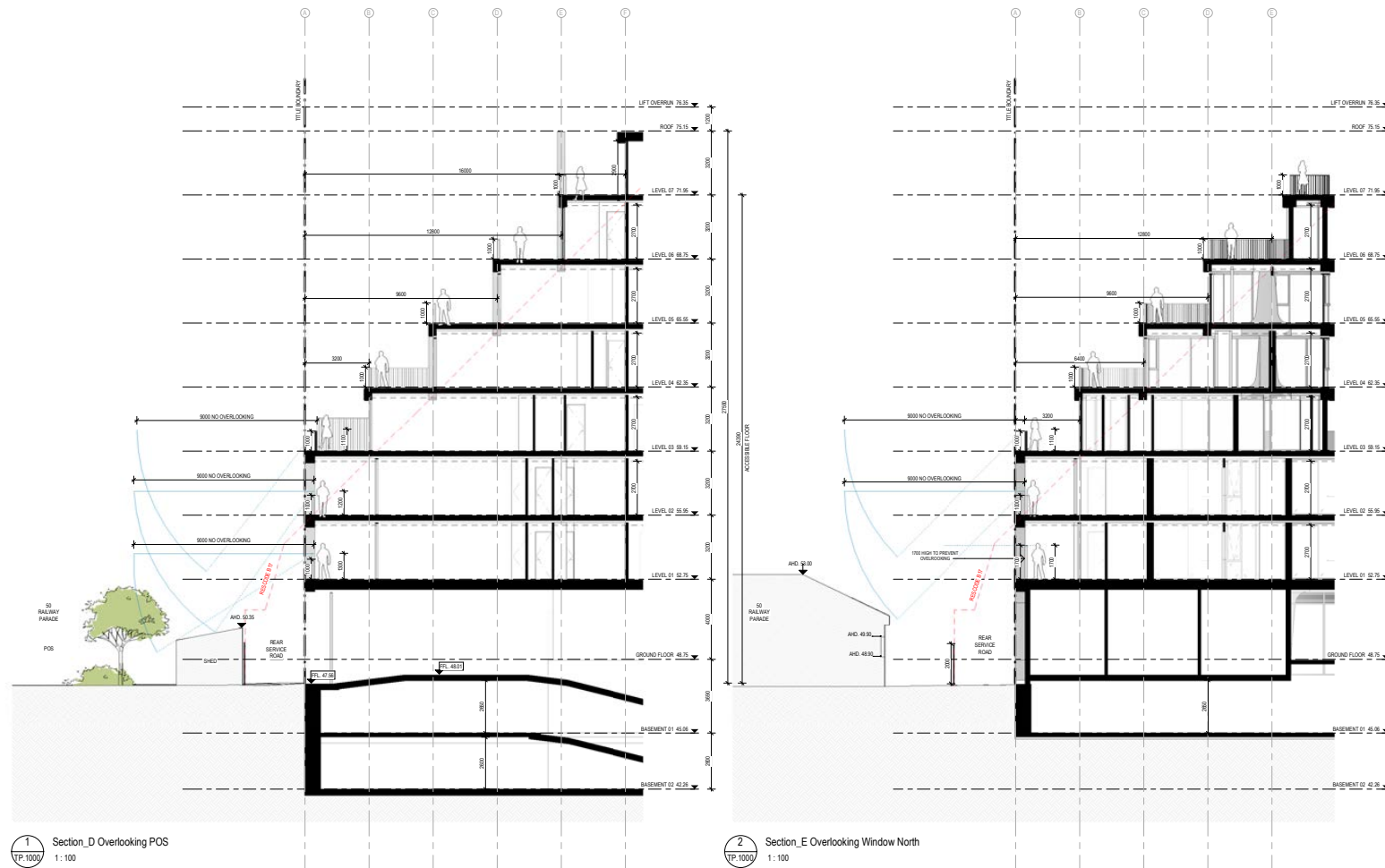
ROSELLA
50 ROSELLA ST,
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RE	DATE	REVISION	B	CH
A	09/12/2021	TOWN PLANNING	DC	DC
B	12/02/2022	TOWN PLANNING	DC	DC

PROJECT

ROSELLA
50 ROSELLA ST,
MURRUMBEENA 3163
VIC 3163
MURRUMBEENA 3163

DRAWING STATUS
TOWN PLANNING

JOB	21289
REVISION	B
DATE	5/11/2021
SCALE	1:100 @ A1
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DRAWING TITLE
**OVERLOOKING
SECTION**

TP.3100

TYPOLOGIES

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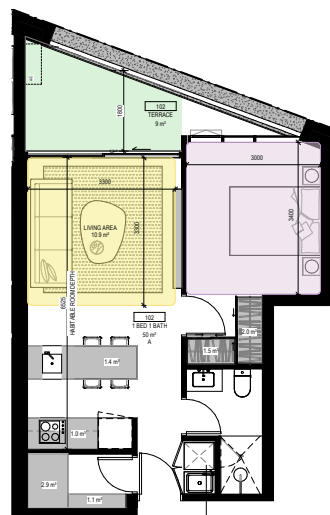
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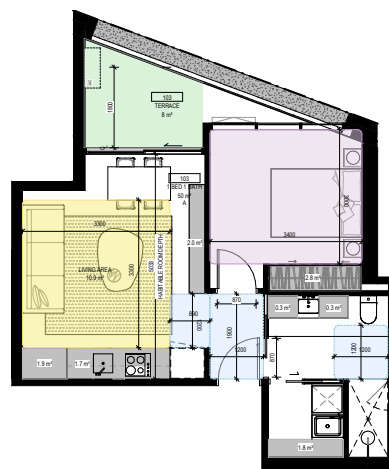
ROSELLA

50 Rosella St, Murrumbidgee
93-101 Poath Rd, Murrumbidgee
Town Planning Application
December 2021



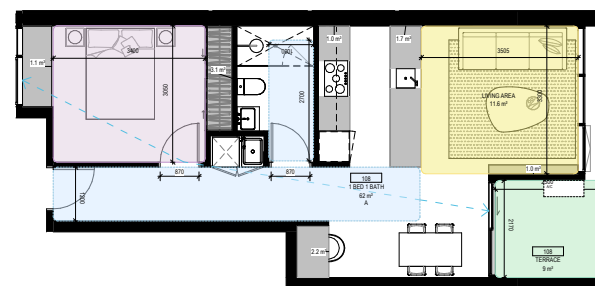
TYPE A
102/202
1 BED 1

MAIN BEDROOM SIZE	3400 X 3000mm
SECOND BEDROOM SIZE	
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3300 x 3300mm
HABITABLE ROOM DEPTH	6525mm
ENKORREL	
INTERNAL STORAGE	9.9 m³
BREEZE PATH	
TERRACE SIZE	9 m²
ACCESSIBILITY	



TYPE A
103/203
1 BED 1

MAIN BEDROOM SIZE	3400 X 3000mm
SECOND BEDROOM SIZE	
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3300 x 3300mm
HABITABLE ROOM DEPTH	5328mm
ENKOKEL	
INTERNAL STORAGE	10.8 m³
WHEELIE PATH	
TERRACE SIZE	8 m²
ACCESSIBILITY	OPTION A



TYPE A
108 / 20
1 BED 1

MAIN BEDROOM SIZE	3400 X 3050mm
SECOND BEDROOM SIZE	3305 X 3050mm
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3505 X 3300mm
HABITABLE ROOM DEPTH	7815mm
SNORKEL	
INTERNAL STORAGE	10.1 m ³
BREEZE PATH	10.9 m
TERRACE SIZE	9 m ²
ACCESSIBILITY	OPTION B

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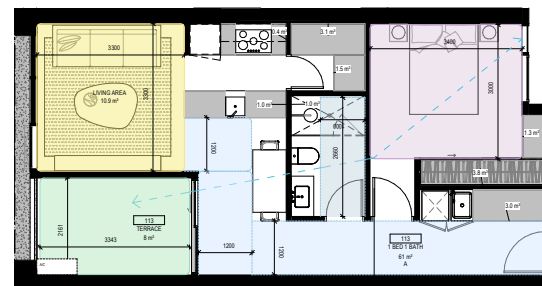
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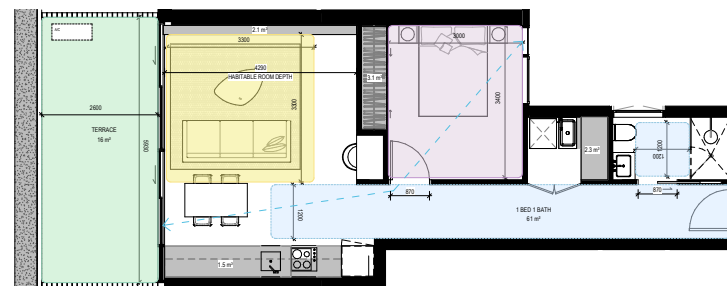
TP.5000



TYPE A	
130/111/210/211	
1 BED 1 BATH	
50 m²	
MAIN BEDROOM SIZE	3455 X 3050mm
SECOND BEDROOM SIZE	
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3300 X 3300mm
HABITABLE ROOM DEPTH	5875mm
ENVELOPE	
INTERNAL STORAGE	9.1 m³
BREIZES PATH	
TERRACE SIZE	8 m²
ACCESSIBILITY	
(BASEMENT STORAGE + 2 BMF)	



TYPE A	
113013	
1 BED 1 BATH	
61 m ²	
MAIN BEDROOM SIZE	3400 X 3000mm
SECOND BEDROOM SIZE	3000 X 3000mm
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3600 X 3600mm
HABITABLE ROOM DEPTH	7200mm
ENOSHEL	
INTERNAL STORAGE	14.1 m ³
BREEZE PATH	9.6 m
TERRACE SIZE	9 m ²
ACCESSIBILITY	OPTION A



TYPE A	
309	
1 BED 1 BATH 61 m ²	
MAIN BEDROOM SIZE	3400 x 3000mm
SECOND BEDROOM SIZE	
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3300 x 3000mm
HABITABLE ROOM DEPTH	4600mm
SNOOKEL	
INTERNAL STORAGE	9.0 m ³
BREEZE PATH	10.0 m
TERRACE SIZE	16 m ²
ACCESSIBILITY	OPTION A

(BASEMENT STORAGE ≈ 7.8m³)

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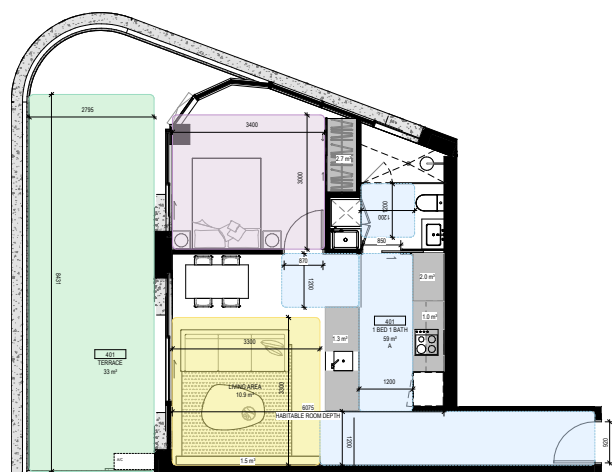
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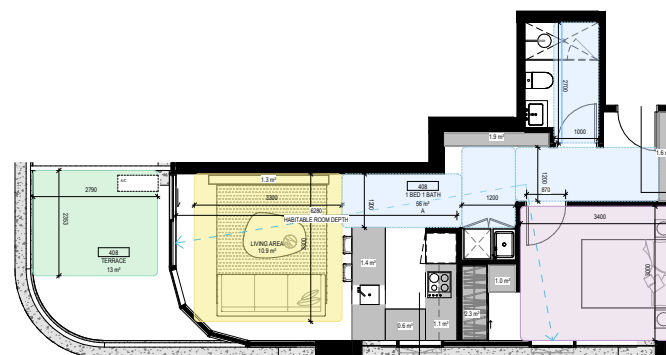
TP.5001



TYPE A	
401	
1 BED 1 BATH 59 m ²	
MAIN BEDROOM SIZE	3400 x 3000mm
SECOND BEDROOM SIZE	
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3300 X 3300mm
HABITABLE ROOM DEPTH	6125mm
SHOWER	
INTERNAL STORAGE	8.5 m ³
BREEZE PATH	0.0 m
TERRACE SIZE	33 m ²
ACCESSIBILITY	OPTION A

(BASEMENT STORAGE + 2 BM)

BASEMENT STORAGE = 2.6M3



TYPE A	
408	
1 BED 1 BATH	
56 m ²	
MAIN BEDROOM SIZE	3400 X 3000mm
SECOND BEDROOM SIZE	
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3300 x 3300mm
HABITABLE ROOM DEPTH	6280mm
SKINCEL	
INTERNAL STORAGE	11.2 m ³
BREEZE PATH	11.5 m
TERRACE AREA	13 m ²
ACCESSIBILITY	OPTION A

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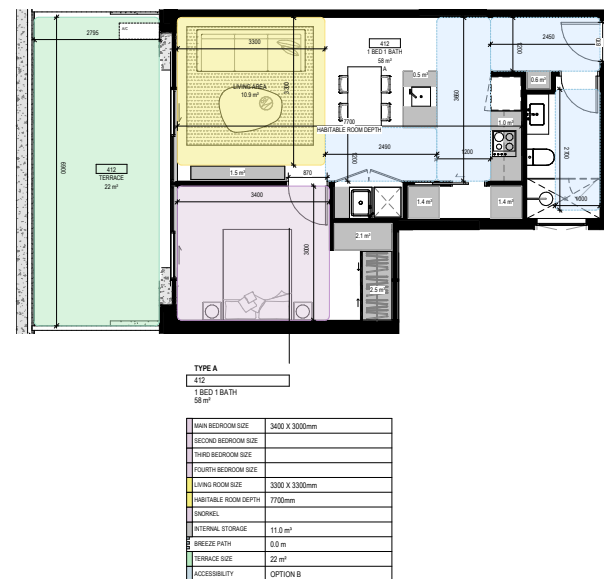
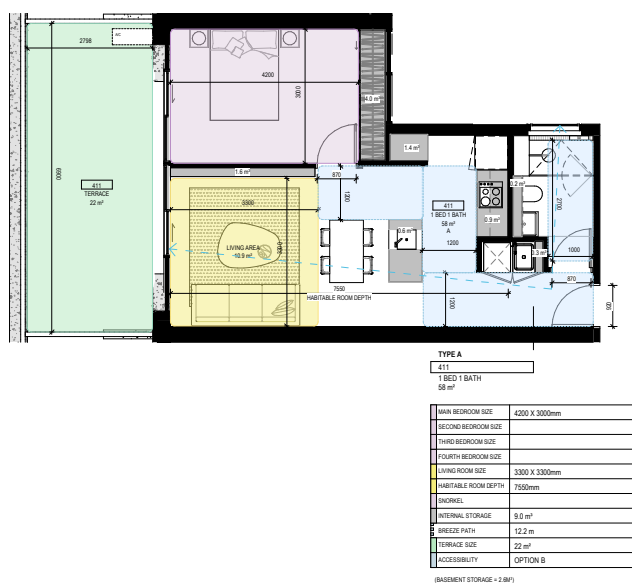
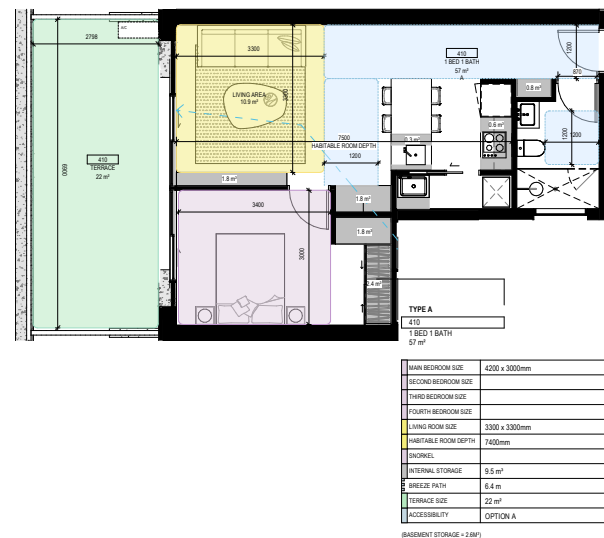
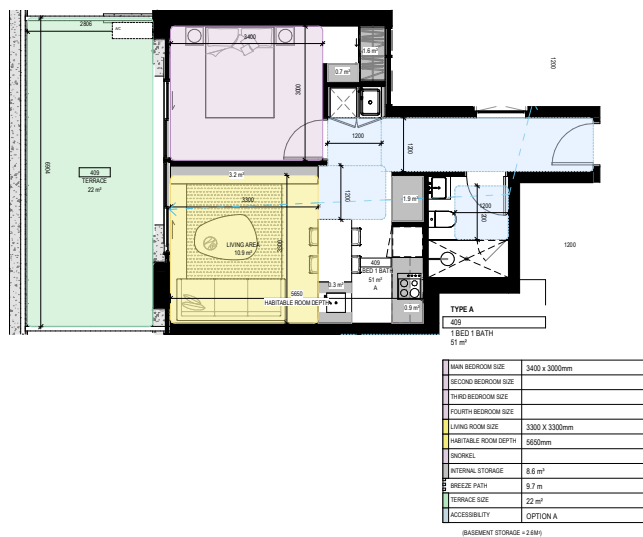
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TYPE A

TP.5002



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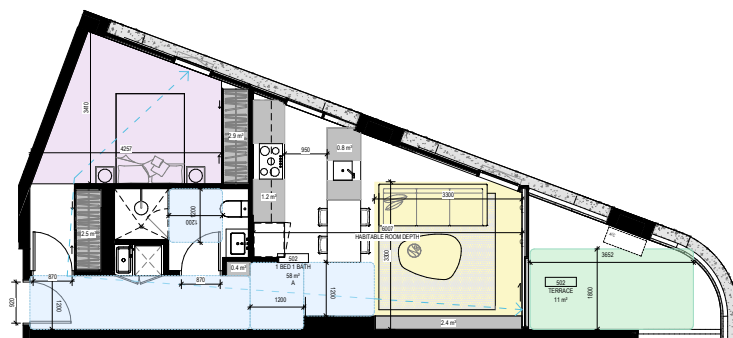
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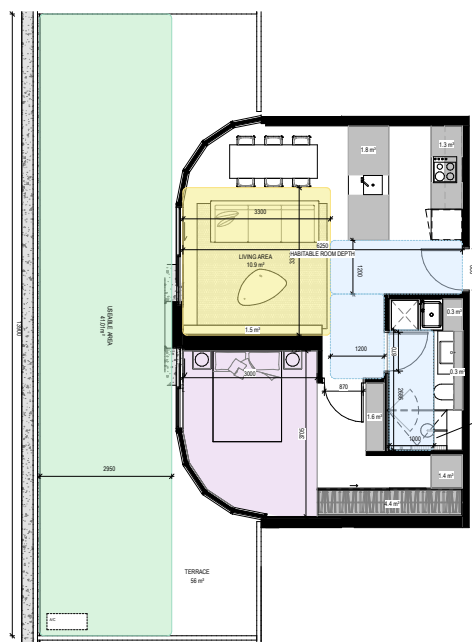
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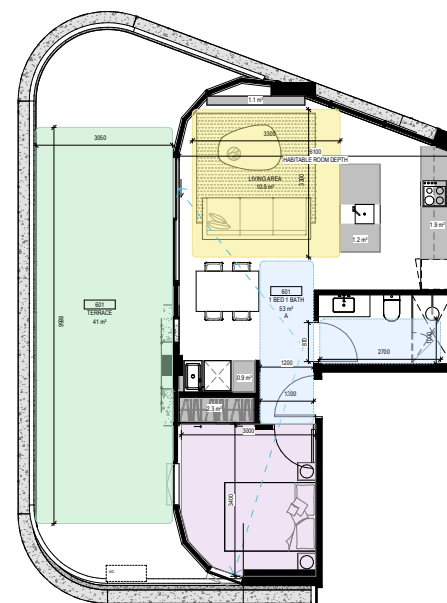
TP.5003



TYPE A	
502	
1 BED 1 BATH	
58 m ²	
	
MAIN BEDROOM SIZE	3410 X 4257mm
SECOND BEDROOM SIZE	
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3300 x 3300mm
HABITABLE ROOM DEPTH	6007mm
BKCNKEL	
INTERNAL STORAGE	10.2 m ³
BREEZE PATH	15.8 m
TERRACE SIZE	11 m ²
ACCESSIBILITY	OPTION A



TYPE A	
209	
1 BED 1 BATH	
56 m ²	
MAIN BEDROOM SIZE	3715 x 3000mm
SECOND BEDROOM SIZE	
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3300 x 3300mm
HABITABLE ROOM DEPTH	6250mm
SKINCEL	
INTERNAL STORAGE	12.6 m ³
BREEZE PATH	0.0 m
TERRACE SIZE	56 m ²
ACCESSIBILITY	OPTION B



TYPE A	
601	
1 BED 1 BATH	
53 m ²	
MAIN BEDROOM SIZE	3000 X 3400mm
SECOND BEDROOM SIZE	
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3300 X 3300mm
HABITABLE ROOM DEPTH	6100mm
SKINDEK	
INTERNAL STORAGE	7.6 m ³
BREEZE PATH	9.8 m
TERRACE SIZE	41 m ²
ACCESSIBILITY	OPTION B

(BASEMENT STORAGE = 2.6M³)

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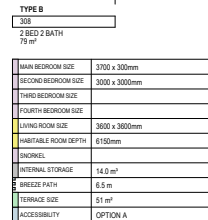
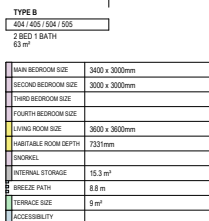
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TYPE A

TP.5004



TP.5005



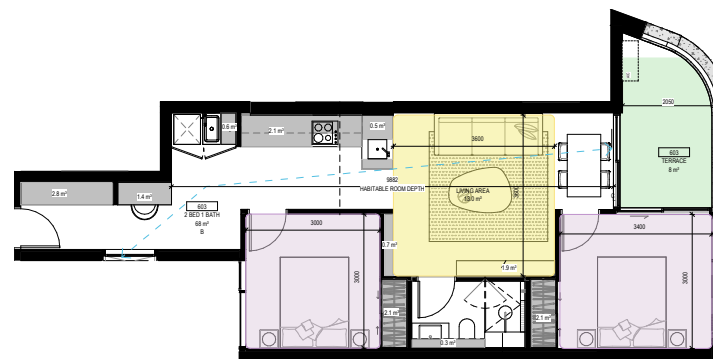
TP.5100



TYPE B
406 / 506
2 BED 1 BATH
68 m²

MAIN BEDROOM SIZE	3400 X 3000mm
SECOND BEDROOM SIZE	3000 X 3000mm
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3600 x 3600mm
HABITABLE ROOM DEPTH	8370mm
SKIRREL	
INTERNAL STORAGE	11.5 m ³
BREEZE PATH	8.2 m
TERRACE SIZE	9 m ²
ACCESSIBILITY	

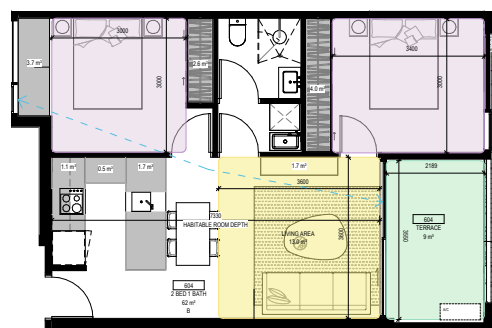
(BASEMENT STORAGE = 2.6MP)



TYPE B

603
2 BED 1 BATH
50 - 1

MAIN BEDROOM SIZE	3400 X 3000mm
SECOND BEDROOM SIZE	3000 x 3000mm
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3600 X 3600mm
HABITABLE ROOM DEPTH	9882mm
SNORKEL	
INTERNAL STORAGE	14.5 m ³
BREEZE PATH	10.0 m
TERRACE SIZE	8 m ²
LAUNDRY ROOM	



TYPE B
604605
2 BED 1 BATH
62 m²

MAIN BEDROOM SIZE	3400 X 3000mm
SECOND BEDROOM SIZE	3000 X 3000mm
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3600 X 3000mm
HABITABLE ROOM DEPTH	7330mm
SNORKEL	
INTERNAL STORAGE	15.3 m ³
BREEZE PATH	8.5 m
TERRACE SIZE	9 m ²
ACCESSIBILITY	

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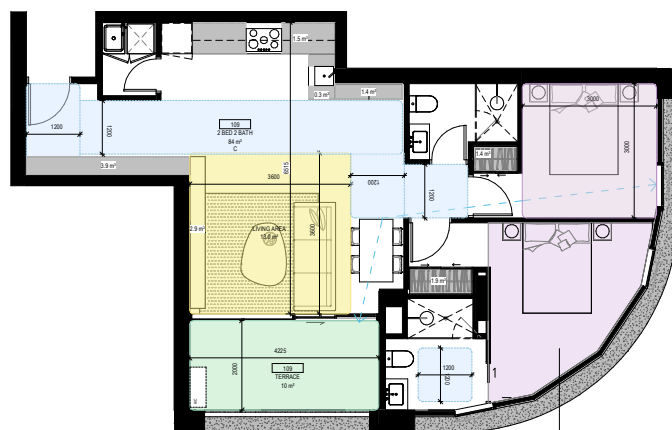
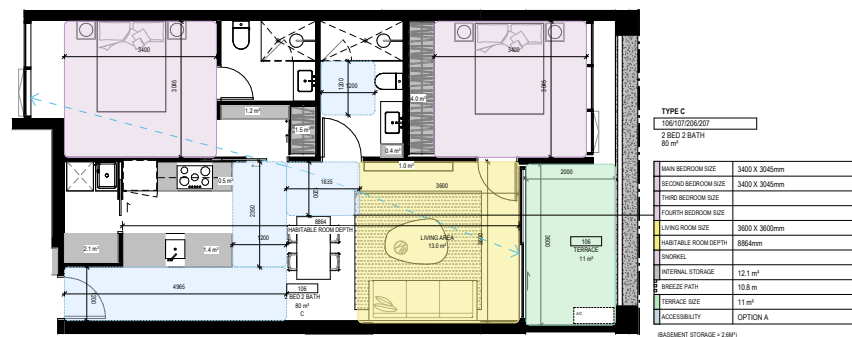
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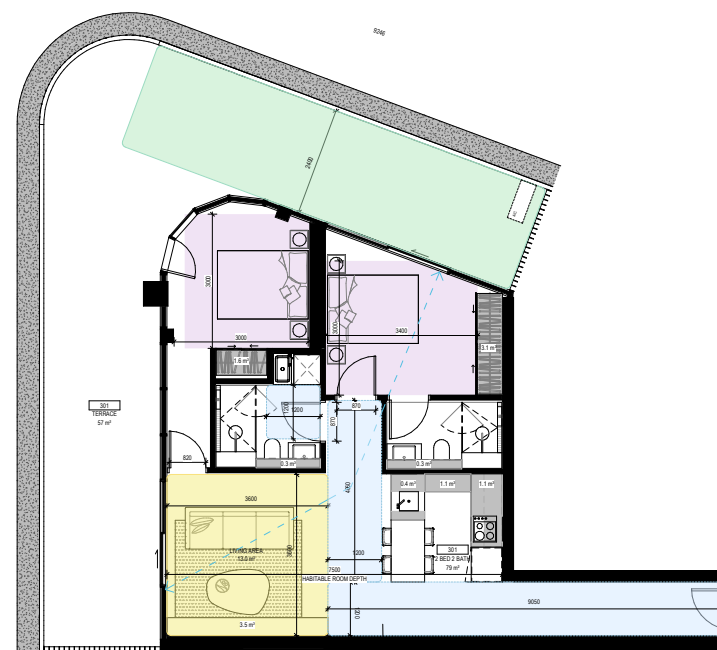
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TYPE C

TP.5200



TYPE C	
109/209	
2 BED 2 BATH	
84 m ²	
MAIN BEDROOM SIZE	3945 x 3360mm
SECOND BEDROOM SIZE	3000 x 3000mm
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3600 x 3600mm
HABITABLE ROOM DEPTH	6515mm
SKIRTEL	
INTERNAL STORAGE	13.3 m ²
BREEZE PATH	8.5 m
TERRACE SIZE	10 m ²
ACCESSIBILITY	OPTION A
(BASEMENT STORAGE = 2.8m ²)	



TYPE C	
301	
2 BED 2 BATH 79 m ²	
MAIN BEDROOM SIZE	3400 x 3000mm
SECOND BEDROOM SIZE	3000 x 3000mm
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3600 x 3600mm
HABITABLE ROOM DEPTH	7500mm
SKINKEEL	
INTERNAL STORAGE	11.4 m ³
BREEZE PATH	10.0 m
TERRACE SIZE	57 m ²
ACCESSIBILITY	OPTION A
(BASEMENT STORAGE = 2.8M ³)	

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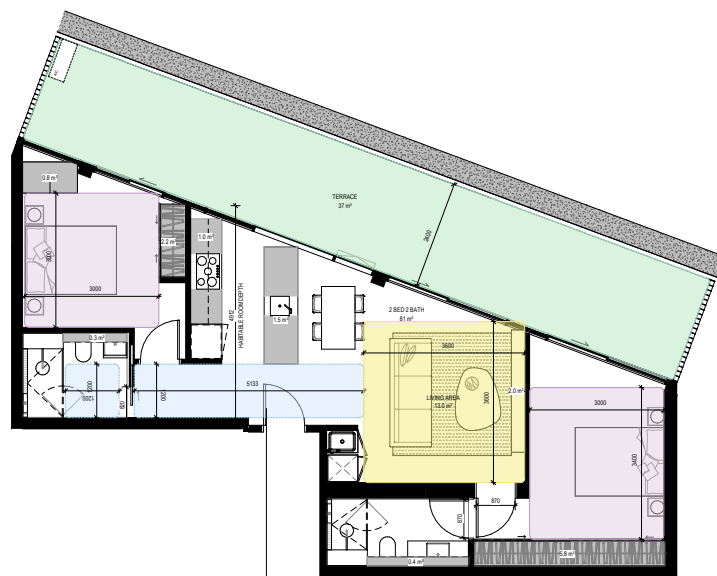
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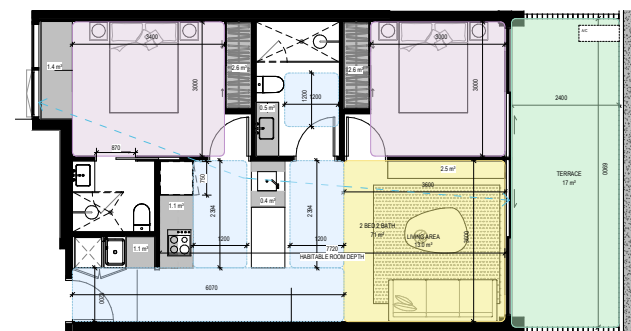
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DRAWING TITLE
TYPE C

TP.5201



TYPE C	
302	
2 BED 2 BATH	
81 m ²	
MAIN BEDROOM SIZE	3430 x 3000mm
SECOND BEDROOM SIZE	3000 x 3000mm
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3600 x 3600mm
HABITABLE ROOM DEPTH	4912mm
BANKING	
INTERNAL STORAGE	14.0 m ³
BREEZE PATH	
TERRACE SIZE	37 m ²
ACCESSIBILITY	OPTION A



TYPE C	
304 / 305	
2 BED 2 BATH 71 m ²	
MAIN BEDROOM SIZE	3400 x 3000mm
SECOND BEDROOM SIZE	3000 x 3000mm
THIRD BEDROOM SIZE	
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3650 x 3600mm
HABITABLE ROOM DEPTH	7720mm
ENKNOEL	
INTERNAL STORAGE	12.2 m ³
BREEZE PATH	10.9 m
TERRACE SIZE	17 m ²
ACCESSIBILITY	OPTION A

BASINMENT STORAGE = 2.0m³

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PROJEC

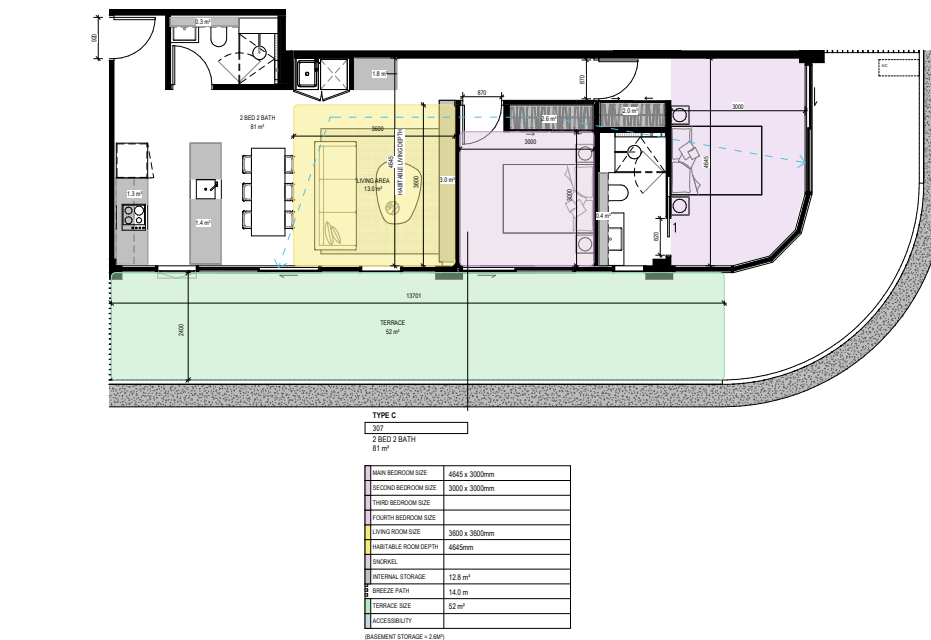
ROSELLA
50 ROSELLA ST,
MURRUMBEENA 3163
and
MULTI-RESIDENTIAL
93-101 POATH RD,
MURRUMBEENA 3163

DRAWING STATUS
TOWN PLANNING

JOB 21289
REVISION
DAT 8/11/2021
SCAL 1:50 @ A1
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DRAWING TITLE
TYPE C

TP.5202



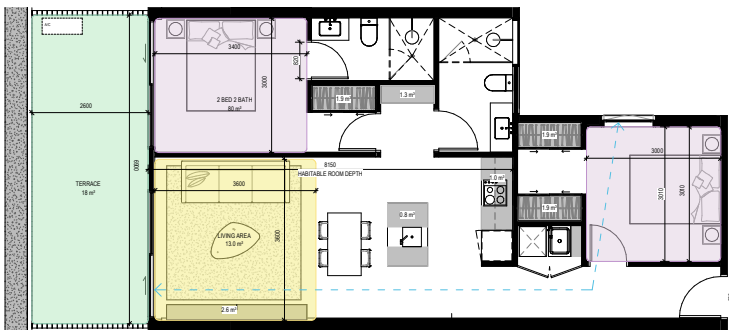
TP.5203



TYPE C
310
2 BED 2 BATH
79 m²

MAIN BEDROOM SIZE	3400 x 3000mm
SECOND BEDROOM SIZE	3000 x 3000mm
THIRD BEDROOM SIZE	3100 x 3000mm
FOURTH BEDROOM SIZE	3600 x 3600mm
LIVING ROOM SIZE	3600 x 3600mm
HABITABLE ROOM DEPTH	8875mm
ENKORREL	
INTERNAL STORAGE	11.5 m²
BREEZE PATH	9.5 m
TERRACE SIZE	18 m²
ACCESSIBILITY	

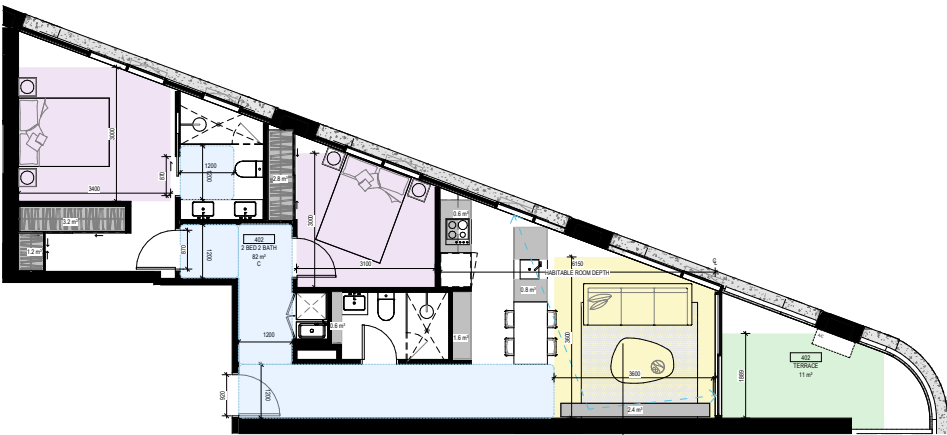
(BASEMENT STORAGE = 2 BM)



TYPE C
311 / 312
2 BED 2 BATH
85 m²

MAIN BEDROOM SIZE	3400 x 3000mm
SECOND BEDROOM SIZE	3100 x 3000mm
THIRD BEDROOM SIZE	3100 x 3000mm
FOURTH BEDROOM SIZE	3600 x 3600mm
LIVING ROOM SIZE	3600 x 3600mm
HABITABLE ROOM DEPTH	8150mm
ENKORREL	
INTERNAL STORAGE	11.4 m²
BREEZE PATH	10.0 m
TERRACE SIZE	18 m²
ACCESSIBILITY	

(BASEMENT STORAGE = 2 BM)



TYPE C
400
2 BED 2 BATH
82 m²

MAIN BEDROOM SIZE	3400 x 3000mm
SECOND BEDROOM SIZE	3100 x 3000mm
THIRD BEDROOM SIZE	3100 x 3000mm
FOURTH BEDROOM SIZE	3600 x 3600mm
LIVING ROOM SIZE	3600 x 3600mm
HABITABLE ROOM DEPTH	6150mm
ENKORREL	
INTERNAL STORAGE	13.2 m²
BREEZE PATH	7.5 m
TERRACE SIZE	11 m²
ACCESSIBILITY	OPTION A

(BASEMENT STORAGE = 1 BM)

CERA STRIBLEY

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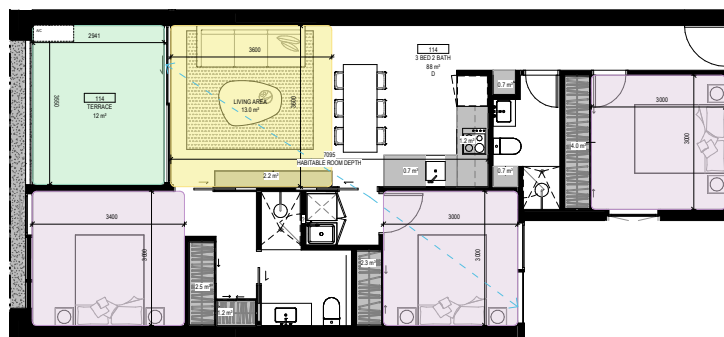
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TP.5206

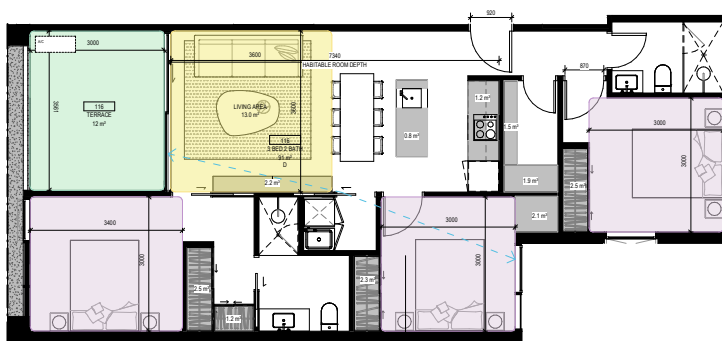




TYPE D
114/214
3 BED 2 BATH
88 m²

MAIN BEDROOM SIZE	3400 X 3000mm
SECOND BEDROOM SIZE	3000 X 3000mm
THIRD BEDROOM SIZE	3000 X 3025mm
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3600 X 3600mm
HABITABLE ROOM DEPTH	7190mm
SHOWEREL	
INTERNAL STORAGE	15.5 m³
BREEZE PATH	9.6 m
TERRACE SIZE	12 m²
ACCESSIBILITY	

BASEMENT STORAGE - 2 FM



TYPE D
116/216
3 BED 2 BATH
91 m²

MAIN BEDROOM SIZE	3040 X 3000mm
SECOND BEDROOM SIZE	3000 X 3000mm
THIRD BEDROOM SIZE	3050 X 3000mm
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3600 X 3600mm
HABITABLE ROOM DEPTH	7340mm
SNORKEL	
INTERNAL STORAGE	18.2 m ³
BREEZE PATH	8.1 m
TERRACE SIZE	12 m ²
ACCESSIBILITY	



TYPE D
115/215
3 BED 2 BATH
89 m²

MAIN BEDROOM SIZE	3540 x 3000mm
SECOND BEDROOM SIZE	3000 x 3000mm
THIRD BEDROOM SIZE	3000 x 3000mm
FOURTH BEDROOM SIZE	
LIVING ROOM SIZE	3600 x 3600mm
HABITABLE ROOM DEPTH	7190mm
SKIRTEL	
INTERNAL STORAGE	18.5 m ³
BREEZE PATH	9.1 m
TERRACE SIZE	12 m ²
ACCESSIBILITY	

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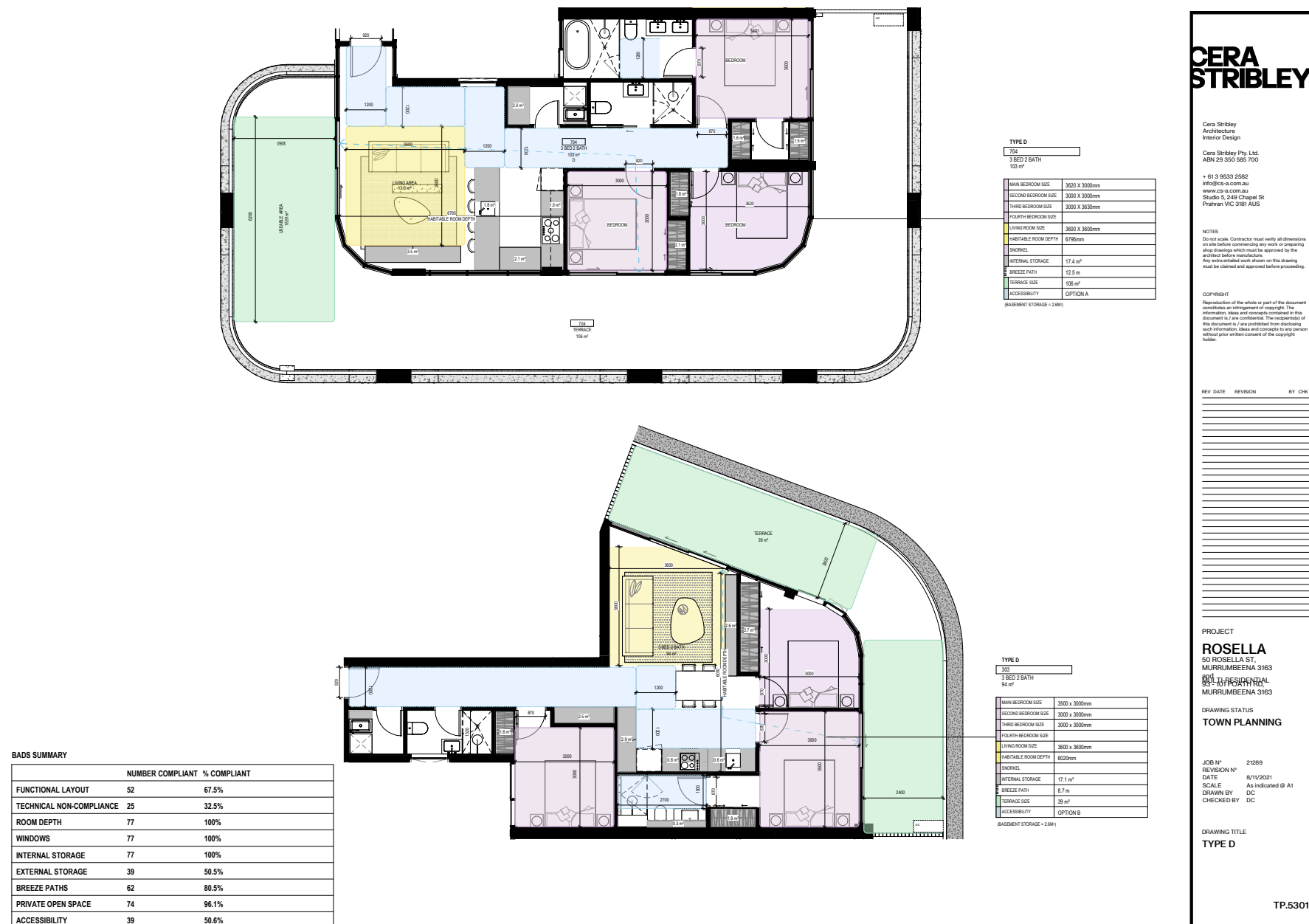
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TYPE D

TP.5300



SHADOW ANALYSIS

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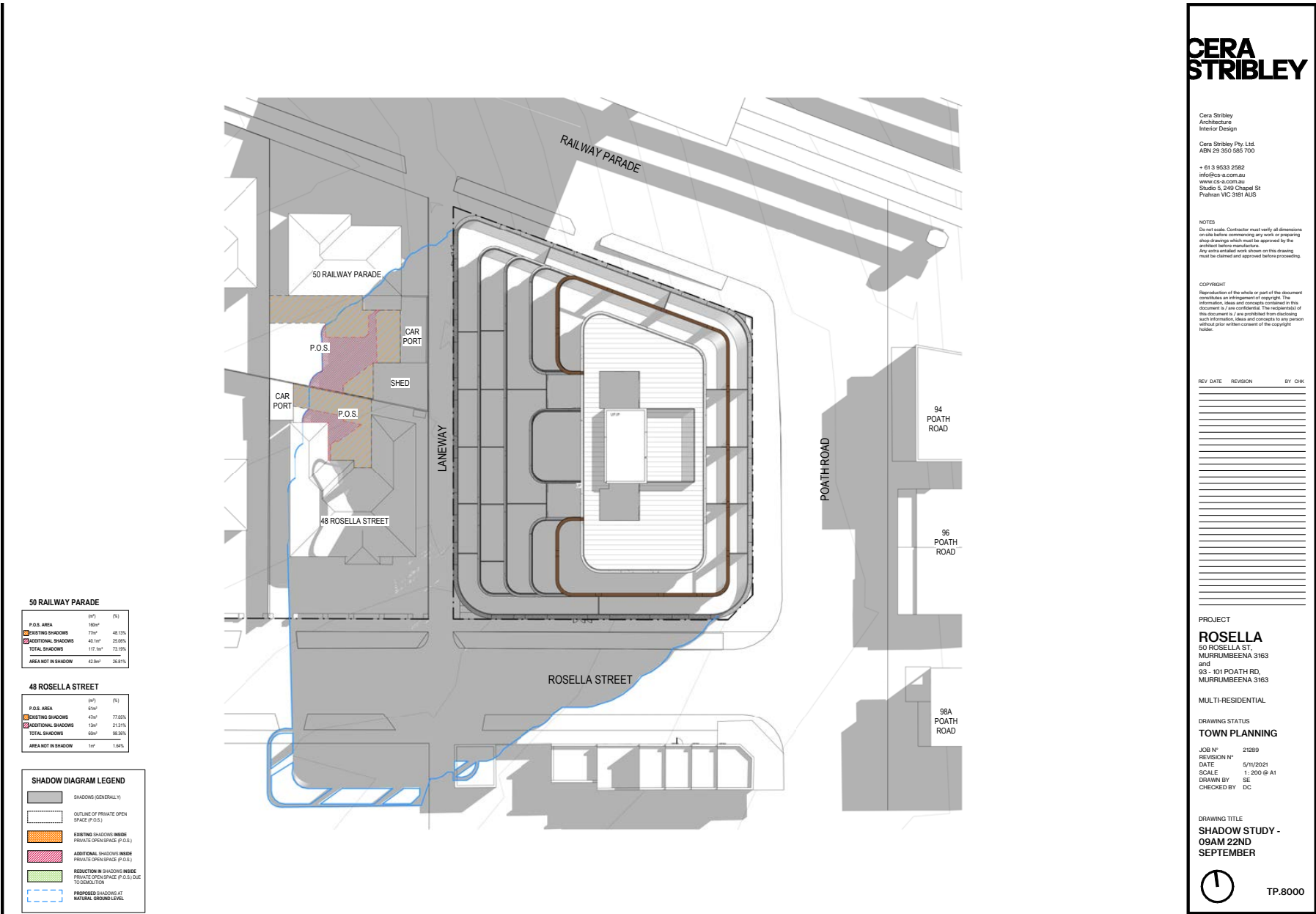
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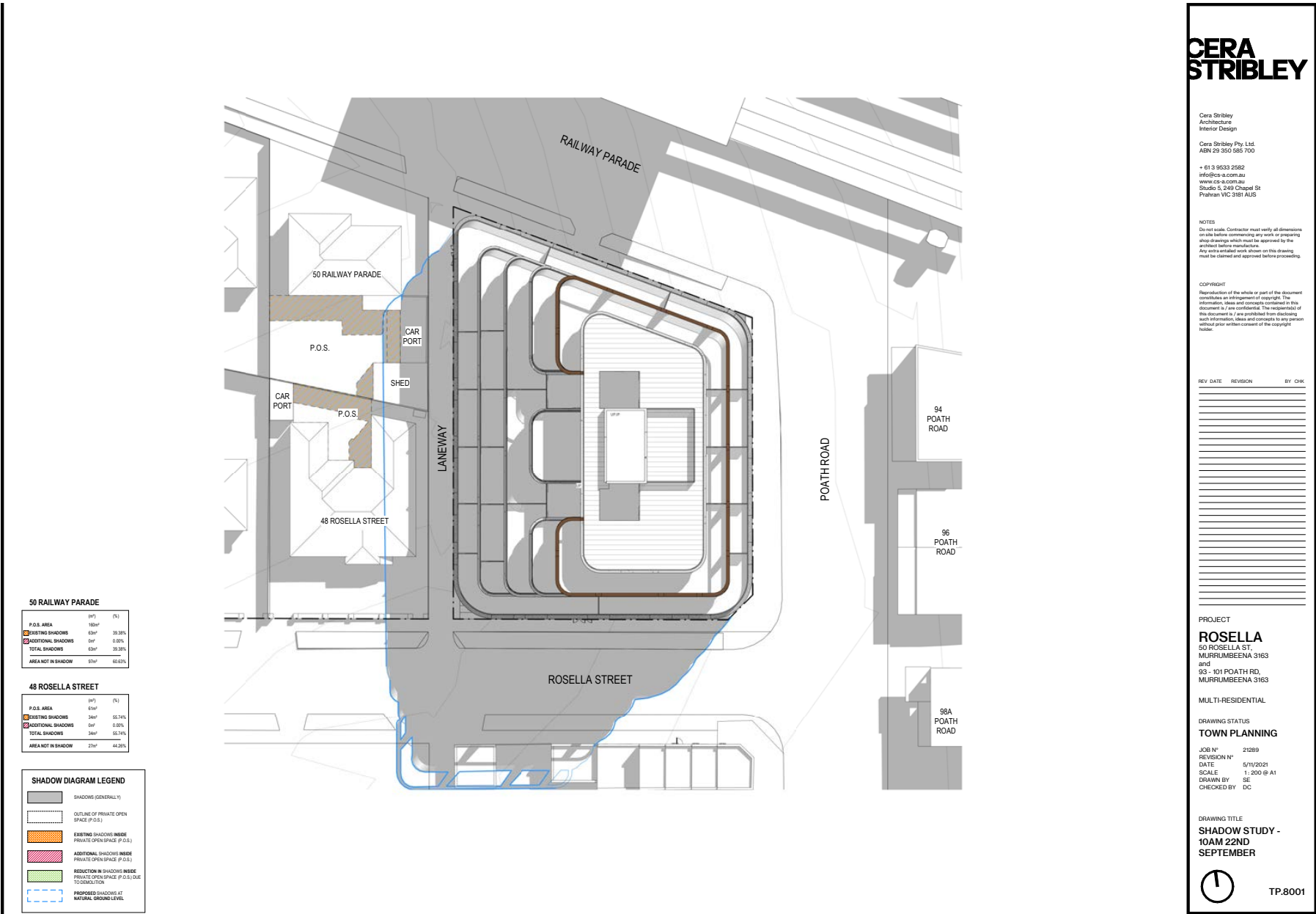
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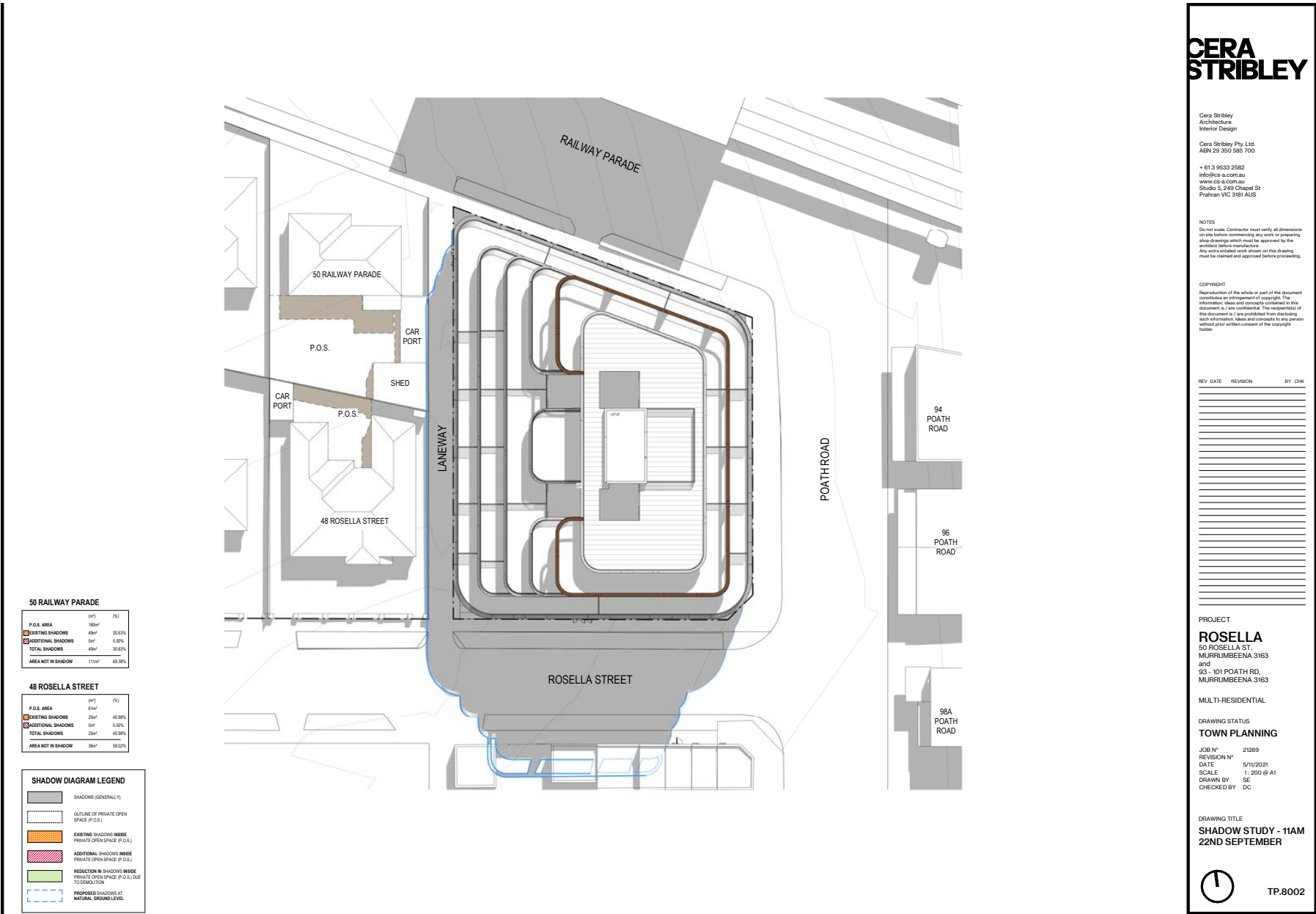
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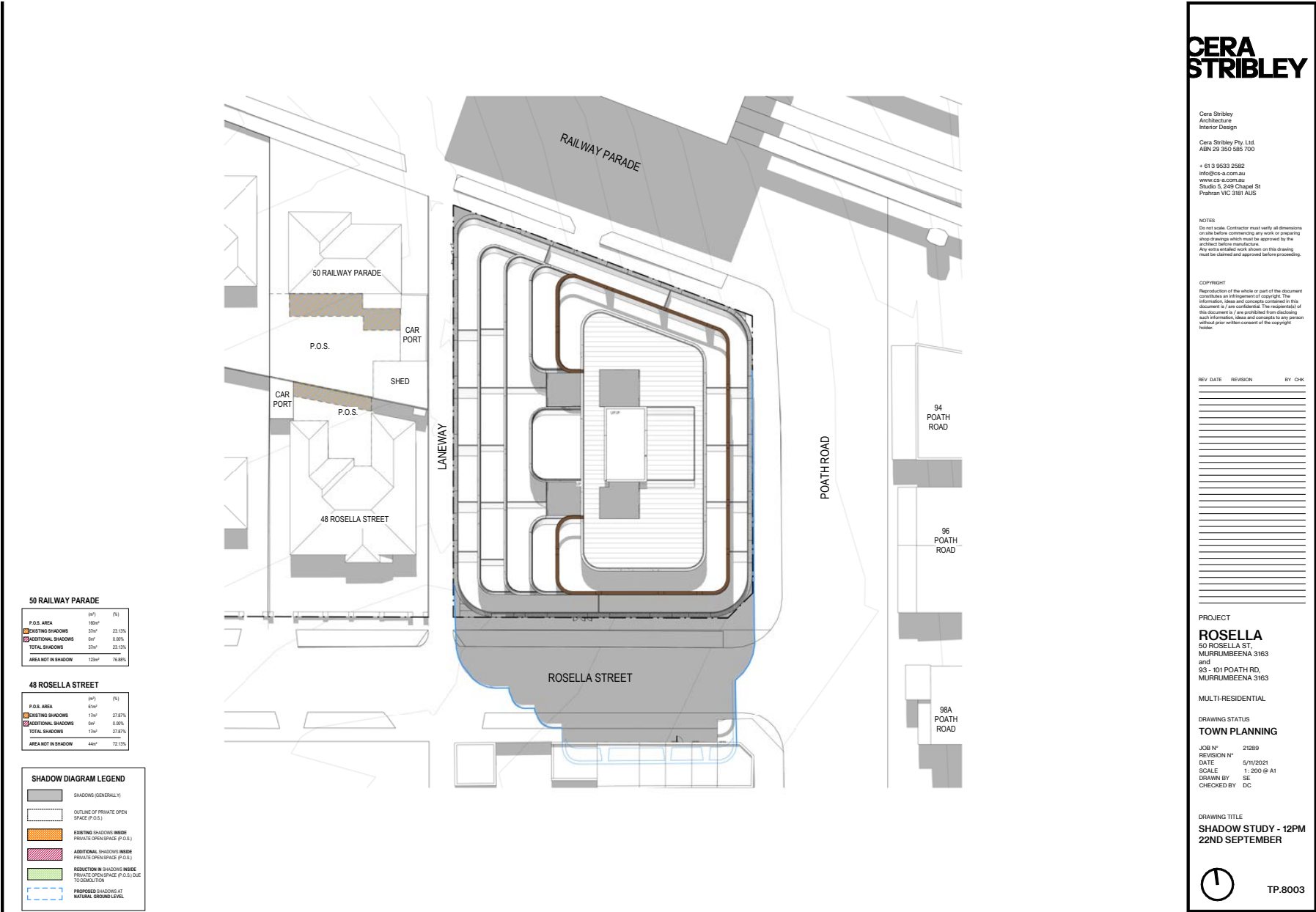
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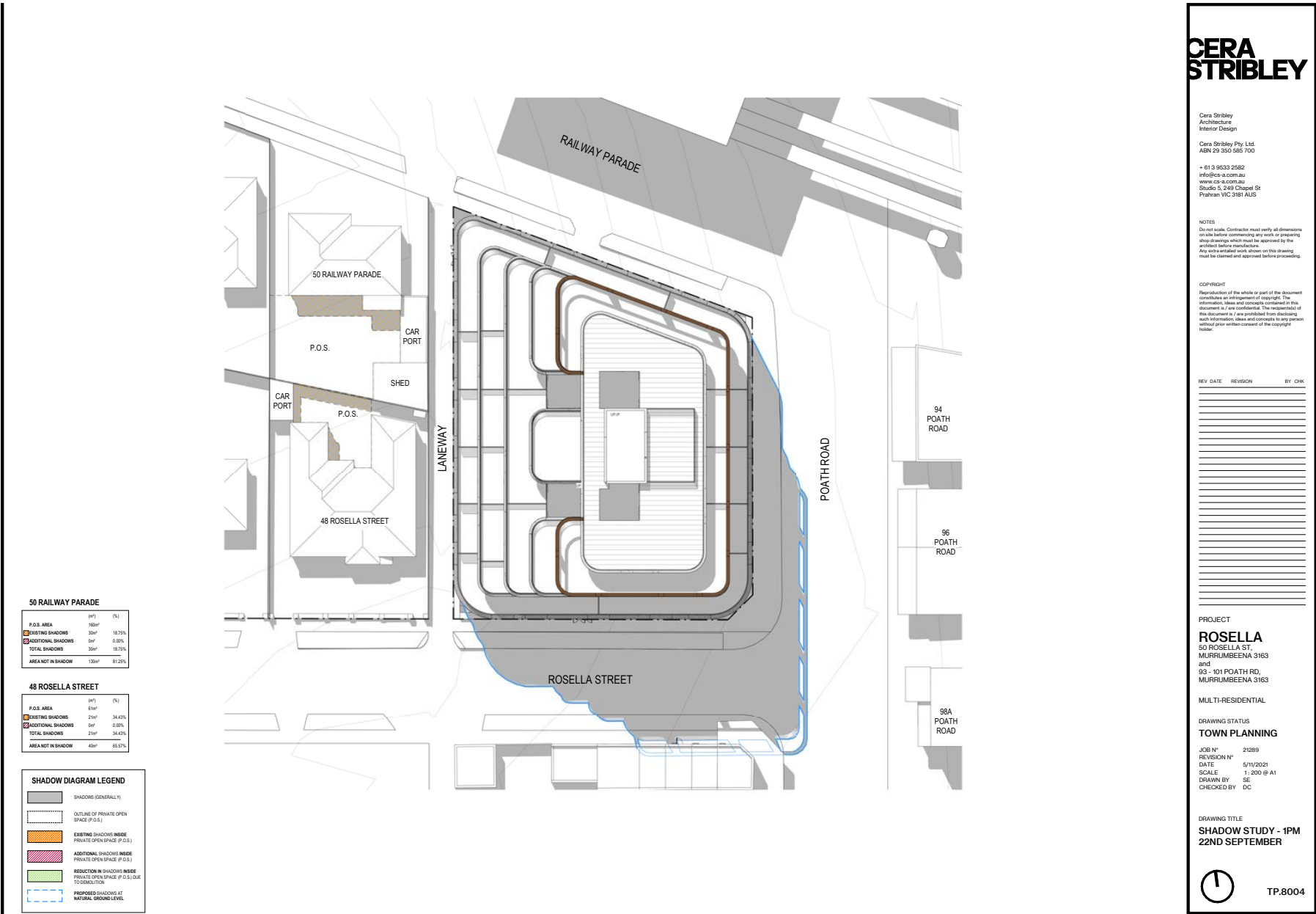
50 Rosella St, Murrumbidgee
93-101 Poath Rd, Murrumbidgee
Town Planning Application
December 2021

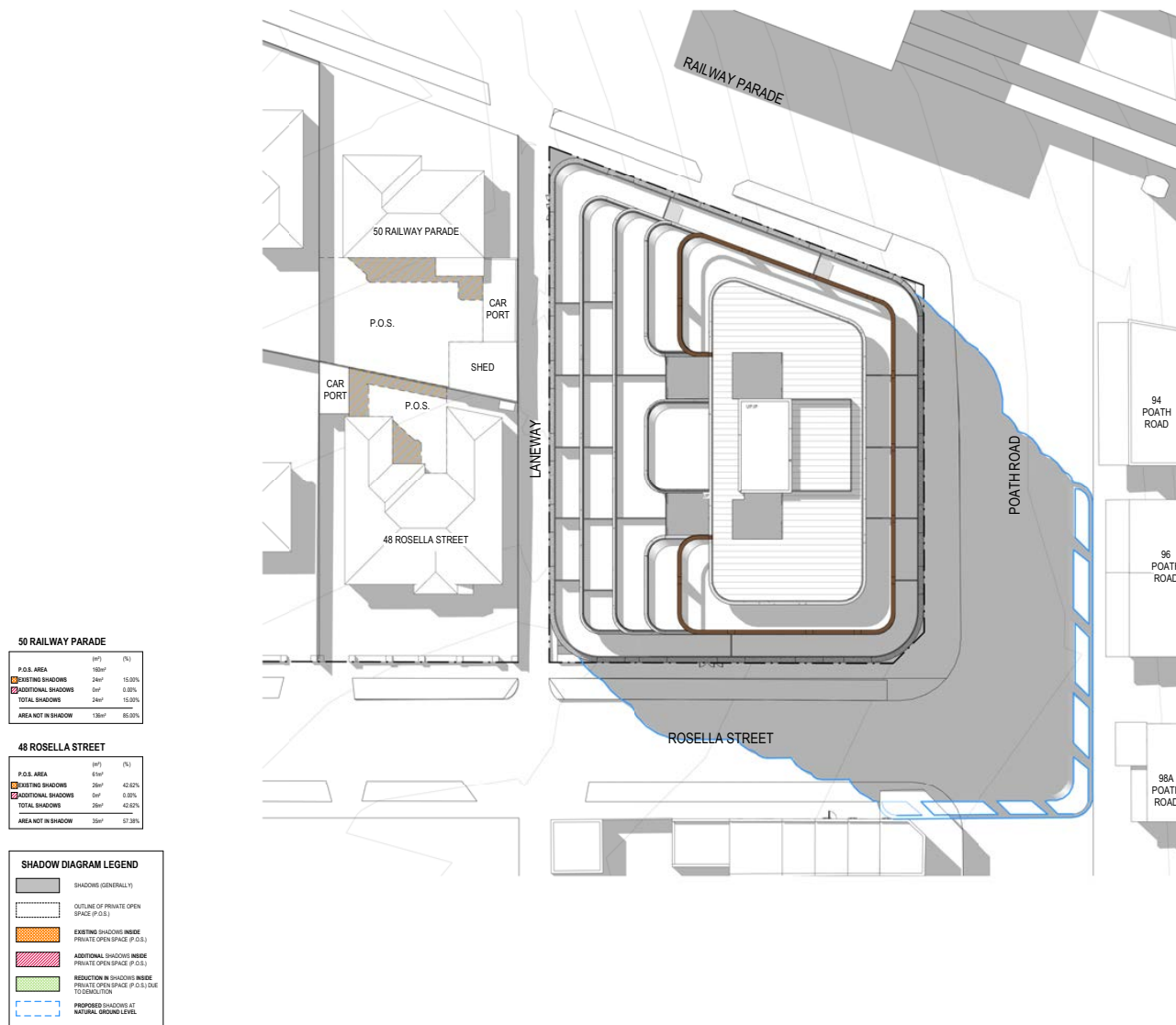












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1	01/11/2011	1	1	1

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PROJECT

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50 ROSELLA ST,
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and
93 - 101 POATH RD,
MURRUMBEENA 3163

MULTI-RESIDENTIAL

DRAWING STATUS
TOWN PLANNING

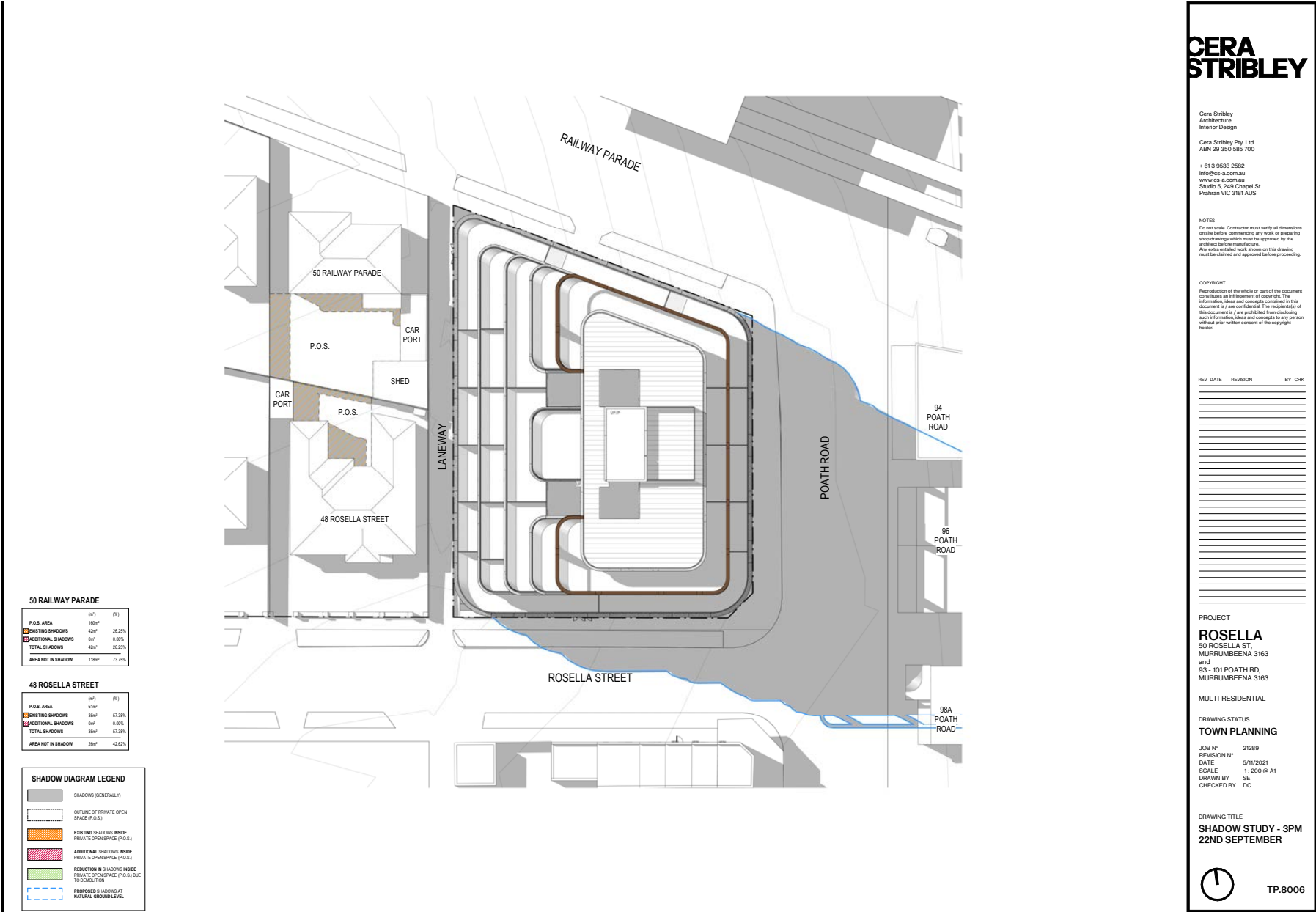
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REVISION N°
DATE 5/11/2021
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22ND SEPTEMBER



TP.8005



DEVELOPMENT SUMMARY

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ROSELLA

50 Rosella St, Murrumbidgee
93-101 Poath Rd, Murrumbidgee
Town Planning Application
December 2021

DEVELOPMENT SUMMARY

PROJECT NUMBER 21289
ADDRESS 93 - 101 Poath Rd, Murrumbena
PROJECT STATUS TP Submission (RFI)
DATE 20/12/2021

Lot Size	1588
Site Coverage (m2)	1588.0
Site Coverage (%)	100.0%
Basement Coverage (m2)	1588.0
Basement Coverage (%)	100.0%

PROJECT SUMMARY - APARTMENTS AND PARKING

LEVEL	1 BEDROOM	2 BEDROOM	3 BEDROOM	TOTAL APARTMENTS	TOTAL CAR PARKS	ACCESSIBILITY	ACCESSIBILITY (%)	BREEZE PATHS
BASEMENT 02					36			
BASEMENT 01					42			
GROUND					14			
LEVEL 01	7	6	3	16		8	50%	75%
LEVEL 02	7	6	3	16		8	50%	75%
LEVEL 03	1	10	1	12		7	58%	92%
LEVEL 04	6	6		12		8	67%	92%
LEVEL 05	3	6		9		4	44%	100%
LEVEL 06	3	5		8		2	25%	88%
LEVEL 07	2	1	1	4		2	50%	50%
SUBTOTAL	29	40	8	77	92	39	51%	82%
PERCENTAGE	37.7%	51.9%	10.4%					

CARS REQUIRED	1	1	2	3.5 per 100sqm	
SUBTOTAL	29	40	16	16	101

PROJECT SUMMARY - AREAS

LEVEL	SERVICES/ STAIR (m2)	CORRIDOR/ LOBBY	PARKING / COMMON	COMMERCIAL NLA (m2)	APARTMENT NSA (m2)	TERRACE / P.O.S (m2)	COMMUNAL TERRACE (m2)	TOTAL GFA (m2) (EX BALC)	NETT-GROSS EFFICIENCY
BASEMENT 02	30	16	1252					1298	
BASEMENT 01	48	18	1508					1574	
GROUND	277	167	581	449				1474	30.46%
LEVEL 01	40	94			1149	155		1283	89.56%
LEVEL 02	40	94			1149	155		1283	89.56%
LEVEL 03	40	61			936	354		1037	90.26%
LEVEL 04	40	60			756	190		856	88.32%
LEVEL 05	40	58			607	207		705	86.10%
LEVEL 06	40	62			476	123	55	578	82.35%
LEVEL 07	40	45			292	253		377	77.45%
SUBTOTAL	635	675	3341	449	5365	1437	55	10465	79.3%

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ROSELLA

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December 2021

DEVELOPMENT SUMMARY

GROUND FLOOR - COMMERCIAL

NUMBER	ORIENTATION	AREA (m2)	RATE	CAR ALLOCATION
G 01	S/E	66	3.5	2
G 02	E	61	3.5	2
G 03	E	65	3.5	2
G 04	E	67	3.5	2
G 05	N/E	65	3.5	2
G 06	N	125	3.5	4
6		449		16

LEVEL 01

NUMBER	BEDROOMS	BATHROOMS	ORIENTATION	CAR ALLOCATION	AREA (m2)	TERRACE	ACCESSIBILITY	BREEZE PATHS	STORE CAGE REQ.	TOTAL STORAGE INCL. OB STORAGE (M3)
1 01	2	2	N/W	1	80	8	1	1	1	14.4
1 02	1	1	N	1	50	9	-	-	-	9.9
1 03	1	1	N	1	50	8	1	-	-	10.8
1 04	2	2	N/E	1	78	11	1	1	-	14.4
1 05	2	2	E	1	84	12	-	1	-	15.3
1 06	2	2	E	1	80	11	1	1	1	14.7
1 07	2	2	E	1	80	11	1	1	1	14.7
1 08	1	1	E	1	62	9	1	1	-	10.1
1 09	2	2	E/S	1	84	10	1	1	1	13.3
1 10	1	1	S	1	50	8	-	-	1	11.7
1 11	1	1	S	1	50	8	-	-	1	11.7
1 12	1	1	S/W	1	70	8	-	1	-	15.1
1 13	1	1	W	1	61	8	1	1	-	14.1
1 14	3	2	W	2	89	11	-	1	1	18.1
1 15	3	2	W	2	90	11	-	1	-	18.1
1 16	3	2	W	2	91	12	-	1	-	18.2
16	28	25		19	1149	155	8	12	7	225

LEVEL 02

NUMBER	BEDROOMS	BATHROOMS	ORIENTATION	CAR ALLOCATION	AREA (m2)	TERRACE	ACCESSIBILITY	BREEZE PATHS	STORAGE CAGE REQ.	TOTAL STORAGE INCL. OB STORAGE (M3)
2 01	2	2	N/W	1	80	8	1	1	1	14.4
2 02	1	1	N	1	50	9	-	-	-	9.9
2 03	1	1	N	1	50	8	1	-	-	10.8
2 04	2	2	N/E	1	78	11	1	1	-	14.4
2 05	2	2	E	1	84	12	-	1	-	15.3
2 06	2	2	E	1	80	11	1	1	1	14.7
2 07	2	2	E	1	80	11	1	1	1	14.7
2 08	1	1	E	1	62	9	1	1	-	10.1
2 09	2	2	E/S	1	84	10	1	1	1	13.3
2 10	1	1	S	1	50	8	-	-	1	11.7
2 11	1	1	S	1	50	8	-	-	1	11.7
2 12	2	1	S/W	1	70	8	-	1	-	15.1
2 13	1	1	W	1	61	8	1	1	-	14.1
2 14	3	2	W	2	89	11	-	1	1	18.1
2 15	3	2	W	2	90	11	-	1	-	18.1
2 16	3	2	W	2	91	12	-	1	-	18.2
16	29	25		19	1149	155	8	12	7	225

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ROSELLA

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December 2021

DEVELOPMENT SUMMARY

LEVEL 03

NUMBER	BEDROOMS	BATHROOMS	ORIENTATION	CAR ALLOCATION	AREA (m2)	TERRACE	ACCESSIBILITY	BREEZE PATHS	STORAGE CAGE REQ.	TOTAL STORAGE INCL. OB STORAGE (M3)
3 01	2	2	N/W	1	79	57	1	1	1	14
3 02	2	2	N/E	1	81	37	1	-	-	14
3 03	3	2	E	2	94	39	1	1	1	19.7
3 04	2	2	E	1	71	17	1	1	1	14.8
3 05	2	2	E	1	71	17	1	1	1	14.8
3 06	2	2	E	1	80	14	-	1	1	15.7
3 07	2	2	S/E	1	81	52	-	1	1	15.4
3 08	2	1	S/W	1	79	51	1	1	-	14
3 09	1	1	W	1	61	16	1	1	1	11.6
3 10	2	2	W	1	79	18	-	1	1	16.1
3 11	2	2	W	1	80	18	-	1	1	14
3 12	2	2	W	2	80	18	-	1	1	14
12	24	22		14	936	354	7	11	10	178

LEVEL 04

NUMBER	BEDROOMS	BATHROOMS	ORIENTATION	CAR ALLOCATION	AREA (m2)	TERRACE	ACCESSIBILITY	BREEZE PATHS	STORAGE CAGE REQ.	TOTAL STORAGE INCL. OB STORAGE (M3)
4 01	1	1	N/W	1	59	33	1	-	1	11.1
4 02	2	2	N/E	1	82	11	1	1	1	15.8
4 03	1	1	E	1	62	10	1	1	-	11
4 04	2	1	E	1	63	9	-	1	-	15.3
4 05	2	1	E	1	63	9	-	1	-	15.3
4 06	2	1	E	1	68	9	-	1	1	14.1
4 07	2	2	S/E	1	79	8	-	1	1	14.2
4 08	1	1	S/W	1	56	13	1	1	-	11.2
4 09	1	1	W	1	51	22	1	1	1	11.2
4 10	1	1	W	1	57	22	1	1	1	12.1
4 11	1	1	W	1	58	22	1	1	1	11.6
4 12	2	2	W	1	58	22	1	1	-	11
12	18	15		12	756	190	8	11	7	154

LEVEL 05

NUMBER	BEDROOMS	BATHROOMS	ORIENTATION	CAR ALLOCATION	AREA (m2)	TERRACE	ACCESSIBILITY	BREEZE PATHS	STORAGE CAGE REQ.	TOTAL STORAGE INCL. OB STORAGE (M3)
5 01	2	2	N/W	1	90	56	1	1	-	18.2
5 02	1	1	N/E	1	58	11	1	1	-	10.2
5 03	1	1	E	1	62	10	1	1	-	11
5 04	2	1	E	1	63	9	-	1	-	15.3
5 05	2	1	E	1	63	9	-	1	-	15.3
5 06	2	1	E	1	68	9	-	1	1	14.1
5 07	2	2	S/E	1	79	8	-	1	1	14.2
5 08	2	2	S/W	1	68	39	-	1	1	14.6
5 09	1	1	W	1	56	56	1	1	-	12.6
9	15	12		9	607	207	4	9	3	126

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ROSELLA

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December 2021

DEVELOPMENT SUMMARY

LEVEL 06

NUMBER	BEDROOMS	BATHROOMS	ORIENTATION	CAR ALLOCATION	AREA (m2)	TERRACE	ACCESSIBILITY	BREEZE PATHS	STORAGE CAGE REQ.	TOTAL STORAGE INCL. OB STORAGE (M3)
6 01	1	1	N/W	1	53	41	1	1	-	10
6 02	1	1	N/E	1	50	8	-	1	1	11.6
6 03	2	1	E	1	68	8	-	1	-	14.5
6 04	2	1	E	1	62	9	-	1	-	15.3
6 05	2	1	E	1	62	9	-	1	-	15.3
6 06	2	2	E	1	71	8	-	1	-	18.2
6 07	2	1	S/E	1	60	11	-	1	-	12
6 08	1	1	S/W	1	50	29	1	-	1	11.1
8	13	9		8	476	123	2	7	2	108

LEVEL 07

NUMBER	BEDROOMS	BATHROOMS	ORIENTATION	CAR ALLOCATION	AREA (m2)	TERRACE	ACCESSIBILITY	BREEZE PATHS	STORAGE CAGE REQ.	TOTAL STORAGE INCL. OB STORAGE (M3)
7 01	2	2	N/W/E	1	89	105	1	1	-	14.1
7 02	1	1	E	1	50	21	-	-	1	11.1
7 03	1	1	E	1	50	21	-	-	1	11.1
7 04	3	2	S/W/E	2	103	106	1	1	1	20
4	7	6		5	292	253	2	2	3	56

CERA
STRIBLEY

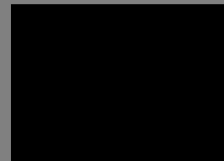
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ROSELLA

50 Rosella St, Murrumbena
93-101 Poath Rd, Murrumbena
Town Planning Application
December 2021

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Clause 58 – Apartment developments – As in force immediately before the approval date of Amendment VC174

Urban Context		
<p>Clause 58.02-1 Urban context objectives</p> <p>To ensure that the design responds to the existing urban context or contributes to the preferred future development of the area.</p> <p>To ensure that development responds to the features of the site and the surrounding area.</p>	<p>Standard D1</p> <p>The design response must be appropriate to the urban context and the site.</p> <p>The proposed design must respect the existing or preferred urban context and respond to the features of the site.</p>	<p>Complies</p> <p>The layout and design of the proposed building has taken into consideration the sensitive interfaces of the dwellings to the west of the site with appropriate setbacks and recessed upper floors.</p>
<p>Clause 58.02-2 Residential policy objectives</p> <p>To ensure that residential development is provided in accordance with any policy for housing in the Municipal Planning Strategy and the Planning Policy Framework.</p> <p>To support higher density residential development where development can take advantage of public and community infrastructure and services.</p>	<p>Standard D2</p> <p>An application must be accompanied by a written statement to the satisfaction of the responsible authority that describes how the development is consistent with any relevant policy for housing in the Municipal Planning Strategy and the Planning Policy Framework.</p>	<p>Complies</p> <p>A detailed assessment of the proposal against the existing urban context and the future development outcomes supported by Council's Housing Diversity Area Policy and State Planning Policies has been undertaken in the policy section of this report. This assessment demonstrated that the proposal will respect the existing urban context of the nearby area and wider precinct, whilst also providing an appropriate contribution to the future development character of the area.</p>
<p>Clause 58.02-3 Dwelling diversity objective</p>	<p>Standard D3</p> <p>Developments of ten or more dwellings should provide a range of dwelling sizes and types, including dwellings with a different number of bedrooms.</p>	<p>Complies</p> <p>The proposal includes a mix of one, two and three bedroom apartments with a range of floor areas and layouts.</p>

To encourage a range of dwelling sizes and types in developments of ten or more dwellings.		
Clause 58.02-4 Infrastructure objectives To ensure development is provided with appropriate utility services and infrastructure. To ensure development does not unreasonably overload the capacity of utility services and infrastructure.	Standard D4 Development should be connected to reticulated services, including reticulated sewerage, drainage, electricity and gas, if available. Development should not unreasonably exceed the capacity of utility services and infrastructure, including reticulated services and roads. In areas where utility services or infrastructure have little or no spare capacity, developments should provide for the upgrading of or mitigation of the impact on services or infrastructure.	Complies The proposal can connect to all reticulated services and is not expected to exceed the capacity of these services. The applicant will be required to negotiate any service connection requirements directly with the service providers.
Clause 58.02-5 Integration with the street objective To integrate the layout of development with the street.	Standard D5 Developments should provide adequate vehicle and pedestrian links that maintain or enhance local accessibility. Development should be oriented to front existing and proposed streets. High fencing in front of dwellings should be avoided if practicable. Development next to existing public open space should be laid out to complement the open space.	Complies, subject to a condition The proposed pedestrian access point will be from Rosella Street with separate entrances for each of the shops and residential lobby. Access to the car parking area will be from the rear laneway. Extensive glazing is provided along the respective street frontages, however, Council's Urban Designer has recommended that this be clear, which is supported and addressed by a recommended condition.

Site layout and building massing																				
<p>Clause 58.03-1 Energy efficiency objectives</p> <p>To achieve and protect energy efficient dwellings and buildings.</p> <p>To ensure the orientation and layout of development reduce fossil fuel energy use and make appropriate use of daylight and solar energy.</p> <p>To ensure dwellings achieve adequate thermal efficiency.</p>	<p>Standard D6</p> <p>Buildings should be:</p> <ul style="list-style-type: none">• Oriented to make appropriate use of solar energy.• Sited and designed to ensure that the energy efficiency of existing dwellings on adjoining lots is not unreasonably reduced. <p>Living areas and private open space should be located on the north side of the development, if practicable.</p> <p>Developments should be designed so that solar access to north-facing windows is optimised.</p> <p>Dwellings located in a climate zone identified in Table D1 should not exceed the maximum NatHERS annual cooling load specified in the following table.</p> <p>Table D1 Cooling load</p> <table><thead><tr><th>NatHERS climate zone</th><th>NatHERS maximum cooling load MJ/M² per annum</th></tr></thead><tbody><tr><td>Climate zone 21 Melbourne</td><td>30</td></tr><tr><td>Climate zone 22 East Sale</td><td>22</td></tr><tr><td>Climate zone 27 Mildura</td><td>69</td></tr><tr><td>Climate zone 60 Tullamarine</td><td>22</td></tr><tr><td>Climate zone 62 Moorabbin</td><td>21</td></tr><tr><td>Climate zone 63 Warrnambool</td><td>21</td></tr><tr><td>Climate zone 64 Cape Otway</td><td>19</td></tr><tr><td>Climate zone 66 Ballarat</td><td>23</td></tr></tbody></table> <p><i>Note: Refer to NatHERS zone map, Nationwide House Energy Rating Scheme (Commonwealth Department of Environment and Energy).</i></p>	NatHERS climate zone	NatHERS maximum cooling load MJ/M ² per annum	Climate zone 21 Melbourne	30	Climate zone 22 East Sale	22	Climate zone 27 Mildura	69	Climate zone 60 Tullamarine	22	Climate zone 62 Moorabbin	21	Climate zone 63 Warrnambool	21	Climate zone 64 Cape Otway	19	Climate zone 66 Ballarat	23	<p>Complies</p> <p>Of the 77 apartments proposed, 18 are north facing. Only four apartments are purely south facing, as all other apartments have an east or west orientation.</p> <p>The average annual maximum cooling load of the proposed apartments is estimated to be 19.3 MJ/M².</p>
NatHERS climate zone	NatHERS maximum cooling load MJ/M ² per annum																			
Climate zone 21 Melbourne	30																			
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<p>Clause 58.03-2 Communal open space objective</p>	<p>Standard D7</p> <p>Developments with 40 or more dwellings should provide a minimum area of communal open space of 2.5 square metres per dwelling or 250 square metres, which ever is lesser.</p>	<p>Complies subject to a condition</p> <p>The application proposes one area of communal open space that is 55sqm and located on the</p>																		

<p>To ensure that communal open space is accessible, practical, attractive, easily maintained and integrated with the layout of the development.</p>	<p>Communal open space should:</p> <ul style="list-style-type: none"> • Be located to: <ul style="list-style-type: none"> - Provide passive surveillance opportunities, where appropriate. - Provide outlook for as many dwellings as practicable. - Avoid overlooking into habitable rooms and private open space of new dwellings. - Minimise noise impacts to new and existing dwellings. • Be designed to protect any natural features on the site. Maximise landscaping opportunities. • Be accessible, useable and capable of efficient management. 	<p>western elevation of level 6. This is less than the 193sqm required by the standard.</p> <p>Communal open space has been recognised as an important component of apartment developments as part of the implementation of new requirements by Amendment VC174. Whilst not specifically applying to this application due to transitional provisions, the updated Apartment Design Guidelines for Victoria (the Guidelines) do provide some useful analysis of this. The Guidelines state that:</p> <p><i>Communal open space helps improve people's mental and physical health. In well-designed, accessible, communal open space, individuals, families and communities can exercise, play and relax. They are places that neighbours can socialise and build relationships including through activities like gardening and entertaining. They can also help increase perceptions of safety, with more people keeping an eye out for others.</i></p> <p>The closest recreational area of public open space is Murrumbeena Park, which is approximately 750m walking distance to the south-west.</p> <p>It is considered that the non-compliance with this standard is unacceptable. This is a large relatively unconstrained site that should be able to easily accommodate the communal open space requirement. Whilst there is public open space nearby, this is still a 10 minute walk and not overly convenient, certainly not convenient enough to offset the non-compliance.</p> <p>As stated above, the inclusion of communal open space is recognised as a key aspect of apartment</p>
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		<p>living, so much that a specific planning scheme amendment was undertaken to increase its requirements.</p> <p>It is recommended that a condition be included that requires the communal open space be increased to a minimum of 193sqm. Given the large floor areas of each level and unused roof area, it is expected this could be easily accommodated without increasing the building envelope.</p>
<p>Clause 58.03-3 Solar access to communal outdoor open space objective</p> <p>To allow solar access into communal outdoor open space.</p>	<p>Standard D8</p> <p>The communal outdoor open space should be located on the north side of a building, if appropriate.</p> <p>At least 50 per cent or 125 square metres, whichever is the lesser, of the primary communal outdoor open space should receive a minimum of two hours of sunlight between 9am and 3pm on 21 June.</p>	<p>Complies subject to a condition</p> <p>The 55sqm of communal open space is located on level 6 and will have a western orientation and partial northern orientation. It is expected it will receive at least two hours of sunlight.</p> <p>The additional communal open space required and discussed above will also need to comply with this standard, which will be included in the recommended condition.</p>
<p>Clause 58.03-4 Safety objective</p> <p>To ensure the layout of development provides for the safety and security of residents and property.</p>	<p>Standard D9</p> <p>Entrances to dwellings should not be obscured or isolated from the street and internal accessways.</p> <p>Planting which creates unsafe spaces along streets and accessways should be avoided.</p> <p>Developments should be designed to provide good lighting, visibility and surveillance of car parks and internal accessways.</p> <p>Private spaces within developments should be protected from inappropriate use as public thoroughfares.</p>	<p>Complies</p> <p>The pedestrian entrance is clearly visible from Rosella Street.</p>
<p>Clause 58.03-5 Landscaping objectives</p>	<p>Standard D10</p> <p>The landscape layout and design should:</p>	<p>Complies subject to a condition</p>

<p>To encourage development that respects the landscape character of the area.</p> <p>To encourage development that maintains and enhances habitat for plants and animals in locations of habitat importance.</p> <p>To provide appropriate landscaping.</p> <p>To encourage the retention of mature vegetation on the site.</p> <p>To promote climate responsive landscape design and water management in developments that support thermal comfort and reduces the urban heat island effect.</p>	<ul style="list-style-type: none"> • Be responsive to the site context. • Protect any predominant landscape features of the area. • Take into account the soil type and drainage patterns of the site and integrate planting and water management. • Allow for intended vegetation growth and structural protection of buildings. • In locations of habitat importance, maintain existing habitat and provide for new habitat for plants and animals. • Provide a safe, attractive and functional environment for residents. • Consider landscaping opportunities to reduce heat absorption such as green walls, green roofs and roof top gardens and improve on-site stormwater infiltration. • Maximise deep soil areas for planting of canopy trees. <p>Development should provide for the retention or planting of trees, where these are part of the urban context.</p> <p>Development should provide for the replacement of any significant trees that have been removed in the 12 months prior to the application being made.</p> <p>The landscape design should specify landscape themes, vegetation (location and species), paving and lighting.</p> <p>Development should provide the deep soil areas and canopy trees specified in Table D2. If the development cannot provide the deep soil areas and canopy trees specified in Table D2, an equivalent canopy cover should be achieved by providing either:</p> <ul style="list-style-type: none"> • Canopy trees or climbers (over a pergola) with planter pits sized appropriately for the mature tree soil volume requirements. • Vegetated planters, green roofs or green facades. 	<p>The development cannot provide deep soil planting due to the commercial context. To offset this requirement, canopy trees are shown at the upper levels, along with planter boxes. However, the details of these provisions are limited, so a detailed landscape plan will be required by a recommended condition.</p>
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	<p>Table D2 Deep soil areas and canopy trees</p> <table> <tr> <th>Site area</th><th>Deep soil areas</th><th>Minimum tree provision</th></tr> <tr> <td>750 - 1000 square metres</td><td>5% of site area (minimum dimension of 3 metres)</td><td>1 small tree (6-8 metres) per 30 square metres of deep soil</td></tr> <tr> <td>1001 - 1500 square metres</td><td>7.5% of site area (minimum dimension of 3 metres)</td><td>1 medium tree (8-12 metres) per 50 square metres of deep soil or 1 large tree per 90 square metres of deep soil</td></tr> <tr> <td>1501 - 2500 square metres</td><td>10% of site area (minimum dimension of 6 metres)</td><td>1 large tree (at least 12 metres) per 90 square metres of deep soil or 2 medium trees per 90 square metres of deep soil</td></tr> <tr> <td>>2500 square metres</td><td>15% of site area (minimum dimension of 6 metres)</td><td>1 large tree (at least 12 metres) per 90 square metres of deep soil or 2 medium trees per 90 square metres of deep soil</td></tr> </table> <p><i>Note: Where an existing canopy tree over 8 metres can be retained on a lot greater than 1000 square metres without damage during the construction period, the minimum deep soil requirement is 7% of the site area.</i></p>	Site area	Deep soil areas	Minimum tree provision	750 - 1000 square metres	5% of site area (minimum dimension of 3 metres)	1 small tree (6-8 metres) per 30 square metres of deep soil	1001 - 1500 square metres	7.5% of site area (minimum dimension of 3 metres)	1 medium tree (8-12 metres) per 50 square metres of deep soil or 1 large tree per 90 square metres of deep soil	1501 - 2500 square metres	10% of site area (minimum dimension of 6 metres)	1 large tree (at least 12 metres) per 90 square metres of deep soil or 2 medium trees per 90 square metres of deep soil	>2500 square metres	15% of site area (minimum dimension of 6 metres)	1 large tree (at least 12 metres) per 90 square metres of deep soil or 2 medium trees per 90 square metres of deep soil	
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<p>Clause 58.03-6 Access objective</p> <p>To ensure the number and design of vehicle crossovers respects the urban context.</p>	<p>Standard D11</p> <p>The width of accessways or car spaces should not exceed:</p> <ul style="list-style-type: none"> 33 per cent of the street frontage, or if the width of the street frontage is less than 20 metres, 40 per cent of the street frontage. <p>No more than one single-width crossover should be provided for each dwelling fronting a street.</p> <p>The location of crossovers should maximise the retention of on-street car parking spaces.</p> <p>The number of access points to a road in a Road Zone should be minimised.</p> <p>Developments must provide for access for service, emergency and delivery vehicles.</p>	<p>Complies</p> <p>No crossover is proposed and vehicle access is via the rear laneway.</p>															
Clause 58.03-7	Standard D12	Complies															

<p>Parking location objectives</p> <p>To provide convenient parking for resident and visitor vehicles.</p> <p>To protect residents from vehicular noise within developments.</p>	<p>Car parking facilities should:</p> <ul style="list-style-type: none"> • Be reasonably close and convenient to dwellings. • Be secure. • Be well ventilated if enclosed. <p>Shared accessways or car parks of other dwellings should be located at least 1.5 metres from the windows of habitable rooms. This setback may be reduced to 1 metre where there is a fence at least 1.5 metres high or where window sills are at least 1.4 metres above the accessway</p>	<p>The car parking arrangement is convenient, secure and ventilated.</p>
<p>Clause 58.03-8 Integrated water and stormwater management objectives</p> <p>To encourage the use of alternative water sources such as rainwater, stormwater and recycled water.</p> <p>To facilitate stormwater collection, utilisation and infiltration within the development.</p> <p>To encourage development that reduces the impact of stormwater run-off on the drainage system and filters sediment and waste from stormwater prior to discharge from the site.</p>	<p>Standard B13</p> <p>Buildings should be designed to collect rainwater for non-drinking purposes such as flushing toilets, laundry appliances and garden use.</p> <p>Buildings should be connected to a non-potable dual pipe reticulated water supply, where available from the water authority.</p> <p>The stormwater management system should be:</p> <ul style="list-style-type: none"> • Designed to meet the current best practice performance objectives for stormwater quality as contained in the Urban Stormwater - Best Practice Environmental Management Guidelines (Victorian Stormwater Committee, 1999). • Designed to maximise infiltration of stormwater, water and drainage of residual flows into permeable surfaces, tree pits and treatment areas 	<p>Complies</p> <p>The submitted Sustainability Management Plan demonstrates that the development is designed to meet the current best practice performance objectives for stormwater quality as contained in the Urban Stormwater – Best Practice Environmental Management Guidelines. The plans show water tanks with a capacity of 20kL for toilet flushing.</p>

Amenity impacts		
<p>Clause 58.04-1 Building setback objectives</p> <p>To ensure the setback of a building from a boundary appropriately responds to the existing urban context or contributes to the preferred future development of the area.</p> <p>To allow adequate daylight into new dwellings.</p> <p>To limit views into habitable room windows and private open space of new and existing dwellings.</p> <p>To provide a reasonable outlook from new dwellings.</p> <p>To ensure the building setbacks provide appropriate internal amenity to meet the needs of residents.</p>	<p>Standard D14</p> <p>The built form of the development must respect the existing or preferred urban context and respond to the features of the site.</p> <p>Buildings should be set back from side and rear boundaries, and other buildings within the site to:</p> <ul style="list-style-type: none"> • Ensure adequate daylight into new habitable room windows. • Avoid direct views into habitable room windows and private open space of new and existing dwellings. Developments should avoid relying on screening to reduce views. • Provide an outlook from dwellings that creates a reasonable visual connection to the external environment. • Ensure the dwellings are designed to meet the objectives of Clause 58. 	<p>Complies subject to conditions</p> <p>The building setbacks are respectful of the context and will not cause unreasonable overshadowing or reduction of daylight of the dwellings to the west.</p> <p>The proposal will allow adequate daylight, good outlooks and internal amenity for the proposed apartments.</p> <p>Overlooking to adjoining properties is generally limited, subject to further information and possible screening measures as discussed in the body of the report.</p>
<p>Clause 58.04-2 Internal views objective</p> <p>To limit views into the private open space and habitable room windows of dwellings within a development.</p>	<p>Standard D15</p> <p>Windows and balconies should be designed to prevent overlooking of more than 50 per cent of the private open space of a lower-level dwelling directly below and within the same development.</p>	<p>Complies subject to a condition</p> <p>Internal overlooking is generally limited by solid walls between balconies at levels 1 and 2, whilst 1.7m high balustrades are provided between balconies at level 3. However, above level 3, there is no reference to screening measures between balconies. This will be addressed by a recommended permit condition, ensuring they are adequately integrated into the building.</p>

<p>Clause 58.04-3 Noise impacts objectives</p> <p>To contain noise sources in developments that may affect existing dwellings.</p> <p>To protect residents from external and internal noise sources.</p>	<p>Standard D16</p> <p>Noise sources, such as mechanical plants should not be located near bedrooms of immediately adjacent existing dwellings.</p> <p>The layout of new dwellings and buildings should minimise noise transmission within the site.</p> <p>Noise sensitive rooms (such as living areas and bedrooms) should be located to avoid noise impacts from mechanical plants, lifts, building services, non-residential uses, car parking, communal areas and other dwellings.</p> <p>New dwellings should be designed and constructed to include acoustic attenuation measures to reduce noise levels from off-site noise sources.</p> <p>Buildings within a noise influence area specified in Table D3 should be designed and constructed to achieve the following noise levels:</p> <ul style="list-style-type: none"> • Not greater than 35dB(A) for bedrooms, assessed as an LAeq,8h from 10pm to 6am. • Not greater than 40dB(A) for living areas, assessed LAeq,16h from 6am to 10pm. 	<p>Complies subject to conditions</p> <p>The subject site is directly opposite the Hughesdale Train Station and therefore within a noise influence area. Submitted with the application was an acoustic report that assesses the noise impacts from the train line. This assessment demonstrates that the apartments on level 4 are most impacted and recommends specific acoustic glazing to those dwellings with a view to the rail line. The recommended acoustic glazing is identified as being “fairly standard for modern apartments”, the report therefore recommends using this for all levels that generally have a view to the train line. The acoustic report is recommended to be referenced in the permit as to be endorsed and its requirements implemented.</p> <p>The acoustic report does not assess noise impacts from within the development. It is noted that several of the level 1 apartments will be directly above the shops below and could be impacted by unreasonable noise impacts. There are also bedrooms for other apartments that are adjacent common areas such as the lift areas, waste chutes and stairwell. There may also be impacts from plant equipment to adjoining properties which is not assessed. It is therefore recommended that a further acoustic report be provided that assesses these impacts and makes recommendations that are implemented. This will be addressed by recommended conditions.</p>
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Table D3 Noise influence area	
Noise source	Noise influence area
Zone interface	
Industry	300 metres from the Industrial 1, 2 and 3 zone boundary
Roads	
Freeways, tollways and other roads carrying 40,000 Annual Average Daily Traffic Volume	300 metres from the nearest trafficable lane
Railways	
Railway servicing passengers in Victoria	80 metres from the centre of the nearest track
Railway servicing freight outside Metropolitan Melbourne	80 metres from the centre of the nearest track
Railway servicing freight in Metropolitan Melbourne	135 metres from the centre of the nearest track

Note: The noise influence area should be measured from the closest part of the building to the noise source.

Buildings, or part of a building screened from a noise source by an existing solid structure, or the natural topography of the land, do not need to meet the specified noise level requirements.

Noise levels should be assessed in unfurnished rooms with a finished floor and the windows closed.

Onsite amenity and facilities																							
<p>Clause 58.05-1 Accessibility objective</p> <p>To ensure the design of dwellings meets the needs of people with limited mobility.</p>	<p>Standard D17</p> <p>At least 50 per cent of dwellings should have:</p> <ul style="list-style-type: none"> • A clear opening width of at least 850mm at the entrance to the dwelling and main bedroom. • A clear path with a minimum width of 1.2 metres that connects the dwelling entrance to the main bedroom, an adaptable bathroom and the living area. • A main bedroom with access to an adaptable bathroom. • At least one adaptable bathroom that meets all of the requirements of either Design A or Design B specified in Table D4. <p>Table D4 Bathroom design</p> <table> <tr> <th></th><th>Design option A</th><th>Design option B</th></tr> <tr> <td>Door opening</td><td>A clear 850mm wide door opening.</td><td>A clear 820mm wide door opening located opposite the shower.</td></tr> <tr> <td>Door design</td><td>Either: <ul style="list-style-type: none"> ▪ A slide door, or ▪ A door that opens outwards, or ▪ A door that opens inwards that is clear of the circulation area and has readily removable hinges. </td><td>Either: <ul style="list-style-type: none"> ▪ A slide door, or ▪ A door that opens outwards, or ▪ A door that opens inwards and has readily removable hinges. </td></tr> <tr> <td>Circulation area</td><td>A clear circulation area that is: <ul style="list-style-type: none"> ▪ A minimum area of 1.2 metres by 1.2 metres. ▪ Located in front of the shower and the toilet. ▪ Clear of the toilet, basin and the door swing. The circulation area for the toilet and shower can overlap. </td><td>A clear circulation area that is: <ul style="list-style-type: none"> ▪ A minimum width of 1 metre. ▪ The full length of the bathroom and a minimum length of 2.7 metres. ▪ Clear of the toilet and basin. The circulation area can include a shower area. </td></tr> <tr> <td>Path to circulation area</td><td>A clear path with a minimum width of 900mm from the door opening to the circulation area.</td><td>Not applicable.</td></tr> <tr> <td>Shower</td><td>A hobless (step-free) shower.</td><td>A hobless (step-free) shower that has a removable shower screen and is located on the furthest wall from the door opening.</td></tr> <tr> <td>Toilet</td><td>A toilet located in the corner of the room.</td><td>A toilet located closest to the door opening and clear of the circulation area.</td></tr> </table>		Design option A	Design option B	Door opening	A clear 850mm wide door opening.	A clear 820mm wide door opening located opposite the shower.	Door design	Either: <ul style="list-style-type: none"> ▪ A slide door, or ▪ A door that opens outwards, or ▪ A door that opens inwards that is clear of the circulation area and has readily removable hinges. 	Either: <ul style="list-style-type: none"> ▪ A slide door, or ▪ A door that opens outwards, or ▪ A door that opens inwards and has readily removable hinges. 	Circulation area	A clear circulation area that is: <ul style="list-style-type: none"> ▪ A minimum area of 1.2 metres by 1.2 metres. ▪ Located in front of the shower and the toilet. ▪ Clear of the toilet, basin and the door swing. The circulation area for the toilet and shower can overlap.	A clear circulation area that is: <ul style="list-style-type: none"> ▪ A minimum width of 1 metre. ▪ The full length of the bathroom and a minimum length of 2.7 metres. ▪ Clear of the toilet and basin. The circulation area can include a shower area.	Path to circulation area	A clear path with a minimum width of 900mm from the door opening to the circulation area.	Not applicable.	Shower	A hobless (step-free) shower.	A hobless (step-free) shower that has a removable shower screen and is located on the furthest wall from the door opening.	Toilet	A toilet located in the corner of the room.	A toilet located closest to the door opening and clear of the circulation area.	<p>Complies</p> <p>39 of the 77 (50.6%) apartments are designed to generally meet the accessibility requirements of the standard.</p>
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Path to circulation area	A clear path with a minimum width of 900mm from the door opening to the circulation area.	Not applicable.																					
Shower	A hobless (step-free) shower.	A hobless (step-free) shower that has a removable shower screen and is located on the furthest wall from the door opening.																					
Toilet	A toilet located in the corner of the room.	A toilet located closest to the door opening and clear of the circulation area.																					
<p>Clause 58.05-2</p>	<p>Standard D18</p>	<p>Complies</p>																					

<p>Building entry and circulation objectives</p> <p>To provide each dwelling and building with its own sense of identity.</p> <p>To ensure the internal layout of buildings provide for the safe, functional and efficient movement of residents.</p> <p>To ensure internal communal areas provide adequate access to daylight and natural ventilation.</p>	<p>Entries to dwellings and buildings should:</p> <ul style="list-style-type: none"> • Be visible and easily identifiable. • Provide shelter, a sense of personal address and a transitional space around the entry. <p>The layout and design of buildings should:</p> <ul style="list-style-type: none"> • Clearly distinguish entrances to residential and non-residential areas. • Provide windows to building entrances and lift areas. • Provide visible, safe and attractive stairs from the entry level to encourage use by residents. • Provide common areas and corridors that: <ul style="list-style-type: none"> - Include at least one source of natural light and natural ventilation. - Avoid obstruction from building services. - Maintain clear sight lines. 	<p>All apartments will be accessed off a central lobby from Rosella Street and provide for a sense of personal address. Natural light to the common area is available to all levels.</p>
<p>Clause 58.05-3 Private open space objective</p> <p>To provide adequate private open space for the reasonable recreation and service needs of residents new.</p>	<p>Standard D19</p> <p>A dwelling should have private open space consisting of:</p> <ul style="list-style-type: none"> • An area of 25 square metres, with a minimum dimension of 3 metres at natural ground floor level and convenient access from a living room, or • An area of 15 square metres, with a minimum dimension of 3 metres at a podium or other similar base and convenient access from a living room, or • A balcony with an area and dimensions specified in Table D5 and convenient access from a living room, or • A roof-top area of 10 square metres with a minimum dimension of 2 metres and convenient access from a living room. <p>If a cooling or heating unit is located on a balcony, the balcony should provide an additional area of 1.5 square metres.</p>	<p>Complies subject to a condition</p> <p>There are several issues relating to the proposed secluded private open space areas of most of the apartments. Whilst the apartment typology plans state the areas of each balcony or terrace, upon review these are found to be well short of the labelled area. For example, Apartment's 110/111/210/211 are shown to have a balcony of 8sqm. However, the balcony is dimensioned as 3.6m by 2.0m, which equals 7.2sqm. Further, the balcony includes an air-conditioning unit meaning it requires 9.5sqm. This is not limited to only a few apartments; it is the case for approximately half of the apartments.</p> <p>Conditions are recommended requiring balcony sizes to be increased to comply with the standard, without extending the building envelope. To ensure ongoing compliance with other internal</p>

	<p>Table D5 Balcony size</p> <table> <tr> <th>Dwelling type</th><th>Minimum area</th><th>Minimum dimension</th></tr> <tr> <td>Studio or 1 bedroom dwelling</td><td>8 square metres</td><td>1.8 metres</td></tr> <tr> <td>2 bedroom dwelling</td><td>8 square metres</td><td>2 metres</td></tr> <tr> <td>3 or more bedroom dwelling</td><td>12 square metres</td><td>2.4 metres</td></tr> </table>	Dwelling type	Minimum area	Minimum dimension	Studio or 1 bedroom dwelling	8 square metres	1.8 metres	2 bedroom dwelling	8 square metres	2 metres	3 or more bedroom dwelling	12 square metres	2.4 metres	amenity standards, this may require consolidation of apartments.			
Dwelling type	Minimum area	Minimum dimension															
Studio or 1 bedroom dwelling	8 square metres	1.8 metres															
2 bedroom dwelling	8 square metres	2 metres															
3 or more bedroom dwelling	12 square metres	2.4 metres															
<p>Clause 58.05-4 Storage objective</p> <p>To provide adequate storage facilities for each dwelling.</p>	<p>Standard D20</p> <p>Each dwelling should have convenient access to usable and secure storage space.</p> <p>The total minimum storage space (including kitchen, bathroom and bedroom storage) should meet the requirements specified in Table D6.</p> <p>Table D6 Storage</p> <table> <tr> <th>Dwelling type</th><th>Total minimum storage volume</th><th>Minimum storage volume within the dwelling</th></tr> <tr> <td>Studio</td><td>8 cubic metres</td><td>5 cubic metres</td></tr> <tr> <td>1 bedroom dwelling</td><td>10 cubic metres</td><td>6 cubic metres</td></tr> <tr> <td>2 bedroom dwelling</td><td>14 cubic metres</td><td>9 cubic metres</td></tr> <tr> <td>3 or more bedroom dwelling</td><td>18 cubic metres</td><td>12 cubic metres</td></tr> </table>	Dwelling type	Total minimum storage volume	Minimum storage volume within the dwelling	Studio	8 cubic metres	5 cubic metres	1 bedroom dwelling	10 cubic metres	6 cubic metres	2 bedroom dwelling	14 cubic metres	9 cubic metres	3 or more bedroom dwelling	18 cubic metres	12 cubic metres	<p>Complies</p> <p>All apartments generally have more than the minimum amounts of storage required by the standard. There are some apartments that will be marginally below the standard (ie. 9.9sqm and require 10sqm), which is acceptable.</p> <p>There is an error in the Development Summary for Apartment 412, it is labelled as a two bedroom apartment but has only one bedroom. This will be corrected by a recommended permit condition.</p>
Dwelling type	Total minimum storage volume	Minimum storage volume within the dwelling															
Studio	8 cubic metres	5 cubic metres															
1 bedroom dwelling	10 cubic metres	6 cubic metres															
2 bedroom dwelling	14 cubic metres	9 cubic metres															
3 or more bedroom dwelling	18 cubic metres	12 cubic metres															

Detailed design		
<p>Clause 58.06-1 Common property objectives</p> <p>To ensure that communal open space, car parking, access areas and site facilities are practical, attractive and easily maintained.</p> <p>To avoid future management difficulties in areas of common ownership.</p>	<p>Standard D21</p> <p>Developments should clearly delineate public, communal and private areas.</p> <p>Common property, where provided, should be functional and capable of efficient management.</p>	<p>Complies</p> <p>The proposal clearly delineates communal and private areas. Common property will be functional and capable of efficient management.</p>
<p>Clause 58.06-2 Site services objectives</p> <p>To ensure that site services can be installed and easily maintained.</p> <p>To ensure that site facilities are accessible, adequate and attractive.</p>	<p>Standard D22</p> <p>The design and layout of dwellings should provide sufficient space (including easements where required) and facilities for services to be installed and maintained efficiently and economically.</p> <p>Mailboxes and other site facilities should be adequate in size, durable, waterproof and blend in with the development.</p> <p>Mailboxes should be provided and located for convenient access as required by Australia Post.</p>	<p>Complies</p> <p>Site services will be accessible from the frontage and lobby and have been designed to be an integrated part of the building.</p>
<p>Clause 58.06-3 Waste and recycling objectives</p> <p>To ensure dwellings are designed to encourage waste recycling.</p> <p>To ensure that waste and recycling facilities are</p>	<p>Standard D23</p> <p>Developments should include dedicated areas for:</p> <ul style="list-style-type: none"> Waste and recycling enclosures which are: <ul style="list-style-type: none"> Adequate in size, durable, waterproof and blend in with the development. Adequately ventilated. 	<p>Complies subject to conditions</p> <p>A Waste Management Plan has been submitted and will require a minor change as discussed in the report. Once amended, the WMP will be implemented by recommended conditions.</p>

<p>accessible, adequate and attractive.</p> <p>To ensure that waste and recycling facilities are designed and managed to minimise impacts on residential amenity, health and the public realm.</p>	<ul style="list-style-type: none"> - Located and designed for convenient access by residents and made easily accessible to people with limited mobility. • Adequate facilities for bin washing. These areas should be adequately ventilated. • Collection, separation and storage of waste and recyclables, including where appropriate opportunities for on-site management of food waste through composting or other waste recovery as appropriate. • Collection, storage and reuse of garden waste, including opportunities for on-site treatment, where appropriate, or off-site removal for reprocessing. • Adequate circulation to allow waste and recycling collection vehicles to enter and leave the site without reversing. • Adequate internal storage space within each dwelling to enable the separation of waste, recyclables and food waste where appropriate. <p>Waste and recycling management facilities should be designed and managed in accordance with a Waste Management Plan approved by the responsible authority and:</p> <ul style="list-style-type: none"> • Be designed to meet the better practice design options specified in Waste Management and Recycling in Multi-unit Developments (Sustainability Victoria, 2019). • Protect public health and amenity of residents and adjoining premises from the impacts of odour, noise and hazards associated with waste collection vehicle movements. 	
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Internal amenity																				
<p>Clause 58.07-1 Functional layout objective</p> <p>To ensure dwellings provide functional areas that meet the needs of residents.</p>	<p>Standard D24</p> <p>Bedrooms should:</p> <ul style="list-style-type: none"> Meet the minimum internal room dimensions specified in Table D7. Provide an area in addition to the minimum internal room dimensions to accommodate a wardrobe. <p>Table D7 Bedroom dimensions</p> <table> <tr> <th>Bedroom type</th><th>Minimum width</th><th>Minimum depth</th></tr> <tr> <td>Main bedroom</td><td>3 metres</td><td>3.4 metres</td></tr> <tr> <td>All other bedrooms</td><td>3 metres</td><td>3 metres</td></tr> </table> <p>Living areas (excluding dining and kitchen areas) should meet the minimum internal room dimensions specified in Table D8.</p> <p>Table D8 Living area dimensions</p> <table> <tr> <th>Dwelling type</th><th>Minimum width</th><th>Minimum area</th></tr> <tr> <td>Studio and 1 bedroom dwelling</td><td>3.3 metres</td><td>10 sqm</td></tr> <tr> <td>2 or more bedroom dwelling</td><td>3.6 metres</td><td>12 sqm</td></tr> </table>	Bedroom type	Minimum width	Minimum depth	Main bedroom	3 metres	3.4 metres	All other bedrooms	3 metres	3 metres	Dwelling type	Minimum width	Minimum area	Studio and 1 bedroom dwelling	3.3 metres	10 sqm	2 or more bedroom dwelling	3.6 metres	12 sqm	<p>Complies</p> <p>Most apartments have bedrooms and living areas that achieve the minimum requirements of the standard.</p> <p>However, due to the curved design of the building, several apartments have bedrooms or living areas that do not meet the minimum width for their full dimension. Generally, this is supplemented by having a larger area overall, which ensures that the rooms are still reasonably functional.</p>
Bedroom type	Minimum width	Minimum depth																		
Main bedroom	3 metres	3.4 metres																		
All other bedrooms	3 metres	3 metres																		
Dwelling type	Minimum width	Minimum area																		
Studio and 1 bedroom dwelling	3.3 metres	10 sqm																		
2 or more bedroom dwelling	3.6 metres	12 sqm																		
<p>Clause 58.07-2 Room depth objective</p> <p>To allow adequate daylight into single aspect habitable rooms.</p>	<p>Standard D25</p> <p>Single aspect habitable rooms should not exceed a room depth of 2.5 times the ceiling height.</p> <p>The depth of a single aspect, open plan, habitable room may be increased to 9 metres if all the following requirements are met:</p> <ul style="list-style-type: none"> The room combines the living area, dining area and kitchen. The kitchen is located furthest from the window. The ceiling height is at least 2.7 metres measured from finished floor level to finished ceiling level. This excludes where services are provided above the kitchen. 	<p>Complies</p> <p>All living areas and bedrooms will have adequate dimensions and floor areas</p>																		

	The room depth should be measured from the external surface of the habitable room window to the rear wall of the room.	
Clause 58.07-3 Windows objective To allow adequate daylight into new habitable room windows.	Standard D26 Habitable rooms should have a window in an external wall of the building. A window may provide daylight to a bedroom from a smaller secondary area within the bedroom where the window is clear to the sky. The secondary area should be: <ul style="list-style-type: none"> • A minimum width of 1.2 metres. • A maximum depth of 1.5 times the width, measured from the external surface of the window. 	Complies All habitable rooms will have the required depth to allow adequate daylight. It is noted that several bedrooms rely on daylight and ventilation from one of four central light courts. The light courts each measure 4.5m x 4.5m (20sqm). Of the apartments that require this access, only six are one bedroom apartments, all other apartments have secondary bedrooms as relying on this arrangement. This is considered acceptable, as all habitable room rooms will still have good access to daylight.
Clause 55.07-4 Natural ventilation objectives To encourage natural ventilation of dwellings. To allow occupants to effectively manage natural ventilation of dwellings.	Standard D27 The design and layout of dwellings should maximise openable windows, doors or other ventilation devices in external walls of the building, where appropriate. At least 40 per cent of dwellings should provide effective cross ventilation that has: <ul style="list-style-type: none"> • A maximum breeze path through the dwelling of 18 metres. • A minimum breeze path through the dwelling of 5 metres. • Ventilation openings with approximately the same area. The breeze path is measured between the ventilation openings on different orientations of the dwelling.	Complies 62 of the 77 apartments will have cross ventilation. Whilst not all openings are approximately the same area, given the high number of apartments with cross ventilation, this is acceptable.

8.2 VCAT WATCH

Author: Kristian Cook, Coordinator Urban Planning

Trim No: 22/132606

Attachments: 1. VCAT Watch - Attachment - 15 March 2022 [↓](#)

EXECUTIVE SUMMARY

To report to Council applications currently before, and any recent decisions of the Victorian Civil and Administrative Tribunal (VCAT).

RECOMMENDATION

That Council notes the update on VCAT matters.

BACKGROUND

The VCAT process is an integral part of the planning permit process and provides opportunity of independent review of planning decisions. VCAT is required to take into consideration any relevant planning policy.

ISSUES AND DISCUSSION

This report includes an attachment that provides an overview of all applications currently before VCAT. The attachment table is broken down into 'New Appeals lodged with VCAT' and 'Current matters before VCAT' (including upcoming hearings or where Council is waiting for a decision after the hearing has taken place) and 'Recent decisions of VCAT'.

Since the previous report there has been two new appeals lodged and no new decisions received.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

There are no climate emergency response strategy implications associated with this report.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

There are no financial, resource or asset management implications associated with this report.

POLICY AND LEGISLATIVE IMPLICATIONS

There are no policy or legislative implications associated with this report.

COMMUNICATION AND ENGAGEMENT

There has been no community engagement for this report.

LINK TO COUNCIL AND COMMUNITY PLAN

Strategic Direction 3: A liveable and well planned city
Our planning aims to balance population growth with enhancing the unique character and heritage of our city

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

The report provides an update of the applications before VCAT.

APPLICATIONS BEFORE AND RECENT DECISIONS OF THE VICTORIAN CIVIL AND ADMINISTRATIVE TRIBUNAL

NEW APPEALS LODGED WITH THE VICTORIAN CIVIL AND ADMINISTRATIVE TRIBUNAL

Address	VCAT Reference	Description of proposal	Type of appeal	Zone	Council decision	Decision delegate	Hearing date
762-768 North Road, Ormond	P11953/2022	Use of the land for the sale of packaged liquor and the alteration of access to a Road in a Road Zone 1	s82 (Objector)	C1Z	NOD	Officer	29/9/2022
4 Alston Grove, St Kilda East	P90/2022	Construction of two double storey dwellings on a lot	s82 (Objector)	NRZ	NOD	Officer	3/10/2022

MATTERS BEFORE THE VICTORIAN CIVIL AND ADMINISTRATIVE TRIBUNAL (*INCLUDING APPEALS AWAITING A DECISION)

Address	VCAT Reference	Description of proposal	Type of appeal	Zone	Council decision	Decision delegate	Hearing date
483 North Road, Ormond	P1774/2020 & P58/2021	Partial demolition and carrying out of works and display of signage on land in the Commercial 1 Zone and affected by a Heritage Overlay (HO75) and alteration to existing liquor licence for an increase in patron numbers, alteration of hours and increase in red line plan area.	s82 (Objector) & s80 (Conditions)	C1Z	NOD	Council	*
92 Kooyong Road, Caulfield North	P2391/2020	Existing permit allows: Use of the land for accommodation (dwellings) in a Commercial 1 Zone construction of a building or construction or carrying out of works in a Commercial 1 Zone, construction of a building or construction or carrying out of works in a Special Building Overlay. Proposed amendment: Extension to balcony of Unit 302	s82 (Objector)	C1Z	NOD	DPF	*
61 Balaclava Road, St Kilda East	P688/2021	Existing permit allows: Use and development of the land for the purpose of a child care centre. Proposed amendment: amendment to the wording of condition 19 regarding the use of car parking areas	s82 (Objector)	GRZ2	NOD	Officer	*
6-8 Bevis Street, Bentleigh East	P11139/2021	Construction of a three storey building comprising 19 dwellings and a basement car park and construction of a front fence in excess of 1.5 metres in height	s77 (Refusal)	GRZ1	Refusal	Council	*
60 Howitt Road and 2 Kiers Court, Caulfield North	P11094/2021	2 lot subdivision	s80 (Conditions)	NRZ	Permit	Officer	*
24 Exhibition Street McKinnon	P11706/2021	Partial demolition and alterations and additions to the dwelling on land affected by a Neighbourhood Character Overlay	s77 (Refusal)	NRZ	Refusal	Officer	*
76 Murray Road, McKinnon	P11213/2021	Existing permit allows: Construction of two double storey dwelling on a lot affected by the Special Building Overlay. Proposed amendments: Addition of a balcony for Unit's 1 and 2, modifications to the building façade, windows and internal layouts.	s82 (Objector)	GRZ1	NOD	Officer	28/3/2022
10-16 Selwyn Street, Elsternwick	P11383/2021	The partial demolition and removal of a building under Clause 43.0-1 of the Heritage Overlay, The construction of a building or the construction or carrying out works under Clause 43.0-1 of the Heritage Overlay and under Clause 43.02-2 of the Design and Development Overlay, The construction of two or more dwellings on a lot under Clause 32.04-9 of the Mixed Use Zone, The construction and display of a sign under Clause 43.01-1 of the Heritage Overlay and Clause 52.05 of Signs, The use of the land for a supermarket and place of assembly under Clause 32.04-6 of the Mixed Use Zone; and - The use of the land for the sale of packaged liquor under Clause 52.27 of Licensed premises	S77 (Refusal)	MUZ	Refusal	Council	23, 24, 25, 26, 30, 31 May, 1, 2, 6, 7, 8, 9, 14, 15 and 16 June 2022 (15 days)

239 Kooyong Road, Elsternwick	P11549/2021	Construction of three double storey dwellings on a lot	s82 (NOD)	NRZ	NOD	Officer	30/5/2022
87 Seymour Road Elsternwick	P11860/2021	Construction of 19 dwellings on a lot and reduction of visitor car parking	s79 (Failure)	NRZ1	Refusal	Council	27/5/2022 (4 days)
777 Glen Huntly Road Caulfield	P11725/2021	Permit allows: Construction of a four storey building comprising five dwellings above ground level retail and a reduction in the statutory car parking requirement. Proposed amendments: Addition of another level bringing the building height to five storeys	s77 (Refusal)	C1Z	Refusal	Officer	21/6/2022
430-434 Neerim Road Carnegie	P11686/2021	Partial demolition, building and works within a heritage overlay for a seven storey building above a basement, the use of land for student accommodation and the reduction in car parking requirement associated with a retail use	s77 (Refusal)	C1Z	Refusal	Council	27/6/2022 (4 days)
19 Fosbery Avenue Caulfield North	P11665/2021	Construction of a double storey building containing three dwellings above basement car park	s82 (NOD)	NRZ	NOD	Council	29/6/2022
18 Anne Street McKinnon	P11816/2021	Construction of two dwellings on a lot	s82 (NOD)	NRZ	NOD	Officer	8/7/2022
4 Leonie Avenue Bentleigh East	P11711/2021	Construction of two dwellings on a lot	s82 (NOD)	NRZ	NOD	Officer	11/7/2022
4 Shrewsbury Street Bentleigh East	P11846/2021	Construction of 2 double storey dwellings on a lot	s82 (NOD)	NRZ	NOD	Officer	1/8/2022
301 Balaclava Road Caulfield North	P11731/2021	Construction of a three storey building above basement comprising five dwellings and alteration of access to a Road Zone Category 1	s82 (NOD)	GRZ2	NOD	Council	11/8/2022
319 Murrumbeena Road Murrumbeena	P11865/2021	Construction of a first floor addition to the existing garage on a lot less than 300m2	s82 (NOD)	NRZ	NOD	DPF	16/8/2022
8 Castles Road Bentleigh	P11856/2021	Construction of three double storey dwellings on a lot affected by a Special Building Overlay	s82 (NOD)	GRZ1	NOD	Officer	17/8/2022
35 Brett Street, Murrumbeena	P15/2022	Construction of three double storey dwellings on a lot	s82 (Objector)	NRZ	NOD	DPF	5/9/2022
762-768 North Road, Ormond	P11953/2022	Use of the land for the sale of packaged liquor and the alteration of access to a Road in a Road Zone 1	s82 (Objector)	C1Z	NOD	Officer	29/9/2022
4 Alston Grove, St Kilda East	P90/2022	Construction of two double storey dwellings on a lot	s82 (Objector)	NRZ	NOD	Officer	3/10/2022

RECENT DECISIONS OF THE VICTORIAN CIVIL AND ADMINISTRATIVE TRIBUNAL

Address	VCAT Reference	Description of proposal	Type of appeal	Zone	Council decision	Decision delegate	Appeal outcome	Date of VCAT decision	VCAT effect on Council decision
No new decisions received.									

8.3 CONSIDERATION OF SUBMISSIONS RECEIVED DURING EXHIBITION OF PLANNING SCHEME AMENDMENT C220 (PLANNING SCHEME UPDATE)

Author: Charlotte Griffith, Senior Strategic Planner

Trim No: 21/1351753

Attachments: 1. C220 Submission Summary [↓](#)

EXECUTIVE SUMMARY

This report summarises the submissions received during the exhibition of Planning Scheme Amendment C220 which proposes to reformat and update the planning policy framework.

A total of 15 submissions were received. Two submissions fully support the amendment, three submissions offered 'no comment' and 10 submissions either wholly or partially objected to the amendment.

Officers recommend referring all submissions to a planning panel.

RECOMMENDATION

That Council:

1. receives and notes submissions received following the exhibition of Amendment C220 to the Glen Eira Planning Scheme;
2. notes the officer report and Attachment 1 to this report – Amendment C220 Response to Submissions;
3. requests that the Minister for Planning appoints an independent planning panel to consider all submissions received during the exhibition period for Amendment C220; and
4. refers the submissions to the independent planning panel for its consideration.

BACKGROUND

The update of the Glen Eira Planning Scheme and associated Amendment C220 will:

- Implement the State Government's Smart Planning reforms into the Glen Eira Planning Scheme. It will reformat the structure and content of the planning scheme to establish a new Municipal Planning Strategy and Planning Policy Framework to meet State Government legislative requirements.
- Implement a number of key recommendations of the Glen Eira Planning Scheme Review 2018. This includes updating all existing local policies in the planning scheme to reflect Council's current strategic directions for land use and development, informed by recently adopted Council strategies.

A detailed list of the proposed changes are as follows:

- Introduce a new Municipal Planning Strategy and local policies within the Planning Policy Framework of the Glen Eira Planning Scheme to replace the Municipal Strategic Statement at Clause 21 and local planning policies at Clause 22 of the Glen Eira Planning Scheme;

- Amend the Schedules at Clause 32.07 (Schedules 1 and 2 to the Residential Growth Zone), Clause 32.08 (Schedules 1, 2 and 3 to the General Residential Zone) and Clause 32.09 (Schedule 1 to the Neighbourhood Residential Zone) to implement recent reforms to the Victoria Planning Provisions, be consistent with the Ministerial Direction on the Form and Content of Planning Schemes and make minor changes to improve the operation of the Schedules.
- Amend the Schedule to Clause 43.01 (Heritage Overlay) to introduce application requirements, introduce Statements of Significance to apply to 19 existing heritage precincts, and make other minor changes to correct errors and improve the operation of the Schedule.
- Amend Schedule 1 to Clause 53.01 (Parking Overlay) to correct an error and to be consistent with the Ministerial Direction on the Form and Content of Planning Schemes.
- Amend the Schedule at Clause 72.04 (Documents Incorporated in this Planning Scheme) to remove two existing incorporated documents that are no longer required, introduce 19 new Statements of Significance for heritage precincts as new Incorporated Documents to the Glen Eira Planning Scheme and other minor changes to improve the operation of the Schedule.
- Introduce a new Schedule to Clause 72.08 (Background documents) that contains a list of background documents used to underpin the Municipal Planning Strategy, local policies in the Planning Policy Framework and local schedules, to replace all existing reference documents to the Glen Eira Planning Scheme. The list consists of 11 existing reference documents to be retained as background documents and nine new background documents.
- Introduce a new schedule to Clause 74.01 (Application of zones, overlays and provisions) that provides an explanation of the relationship between the Municipal objectives and strategies and the application of controls on use and development in the planning scheme.
- Introduce a new schedule to Clause 74.02 (Further strategic work) that identifies further strategic work that will be undertaken to further support the strategic directions of the Municipal Planning Strategy.

ISSUES AND DISCUSSION

The exhibition period was open from Thursday 11 November to Thursday 23 December 2021.

As previously noted, a total of 15 submissions were received. Two submissions fully supported the amendment, three submissions offered 'no comment' (Department of Environment, Land, Water and Planning, Department of Transport and South East Water) and 10 submissions either wholly or partially objected to the amendment.

Attachment 1 contains a summary table of submissions received and the officers' responses. Key themes of submissions and officer's responses are summarised below.

Increased housing density and development

Of the 10 submissions that opposed the amendment, seven expressed the opinion that the amendment does not go far enough to limit housing density. Issues raised include the need to incorporate strategies to introduce mandatory height controls and a suggestion that existing height restrictions should be lowered by a further 1 metre. Other views include the adverse impact that increased housing density has on the overcrowding of schools, traffic and carparking congestion, and increased pressure on our public parks.

Response

Amendment C220 does not propose to rezone, or realign current zoning boundaries, or change the boundaries or any of the Activity Centres. Residential zones contained within the planning scheme set the building height controls for residential development occurring within those zones. It is not within the scope of Amendment C220 to consider changes to the residential zoning throughout the municipality. These matters are considered in detail as part of the Housing Strategy work currently being undertaken and future activity centre structure plans.

Road Use/ Congestion/ Carparking

Of the 10 submissions that opposed the amendment, five expressed the opinion that traffic congestion and carparking demand has not been adequately addressed by Amendment C220. Concerns raised include increased traffic congestion as a result of increased housing density and the lack of visitor carparking available for new and existing residential development, and conflict between different road users, mainly cyclists and vehicles.

Response

Proposed Clause 02.03-6 (Transport) recognises that the City of Glen Eira is an established municipality, and there are limited opportunities to increase carparking and road capacity. Transport priorities for Glen Eira aim to provide efficient and sustainable travel options across the municipality, including walking, cycling, and public transport and strive for a 50:50 mode split of car and non-car trips by 2031. Clause 52.06 (Carparking) sets out the requirements for providing visitor carparking requirements for new medium density and higher density housing developments across Victoria. Carparking requirements contained within clause 52.06 are set by the State Government and are not within the scope of this amendment.

Flooding Concerns

Of the 10 submissions that opposed the amendment, three expressed the opinion that the cause and management of flooding has not been considered closely enough. Concerns were raised in relation to increased stormwater runoff resulting from development pressure. The need for improved environmentally sustainable development (ESD) mechanisms were identified as a way to manage this.

Flooding concerns related to both the existing flooding issues of the municipality and concerns over increased flooding issues due to potential increased development.

Response

Proposed Clause 15.02-1L (Environmentally Sustainable Design) focuses in part on limiting the effects of water runoff from new developments. This Clause includes the requirement for STORM reporting (Stormwater Treatment Objective – Relative Measure). STORM was developed by Melbourne Water as a method of simplifying the analysis of stormwater treatment. The STORM calculator is designed for the general public to easily assess Water Sensitive Urban Design (WSUD) measures on their property (for some but not all). As such, it is considered that both existing and potential future flooding concerns have been considered by Amendment C220.

Special Building Overlay (SBO) controls applicable throughout Glen Eira remain in place and are currently under review. Any change to the boundaries of the SBO would be the subject of a separate planning scheme amendment.

Public Open Space

Of the 10 submissions that opposed the amendment, three expressed the opinion that the amendment does not sufficiently address public open space and exacerbates public open space issues through facilitating increased densities.

Responses

Proposed Clause 02.03-7 (Public open space, community facilities and infrastructure) works in tandem with Clause 19.02-6L (Public Open Space) to ensure Public Open space is adequately addressed.

Amendment C218 (Public open space contribution rate) proposes to increase the public open space contribution rate from 5.7 per cent to 8.3 per cent. Exhibition of this amendment is now complete.

Neighbourhood Character

Of the 10 submissions that opposed the amendment, five expressed the opinion that the neighbourhood character provisions are insufficient. Points raised included a lack of consideration for heritage places, the neighbourhood character precincts not being substantive, and a general lack of regard for the established landscape and neighbourhood character.

Response

Existing and preferred neighbourhood character has been considered in the draft Housing Strategy 2022, which is currently undergoing community and stakeholder consultation and engagement.

Proposed Clause 02.03-3 (Built environment and heritage) recognises that there has and will continue to be increased pressure on our neighbourhood character as the municipality adapts to an increased population. Proposed Clauses 15.01-1L (Landscaping), 15.01-2L (Building design) and 15.01-5L (Neighbourhood character) focus on ensuring that the desirable neighbourhood character is maintained while new development that achieves existing or preferred neighbourhood character is supported.

Climate Change

Of the 10 submissions that opposed the amendment, six expressed the opinion that climate change was not sufficiently addressed. Points raised included noting that insufficient ESD measures had been included, that development was prioritised over sustainability, that urban heat island effect was not addressed, and that climate change and biodiversity had not been addressed sufficiently.

Response

Proposed clause 02.03-2 (Environment and Amenity) of the Glen Eira Planning Scheme notes that responding to impacts of climate change and mitigating greenhouse gas emissions through Council's planning decisions are important priorities. Clauses where these concerns are reflected include clauses 18.02-1L (Sustainable personal transport), 18.02-2L (Public Transport) which focus on encouraging modes of transport other than the motor vehicle and clause 15.02-1L (Environmentally Sustainable Design) which ensures that stormwater runoff is considered, along with environmentally sustainable design.

There is also a strong focus on the urban tree canopy and the role this can play in mitigating urban heat island effect. Proposed clause 15.01-1L (Landscaping) and clause 19.06-2L (Public Open Space) focus on ensuring sufficient plantings on private property and enhancing and acquiring more public open space to enrich the urban tree canopy.

Planning Conference

A planning conference was held on 10 February 2022. The conference was chaired by Councillor Zhang. Seven submitters attended, all of which opposed the amendment. Officers from the City Futures team attended to assist in answering questions about the amendment.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

The proposed amendment includes policies that advance the way that climate change is addressed via the planning scheme. As previously noted, environmentally sustainable design, the urban tree canopy and mitigating carbon emissions through alternate transport have been included as ways to mitigate and minimise carbon emissions and urban heat island effect. In particular, the proposed amendment responds to the following goals embedded in the *Climate Emergency Response Strategy 2021-2025*:

- We embed climate change action in everything that we do;
- Council-owned buildings and infrastructure are resilient and safe for our staff and community;
- Our community is protected from the worst impacts of climate change; and
- Net zero community emissions by 2030.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

Amendment C220 is prepared using the existing City Futures operational budget.

POLICY AND LEGISLATIVE IMPLICATIONS

The Amendment seeks to update and restructure the local planning policy framework of the *Glen Eira Planning Scheme*. The process to amend the Planning Scheme is legislated in the *Planning and Environment Act 1987*. Following the exhibition phase, Council may choose to put the submissions to a planning panel before the amendment goes to the Minister for final approval. This is the planning officer recommendation in this report. If successful, the *Glen Eira Planning Scheme* will be changed to reflect the new format and content.

COMMUNICATION AND ENGAGEMENT

Exhibition of Amendment C220 was held for six weeks, from 11 November to 23 December 2021.

The community was informed of exhibition as required under the *Planning and Environment Act 1987*. Methods of communication included publishing a notice in the Government Gazette and The Age newspaper on 11 November, with all documents available for public viewing on the DELWP website and via a link on Council's website.

Council's 'Have your Say' page included additional information and a summary of the amendment, with an explanation of how to make a submission or seek further information.

An engagement plan was prepared and is being implemented in alignment with Council's Community Engagement Policy and Strategy.

LINK TO COUNCIL PLAN

Strategic Direction 3: A liveable and well planned city;
Actively progress our planning priorities to manage growth and maintain the character and heritage of our City.

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

Given the varying views expressed through the 15 formal submissions received for the amendment, it is considered appropriate to move forward with this amendment, referring submissions to an Independent Planning Panel. The Panel's 'recommendation' will help to inform Council's decision on whether to amend, abandon, or adopt the amendment. If Council resolves to refer this amendment and all submissions to an Independent Panel, the Panel Hearing is tentatively scheduled for 16 May 2022.

Amendment C220: Submissions received and recommended responses

Submission Number.	Submitter in support/requests change/opposes	Summary of Submission	Officer Comment	Recommendation
1	Support	<ul style="list-style-type: none"> - The attitude of supporting other sustainable transport options and managing safety and efficiency in Clauses 18.02-1L & 18.02-3L is not appropriately supported by Council's Road maintenance standards. Currently defects such as 5cm x 30cm potholes are ineligible for repair and are dangerous for cyclists. 	<ul style="list-style-type: none"> - The comments in relation to Council's Road maintenance standards fall outside of this amendment however the comments have been referred to the relevant department. 	Refer submission to the Planning Panel
2	Oppose	<ul style="list-style-type: none"> - There should be a cap on towers at 5 storeys and activity centres should be spread to other parts of Glenhuntly Road. 	<ul style="list-style-type: none"> - A mandatory building height limit of 5 storeys would be a blanket control which does not consider the built form context and may limit development in areas which could accommodate higher built form. Building height controls are formulated following a detailed urban design analysis of a particular area balanced against the objectives for that area as outlined in the planning policy framework. Structure Plans for Activity Centres are an example of such an analysis. - Council has recently adopted a Built Form framework for the Caulfield South Neighbourhood Activity Centre and a structure plan for the Glen Huntly Major Activity Centre, both fronting Glenhuntly Road. Both plans provide planning controls in relation to building height 	Refer submission to the Planning Panel

Amendment C220: Submissions received and recommended responses

		<ul style="list-style-type: none"> - More activity should be directed to Kooyong Road and Hawthorn Road. Elsternwick has a lack of open space and too much high-density housing. - Glen Eira needs more Public Open Space (POS) and less housing density. Orrong Road/Glenhuntly Road is too congested, and all of Glen Eira is too congested. 	<p>which to date has not existed for these centres.</p> <ul style="list-style-type: none"> - Land zonings have not been altered in this amendment. The Draft Housing Strategy currently out on public consultation will clarify the types of development suitable in each area - It is recognised that there is a limited amount of public open space in the municipality. Proposed Clause 2.03-7 (Public open space, community facilities and infrastructure) sets out the broad strategic vision recognising that as population continues to grow, smaller lot sizes and reduced private open space places further pressure on existing public open space. Amendment C220 introduces Clause 19.02-6L (Public Open Space) which aims to increase the quantity and improve the quality and accessibility of open spaces. It encourages diverse and adaptable open spaces and facility design. Planning Scheme Amendment C218 currently underway also seeks to increase the public open space contribution rate from 5.7% to 8.3% to provide new and improved open space. - Amendment C220 recognises that housing density is going to increase, however it embraces alternative transport modes, 	
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Amendment C220: Submissions received and recommended responses

			<p>recognising that the City of Glen Eira is an established middle ring location and there is limited opportunity to increase road capacity and provide additional parking.</p> <ul style="list-style-type: none">- Proposed Clause 02.03-6 (Transport) sets out the strategic directions for Transport and prioritises the need to improve the speed and safety of sustainable travel options across the city including walking, cycling and public transport, striving for a 50:50 mode split of car and non-car trips by 2031.- Proposed Clause 18.02-1L (Sustainable personal transport) aims to improve amenity for pedestrian and cycling access and facilitate cycling infrastructure including parking and charging facilities for electric bikes and scooters. Clause 18.02-2L aims to improve accessibility to public transport, support transport and infrastructure projects and provide safe passenger amenities such as shelters, seating, and lighting. Clause 18.02-3L (Road system and access) aims to minimise the impact of vehicular traffic and on-street car parking on residential amenity and to support initiatives that seek to maximise vehicle occupancy rates to reduce vehicle numbers (e.g. ride sharing, carpooling or similar).	
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Amendment C220: Submissions received and recommended responses

3	Oppose	<p>The amendment does not:</p> <ul style="list-style-type: none"> - Update car parking provision requirements for apartments. - Boost on street electric car charging stations; and - Issue infringements to bike riders for riding in car lane instead of bike path. 	<ul style="list-style-type: none"> - Carparking requirements for dwellings (apartments and medium density housing) are set out in Clause 52.06 of the planning scheme and are set by the State Government which is standard across Victoria. Changes to carparking rates contained within clause 52.06 are not within the scope of this amendment. Proposed Clause 18.02-4L (Car parking) introduces new local policy to guide carparking provision, however, does not seek to vary the provisions of Clause 52.06. - A key strategy of proposed Clause 15.02-1L (Environmentally sustainable development) is to promote the use of low emissions vehicle technologies and supporting infrastructure. One of the key strategies of proposed Clause 18.02-1L (Sustainable personal transport) is to support the provision of parking areas and charging facilities for electric bicycles and scooters. - Enforcement of road rules as they relate to vehicles and cyclists is not a planning matter and out of scope of this amendment. 	Refer submission to the Planning Panel
4	Oppose	<p>The amendment does not sufficiently:</p> <ul style="list-style-type: none"> - Promote green open spaces and canopy trees. 	<ul style="list-style-type: none"> - Proposed Clause 19.02-6L (Public Open Space) and Clause 15.01-1L (Landscaping), both seek increased and improved public open spaces. Clause 15.01-1L seeks to 	

Amendment C220: Submissions received and recommended responses

		<ul style="list-style-type: none"> - Address climate change and urban heat island effect; - Protect biodiversity; 	<p>strengthen the landscape character across Glen Eira and mitigate the impact of urban heat island effect. One of the key strategies is to maximise retention of existing canopy trees and gardens</p> <ul style="list-style-type: none"> - Proposed Clause 2.03-2 (Environment and amenity) sets the strategic vision for an attractive and environmentally sustainable city to support liveable and healthy communities. The strategic direction of this clause responds to the significant challenges of climate change, urban heat island effect, population growth and other urban development pressures and recognises the importance of providing new open spaces and maintaining and enhancing canopy tree cover as a sustainable response. - Proposed Clause 12.01-1L (Protection of biodiversity) has the objective 'To retain and enhance the city's biodiversity and natural environments and improve the quantity and quality of biodiversity'. It seeks to do this by retaining significant trees and vegetated landscapes on both public and private land, support development that enhances biodiversity and provides habitats for animals, birds, and insects, protects vegetation from major infrastructure projects, and ensure that structure planning identifies 	
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Amendment C220: Submissions received and recommended responses

		<ul style="list-style-type: none"> - Support initiatives that reduce flood risk/ minimise impacts of storm events; - Expand vegetation protection overlays and environmental significance overlays. - Improve Policy around environmentally sustainable development, neighbourhood character and urban design 	<p>opportunities to improve biodiversity and enhance natural features.</p> <ul style="list-style-type: none"> - Clause 15.02-1L (Environmentally Sustainable Development) introduces a requirement for Sustainable Design Assessment or Sustainability Management Plans for some developments, which will ensure that stormwater runoff is appropriately treated on site in applicable instances. Existing Special Building Overlay controls (SBO) continue to apply to land within Glen Eira which is identified as been liable to inundation by overland flows from the urban drainage system as determined by the floodplain management authority. - Existing Vegetation Protection Overlay controls remain unchanged. This is outside of the scope of this amendment. - Council does not have an Environmental Significance Overlay. Introducing one is outside of the scope of this amendment and would require further detailed strategic analysis. - A raft of proposed local policies within the reformatted scheme aim to provide a sustainable response to land use and development. These include - Clause 2.03-1 Settlement and Activity Centres - helps to sustain population 	
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Amendment C220: Submissions received and recommended responses

			<p>growth and supports a 20-minute neighbourhood which in turn reduces the need for vehicle trips.</p> <ul style="list-style-type: none">- Clause 2.03-3 -Built environment and heritage – which aims to embed environmentally sustainable design practices into development outcomes- Clause 2.03-2 which sets the strategic vision for Environment and Amenity aiming for an attractive and environmentally sustainable City to support liveable and healthy communities- Clause 2.03-6 – Transport- prioritises the need to improve the speed and safety of sustainable travel options across the city.- Clause 15.02-1L (Environmentally Sustainable Development) introduces a requirement for Sustainable Design Assessment or Sustainability Management Plans for some developments, which will ensure that stormwater runoff is appropriately treated on site in applicable instances. Existing Special Building Overlay controls (SBO) continue to apply to land within Glen Eira which is identified as been liable to inundation by overland flows from the urban drainage system as determined by the floodplain management authority.	
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Amendment C220: Submissions received and recommended responses

		<ul style="list-style-type: none"> - Maintain the character of Glen Eira's local areas; and - Support liveable and sustainable communities. 	<ul style="list-style-type: none"> - Clause 15.01-5L focuses on Neighbourhood Character and applies to all land in the Neighbourhood Residential Zone and the General Residential Zone. Neighbourhood Character is focused predominantly on built form and provides 11 strategies applicable to both zones, plus an additional 4 strategies specific to the Neighbourhood Residential Zone. In addition, it provides strategies for 16 separate residential precincts throughout the municipality. This policy will assist in supporting and protecting the neighbourhood character, cultural identity, and sense of place. It supplements assessment requirements of clause 54, 55 and 58. - A liveable and sustainable community is supported by the raft of local policies within the reformatted scheme including local policies for neighbourhood character, building design, heritage, housing supply, residential aged care and community care accommodation, environmentally sustainable design, protection of biodiversity, sustainable personal transport, road access, car parking, public transport, landscape, public open space, health facilities, education facilities, infrastructure provision, non-residential uses in 	
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Amendment C220: Submissions received and recommended responses

			residential zones, and waste management	
5	Oppose	<p>Concerns that the amendment will encourage more:</p> <ul style="list-style-type: none"> - Government (public) housing. - High rise development. 	<ul style="list-style-type: none"> - Clause 16.01-2S of Planning Schemes across Victoria sets out the state planning policy objectives and strategies to improve housing affordability and, among other things, aims to ensure that the redevelopment and renewal of public housing stock better meets community needs. Proposed Clause 16.01-2L provides the local policy context for Housing Affordability. It aims to support opportunities to increase the supply of social and affordable housing through several measures including partnerships with public and private sector agencies or other alternative housing providers. Section S.4(1)(fa) of the Planning and Environment Act 1987 (P&E Act 1987) states that the objectives of planning in Victoria are— ‘to facilitate the provision of affordable housing in Victoria’. Section S.3AA(1)’ states that, ‘For the purposes of this Act, affordable housing is housing, including social housing..’. <p>The P&E Act 1987 applies to all planning schemes across Victoria. As the responsible authority for administering the planning scheme, Council is required to facilitate the provision of affordable housing</p>	Refer submission to the Planning Panel

Amendment C220: Submissions received and recommended responses

		<ul style="list-style-type: none"> - Speeding cars and - Illicit drug activity especially around the Carnegie Motor Inn. 	<ul style="list-style-type: none"> - Enforcement of Speeding vehicles, Illicit drug activity and criminal activity are not matters that relate to the planning scheme. Having said this, the following proposed local policies and existing state policies facilitate outcomes which may mitigate these issues. - Proposed Clause 18.01L- Sustainable personal transport - Proposed Clause 18.02-2L Public transport - Proposed Clause 18.02- 3IL – Road System and access - Existing Clause 15.01-2S Building Design – buildings and their interface with the public realm to support personal safety, perceptions of safety and property security - 	
6	Oppose	<p>The amendment does not sufficiently:</p> <ul style="list-style-type: none"> - Ensure Carnegie Swim Centre and Carnegie Primary School are included as heritage places. - Reduce height restrictions (lower them) by 1 metre everywhere. 	<ul style="list-style-type: none"> - The purpose of Amendment C220 is to update and reformat the planning policy framework. An Amendment to introduce Heritage Overlay controls for the Carnegie Swim Centre and Carnegie Primary School is out of the scope of this amendment. - The parent provisions to Residential Zones contain maximum building height controls. Amendment C220 does not propose to reduce the maximum building height. To reduce height limits in these zones by 1 metre each, would be contrary to corresponding zoning provisions. 	Refer submission to the Planning Panel

Amendment C220: Submissions received and recommended responses

		<ul style="list-style-type: none"> - Oppose elements of the Metropolitan Planning Strategy: Plan Melbourne 2017- 2050 (Plan Melbourne). Glen Eira is over-developed with roads and transport being too busy and unsafe, schools too full and quality of life diminishing, and so Glen Eira should discourage development, and seek to reduce the resident population. - Disuse the term major activity centre. The terminology 'major activity centre' should not be used since it implies pollution, environmental impact, and busy and congested streets. - Introduce mandatory planning applications for all Council developments as to not require them is hypocritical, undemocratic, an abuse of power, and lacks integrity and enables corruption. 	<ul style="list-style-type: none"> - <i>Plan Melbourne</i> is the metropolitan planning strategy to manage Melbourne's growth and change over the next 3 decades. Clause 11 of the planning scheme gives statutory effect to the strategy. Plan Melbourne is considered in the creation of all local planning policy state-wide and applied as relevant to all policy formulation in Glen Eira. - The term 'major activity centre' is used consistently in state government documents and state and regional planning policy contained within the existing planning scheme (Clause 11.03-1R). To use an alternative term would likely cause confusion. Council's terminology must remain consistent with the State Planning Policy Framework. - This is outside the scope of this amendment. 	
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Amendment C220: Submissions received and recommended responses

		<ul style="list-style-type: none"> - Mandate that Council undertake and make public detailed business case proposals for any council development proposal over \$5m in value, prior to public consultation. - Mandate full and detailed environmental impact assessments, including life-cycle carbon emissions, for all projects over \$1m in value. 	<ul style="list-style-type: none"> - This is outside the scope of this amendment - Proposed Clause 15.02-1L - Environmentally sustainable development aims to achieve best practice in environmentally sustainable development from the design stage through to construction and operation. It introduces requirements for Sustainable Design Assessments or Sustainability Management Plan requirements for both residential and non-residential development requiring a planning permit. STORM assessment requirements (Stormwater Treatment Objective-Relative Measure) apply to a range of new residential and non-residential developments, and/or BESS (Built Environment Sustainability Scorecard) are required to be used in the assessment. - To place a trigger for such an assessment in the form of a monetary value may result in developments being targeted that were not the intent of the policy. The trigger for assessment is based on development type and size. 	
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Amendment C220: Submissions received and recommended responses

		<ul style="list-style-type: none"> - Ensure that planning applications, all associated information (such as heritage and environmental reports) and outcomes are easily accessible online to all people, free of charge. 	<ul style="list-style-type: none"> - This is outside of the scope of this amendment; however, it is noted that Councils Urban Planning Department makes documents available in accordance with the relevant provisions of the <i>Planning and Environment Act 1987</i>. 	
7	No objection	South East Water has responded with no objection.	No objection	Refer submission to the Planning Panel
8	No objection	DEWLP has responded with no objection.	No objection	Refer submission to the Planning Panel
9	Oppose	<ul style="list-style-type: none"> - The Glen Eira City Plan Activity Centre, Housing & Local Strategy should be revisited and a rationale that assesses the capacity for growth in substantial change areas should be applied. Some areas suitable for substantial change continue to be unnecessarily inhibited. - Clause 15.01-2L – Building Design - (The Overshadowing of public open space) should explicitly refer to the public open space as recognised in the public open space strategy, and exclude ancillary public open space (as noted in the strategy); and 	<ul style="list-style-type: none"> - This is a Council adopted Strategy. The capacity for housing growth is currently the focus of the Draft Housing Strategy. The development of structure plans for Major Activity Centres will guide land use and development of those areas. - A policy guideline of clause 15.01-2L Building Design - aims to protect the overshadowing of existing or proposed public open space. The definition of Public open space under the Subdivision Act 1988 is; - Means land set aside in a plan or land in a plan zoned or reserved 	Refer submission to the Planning Panel

Amendment C220: Submissions received and recommended responses

		<ul style="list-style-type: none"> - The Public Open Space Strategy should be reviewed to ensure that land contribution assessment criteria cannot be construed as development controls. 	<p><i>under a planning scheme – a) for public recreation or public resort; or b) as parklands; or c) for similar purposes.</i></p> <ul style="list-style-type: none"> - The Glen Eira Open Space Strategy Refresh 2020 was adopted by Council on 9 June 2020. A review is outside the scope of this amendment. 	
10	Oppose	<ul style="list-style-type: none"> - The neighbourhood character section at Clause 15.01-5L does not set limits on numbers of dwellings, and should specify where 1 or 2 dwelling developments are appropriate: and - Clause 15.01-5L does not cap all development to a maximum of 2 dwellings. 	<ul style="list-style-type: none"> - Clause 15.01-5L is focused on Neighbourhood Character. Neighbourhood Character is focused predominantly on form and neighbourhood context. To limit some land to one or two dwellings only, does not directly translate to neighbourhood character concerns, as for instance some lots may be large and able to comfortably accommodate three dwellings, whilst also having an adequate neighbourhood character response. - To have Clause 15.01-5L cap all development at a maximum of two dwellings would directly contradict Clause 02.03-4 (Housing) and would not create a cohesive amendment. 	Refer submission to the Planning Panel

Amendment C220: Submissions received and recommended responses

11	Oppose	<p>The amendment should:</p> <ul style="list-style-type: none"> - More robustly address flooding, requiring geology of soil prior to planning permits being issued. - Introduce maximum heights specifically for SBO's. - Introduce a permeability requirement of 40% for flood effected land. 	<ul style="list-style-type: none"> - Flooding issues do not affect all land in the City of Glen Eira. To require testing for geology of soil prior to the issuing of planning permits would create an unnecessary burden on the permit applicant. Landowners can carry out soil/geology testing as part of a due diligence process prior to land purchase or development. Detailed construction requirements such as this are dealt with at the building permit stage. No change to the existing Special Building Overlay (SBO) control is proposed as part of this amendment. Any change to the SBO would be in consultation with Melbourne Water and would be the subject of a separate planning scheme amendment. Any application proposed within the SBO is required to be referred to Melbourne Water for comment. - This is outside the scope of this amendment. - There are many ways to mitigate/manage the impact of overland flows and potential flooding issues. SBO controls are 	Refer submission to the Planning Panel
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Amendment C220: Submissions received and recommended responses

		<ul style="list-style-type: none"> - Require building footprints of houses on 600 – 800m² blocks to be reduced on flood effected land; and - Conduct Heritage Assessment in neighbourhood centres for significant places. 	<p>applied across Victoria and increasing permeability may not necessarily mitigate the risk.</p> <ul style="list-style-type: none"> - Building setback to allow overland flow, water retention systems, pits and building design can all be used to mitigate the impacts of flooding. - Council has an ongoing heritage review and subsequent planning scheme amendment program which aims to identify places and precincts of heritage significance. This includes land within the hierarchy of activity centres. This is outside the scope of this amendment. 	
12	Oppose	<ul style="list-style-type: none"> - The references to Plan Melbourne are limited and selective, and as such do not properly address some of the implementation plans, especially around Climate Change. 	<ul style="list-style-type: none"> - <i>Plan Melbourne</i> is the metropolitan planning strategy to manage Melbourne's growth and change over the next 3 decades. Clause 11 of the planning scheme gives statutory effect to the strategy. Plan Melbourne is considered in the creation of all local planning policy state-wide and applied as relevant to all policy formulation in Glen Eira. Climate change and sustainability is addressed in several local policies. 	

Amendment C220: Submissions received and recommended responses

			<ul style="list-style-type: none">- Clause 15.01-1L seeks to strengthen the landscape character across Glen Eira and mitigate the impact of urban heat island effect. One of the key strategies is to maximise retention of existing canopy trees and gardens- Proposed Clause 2.03-2 (Environment and amenity) sets the strategic vision for an attractive and environmentally sustainable city to support liveable and healthy communities. The strategic direction of this clause responds to the significant challenges of climate change, urban heat island effect, population growth and other urban development pressures and recognises the importance of providing new open spaces and maintaining and enhancing canopy tree cover as a sustainable response.- Clause 15.02-1L -Environmentally Sustainable Development aims to achieve best practice environmentally sustainable development for the design stage through to construction and operation and introduces strategies for water management, transport, waste management and urban ecology.- Clause 18 also introduces new local policies aimed at sustainable personal transport and improving access to public transport	
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Amendment C220: Submissions received and recommended responses

		<ul style="list-style-type: none"> - The use of the wording 'needs to' should be removed from Clause 02.01-3 (Growth) as it is allowing for legal force for growth that may not be in accordance with the planning guidelines. - - The population statistics at Clause 02.01-3 will be outdated by the time this amendment is gazetted. 	<ul style="list-style-type: none"> - Noted and will consider further 	
		<ul style="list-style-type: none"> - The amendment does not sufficiently address urban heat island effect. 	<ul style="list-style-type: none"> - The proposed amendment has been drafted in accordance with Ministerial Direction: The form and content of planning schemes as per the <i>Planning and Environment Act 1987 Section 7(5)</i>. The statistics set out at clause 2.01-3 are taken from the <i>Victoria In Future 2019 (VIP2019)</i> – population projections prepared by DELWP and provide the most up to date statistics. - Clause 15.01-1L seeks to strengthen the landscape character across Glen Eira and mitigate the impact of urban heat island effect. One of the key strategies is to maximise retention of existing canopy trees and gardens 	

Amendment C220: Submissions received and recommended responses

		<ul style="list-style-type: none"> - The amendment should be updated to reflect the soon to be revised Plan Melbourne, and the amended Local Government Act 2020. - The need to regrow and retain the urban tree canopy is very lacking, with not enough explicit discussion. - There should be further definition within the Planning Scheme to support the retention of floodwater. 	<ul style="list-style-type: none"> - The planning scheme can continue to be amended. It is not yet possible to reflect the soon to be updated Plan Melbourne, however upon its release Council's Strategic Planning Department will assess the document against the proposed amendment. Amendment C220 has been drafted in accordance with Ministerial Direction. - The proposed amendment includes Clause 19.02-6L (Public Open Space) and Clause 15.01-1L (Landscaping), both of which respond to the Urban Canopy. This embeds the <i>Glen Eira Urban Forest Strategy (2021)</i> which is also listed as a background document at the proposed Clause 72.08-1. - Clause 15.02-1L (Environmentally Sustainable Development) introduces a requirement for some developments to ensure that stormwater runoff is appropriately treated on site in applicable instances. This can be in the form of a Sustainable Design Assessment or Sustainability Management Plan. While specific measures are not included in the proposed policy, these are included in reference documents which create the basis for assessment. 	
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Amendment C220: Submissions received and recommended responses

		<ul style="list-style-type: none"> - Any further developments should be required to not create floodwater levels that exceed 2021 levels. - Clause 11.03-1S refers to the Apartment Design Guidelines for Victoria (2017). This should be updated to refer to the 2021 update. - The proposed objectives at Clause 12.01 (Biodiversity) should be given legal effect. 	<p>Further definition of water retention systems is not considered necessary to include in the planning scheme.</p> <ul style="list-style-type: none"> - The SBO effectively manages issues of flooding and will continue to be applied to land subject to inundation. All applications within an SBO are referred to Melbourne Water for comment. - The Apartment Design Guidelines for Victoria 2021 is a guideline document, intended to assist professionals with interpreting the Better Apartment Design Standards, which are included as various standards at Clause 55 (Two or more dwellings on a lot and Residential Buildings) and Clause 58 (Apartment Buildings) of the Glen Eira Planning Scheme. Clause 11.03-1S is a state planning policy and cannot be amended by a local planning scheme amendment. - Clause 12.01 contains state and local planning policy which must be considered in all planning applications 	
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Amendment C220: Submissions received and recommended responses

		<ul style="list-style-type: none"> - Clause 15.01-1L (Green infrastructure) landscaping section should be strengthened with actions complying with the Apartment Design Guidelines for Victoria 2021. 	<p>and strategic work under the planning scheme.</p> <ul style="list-style-type: none"> - Clause 15.01-1L is a local planning policy applicable across Glen Eira. The Apartment Design Guidelines are specific guidelines to guide the development and assessment of plans for apartment proposals. 	
13	Oppose	<ul style="list-style-type: none"> - Clause 15.01-1L focuses on landscaping requirements and refers to canopy trees being planted in front and rear areas of a residential zone. However, planting of canopy trees is only required in or on residential land abutting the Neighbourhood Residential Zone in the Zone Schedules. 	<ul style="list-style-type: none"> - Clause 15.01-1L aims to ensure a robust canopy, whilst accepting that the municipality is undergoing a period of transition. Policy guidelines seek the planting of one canopy tree for every 8 metres of front boundary across all residential zones. In the NRZ and GRZ the policy seeks one canopy tree for 8 metres of rear boundary. Canopy trees in front yards of all residential zones should be a minimum of 7 metres in height, and a minimum of 5 metres in the rear setback. The schedules to residential zones do not include variations to landscaping. The policy guidelines of clause 15.01-1L in relation to planting in the rear setback do not apply to Residential Growth Zones or Mixed-Use Zones, however landscaping and canopy planting can still be required under a planning permit application if 	

Amendment C220: Submissions received and recommended responses

		<ul style="list-style-type: none">- The Neighbourhood Character Statements only apply to areas zoned NRZ and this is a weakening of current controls.	<p>deemed appropriate for that site and context.</p> <ul style="list-style-type: none">- Clause 15.01-5L focuses on Neighbourhood Character and applies to all land in the Neighbourhood Residential Zone (NRZ) and the General Residential Zone GRZ). Neighbourhood Character is focused predominantly on built form and provides 11 strategies applicable to both zones, plus an additional 4 strategies specific to the NRZ. In addition, it provides strategies for 16 separate residential precincts throughout the municipality. This policy will assist in supporting and protecting the neighbourhood character, cultural identity, and sense of place. It supplements assessment requirements of clause 54, 55 and 58.- The neighbourhood character statements contained at proposed clause 15.01-5L are considered a translation of Clause 22.08 'Minimal Change Policy'. The Minimal Change policy applies only to land in the Neighbourhood Residential Zone. The Proposed Neighbourhood Character statements include a section that applies to both the NRZ and GRZ	
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Amendment C220: Submissions received and recommended responses

		<ul style="list-style-type: none"> - Clause 16.01 contradicts the City Plan in relation to where new housing will be directed – the City Plan notes new housing is to be directed to substantial housing change areas as identified, yet Clause 16.01 notes housing growth will be direct into innovation and education precincts, activity centres, local centres and along transport routes. - The map provided at Clause 15.01 does not provide any explanation as to why areas are greyed out and designated as 'excluded for neighbourhood character precincts'; and when the Clause 	<p>Zone, whereas in the current provisions the policy only applies to the NRZ. As a result, these controls are more nuanced overall. The draft Housing Strategy contains revised neighbourhood character and preferred character statements. If approved, a further amendment will be required.</p> <ul style="list-style-type: none"> - Substantial housing change areas in City Plan includes all the areas identified on the Housing change area map contained within 16.01-1L-01 – Housing Supply. Areas of Substantial Change identified in the City Plan are consistent with Clause 16.01. - The areas shaded in grey on the Neighbourhood Character Precinct Plan are residential areas located in Activity Centres, or along selected main roads where housing diversity is encouraged. The Housing Diversity Policy at clause 22.07 currently applies to these areas. 	
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Amendment C220: Submissions received and recommended responses

		<p>15.01 is supposed to apply to all NRZ and GRZ land; and</p>	<p>The Minimal Change Area policy at clause 22.07 currently applies to all other residential land outside of these areas. Under current policy settings, the Neighbourhood character statements are contained within the Minimal Change Area Policy and not applicable to the areas covered by the Housing Diversity Policy (i.e. activity centres, selected main roads). These areas are subject to a different policy setting.</p> <p>Proposed clause 15.01-5L has a set of general strategies applying to both zones, however, consistent with the current planning scheme, the neighbourhood precinct statements only apply to land within the Neighbourhood Residential Zone (which is the same as the area covered by the current Minimal change Area Policy)</p>	
		<ul style="list-style-type: none"> - There are many inconsistencies that need reworking and elaborating. 	<ul style="list-style-type: none"> - The reformatted planning scheme as proposed by Amendment C220 is a coherent and cohesive document. The body of work has been authorised for exhibition by DELWP and will continue through a rigorous assessment by an independent panel (if supported by Council) and further assessment by 	

Amendment C220: Submissions received and recommended responses

			DELWP and the Minister prior to a decision.	
14	Oppose	<ul style="list-style-type: none"> - Clause 15.01-1L focuses on landscaping requirements and refers to canopy trees being planted in front and rear areas of residential zone. However, planting of canopy trees is only required in or on residential land abutting the Neighbourhood Residential Zone in the Zone Schedules. - The Neighbourhood Character Statements only apply to areas zoned NRZ and this is a weakening of current controls. - Clause 16.01 contradicts the City Plan in relation to where new housing will be directed – the City Plan notes new housing is to be directed to substantial housing change areas as identified, yet Clause 16.01 notes housing growth will be direct into innovation and education precincts, activity centres, local centres and along transport routes. - The map provided at Clause 15.01 does not provide any explanation 	<p>Same as 13</p> <ul style="list-style-type: none"> - Refer to Submission 13 for responses to all points. 	

Amendment C220: Submissions received and recommended responses

		as to why areas are greyed out and designated as 'excluded for neighbourhood character precincts'; and when the Clause 15.01 is supposed to apply to all NRZ and GRZ land; and <ul style="list-style-type: none">- There are many inconsistencies that need reworking and elaborating.		
15	No comment	The Head, Transport for Victoria has no comment.	No comment	Refer submission to the Planning Panel

8.4 CONSIDERATION OF SUBMISSIONS RECEIVED DURING EXHIBITION OF PLANNING SCHEME AMENDMENT C218 (OPEN SPACE CONTRIBUTION RATE)

Author: Katy Walsh, Principal Strategic Planner

Trim No: 21/1343268

Attachments: 1. Amendment C218 Response to Submissions [↓](#)

EXECUTIVE SUMMARY

This report summarises the submissions received during the exhibition of Planning Scheme Amendment C218 which proposes to increase the public open space contribution rate from 5.7 per cent to 8.3 per cent.

In total, 28 submissions were received of which five were in support and 16 opposed for various reasons. The remaining submissions requested specific changes to the Amendment or stated no objection. Officers recommend referring all submissions to a planning panel.

RECOMMENDATIONS

That Council:

1. receives and notes submissions received following the exhibition of Amendment C218 to the Glen Eira Planning Scheme;
2. notes the officer report and Attachment 1 to this report – Amendment C218 Response to Submissions;
3. requests that the Minister for Planning appoints an independent planning panel to consider:
 - a) all submissions received during the exhibition period for Amendment C218; and,
 - b) the late submissions received (submission 26 and 28) to Amendment C218 in accordance with Section 23 of the *Planning and Environment Act 1987*; and
4. refers the submissions and the late submissions to the independent planning panel for its consideration.

BACKGROUND

Following the adoption of the 2014 *Open Space Strategy*, population growth and change in the municipality occurred at a faster rate and in areas that were not anticipated to grow when the 2014 Strategy was prepared.

While adopted in 2014, the analysis and recommendations in the *Strategy* were based on the 2013 to 2026 population forecasts.

By 2017 the level of population growth, which was confirmed by the 2016 ABS Census, was well beyond what had been forecast in 2013.

This resulted in the *Open Space Strategy Refresh 2020* being developed which included a number of recommendations, one of which was to review the current public open space contribution rate of 5.7 per cent.

Council since then has engaged expert consultants to prepare the *Update of the Public Open Space Contribution Program*, November 2020, which reviewed the current rate of 5.7 per cent and recommends a higher rate of 8.3 per cent.

This rate is proposed to apply to subdivisions of land in Glen Eira except for the areas known as Caulfield Village and East Village, both of which have their own contribution rate. The contribution applies to subdivisions of three or more lots. It does not apply to two lot subdivisions where Council considers it unlikely that each lot will be further subdivided, such as dual occupancy developments. The trigger for requiring the contribution is not changing.

Specifically, the amendment proposes to:

1. Update the policy at Clause 22.12 (Public Open Space Contribution Policy) to reflect the principles and requirements of the *City of Glen Eira Open Space Strategy Refresh 2020*.
2. Replace the Schedule to Clause 53.01 (Public Open Space Contribution and Subdivision) with a revised schedule that includes a public open space contribution requirement of 8.3 per cent for all subdivisions.
3. Amend the Schedule to Clause 72.08 (Background Documents) to insert the following documents into the table at Clause 1.0:
 - *City of Glen Eira Open Space Strategy Refresh 2020*
 - *City of Glen Eira Open Space Strategy Refresh Update of the Public Open Space Contributions Program*

ISSUES AND DISCUSSION

Exhibition of the amendment ran from 11 November to 23 December 2021. In total, 28 submissions were received of which five were in support, 16 were opposed and three requested specific changes. Three submissions were from government agencies expressing no objection. One submission and some commentary contained in others was out of scope of the amendment. Two of the 28 submissions were made after the Exhibition closing date and were accepted.

This section summarises the key points raised in the submissions that are relevant to the amendment. **Attachment 1** provides a detailed summary of each submission received and the officer's responses.

Key points raised:

1. Support: Five submissions were broadly supportive of the increased rate as proposed. Comments included that Glen Eira needs more open space and developers should help to fund it because development results in reduced private open space, tree removal and increased carbon dioxide. Another comment indicated that developer contributions combined with other sources such as rates and grants should be used to complete open space projects. Some expressed they would like the rate to be slightly higher or were concerned with the impacts on affordability but were still supportive of the amendment.
2. Oppose because the proposed rate is too high: Of the 16 submissions that opposed the amendment, six expressed the opinion that the rate is too high. Points raised included questioning the strategic justification, cost to developers, disagreement with a single rate applied across the whole municipality, and suggestions to look to other revenue sources instead. Some raised concerns that this would increase housing costs.

3. Oppose because the proposed rate is too low: Nine of the objectors were opposed to the amendment on the grounds that the proposed rate is not high enough. Some suggested specific rate increases (10–13 per cent) or establishing a ratio of new open space to land being redeveloped. Reasons given to increase the rate further included Glen Eira's relatively low amount of open space compared with other Victorian councils, changing needs with increased working from home patterns, and alignment with Council's other strategies such as the Urban Forest Strategy. Many reiterated the environmental and health benefits of public open space to support their points.

4. Oppose for another reason: One of the opposing submitters requested a change based on the use of the open space, rather than the rate.

5. Change requested: Three submissions requested changes, summarised as follows:

- Increase the contribution rate to 10 per cent.
- Modify the amendment to indicate the exemption of subdivisions from the contribution where no new open space is required, such as a boundary realignment.

6. No objection: Feedback received from South East Water, Department of Environment, Land, Water and Planning (DELWP) and the Department of Transport (DOT) expressed no objection to the amendment.

One submission and some commentary contained in some other submissions was out of scope of the amendment. These are not summarised here but can be read in **Attachment 1**, which provides a detailed summary of each submission with a response to each.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

The proposed rate increase supports the following points in the *Climate Emergency Response Strategy* specifically:

- Principle 4: Maximise and diversify our green and natural spaces.
- Objective 3.2: Increase and diversify public green space across the municipality, ensuring equal access for all.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

Amendment C218 is prepared using the existing City Futures operational budget.

POLICY AND LEGISLATIVE IMPLICATIONS

The Amendment seeks to increase the public open space contribution required at the time of subdivision as outlined in the *Glen Eira Planning Scheme*. The process to amend the Planning Scheme is legislated in the *Planning and Environment Act 1987*. Following the exhibition phase, Council may choose to put the submissions to a planning panel before the amendment goes to the Minister for final approval. This is the planning officer recommendation in this report. If successful, the *Glen Eira Planning Scheme* will be changed to reflect the increased rate.

COMMUNICATION AND ENGAGEMENT

Exhibition of Amendment C218 was held for six weeks, from 11 November to 23 December 2022.

The community was informed of exhibition as required under the *Planning and Environment Act 1987*. Methods of communication included publishing a notice in the *Government Gazette* and *The Age* newspaper on 11 November, with all documents available for public viewing on the DELWP website and via a link on Council's website.

Council's 'Have your Say' page included additional information and a summary of the amendment, with an explanation of how to be involved, make a submission, or seek further information.

On 9 February Council held a planning conference to hear all who wished to speak to their submissions. The conference was chaired by Cr Magee with support from two City Futures officers. Six submitters attended. One question was taken on notice: Why was the *Open Space Strategy Refresh* population forecast based on a timeframe of 2016-2031 and not 2021-2036? The following response is now provided: The *Strategy* analysis is based on the forecast for this quantum of change and where change will occur, to then plan a 15 year open space improvement program. There is always some time lag in using data when preparing strategic documents. With the adoption of the *Strategy* in 2020, Council was able to start implementing the open space program. To reset a new timeframe would require a complete revision of the *Strategy*. The 8.3% contribution rate will be necessary to support the implementation of all *Strategy* projects, especially projects that involve land purchases.

An engagement plan for Amendment C218 was prepared and is being implemented in alignment with Council's Community Engagement Policy and Strategy.

LINK TO COUNCIL PLAN

Strategic Direction 3: A liveable and well planned city

Our planning aims to balance population growth with enhancing the unique character and heritage of our city

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

The exhibition of Planning Scheme Amendment C218, which proposes to increase the public open space contribution rate to 8.3 per cent, is now closed. Twenty-eight submissions were received, both supporting and objecting to the amendment as presented. Officers recommend that all submissions now be referred to a planning panel.

Amendment C218: Submissions received and recommended response

Submission no.	Submitter in support/requests change/opposes	Summary of submission	Officer comment	Recommendation
1	Support	<ul style="list-style-type: none"> Strongly supports the amendment. Glen Eira needs more open space and developers should be helping with this. 	<ul style="list-style-type: none"> The submission is noted. 	Refer the submission to the Planning Panel.
2	Support	<ul style="list-style-type: none"> There is a need for more open space. 	<ul style="list-style-type: none"> The submission is noted. 	Refer the submission to the Planning Panel.
3	Oppose	<ul style="list-style-type: none"> The impacts of the COVID-19 on forecast population growth and trends to working from home have not been considered. The Amendment is not consistent with the <i>Subdivision Act 1988</i> as it sets a rate above the maximum 5% rate included in Section 18 of the Act. 'Need' and 'nexus' have not been established. Erosion of housing affordability with the increased rate. Capital works already supported through rate collections. Will undermine urban consolidation policies by increasing land costs. Council should consider borrowings to secure open space funding for land purchase and capital works. 	<ul style="list-style-type: none"> The timing of forecast population growth is difficult to determine in the midst of the COVID-19 pandemic. The Open Space Strategy Refresh 2020 plans for population growth of 24,809 residents to 2031 (refer to Table 4-6) and 17,185 employees (refer to Table 4-10). The adopted open space projects are to be implemented in response to this level of growth. The amendment makes a change to the current 5.7% public open space contribution rate in the schedule to clause 53.01 of the Glen Eira Planning Scheme. It does not make a statutory change to how contributions are levied. These are set out in legislation and clause 53.01 of the Glen Eira Planning Scheme. Need and nexus principles are met through the detailed analysis of open space needs for the existing and future population as set out in the Open Space Strategy Refresh 2020 and the resulting recommendations for new open space and improvements to existing open space reserves. 	Refer the submission to the Planning Panel.

			<ul style="list-style-type: none"> Housing affordability is one of the factors considered by the Council. The Council Plan and Council strategies and programs contain other objectives that can be supported through the public open space program. It is not anticipated that the new rate will impede urban consolidation. Council partly funds the open space program through a combination of funds e.g. grants, etc. 	
4	Request change	<ul style="list-style-type: none"> The open space levy should be increased to at least 7.5% and preferably 10%. The monies collected must be spent on purchasing new open space as the ratios for open space are too low. 	<ul style="list-style-type: none"> The proposed 8.3% public open space contribution rate has been calculated based on a number of factors. This is set out in the exhibited document "City of Glen Eira Open Space Strategy Refresh 2020, Update of the Public Open Space Contributions Program, 2 November 2020" that provides the rationale for the 8.3% rate. The Open Space Strategy Refresh 2020 recommends acquisition of land for new open space reserves. 	Refer the submission to the Planning Panel.
5	No objection	<ul style="list-style-type: none"> No further detail provided. 	<ul style="list-style-type: none"> The submission is noted. 	Refer the submission to the Planning Panel.
6	Support	<ul style="list-style-type: none"> No further detail provided. 	<ul style="list-style-type: none"> The submission is noted. 	Refer the submission to the Planning Panel.
7	Request change	<p>The open space levy should be increased to 10% for numerous reasons including:</p> <ul style="list-style-type: none"> Glen Eira has the lowest provision of open space 'per capita' in Victoria. Glen Eira has the lowest provision percentage of open space within walkable distance (400m) in Metropolitan Melbourne. 	<ul style="list-style-type: none"> The proposed 8.3% public open space contribution rate has been calculated based on a number of factors. This is set out in the exhibited document "City of Glen Eira Open Space Strategy Refresh 2020, Update of the Public Open Space Contributions Program, 2 November 2020" that provides the rationale for the 8.3% rate. 	Refer the submission to the Planning Panel.

		<ul style="list-style-type: none"> Glen Eira has very low and decreasing tree canopy cover. Further population growth. Open space is critical to environmental sustainability and general health. Glen Eira has declared a climate emergency. The Council Plan sets out principles of open space provision. Other municipalities with more open space are applying for higher levies of around 10%. 		
8	No objection	<ul style="list-style-type: none"> No further detail provided. 	<ul style="list-style-type: none"> The submission is noted. 	Refer the submission to the Planning Panel.
9	Oppose	<ul style="list-style-type: none"> The increase from 5.7% to 8.3% is excessive and inequitable for future subdivisions. Council already has cash reserves in the budget for open space acquisition and renewal. Potential effects on housing affordability and development opportunities. Questions the use of a single rate when most growth will occur around activity centres. There is a lack of an implementation plan that nominates where land will be purchased, projects and works with cost estimates. Submitter's land is already well served by open space. Council should maintain discretion and not impose a mandatory requirement. 	<ul style="list-style-type: none"> The proposed 8.3% public open space contribution rate has been calculated based on a number of factors. This is set out in the exhibited document "City of Glen Eira Open Space Strategy Refresh 2020, Update of the Public Open Space Contributions Program, 2 November 2020" that provides the rationale for the 8.3% rate. The existing cash reserves is actively used to implement the OSS program through a combination of property acquisitions (new open space) and park upgrades (improved open space). Examples include the three recently acquired properties in Bentleigh, two properties on Mackie Road and seven properties in Carnegie being acquired through the State Govt. These types of projects will be ongoing as we continue to deliver actions from the Open Space Strategy Refresh. Housing affordability, housing needs and economic development are factors considered by 	Refer the submission to the Planning Panel.

			<p>the Council. The Council Plan and Council strategies and programs contain other objectives that can be supported through the public open space program.</p> <ul style="list-style-type: none"> • The Open Space Strategy Refresh 2020 provides clear direction on the locations for land acquisition and open space reserves for capital works improvements. • The amendment does not make a statutory change to how contributions are to be levied. These are set out in legislation and clause 53.01 of the Glen Eira Planning Scheme. 	
10	Oppose	<ul style="list-style-type: none"> • The proposed contribution rate of 8.3% is too low to address the current shortfall of open space and the needs of the increasing population and trend to working from home. • Other municipalities are justifying rates in the order of 10%. • Sufficient open space is needed for biodiversity, reducing the heat island effect, canopy trees and protection of Aboriginal and post-contact heritage. 	<ul style="list-style-type: none"> • The proposed 8.3% public open space contribution rate has been calculated based on a number of factors. This is set out in the exhibited document “City of Glen Eira Open Space Strategy Refresh 2020, Update of the Public Open Space Contributions Program, 2 November 2020” that provides the rationale for the 8.3% rate. • The overall improvements to the public open space network (to be part funded by the new rate) will assist Council to support the outcomes noted by the submitter. 	Refer the submission to the Planning Panel.
11	Request change	<ul style="list-style-type: none"> • The schedule to clause 53.01 should be fair and reasonable and properly deal with need, nexus, accountability and equity. • The amendment should provide flexibility for applicants and Councils for individual subdivisions. • The submission requests modification of the proposed schedule to clause 53.01 to exempt some subdivisions (such as boundary realignments) where no new open space will 	<ul style="list-style-type: none"> • The proposed 8.3% public open space contribution rate has been calculated based on a number of factors. This is set out in the exhibited document “City of Glen Eira Open Space Strategy Refresh 2020, Update of the Public Open Space Contributions Program, 2 November 2020” that provides the rationale for the 8.3% rate. • The amendment does not make a statutory change to how contributions are to be levied. 	Refer the submission to the Planning Panel.

		be required as a result of the subdivision. The submission includes a schedule from the Banyule Planning Scheme as an example.	These are set out in legislation and clause 53.01 of the Glen Eira Planning Scheme.	
12	Support	<ul style="list-style-type: none"> Supports the 8.3% contribution rate. The submission also makes several suggestions for changes that are outside the scope of the Amendment. 	<ul style="list-style-type: none"> The submission is noted. 	Refer the submission to the Planning Panel.
13	Oppose	<ul style="list-style-type: none"> The proposed contribution rate of 8.3% is insufficient to increase public open space to adequate levels. Glen Eira has the least open space of any Melbourne municipality. The lack of open space flies in the face of numerous Council policies. Does not accept that smaller spaces should be added – the amount of open space is dependent on the will of the Council. Council. State and Federal policies promote population growth. Monash Council has achieved a levy of 10%. 	<ul style="list-style-type: none"> The proposed 8.3% public open space contribution rate has been calculated based on a number of factors. This is set out in the exhibited document “City of Glen Eira Open Space Strategy Refresh 2020, Update of the Public Open Space Contributions Program, 2 November 2020” that provides the rationale for the 8.3% rate. The Open Space Strategy Refresh 2020 recommends acquisition of land for new open space reserves. 	Refer the submission to the Planning Panel.
14	Oppose	<ul style="list-style-type: none"> The proposed contribution rate of 8.3% is too low and should be set at least 13% plus. Glen Eira is the 5th highest density and with the lowest amount of public open space in Metro Melbourne. The ratio of public open space is falling and compounded by a significant loss of private open space. Glen Eira to purchase private land for new open space to achieve its goals, the levy should at minimum be set at 13%. 	<ul style="list-style-type: none"> The proposed 8.3% public open space contribution rate has been calculated based on a number of factors. This is set out in the exhibited document “City of Glen Eira Open Space Strategy Refresh 2020, Update of the Public Open Space Contributions Program, 2 November 2020” that provides the rationale for the 8.3% rate. The Open Space Strategy Refresh 2020 recommends acquisition of land for new open space reserves. 	Refer the submission to the Planning Panel.

15	Out of scope	<ul style="list-style-type: none"> The request is for a change to the adopted Open Space Strategy Refresh 2020 at Section 5.3 Public Open Space Criteria. The request is to alter the Strategy criteria so that it is consistent with the criteria included in the exhibited clause 22.12. The submission does not request a change to the Amendment. 	<ul style="list-style-type: none"> The requested change is outside the scope of the Amendment. The draft Open Space Strategy Refresh 2020 was available for public comment prior to its final adoption by Council on 9 June 2020. 	Refer the submission to the Planning Panel.
16	Oppose	<ul style="list-style-type: none"> Glen Eira has the least amount of public open space per capita and the lowest percentage of residents living within 400m of open space. The proposed 8.3% levy will not be sufficient to ameliorate this historical and ongoing deficiency. There will be a further reduction of public open space per individual. There is a lack of strategic justification for the proposed rate. The Open Space Strategy Refresh is based on outdated data and includes a survey conducted in 2012. Council should reconsider the proposed levy. 	<ul style="list-style-type: none"> The proposed 8.3% public open space contribution rate has been calculated based on a number of factors. This is set out in the exhibited document "City of Glen Eira Open Space Strategy Refresh 2020, Update of the Public Open Space Contributions Program, 2 November 2020" that provides the rationale for the 8.3% rate. The Open Space Strategy Refresh 2020 recommends acquisition of land for new open space reserves. 	Refer the submission to the Planning Panel.
17	Support	<ul style="list-style-type: none"> Supports the Amendment. The submission also raises the issue of housing affordability. 	<ul style="list-style-type: none"> The submission is noted. 	Refer the submission to the Planning Panel.
18	Oppose	<ul style="list-style-type: none"> Opposes the Amendment because it would cause a financial burden to the general public, and this would not be fair. 	<ul style="list-style-type: none"> The public open space contribution is only levied when a building or land is subdivided. It does not impose a financial burden on the general Glen Eira community. 	Refer the submission to the Planning Panel.
19	Oppose	<ul style="list-style-type: none"> It has been a very hard year for most of the families, especially struggling to make ends meet. 	<ul style="list-style-type: none"> The public open space contribution is only levied when a building or land is subdivided. It does not impose a financial burden on the general Glen Eira community. 	Refer the submission to the Planning Panel.

20	Oppose	<ul style="list-style-type: none"> The green space allotment is too small. The submitter travels to Bayside to enjoy green space. 	<ul style="list-style-type: none"> The Open Space Strategy Refresh 2020 recommends acquisition of land for new open space reserves. 	Refer the submission to the Planning Panel.
21	Oppose	<ul style="list-style-type: none"> Glen Eira has less open space than any other municipality in Melbourne. Elsternwick has only 3m² of open space per person compared to an international standard of 28.3m². Increasing open space in other locations will not help Elsternwick. An increase to the rate of 12% as even 10% is too low. Council needs to purchase land. The submitter also identifies other opportunities to increase open space such as conversion of roads and other Council land. 	<ul style="list-style-type: none"> The Open Space Strategy Refresh 2020 includes recommendations to acquire land for new open space as well as conversion of other public land. Recommendations for the Elsternwick precinct are included in Section 6.9.5 of the Strategy. These include the provision of new open space and improvements to existing open space reserves. The proposed 8.3% public open space contribution rate has been calculated based on a number of factors. This is set out in the exhibited document "City of Glen Eira Open Space Strategy Refresh 2020, Update of the Public Open Space Contributions Program, 2 November 2020" that provides the rationale for the 8.3% rate. 	Refer the submission to the Planning Panel.
22	Oppose	<ul style="list-style-type: none"> The rate should be increased to 10%. Submitter concerns include lack of open space in Glen Eira; not providing for the needs of the increasing population; loss of canopy trees, private gardens and soil permeability; and the climate crisis. 	<ul style="list-style-type: none"> The proposed 8.3% public open space contribution rate has been calculated based on a number of factors. This is set out in the exhibited document "City of Glen Eira Open Space Strategy Refresh 2020, Update of the Public Open Space Contributions Program, 2 November 2020" that provides the rationale for the 8.3% rate. The overall improvements to the public open space network (to be part funded by the new rate) will assist Council to address the concerns noted by the submitter. 	Refer the submission to the Planning Panel.
23	Oppose	<ul style="list-style-type: none"> The rate should be increased to 10%. Submitter concerns include lack of open space in Glen Eira; not providing for the needs of the increasing population; loss of 	<ul style="list-style-type: none"> The proposed 8.3% public open space contribution rate has been calculated based on a number of factors. This is set out in the exhibited document "City of Glen Eira Open Space Strategy 	Refer the submission to the Planning Panel.

		canopy trees, private gardens and soil permeability; and the climate crisis.	Refresh 2020, Update of the Public Open Space Contributions Program, 2 November 2020" that provides the rationale for the 8.3% rate. • The overall improvements to the public open space network (to be part funded by the new rate) will assist Council to address the concerns noted by the submitter.	
24	Oppose	<ul style="list-style-type: none"> • The proposed 8.3% rate is inadequate to address the current shortfall of open space and will further exacerbate the situation. • Developments are causing overcrowding; this decreases the amount of open space for everyone. 	<ul style="list-style-type: none"> • The proposed 8.3% public open space contribution rate has been calculated based on a number of factors. This is set out in the exhibited document "City of Glen Eira Open Space Strategy Refresh 2020, Update of the Public Open Space Contributions Program, 2 November 2020" that provides the rationale for the 8.3% rate. • The Open Space Strategy Refresh 2020 recommends acquisition of land for new open space reserves. 	Refer the submission to the Planning Panel.
25	No objection	<ul style="list-style-type: none"> • No comment on the Amendment. 	<ul style="list-style-type: none"> • The submission is noted. 	Refer the submission to the Planning Panel.
26	Oppose	<ul style="list-style-type: none"> • The submitter is seeking changes to the use of public open space for various sporting activities. The submitter believes that buying more land to create open space is not beneficial if the community use sport centres. 	<ul style="list-style-type: none"> • The Open Space Strategy Refresh 2020 acknowledges the need for sporting activities in open space. The Strategy also recognises the broader environmental, health and wellbeing and climate mitigation benefits of the open space network in making recommendations for new open space reserves. 	Refer the submission to the Planning Panel.
27	Oppose	<ul style="list-style-type: none"> • The proposed 8.3% rate is excessive. 	<ul style="list-style-type: none"> • The proposed 8.3% public open space contribution rate has been calculated based on a number of factors. This is set out in the exhibited document "City of Glen Eira Open Space Strategy Refresh 2020, Update of the Public Open Space 	Refer the submission to the Planning Panel.

			Contributions Program, 2 November 2020" that provides the rationale for the 8.3% rate.	
28	Oppose	<ul style="list-style-type: none"> • The proposed rate will be detrimental to developers that don't have substantial capital and will lead to cost trade-offs such as lower yield. • There is not sufficient strategic justification to understand the cost implications, including Council sources and the impacts on developers. • Additional cost should not be imposed, particularly considering COVID-19. 	<ul style="list-style-type: none"> • The proposed 8.3% public open space contribution rate has been calculated based on a number of factors. This is set out in the exhibited document "City of Glen Eira Open Space Strategy Refresh 2020, Update of the Public Open Space Contributions Program, 2 November 2020" that provides the rationale for the 8.3% rate. • Council partly funds the open space program through a combination of funds e.g. grants, etc. • The timing of forecast population growth is difficult to determine in the midst of the COVID-19 pandemic. The Open Space Strategy Refresh 2020 plans for population growth of 24,809 residents to 2031 (refer to Table 4-6) and 17,185 employees (refer to Table 4-10). The adopted open space projects are to be implemented in response to this level of growth. 	Refer the submission to the Planning Panel.

8.5 AUDIT COMMITTEE BIENNIAL REPORT (SEPT 21-FEB 22)

Author: John Vastianos, Chief Financial Officer

Trim No: 22/117769

Attachments: 1. Audit & Risk Committee Biannual Report (Sept 21-Feb 22) [↓](#)

EXECUTIVE SUMMARY

For Council to note the Audit and Risk Committee Report for the period September 2021 to February 2022.

RECOMMENDATION

That Council notes the Audit and Risk Committee's Biannual Report for the period September 2021 to February 2022 (Attachment 1 to this report) in accordance with the provisions of the *Local Government Act 2020*.

BACKGROUND

The *Local Government Act 2020* received Royal Assent on 24 March 2020. Sections 53 and 54 of the *Local Government Act 2020* has expanded the scope of the Audit and Risk Committee required by Section 139 of the *Local Government Act 1989*, introducing the requirement that Council must approve the first Audit and Risk Committee Charter and establish the first Audit and Risk Committee on or before 1 September 2020.

In accordance with Audit and Risk Committee Charter (section 6 on 'Reporting') and sections 53 and 54 of the *Local Government Act 2020*, the Chairperson will prepare a report to Council through the Chief Executive Officer on the Committee's activities twice per annum.

One of these reports will be prepared after the meeting at which the annual Financial Report and the annual Performance Statement have been considered and recommended to Council for adoption, such report indicating how the Committee has discharged its responsibilities as set out in this Charter for the previous year.

ISSUES AND DISCUSSION

The Audit and Risk Committee considered and approved a report on its work for the period September 2021 to February 2022 at the meeting held on 18 February 2022, and recommended the report be considered at Council for endorsement (refer to Attachment 1).

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

There are no climate emergency response strategy implications to this report.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

The Committee meets for approximately three to four hours five times per year.

POLICY AND LEGISLATIVE IMPLICATIONS

1. *Local Government Act 2020*:
 - Division 8—Audit and Risk Committee
 - Section 53: Council must establish an Audit and Risk Committee
 - Section 54: Audit and Risk Committee Charter

2. *Glen Eira City Council Audit & Risk Committee Charter (endorsed 11 August 2020)*

COMMUNICATION AND ENGAGEMENT

Not applicable.

LINK TO COUNCIL PLAN

Strategic Direction 1: Well informed, transparent decisions and highly valued services
We build trust through engaging with our community, delivering quality services and making evidence-based decisions

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

The Audit and Risk Committee is an important part of Council's commitment to good governance and probity. The actions outlined in this report ensure that Council's approach remains consistent with leading practice.

GLEN EIRA CITY COUNCIL

AUDIT & RISK COMMITTEE BIENNIAL REPORT

For the period September 2021 to February 2022

Ordinary Council Meeting: 15 March 2022

BENTLEIGH
BENTLEIGH EAST
BRIGHTON EAST
CARNEGIE
CAULFIELD
ELSTERNWICK
GARDENVALE
GLEN HUNTLY
MCKINNON
MURRUMBEENA
ORMOND
ST KILDA EAST

1. Introduction

The Audit & Risk Committee (Committee) was established in accordance with section 53 of the *Local Government Act 2020*. The main role of the Committee is to monitor and advise Council in the areas of financial and performance reporting, risk management and internal control environment, fraud prevention systems and controls; compliance including policies, procedures, laws and regulations; internal audit; and external audit. The Committee is supported in its role by the advice of internal and external audit, and other assurance providers that may be appointed by management or Council from time to time.

The Glen Eira Audit and Risk Committee Charter and *Local Government Act 2020* requires the Committee to:

- prepare a biannual audit and risk report that describes the activities of the Audit and Risk Committee and includes its findings and recommendations; and
- provide a copy of the biannual audit and risk report to the Chief Executive Officer for tabling at the next Council meeting.

The last report of the Committee to Council was on 31 August 2021 and covered activities of the Committee in its meetings held from March 2021 to August 2021. This report of the Committee covers activities from September 2021 to February 2022.

2. Committee Members

From September 2021 to February 2022, the Committee membership included:

Independent Members

- Lisa Woolmer (chairperson)
- Craig Geddes
- Menchi Schneier

Councillor Representatives (appointed 24 November 2020 to 2 November 2021)

- Cr Simone Zmood
- Cr Neil Pilling
- Cr Margaret Esakoff (substitute member)
- Cr Jim Magee (substitute member)

Councillor Representatives (appointed 3 November 2021 to current)

- Cr Margaret Esakoff
- Cr Sam Parasol
- Cr Neil Pilling (substitute member)
- Cr Jim Magee (substitute member)

3. Committee Meetings

The Committee meets for approximately three to four hours five times per year. The number of Committee meetings held, and the number of meetings attended by each Committee member from September 2021 to February 2022 were:

Committee Member	Position	3 September 2021	26 November 2021	18 February 2022
Lisa Woolmer	Chairperson of Committee	1	1	1
Craig Geddes	Independent Member	1	1	1
Menchi Schneier	Independent Member	1	1	1
Cr Simone Zmood	Councillor Representative	1	*	*
Cr Neil Pilling	Councillor Representative	-	*	*
Cr Jim Magee	Councillor Representative	*	*	*
Cr Margaret Esakoff	Councillor Representative	*	1	1
Cr Sam Parasol	Councillor Representative	*	1	1

**Councillors not required to attend as Councillor representative for this meeting*

The CEO and CFO attended all meetings as did representatives from Council's internal and external auditors.

The minutes of the meetings of the Committee were included in the next available Ordinary Council Meeting agenda and were noted as part of the public proceedings of the Council.

The Committee held in-camera discussions of broad issues facing Council and the risk elements thereof. In-camera sessions were also held with Council's internal auditors (HLB Mann Judd) in September 2021 and external auditors (VAGO) in February 2022.

4. Committee Activities

a) Financial and Performance Reporting

During the period, the Committee monitored the 2021-22 financial and performance reporting process including the impact of the pandemic on Council's financial position and Quarterly Services Performance Reporting updates.

b) Risk Management, Fraud and Internal Control

Council continues to strengthen its risk management framework. The Committee received business unit risk management reports at each meeting, in line with the rolling risk program, and providing information on how Council's risk management framework is working in practice. Complementing this rolling program has been a focus on:

- Updates on Council's Risk Management Plan, risk management training, Fraud and Corruption training, and management of Council's insurance portfolio.
- Continuation of the maturity improvement program including the rollout of the implementation of a risk register within CAMMS (current systems used for Corporate Reporting and Project Management);
- Updates to the Strategic Risks and Council's Risk Assurance Map;
- Residential aged care services, with reference to Council's decision to consolidate the Rosstown site to Warrawee, and the Royal Commission into Aged Care Quality and Safety;
- Covid-19/Pandemic Risks and management actions;
- Updates on Council's Emergency Management Framework covering Council's Crisis Management and Business Continuity Planning, Emergency Crisis Management Planning, Municipal Emergency Management Planning and Disaster Recovery Planning;
- Update on waste and recycling including the governance arrangements and management of obligations by the Clayton South Regional Landfill Joint Venture in light of the impacts for Council;
- South East Metropolitan advanced waste processing project regarding proposals for waste processing solutions for household rubbish;
- IT Cyber Security; and
- Council's Climate Emergency Response Strategy 2021-2025.

The Committee received information and advice on the internal control environment from multiple sources including management reviews, internal and external audit as outlined in this report.

The Committee also received updates on the work of integrity agencies e.g., Ombudsman Victoria, VAGO, IBAC and the Local Government Inspectorate, and discusses management's assessment of applicable learnings.

Information papers were also provided to the Committee relating to: Council's Transformation Program, VAGO report on Sexual Harassment in Local Government and the Ombudsman's best practice guidelines on complaints handling.

c) Compliance

The Committee noted Council's continuation of work in implementing the requirements of the *Local Government Act 2020* (which received Royal Assent on 24 March 2020).

At the November meeting, in line with the new Act, the Committee reviewed the results of the annual self-assessment of the Committee's performance. While no changes were recommended to the Charter, the Committee has made some minor adjustments to its 2022 Work Plan as a result of the self-assessment.

Also at the November meeting, the Committee assessed the performance and effectiveness of Council's internal auditors and provided feedback on strengths and opportunities for improvement to the auditors.

Across the period, a number of other updates were considered on regulatory compliance such as:

- Workforce Planning as per the *Local Government Act 2020*;
- Integrated Planning and Reporting Framework 2020 as required under the *Local Government Act 2020*, where Councils are required to take a more integrated approach to their strategic planning activities;

- Council's Governance, Compliance and Integrity Framework designed to provide a structured set of guidelines that aggregate and integrate all compliance requirements;
- Councillor Expenses;
- Council's gifts, benefits and hospitality policies;
- Complaints Handling Policy; and
- Council's 2020-21 Prudential Audit required for Council's Residential Aged Care Facilities.

d) Internal Audit

During the period, Council's internal auditors (HLB Mann Judd) undertook various audits in accordance with Council's Strategic Internal Audit Plan. The Committee considered the following reports prepared by Council's internal auditors:

2021-22 Internal Reviews	Committee Meeting
1. Follow-up Review	September 2021
2. Financial Controls (including data analytics)	November 2021
3. Depot Operations	November 2021
4. IT Cyber Security (including staff awareness)	February 2022
5. Fleet Management	February 2022

e) External Audit - Victorian Auditor-General's Office (VAGO)

Following the 2020-21 external audit process, VAGO representatives, Mr Chummar and Mr Chan briefed the Committee on sector developments and progress in planning for Council's 2021-22 external audit.

These briefings have been valuable to the Committee as an input to the development of the Internal Audit Program and, to management, to identify areas of focus in management's ongoing monitoring of the risk and internal control framework.

At the February meeting, Mr Derricott was welcomed as the new Director for Local Government and presented the external Audit Strategy in connection with the 2021-22 Financial Statements and Performance Statement. The Committee discussed a number of items including: VAGO's approach to the audit of the financial report and performance statement for the financial year ending 30 June 2022, key risk areas such as: asset recording, revaluations and reporting, streamlined Financial Report and Performance Statement reporting.

5. Acknowledgements

At the September meeting, Ms Woolmer, Mr Geddes and Mr Schneier were congratulated on their extension of member terms which was endorsed by Council on 31 August 2021.

At the November meeting, the Committee welcomed Cr Parasol and Cr Esakoff to the Committee as appointed as members to the Audit & Risk Committee at the Council Meeting held on 3 November 2021. The Committee acknowledged and thanked the previous Audit and Risk members, Cr Zmood and Cr Pilling, for their contributions.

The Committee thanked and acknowledged Mr Chummar (from VAGO) for his work at Council over the years as he was transitioning from the Local Government sector to the Health sector.

The Committee acknowledges the work of management, internal audit, external audit and others in supporting it to fulfill its role during the year. The Chairperson also acknowledges the significant contribution of independent and Councillor members both at, and between Committee meetings.

8.6 AUDIT & RISK COMMITTEE MINUTES (18 FEBRUARY 2022)

Author: John Vastianos, Chief Financial Officer

Trim No: 22/117765

Attachments: 1. Audit & Risk Committee Minutes (18 February 2021) [↓](#)

EXECUTIVE SUMMARY

For Council to approve the Audit & Risk Committee minutes from the meeting held on 18 February 2022.

RECOMMENDATION

That the minutes of the Audit & Risk Committee meeting held on 18 February 2022 as shown in Attachment 1 to the report be approved.

BACKGROUND

The City of Glen Eira has established an Audit & Risk Committee (the Committee) pursuant to Section 53 of the *Local Government Act 2020* (the Act) to support Council in discharging its oversight responsibilities related to financial and performance reporting, risk management, fraud prevention systems and control, Council's performance with regard to compliance with its policies and legislative and regulatory requirements, maintenance of a sound internal control environment, and assurance activities including internal and external audit. It acts in this capacity by monitoring, reviewing, endorsing and advising on the above matters as set out in its Charter.

The Committee has no executive authority and no delegated financial responsibilities and is therefore independent of management.

The Committee is not a delegated committee but is directly responsible to Council for discharging its responsibilities as set out in the Charter. The Committee has no delegated authority from Council unless specifically provided by Council from time to time and any such authority shall be temporary and may only relate to specific matters as directed by Council.

ISSUES AND DISCUSSION

In accordance with the Committee's Charter (section 4.6) and sections 53 and 54 of the *Local Government Act 2020*, minutes will be prepared for all meetings and provided to Council at the first available opportunity after clearance by the Committee Chairperson. The draft minutes will be formally tabled and confirmed by the Committee at the following Committee meeting.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

Not applicable.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

The Committee meets approximately five times per year.

POLICY AND LEGISLATIVE IMPLICATIONS

1. Local Government Act 2020:
 - Division 8—Audit and Risk Committee
 - Section 53: Council must establish an Audit and Risk Committee

- Section 54: Audit and Risk Committee Charter

2. Glen Eira City Council Audit & Risk Committee Charter (endorsed 11 August 2020).

COMMUNICATION AND ENGAGEMENT

Not applicable.

LINK TO COUNCIL AND COMMUNITY PLAN

Theme Five: Informed and Engaged

A well governed Council that is committed to transparency and engages residents in decision-making.

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

The Audit and Risk Committee is an important part of Council's commitment to good governance and probity. The actions outlined in this report ensure that Council's approach remains consistent with legislation and leading practice.



GLEN EIRA
CITY COUNCIL

GLEN EIRA CITY COUNCIL AUDIT AND RISK COMMITTEE

Minutes of Friday, 18 February 2022

Online Via Zoom

8am

Committee Attendees:

Committee Members

Lisa Woolmer, Chairperson
Craig Geddes, Independent Member
Menchi Schneier, Independent Member
Cr Margaret Esakoff, Committee Member
Cr Sam Parasol, Committee Member

Internal Auditors (HLB Mann Judd Advisory & Accounting)

Mark Holloway, Partner, Audit & Assurance
Kapil Kukreja, Senior Manager Risk, Assurance & Advisory
Andy Viswanath, Cyber Security Specialist

External Auditors (Victorian Auditor-General's Office)

Travis Derricott, Sector Director, Financial Audit
Jung Yau, Manager Financial Audit

Council Officers

John Fogarty, Executive Manager Residential Aged Care
John Vastianos, Chief Financial Officer
Kim Le Cerf, Manager Climate & Sustainability
Mark Saunders, Director Community Wellbeing
Pauline Hassakis, Manager Procurement & Contracts
Peter Fullgrave, Fleet Co-ordinator
Paul Barrett, Chief Information Officer
Rebecca McKenzie, Chief Executive Officer

Apologies

Cr Neil Pilling, Substitute Committee Member
Cr Jim Magee, Substitute Committee Member
Peter Swabey, Director Corporate Services

Minutes

Alon Milstein, Financial Accountant

The Committee met at 8am in-camera in discussion of broad issues facing Council and the risk elements thereof. Mr Derricott and Mr Yau from VAGO joined the in-camera discussion at 8:15am.

AUDIT AND RISK COMMITTEE MEETING MINUTES

18 FEBRUARY 2022

AUDIT AND RISK COMMITTEE
Friday, 18 February 2022
8am (Online Via Zoom)
MINUTES

1. WELCOME AND APOLOGIES

At 8:30am, the Chairperson opened the meeting and welcomed Mr Derricott and Mr Yau to their first Audit and Risk Committee meeting. Apologies were noted for Mr Swabey, Cr Magee and Cr Pilling.

2. DISCLOSURE OF INTERESTS, CONFLICTS, BREACHES OF ANY ACT**2.1 DISCLOSURE OF INTERESTS, CONFLICTS, BREACHES OF ANY ACT**

The Chairperson noted updates made to the register tabled.

The Chairperson asked if there were any further updates to the register to be declared and whether any person present was aware of any breaches of any *Local Government Act 2020*, or any other irregularity or matters which should be brought before the Committee. Independent members disclosed minor updates to the register.

No other breaches, irregularities or matters were reported.

The Committee noted the Register of Interests of independent members, and that the table will be updated in future to address any specific *Local Government Act 2020* guidance.

3. CONFIRMATION OF AGENDA

The agenda of the Committee was confirmed. It was agreed that the following agenda items be taken as read with the discussion focussing on questions and comments from members:

- 6.1 - Quarterly & Monthly Finance Reporting
- 7.1 - Business Unit Rolling Risk Timetable
- 10.2 - Sector Report (Internal Auditor)
- 11.3 - Review of Follow-up Items (Draft Scope)
- 11.6 - Corporate Performance Reporting Review (Deferred to May)
- 11.7 - Status of Internal Audit Actions
- 11.8 - Internal Audit Activity Report
- 12.2 - Status of External Audit Actions
- 13.1 - 2022 Committee Work Plan

4. MINUTES OF PREVIOUS MEETING 26 NOVEMBER 2021

The minutes of the previous Audit and Risk Committee meeting held on 26 November 2021 were confirmed.

AUDIT AND RISK COMMITTEE MEETING MINUTES**18 FEBRUARY 2022**

5. ACTION ITEMS ARISING FROM MINUTES**5.1 ACTION ITEMS ARISING FROM MINUTES**

The Committee approved items that have been actioned to be removed from the list and any outstanding issues carried over to the Committee meeting.

6. FINANCIAL AND PERFORMANCE REPORTING**6.1 MONTHLY & QUARTERLY REPORTING ***

The Committee noted the Financial Management Report and Quarterly Services Performance Report.

7. RISK MANAGEMENT**7.1 BUSINESS UNIT ROLLING RISK PROGRAM ***

The Committee noted the schedule and timing of the Rolling Risk Program.

7.2 PANDEMIC RESPONSE & RECOVERY

The Chairperson welcomed Mr Saunders to the meeting at 8:45am.

Mr Saunders presented an update of the current COVID-19 risks to Council's services. The Committee discussed the directive of mandatory third dose vaccinations by the State Government and the impact on Council staff including return to work considerations in light of new Government Directions. Mr Saunders also gave an update on supplies and surveillance through rapid antigen testing for front line Council staff.

The Committee noted updates on Council's response and recovery to the COVID-19 Pandemic.

7.3 RESIDENTIAL AGED CARE (INC. RISK PLAN)

The Chairperson welcomed Mr Fogarty to the meeting at 8:55am.

Mr Saunders presented an update on the current situation at Council's Residential Aged Care Facilities. With the easing of community COVID-19 restrictions across Victoria, increasing number of COVID-19 cases in the community along with localised outbreaks in residential aged care facilities, COVID-19 risks remain high.

Mr Fogarty discussed the COVID-19 outbreak which occurred at Warrawee on the 4th of January 2022 and how it was successfully managed and contained. It was recognised that the consolidation of residential aged care facilities into one had aided in pandemic risk management, albeit the risk of further outbreaks remained high.

Mr Schneier recommended that Risk 3.1 in the Risk Management Plan should be reviewed to separately identify any non-compliance risks in future Residential Aged Care risk reports. The Committee, Mr Saunders and Mr Fogarty agreed to this.

AUDIT AND RISK COMMITTEE MEETING MINUTES**18 FEBRUARY 2022**

The Committee noted the updates on residential aged care and amendments to the risk management plan resulting from COVID-19.

Mr Saunders and Mr Fogarty left the Committee meeting at 9:15am.

7.4 CLIMATE & SUSTAINABILITY RISK REPORT

The Chairperson welcomed Ms Le Cerf to the Committee at 9:15am.

Ms Le Cerf presented the risk report for the Climate and Sustainability department which is responsible for leading Council's approach to climate change mitigation and adaptation, energy, water, biodiversity and circular economy. The department was formed in July 2020 in response to Council's climate emergency declaration.

The key risks discussed included:

- Failure to adequately respond to or plan for long term climate change.
- Failure of continuity to provide recycling and waste service.
- Failure to fulfil the Business Plan or actions in the Council Plan.
- Inadequate site management of Clayton Landfill.
- Inadequate contract management.
- Projects incomplete or not delivered.
- Staff assault — verbal or physical by member of public during community events or consultation.

The Committee noted the Risk Report for the Climate and Sustainability business area.

Action

The Chairperson requested an update on the status of Council's recycling contract which is due to expire in June 2022.

7.5 CLIMATE EMERGENCY MANAGEMENT

Ms Le Cerf presented Council's Climate Emergency Response Strategy which was adopted in June 2021 in response to the climate emergency declaration and new emissions reduction targets. The new Strategy outlines Council's commitment to address climate change, which is demonstrated through the setting of strong goals and objectives.

The Strategy also includes a monitoring and evaluation framework with key targets and indicators to be reported annually. The Action Plan will be reviewed annually and updated if required, to reflect any changing needs or opportunities and to respond to any evaluation findings.

The Committee noted Council's update on climate emergency management.

Ms Le Cerf left the meeting at 9:35am.

8. FRAUD PREVENTION SYSTEMS AND CONTROLS

Nil

AUDIT AND RISK COMMITTEE MEETING MINUTES18 FEBRUARY 2022

9. COMPLIANCE MANAGEMENT**9.1 LOCAL GOVERNMENT ACT 2020 COMPLIANCE**

The CFO provided an update on Council's progress with legislative requirements of the *Local Government Act 2020* including completed items: the Financial Plan, Council Plan, Community Vision, CEO Remuneration Policy and Procurement Policy, Workforce Planning, Recruitment Policy, Complaints Policy and Staff Code of Conduct. Deliverables still in progress but on track include the Asset Plan.

The Committee noted Council's compliance with the *Local Government Act 2020* and any other legislation relevant to the sector.

9.2 PERFORMANCE AUDIT & OTHER INTEGRITY AGENCIES (VAGO)

Mr Derricott and Mr Yau introduced themselves and updated the Committee on organisational changes and activities that have taken place at VAGO.

The Committee noted updates from the Victorian Auditor-General's Office relating to performance audits and other integrity agencies.

10. INTERNAL CONTROL ENVIRONMENT**10.1 POLICIES REVIEW (ACTION ITEM)**

The CFO provided an update on Council's progress with proposed policy reviews and timeframes. Of the 194 policies to be reviewed, it is currently proposed that 55 are to be retained on the website, 46 have been revoked and converted into guidelines and procedures, 40 policies have been revoked and included in other regulations/legislation or other workplace plans/strategies and 53 policies are work in progress.

The Committee noted Council's update on the review of Council policies and noted that all policies will be available on Council's website by 30 June 2022.

Action

Mr Geddes requested confirmation for any requirement of Residential Aged Care policies for Council.

10.2 SECTOR REPORT (INTERNAL AUDITOR) *

The Committee noted the sector report prepared by the Internal Auditor.

The Committee took a break from 9:50am to 9:55am.

AUDIT AND RISK COMMITTEE MEETING MINUTES**18 FEBRUARY 2022**

11. INTERNAL AUDIT**11.1 REVIEW OF GOVERNANCE (DEFERRED TO 22-23)**

The Committee noted the deferral of the 2021-22 Governance Review to the 2022-23 Internal Audit Program.

Action

Management to provide an update on the need for an alternative project to replace the Internal Audit review of governance in 2021-22.

11.2 REVIEW OF PARKING ENFORCEMENT (DRAFT SCOPE)

The Committee reviewed and recommended the proposed scope for the review of Council's Parking Enforcement, subject to amendments discussed.

11.3 REVIEW OF FOLLOW-UP ITEMS (DRAFT SCOPE) *

The Committee reviewed and recommended the proposed scope for the review of Council's Follow-up Items from previous audits, subject to amendments discussed.

11.4 IT CYBER SECURITY REVIEW

The Chairperson welcomed Mr Barrett and Mr Viswanath to the meeting at 10am.

Mr Viswanath presented the results of the IT Cyber Security Review. The objective of the review was to assess Council's systems, processes and controls in place against major incidents or cyber-attacks with respect to its IT environment including staff awareness, key systems and network components. The review was performed against the Australian Cyber Security Centre Essential 8 Standard. The key findings from the review were:

- Application whitelisting is not enforced and requires improvement.
- A vulnerability scanner tool is in place; however scanning is currently undertaken on a fortnightly basis across internal and external environments. Per recommendation by the ACSC E8, vulnerability scanning should be conducted at least on a daily basis for internet facing systems / services and fortnightly for internal systems / services.
- Microsoft Office Macros are not disabled for GECC users that do not have a genuine business requirement.
- Web browsers are not prevented from processing Java content and advertisements. Internet Explorer 11 is not prevented from processing content from the internet.
- Privileged accounts are not prevented from accessing the internet or web services.
- Multi-Factor Authentication is not enforced for 3rd Party users, most SaaS applications and Citrix.

The Committee discussed the ongoing threat from cyber security issues, trends observed, and the importance that organisations need to place on understanding and managing threats, as well as educating staff. The Chairperson recommended that Management and Councillors carefully consider the threats of cyber security risk and manage appropriate future budget investments in systems and resources in order to mitigate the risks.

AUDIT AND RISK COMMITTEE MEETING MINUTES**18 FEBRUARY 2022****Action**

Mr Schneier requested an update for the September Audit and Risk Committee meeting with respect to Management responses to the Internal Audit action items.

The Committee noted the IT Cyber Security Review.

Mr Barrett and Mr Viswanath left the meeting at 10:25am.

11.5 FLEET REVIEW

The Chairperson welcomed Ms Hassakis and Mr Fullgrabe to the meeting at 10:25am.

Mr Kukreja presented the results of the Fleet Review. The objective of the review was to assess whether Fleet management policies, procedures and practices were adequate and comprehensive, the fleet register is complete, accurate and up to date, Council staff comply with fleet management policies and procedures, clearly defined roles and responsibilities, effective systems are in place, an adequate programme of inspections is developed and adhered to, Council vehicles are maintained in a safe and roadworthy condition, adequate fleet allocation methodologies, adequate training, adequate security controls, adequate governance policies, procedures and practices are in place and operating effectively including procurement of parts and services. The key findings from the review were:

- Certain fleet vehicle management related procedures, manuals and clauses in Enterprise Agreement need to be updated or finalised.
- Enhanced documentation required to justify the Council's fleet size and mix for business purposes, including commuter use.
- Fleet vehicle disposal process needs to be further improved.
- Absence of formal management reports on vehicle usage, fuel card transactions, compliance to Council policies and overall fleet performance.

The Committee noted the Fleet Review.

Ms Hassakis, Mr Fullgrabe and Mr Holloway left the meeting at 10:33am.

11.6 CORPORATE PERFORMANCE REPORTING REVIEW (DEFERRED TO MAY)

The Committee noted the Corporate Performance Reporting Review scheduled to be tabled at the February Committee Meeting will be deferred to the May Meeting.

11.7 STATUS OF INTERNAL AUDIT ACTIONS *

The Committee noted the progress and status of internal audit action items from the internal audit program.

11.8 INTERNAL AUDIT ACTIVITY REPORT *

The Committee noted the progress and status of the Internal Audit Report in accordance with the 2021-22 Strategic Internal Audit Plan.

AUDIT AND RISK COMMITTEE MEETING MINUTES**18 FEBRUARY 2022**

12. EXTERNAL AUDIT**12.1 2021-22 VAGO AUDIT STRATEGY**

Mr Derricott presented the VAGO Audit Strategy Memorandum in connection with the 2021-22 Financial Statements and Performance Statement audit. The Committee discussed a number of items including: VAGO's approach to the audit of the Financial Report and Performance Statement for the financial year ending 30 June 2022, key risk areas such as: asset recording, impact of COVID-19, revaluation and reporting, streamlined Financial Report and Performance Statement reporting.

Mr Yau noted the key risks including:

- Valuation of Property, Infrastructure, Plant and Equipment;
- Carrying value of capital works in progress; and
- Impact of COVID-19 on the Financial Report

The CFO also noted that any revaluations relating to asset classes will be discussed at the May Committee meeting. It was discussed that management and the auditors will consider the need for updates to the disclosure note relating to residential aged care services in light of the consolidation of facilities.

The Committee noted the VAGO Audit Strategy Memorandum for the 2021-22 year.

12.2 STATUS OF EXTERNAL AUDIT ACTIONS *

The Committee noted the progress and status of external audit actions from the VAGO external audit and other integrity agency bodies.

13. AUDIT AND RISK COMMITTEE ITEMS**13.1 2022 COMMITTEE WORK PLAN ***

The Committee noted the Committee's Work Plan for the 2022 calendar year subject to any amendments.

13.2 AUDIT & RISK COMMITTEE BIENNIAL REPORT

The Committee considered and approved the report on its work for the period covering September 2021 to February 2022 (subject to any amendments), and recommend the CEO to include the draft report for consideration by Council at the next practicable Ordinary Council Meeting. The Chairperson requested the CFO to circulate an amended version of the report, to reflect discussions at the meeting, prior to finalising.

14. INFORMATION & UPDATE ON ITEMS (INFORMATION ONLY, NOT ACTION)

Nil

AUDIT AND RISK COMMITTEE MEETING MINUTES**18 FEBRUARY 2022****15. GENERAL BUSINESS****15.1 GENERAL BUSINESS**

The Committee:

- Noted and extended its thanks and congratulations to Mr Saunders and the Residential Aged Care team at Warrawee for their outstanding work in carrying out the seamless transition of the Rosstown facility to Warrawee as well as managing risks through the recent COVID-19 outbreaks on site;
- Noted the next meeting for the 2022 calendar year is scheduled for Friday, 27 May 2022.

16. AUDIT AND RISK COMMITTEE (MEMBERS ONLY)

Nil

17. CLOSURE OF MEETING

The meeting concluded at 10:55am

8.7 ADVANCED WASTE PROCESSING

Author: Peter Swabey, Director Corporate Services

Trim No: 22/146364

Attachments: Nil

EXECUTIVE SUMMARY

At the Ordinary Council Meeting held on 22 February 2022, Councillors voted 4 to 5 against entering into a contract and participating in the Advanced Waste Processing project ('Project') as per the attached report.

This report formally concludes Council's participation in the project.

RECOMMENDATION

That Council:

1. resolves to withdraw from the South East Waste Management Alternative Waste Processing project;
2. requests that South East Metropolitan Advanced Waste Processing Pty Ltd buys back Council's Shares for the issue price for the Shares;
3. notes that under clause 13.3 of the Management Deed, Council will be taken to have given notice of its withdrawal from the Management Deed and will cease to be a party to the Shareholders Agreement;
4. authorises the Chief Executive Officer to write to the Directors, South East Metropolitan Advanced Waste Processing Pty Ltd, and all Councils party to the Project advising them of Council's resolution, and to undertake whatever other actions are necessary to formalise Council's withdrawal from the Project;
5. requests that officers commence planning around the various options for the future disposal and processing of residual waste that is unable to be recycled; and
6. work together with other councils to explore options for an alternative environmental solution to our landfill.

BACKGROUND

A group of 14 councils from the south east of Melbourne partnered with the Metropolitan Waste and Resource Recovery Group (MWRRG) to seek proposals from industry for advanced waste processing solutions for household rubbish.

ISSUES AND DISCUSSION

Council considered a report (attached) on the Advanced Waste Processing project at the 22 February 2022 Ordinary Council Meeting. That report sought Council's commitment to participate in an arrangement with a contractor to construct and operate an advanced waste processing (AWP) facility to treat waste collected by Council.

Following consideration and discussion of the report, Councillors voted 4 to 5 against entering into a contract and participating in the Advanced Waste Processing project.

This report formally resolves that Council will discontinue its participation in the Project.

Officers will now investigate the various options for the provision of residual waste disposal and processing.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

In 2019-20, community emissions from waste generation accounted for 4 per cent of total emissions.

Goal 6 of Our Climate Emergency Response Strategy 2021-2025 is Net Zero Community Emissions by 2030, with a commitment to make it easy for the community to participate in the circular economy. Council is committed to supporting the community to make, use and recycle resources as a priority, however there will be residual waste that needs to be disposed of.

Officers will consider the Climate Emergency Response Strategy implications of the various options for the future disposal and processing of residual waste that is unable to be recycled and include those in future reports to Council.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

Officers will evaluate the financial, resource and risk implications in connection with other options for the future disposal and processing of residual waste.

POLICY AND LEGISLATIVE IMPLICATIONS

The Local Government Act (LGA) 2020 and the Climate Change Act 2017 require Council to consider climate change. Part 2, Section 9 of the LGA requires that the following are the overarching governance principles –

- a) Council decisions are to be made and actions taken in accordance with the relevant law;
- b) priority is to be given to achieving the best outcomes for the municipal community, including future generations;
- c) the economic, social and environmental sustainability of the municipal district, including mitigation and planning for climate change risks, is to be promoted;

The Circular Economy (Waste Reduction and Recycling) Act 2021 (CE Act) provides for stronger regulation of the state's waste and recycling sector for more and better recycling, less waste and less landfill. The CE Act provides the foundation for Victoria's transition to a circular economy, including enabling laws for the new container deposit scheme and new state-wide four-stream household waste and recycling system. Both systems will significantly increase recycling of discarded, but valuable, materials that would otherwise end up in landfill.

The CE Act will see the establishment on 1 July 2022 of Recycling Victoria, a dedicated government business unit to oversee and provide strategic leadership for the waste and recycling sector, including Local Government. The CE Act and Recycling Victoria are key commitments of the Victorian Government's circular economy plan, Recycling Victoria: a new economy, to reduce waste and landfill, and provide for more and better recycling and a sustainable and thriving circular economy.

COMMUNICATION AND ENGAGEMENT

Regular communication, consultation and engagement will inform the community in connection with the other options for the future disposal and processing of residual waste.

LINK TO COUNCIL PLAN

Strategic Direction 4: A green and sustainable community
Our actions and priorities aim to protect our community from the worst impacts of climate change.

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflict of interest in this matter.

CONCLUSION

Following consideration of a report on Advanced Waste Processing at the 22 February 2022 Ordinary Council Meeting, Council has determined that it will discontinue its participation in the Advanced Waste Processing project.

8.8 CENTENARY PARK PLAYGROUND REDEVELOPMENT

Author: Matt Barbetta, Co-ordinator Open Space

Trim No: 22/134025

Attachments: 1. Playground concept plan [↓](#)
2. 3D Playground and Court [↓](#)

EXECUTIVE SUMMARY

This report provides an overview of the feedback received during the consultation for Centenary Park Playground Redevelopment.

There was strong support overall for the project and applicable comments and suggestions are noted in this report. There is minimal change to the concepts presented during community engagement.

Officers will proceed with the finalisation of the design to ensure the project is shovel ready for consideration in future Council budget cycles and State Government grant processes.

RECOMMENDATION

That Council:

1. notes the community feedback received through the consultation process; and
2. endorses the playground design (attachments 1 and 2 to the report) and authorises officers to commence detailed design.

BACKGROUND

The aim of the Centenary Park Playground redevelopment is to expand the appeal, accessibility and play diversity. The existing playground was partially redeveloped in 2006 and has reached the end of its life cycle.

The project also includes the provision of a stand-alone basketball / netball space and seating to provide active recreation and social opportunities in the park. This element of the project is supported by \$250,000 from the State Government.

ISSUES AND DISCUSSION

Engagement Snapshot

Community engagement on the project was undertaken for eight weeks between 1 December 2021 and 31 January 2022, and included:

- 'Have Your Say' page with plans, 3D images and survey;
- Park signage with QR code linking to 'Have Your Say' page;
- Glen Eira News article – December 2021;
- Postcard distribution to 1500 neighbouring residents;
- Discussion with tenant cricket club; and
- Social media posts.

The following provides a statistical snapshot of the Have Your Say engagement:

- 485 visitors to the Have Your Say project page;
- 98 visitors downloaded a document from the Have Your Say project page; and
- 197 visitors completed the online survey.

Community Feedback

There was general excitement and broad support for the concept plan; specifically, the nature play, basketball / netball area, additional seating, bouldering plinths and large play unit which includes two slides, monkey bars, rope walks, climbing sections and lookout points. However, there was some conflicting feedback between developing the park for younger children versus for older children.

Officers believe the concept design balances a range of play equipment and landscaping, and meets our goal of providing all abilities access, imaginative play elements and challenging pieces for all ages.

This is consistent with Glen Eira's *Planning for Play* guide which outlines a three-tier hierarchy for playground - Local, Neighbourhood and Municipal. This hierarchy provides the planning framework including what types of facilities and features are appropriate for each type of playground.

Additionally, the basketball / netball space responds to an Open Space Strategy action that identifies the need to improve unstructured recreational activities as a high priority.

Specific Comments

The following outlines the applicable suggestions raised during the consultation phase. Additionally, Officer's comments outline the proposed action or response.

Potential conflict between cricket net training and basketball – A second basketball ring is being provided to the rear of the cricket nets. The basketball ring would not be used while cricket training is in progress and this has been discussed with the tenant cricket club. Outside of these times it would be similar to any mixed-use areas where there is a need to share, interact and compromise.

Visual communication boards to assist and guide all abilities inclusion - Have been included.

Gym or exercise equipment – This is not part of the playground or court area project.

Waste of money / Leave it the same - Investing in playgrounds is not a 'waste of money'. It provides children and families with spaces to be active, socialise and explore – all important elements of children's cognitive and physical development. Playgrounds provide opportunity to explore, learn and push boundaries – all while being active and outdoors.

Additional items suggested included:

Water play – Is suitable for Municipal sized parks as noted in *Planning for Play*. It would be inappropriate to install a smaller water play / trickle stream as they use potable water.

Flying fox – A flying fox can only cater for a small number of people at any given time; yet require a very large footprint. More play equipment was a design priority at Centenary.

Additional toilets – There are currently two automated public toilets in proximity. They are suitably placed to be visible with clear sight lines to doors. This provides a level of passive surveillance.

Tennis hit up wall – Is not part of the playground redevelopment, or the State Government funding for the basketball / netball space. A tennis wall requires a large footprint and given the nearby tennis courts it would be preferable to allow green space for future landscaping and tree planting opportunities.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

In ensuring alignment with Council's adopted Our Climate Emergency Response Strategy 2021-25 (Strategy) the playground concept incorporates natural play elements, additional tree planting and use of recycled materials (panelling, seating, timber steppers).

Specifically, it will enhance opportunities for Council to work with the community through the following Goals, Principles and Actions within the Strategy:

Goal 1 - climate change action is embedded in everything that we do

Goal 3 - infrastructure is resilient and safe for our community

Principle 1 – that we work together with the community

Principle 5 - proactive in meeting challenges and innovate using evidence-based methods

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

A State Government grant of \$250,000 has been committed for the basketball/netball area and climbing boulders within the play space. This funding is currently available, and construction will commence once the detailed design and Tender process is complete, which can be undertaken independent of the playground redevelopment.

The playground redevelopment is estimated at \$550,000. The finalisation of the design will ensure the project is shovel ready for future Council budgets or additional Government grant considerations.

POLICY AND LEGISLATIVE IMPLICATIONS

Not applicable

COMMUNICATION AND ENGAGEMENT

An overview of the community consultation undertaken, and feedback received has been provided in the 'Issues and Discussion' section above.

LINK TO COUNCIL PLAN

Strategic Direction 2: Well designed and maintained open spaces and places
Our public open spaces and places support a healthy and connected community and contribute to a more sustainable and vibrant city

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

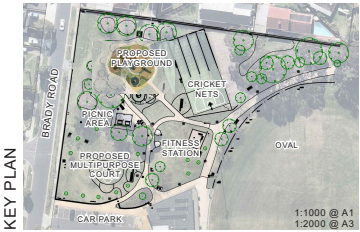
CONCLUSION

The proposed Centenary Park Playground Redevelopment received strong overall support from the community. A combination of increased play opportunities, nature play and inclusion of a basketball / netball facility will provide a dynamic new space for the local community.



LEGEND

	EXISTING TREES TO BE PROTECTED AND RETAINED		PROPOSED RUBBER SOFTFALL
	PROPOSED TREES		PROPOSED SEAT
	PROPOSED CONCRETE PAVING		PROPOSED CIRCULAR BENCH
	PROPOSED GARDEN BED		PROPOSED HORIZONTAL LOGS
	PROPOSED SOFTFALL MULCH		PROPOSED MUDSTONE BOULDERS



WARNING

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STATUS

SCHEMATIC DESIGN

REVISIONS	ISSUE	STATUS	DATE
A	FOR REVIEW	30.05.2021	
B	FOR REVIEW	27.10.2021	

ACL A
CONSULTANTS

Landscape Architecture & Design
Level 1, Suite 2/278 Church St
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T 03 9381 4366
www.acla.net.au

CLIENT



PROJECT
**CENTENARY PARK
PLAYSPACE**

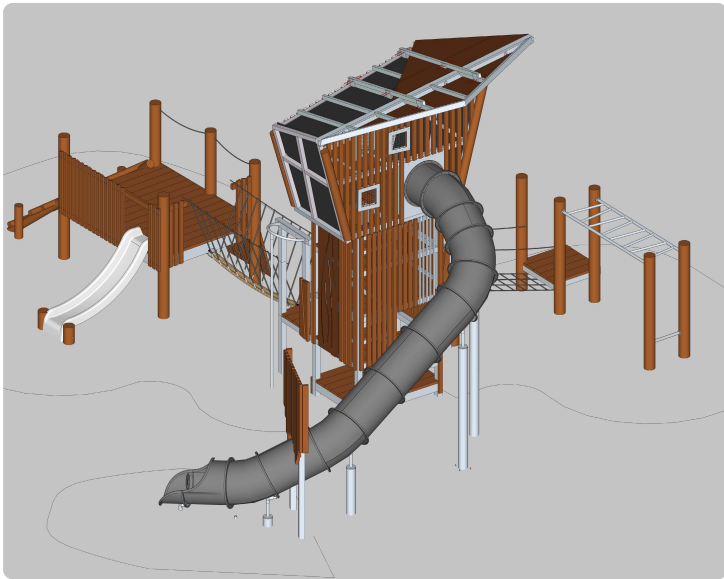
BIGNELL ROAD, BENTLEIGH
EAST VIC 3165

DRAWING TITLE
**LANDSCAPE CONCEPT
PLAN**

PROJECT N°	SCALE	
2122	1:75 @ A1 1:150 @ A3	
DRAWING N°	REVISION	
2122-SD1	B	

PLAY EQUIPMENT

1. LARGE PLAY UNIT



2. JUNIOR PLAY FOREST SHOP



3. CLIMBING BOULDERS



4. BEE SPRINGER



5. 2 BAY SWING



6. WHEELCHAIR CAROUSEL



NATURE PLAY

7. HORIZONTAL LOGS



8. MUDSTONE STEPPERS



9. MUDSTONE BOULDERS



SURFACES

10. CONCRETE PAVING



11. RUBBER SOFTFALL



12. SOFTFALL MULCH



FURNITURE

13. SEAT



14. CIRCULAR BENCH



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STATUS

SCHEMATIC DESIGN

REVISIONS		
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PROJECT

CENTENARY PARK
PLAYSPACE

BIGNELL ROAD, BENTLEIGH
EAST VIC 3165

DRAWING TITLE

PRECEDENT IMAGES

PROJECT N°	SCALE
2122	1:75 @ A1 1:150 @ A3
DRAWING N°	REVISION
2122-SD2	B





8.9 INCLUSION OF 5 TREES IN THE CLASSIFIED TREE REGISTER

Author: Christian Renaud, Arborist (Vegetation Assessment Officer)

Trim No: 22/142123

Attachments:

1. Council Tree Report for CTR Inclusion of Liquidambar - 14 Cantala Ave, Caulfield North 23CTR2020 [↓](#)
2. Council Tree Report for CTR Inclusion of Blue Gum - 2A Ulupna Rd, Ormond 149CTR2021 [↓](#)
3. Council Tree Report for CTR Inclusion of Algerian Oak - 18 Wanalta Rd, Carnegie 199CTR2021 [↓](#)
4. Council Tree Report for CTR Inclusion of Port Jackson Fig - Crosbie Rd, Murrumbeena 229CTR2021 [↓](#)
5. Council Tree Report for CTR Inclusion of South African Bushwillow - Hopetoun Gardens, Glen Huntly Rd, Elsternwick 346CTR2022 [↓](#)

EXECUTIVE SUMMARY

The purpose of this report is to seek Council's endorsement for the inclusion of five trees in the Classified Tree Register.

The details of each tree and the assessment completed is provided in the five attached tree assessment reports.

RECOMMENDATION

That Council:

1. includes the following trees in the Classified Tree Register:
 - a) Liquidambar (*Liquidambar styraciflua*) located at 14 Cantala Ave, Caulfield North – 23/CTR/2020;
 - b) Southern Blue Gum (*Eucalyptus globulus*) located at the Public Carpark 2A Ulupna Rd, Ormond – 149/CTR/2021;
 - c) Algerian Oak (*Quercus canariensis*) located at 18 Wanalta Rd, Carnegie – 199/CTR/2021;
 - d) Port Jackson Fig (*Ficus rubiginosa*) located in Crosbie Rd, Murrumbeena – 229/CTR/2021;
 - e) South African Bushwillow (*Combretum caffrum*) located in Hopetoun Gardens, Glen Huntly Rd, Elsternwick – 346/CTR/2022;
2. notifies each person who nominated a tree detailed in this report;
3. notifies all relevant landholders of the trees detailed in this report; and
4. authorises a notice to be published in the Victorian Government Gazette of the decision to include the trees outlined in his report in the Classified Tree Register.

BACKGROUND

Since its commencement in September 2020, Council have endorsed the inclusion of 73 trees in the Classified Tree Register from a total of 315 nominations submitted from the general public.

A further 89 nominations comprising 133 individual trees are currently undergoing the assessment process, with a further 56 nominations completed without recommendation for inclusion.

ISSUES AND DISCUSSION

The assessment process has been completed for another five (5) trees, which are listed in part 1 of the recommendation. The assessments were undertaken in accordance with Council's Classified Tree Local Law and Classified Tree Policy.

The significance of each tree was evaluated in accordance with the criteria set out by the Classified Tree Policy, and therefore considered the following:

- value;
- uniqueness;
- rarity;
- age;
- size;
- aesthetic value;
- growth habit;
- history;
- Aboriginal culture; and
- habitat

The five trees recommended for inclusion in the Register are a mix of Street, Park and private trees and each satisfy various Categories of Significance. One tree is already recognised as significant by Heritage Victoria and satisfies 7 of the selection criteria.

Following the preliminary assessment by Council's arborists, notification of the assessments was provided to all relevant landowners and occupiers, which provided them the opportunity to make a submission regarding the assessment. Submissions were received from relevant landholders regarding one assessment and were responded to with a detailed report addressing all the positive and negative assessment criteria contained within the appendixes of the Classified Tree Policy.

No applications for review to include any of the trees listed in part 1 of the recommendation in the Classified Tree Register was received from any relevant landowners, including the owners and occupiers of properties on which the trees are situated.

Consultant Arborists engaged by Parks Services continue to undertake the assessment of numerous nominations on behalf of Council and Officers are investigating other avenues of achieving efficiencies and streamlining the assessment process without hindering the rights and opinions of relevant landholders.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

The identification and protection of significant trees across the municipality aligns with Councils adopted Our Climate Emergency Response Strategy 2021-25. Specifically, in regards to Principle 4 and Action 3.2, which both seek to maximise and diversify our green and natural spaces.

With growing public awareness around the value of trees in the urban environment and the increasing need to protect our established trees, the Classified Tree Register is a vital component within the broader Urban Forest Strategy to mitigate the impacts of Climate Change.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

The cost of including the five trees in the Classified Tree Register, administering permit applications and engaging the additional resources will be accommodated within the existing operating budget of Park Services.

COMMUNICATION AND ENGAGEMENT

The assessment of the trees nominated for inclusion in the Classified Tree Register was managed and conducted in accordance with Council's Classified Tree Policy and Classified Tree Local Law.

All relevant landholders were advised of the outcome of the Council arborist's preliminary assessment between 13 October 2021 and 04 January 2022.

Relevant landholders were notified that inclusion of a tree in the Classified Tree Register may result in future management, financial and development constraints because of the tree being in the Classified Tree Register.

All relevant landholders and nominators will be notified of the decision regarding each tree

LINK TO COUNCIL PLAN

Strategic Direction 4: A green and sustainable community
Our actions and priorities aim to protect our community from the worst impacts of climate change

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

There is a growing awareness among the City's residents about the need to protect our canopy trees for the benefit of the entire community and future generations and the Classified Tree Register represents a small but significant component in Glen Eira addressing the Climate Emergency. Mature, canopy trees play a vital role in reducing the Urban Heat Island effect, as well as helping to improve air quality and maintain an attractive urban environment for all residents.

Glen Eira Classified Tree Register

TREE REPORT



GLEN EIRA
CITY COUNCIL

Tree number: 23/CTR/2020

Date of Assessment: 12/10/2021

Assessing Officer: Christian Renaud

Tree Owner: Private Tree

Address: 14 Cantala Ave, Caulfield North

Location: Private Open Space

Record type: Single Specimen Tree

Number of trees: 01

Botanical name: *Liquidambar styraciflua*

Common name: Liquidambar / Sweetgum

Structural Root Zone (SRZ): 3.4m

Approximate age: 45 years

Diameter at breast height: 96cm

Tree Protection Zone (TPZ): 11.5m

Tree height: 22m

Tree canopy width: 23m

Easting: 325683.9

Northing: 5807516.0

Glen Eira Asset ID: N/A



Statement of significance:

This tree fulfils the criteria of:

- Outstanding size (girth height spread)
- Aesthetic value

This healthy and mature private tree is a large example of the species in the local area. Its size is outstanding as it has the widest canopy spread of any tree in the vicinity and provides significant shading and cooling within a developed urban environment.

Given its size, health and location, this tree is striking in the landscape and makes a major contribution to the neighbourhood character by providing visual appeal, as well as screening and shading larger built structures. The loss of this tree would represent a significant loss of amenity for the community.

Glen Eira Classified Tree Register

TREE REPORT



Tree number: 149/CTR/2021

Date of Assessment: 30/12/2021

Assessing Officer: Christian Renaud

Tree Owner: Council Tree

Address: Carpark, 2A Ulupna Rd, Ormond

Location: Public Carpark Garden Bed

Record type: Single Specimen Tree

Number of trees: 01

Botanical name: *Eucalyptus globulus*

Common name: Southern Blue Gum

Structural Root Zone (SRZ): 3.8m

Approximate age: 50 years

Diameter at breast height: 120cm

Tree Protection Zone (TPZ): 14.4m

Tree height: 20m

Tree canopy width: 16m

Easting: 327923.2

Northing: 5803063.8

Glen Eira Asset ID: TP115299



Statement of significance:

This tree fulfils the criteria of:

- Outstanding size (girth height spread)
- Aesthetic value

This large, mature tree is one of the largest trees in the local area and is especially significant due to its proximity to busy North Rd and the Ormond shopping village which lacks any large trees. The tree has an outstanding canopy spread and impressive trunk girth over 3.7m around.

The tree is prominently located in a garden bed along the street frontage of a public carpark. It is striking in the landscape and provides significant amenity to the community as the canopy coverage gives shade to a large portion of hard surfaces such as the footpath, roadway and carpark. This canopy shading is vital in mitigating the Urban Heat Island effect.

Glen Eira Classified Tree Register

TREE REPORT



Tree number: 199/CTR/2021

Date of Assessment: 30/12/2021

Assessing Officer: Christian Renaud

Tree Owner: Council Tree

Address: 18 Wanalta Rd, Carnegie

Location: Street Reserve

Record type: Single Specimen Tree

Number of trees: 01

Botanical name: *Quercus canariensis*

Common name: Algerian Oak

Structural Root Zone (SRZ): 3.5m

Approximate age: 80+ years

Diameter at breast height: 108cm

Tree Protection Zone (TPZ): 13m

Tree height: 18m

Tree canopy width: 20m

Easting: 328235.0

Northing: 5804759.0

Glen Eira Asset ID: TS11996



Statement of significance:

This tree fulfils the criteria of:

- Particularly old specimen
- Outstanding size (girth height spread)
- Aesthetic value

This tree is a well-established and mature example of an Algerian Oak within Glen Eira, especially for a street tree. It has an estimated age of over 80 years old.

The tree is multi-stemmed with a large, domed canopy that has an outstanding canopy spread over 20m wide. Especially within the context of the of the local area.

The tree is a prominent, healthy and well-formed example of the species located within a streetscape that has a theme of various oak tree species plantings. It is the largest tree in the street and makes a major contribution to the local landscape and neighbourhood character.



Glen Eira Classified Tree Register

TREE REPORT



Tree number: 229/CTR/2021

Date of Assessment: 10/02/2022

Assessing Officer: Christian Renaud

Tree Owner: Council Tree

Address: Crosbie Rd, Murrumbeena

Location: Street Reserve

Record type: Single Specimen Tree

Number of trees: 01

Botanical name: *Ficus rubiginosa*

Common name: Port Jackson Fig

Structural Root Zone (SRZ): 3.6m

Approximate age: 65+ years

Diameter at breast height: 111cm

Tree Protection Zone (TPZ): 13.3m

Tree height: 14m

Tree canopy width: 25m

Easting: 329856.2

Northing: 5803104.2

Glen Eira Asset ID: TS29447



Statement of significance:

This tree fulfils the criteria of:

- Outstanding size (girth height spread)
- Aesthetic value

This is an impressive street tree located alongside Duncan McKinnon Reserve. It is multi-stemmed with a wide spreading canopy that provides significant canopy coverage and shading over the road surface and for patrons using the nearby bus stop or park visitors using the benches or walking track alongside the tree. The outstanding canopy spread of this tree is 25m which appears all the more impressive given it is significantly wider than the tree is tall.

Due to its size and prominent location, this tree is striking in the local landscape and makes a major contribution to the neighbourhood character, providing significant amenity to residents of Glen Eira.

Glen Eira Classified Tree Register

TREE REPORT



Tree number: 339/CTR/2022

Date of Assessment: 04/02/2022

Assessing Officer: Christian Renaud

Tree Owner: Council Tree

Address: Hopetoun Gardens,
Glen Huntly Rd, Elsternwick

Location: Public Park

Record type: Single Specimen Tree

Number of trees: 01

Botanical name: *Combretum caffrum*

Common name: South African Bushwillow

Structural Root Zone (SRZ): 3.6m

Approximate age: 85+ years

Diameter at breast height: 111cm

Tree Protection Zone (TPZ): 13.3m

Tree height: 16m

Tree canopy width: 22m

Easting: 325061.8

Northing: 5804896.3

Glen Eira Asset ID: TP107735



Statement of significance:

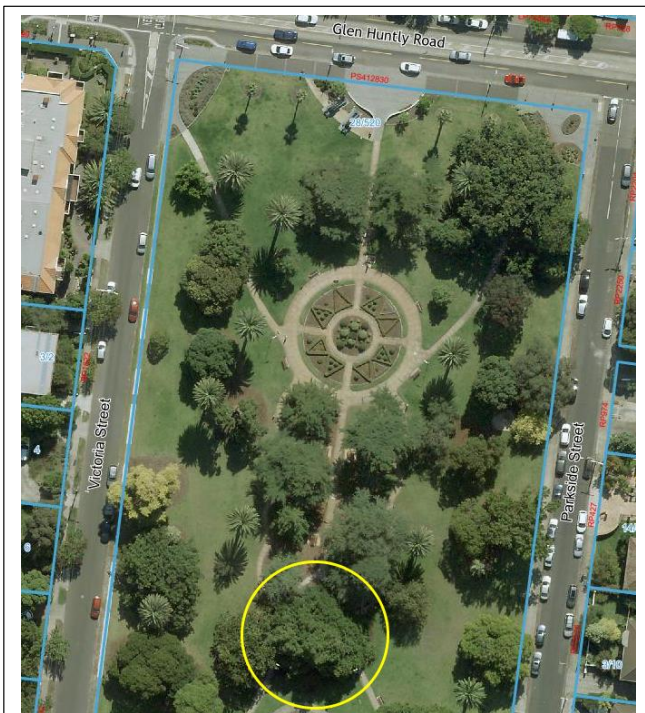
This tree fulfils the criteria of:

- Horticultural or genetic value
- Unique location or context
- Particularly old specimen
- Outstanding size (girth height spread)
- Aesthetic value
- Curious growth habit
- An outstanding example of the species

This tree is a very significant specimen of exceptional horticultural value. It is a large, mature and healthy example of the species which could represent an important source of propagating stock that is uniquely located in a prominent position within the historic Hopetoun Gardens.

It is a particularly old tree for an exotic species within Glen Eira, estimated over 85 years, with a significant canopy spread that has branches arching over public walking paths running through the gardens.

The tree provides significant aesthetic value and amenity to the park and is striking in the landscape. Although a natural feature of the tree, the branches reaching down to the ground are a curious and unusual growth habit for a Council tree within a popular public space. This tree is an outstanding example of the species at the regional level that has already been recognised by Heritage Victoria.



Glen Eira Classified Tree Register

TREE REPORT



GLEN EIRA
CITY COUNCIL



Solid trunk with canopy shading



Aerial photograph from 1945



Significant canopy spread arching over walking paths in the Garden

8.10 GLEN EIRA RECONCILIATION ACTION PLAN 2022-2024 INNOVATE

Author: Sharon Sykes, Manager Community Development

Trim No: 22/122723

Attachments: 1. *Glen Eira City Council Innovate Reconciliation Action Plan 2022-2024*
Conditionally Endorsed [↓](#)

EXECUTIVE SUMMARY

The development of a new Reconciliation Action Plan has included extensive consultation with Traditional Owner representatives, community leaders, our Reconciliation Action Plan Advisory Group and internal Reconciliation Action Plan Working Group.

The Plan has been prepared in accordance with the requirements prescribed by Reconciliation Australia.

Conditional endorsement has now been received from Reconciliation Australia for the *Glen Eira Reconciliation Action Plan 2022-2024*, our second Reconciliation Action Plan. This plan is now ready for Council endorsement.

RECOMMENDATION

That Council endorses the *Glen Eira Reconciliation Action Plan 2022-2024 Innovate* (Attachment 1 to the report).

BACKGROUND

Following the successful implementation of Glen Eira's first Reconciliation Action Plan October 2018-October 2020, Council developed a second draft *Glen Eira Reconciliation Action Plan 2022-2024 Innovate* in accordance with Reconciliation Australia's framework.

The framework incorporates mandatory elements that focus on relationships, respect and an opportunity to shape the themes, actions and commitments within a Reconciliation Action Plan.

Council developed the new plan in collaboration with a Reconciliation Action Plan Advisory Group which included Traditional Owner representatives and community leaders, as well as an internal Reconciliation Action Plan Working Group.

The draft Reconciliation Action Plan was submitted to Reconciliation Australia in March 2021 and received conditional endorsement late June 2021. On 1 July 2021 the Victorian Aboriginal Heritage Council awarded Registered Aboriginal Party status for the area of Glen Eira to the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation and Bunurong Land Council Aboriginal Council. Endorsement of the draft Reconciliation Action Plan was deferred to provide an opportunity for the recently announced Registered Aboriginal Parties to contribute to its finalisation.

Reconciliation Australia has since reviewed the Plan, following the additional feedback received from Registered Aboriginal Parties, and again provided conditional endorsement on 11 February 2022.

ISSUES AND DISCUSSION

The development of Council's second *Glen Eira Reconciliation Action Plan 2022-2024 Innovate* has been a journey of understanding and strengthening of relationships, involving many external and internal stakeholders. The Reconciliation Action Plan Advisory Group, our local Aboriginal and Torres Strait Islander representatives and community members have guided Council through the process of developing our reconciliation actions with wisdom and integrity.

An Innovate Reconciliation Action Plan focuses on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples and engaging staff, stakeholders and the community in reconciliation.

Council is proposing to celebrate the endorsement of its second *Glen Eira Reconciliation Action Plan 2022-2024 Innovate* with a community launch and will engage with the community to implement the actions contained within the Plan. This will include seeking the community's ideas on how we can strengthen relationships to work towards reconciliation and grow participation of current Aboriginal and Torres Strait Islander residents and community members in working on reconciliation together.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

The *Climate Emergency Response Strategy 2021-2025* has been named *Dhumbali Wurrungi-Biik Parbin-ata* which translates to 'Our commitment to the Laws of Mother Earth'. A First Nations perspective is embedded across all aspects of the strategy through one of four innovation areas: Explore Indigenous Ecological Knowledge. The strategy commits to work in partnership with Traditional Owners to explore how First Nations knowledge of climate and climate change will allow us to respond to the climate emergency. This includes exploring the impacts of the climate emergency on local First Nations people; their health and livelihoods, their connection to community, and their connection to Country.

The *Glen Eira Reconciliation Action Plan 2022-2024 Innovate* also includes an action which responds to the *Dhumbali Wurrungi-Biik Parbin-ata* which is to embed Aboriginal and Torres Strait Islander cultures, histories and knowledge into Council's sustainability strategies and plans (action 6.6).

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

No additional resourcing is required for implementation of actions. Existing and planned operational budgets have allocations to cover implementation.

POLICY AND LEGISLATIVE IMPLICATIONS

Council's *Glen Eira Reconciliation Action Plan 2022-2024 Innovate* has been developed in accordance with Reconciliation Australia's framework and templates.

COMMUNICATION AND ENGAGEMENT

In accordance with Reconciliation Australia's requirements, the *Glen Eira Reconciliation Action Plan 2022-2024 Innovate* has been developed collaboratively through a Reconciliation Action Plan Advisory Group that included Traditional Owner group representatives, local Aboriginal and Torres Strait Islander residents and workers, community leaders who champion reconciliation, as well as an internal Reconciliation Action Plan Working Group. Council's Have Your Say webpage invited community input on reconciliation throughout the development of the plan.

As part of our second Innovate Reconciliation Action Plan we have established networks that we will build on as we implement the Plan. Following endorsement by Council, the *Glen Eira Reconciliation Action Plan 2022-2024 Innovate* will be officially launched through a community celebration, and a community awareness-raising and engagement process will commence.

Community engagement will focus on key stakeholder groups including education, local business and community groups to build further interest, harness potential ideas and maximise success in the implementation of reconciliation activities.

LINK TO COUNCIL PLAN

Strategic Direction 5: A healthy, inclusive and resilient community

We support our residents to be healthy, strong and resilient and will embrace and celebrate our diverse community

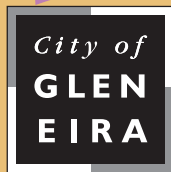
OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

The development of Council's second *Glen Eira Reconciliation Action Plan 2022-2024 Innovate* has been achieved as the result of authentic, respectful and enthusiastic collaboration between Council, Traditional Owner representatives, local Aboriginal and Torres Strait Islander residents and workers, community leaders and champions of reconciliation in our community. As we implement our Plan, we will continue to strengthen these partnerships and relationships, and in doing so, progress our reconciliation aspirations.

It is recommended that Council endorse the *Glen Eira Reconciliation Action Plan 2022-2024 Innovate*.



GLEN EIRA
CITY COUNCIL

BENTLEIGH

BENTLEIGH EAST

BRIGHTON EAST

CARNEGIE

CAULFIELD

ELSTERNWICK

GARDENVALE

GLEN HUNTLY

MCKINNON

MURRUMBEENA

ORMOND

ST KILDA EAST



GLEN EIRA RECONCILIATION ACTION PLAN MARCH 2022 – MARCH 2024 INNOVATE



THE ARTWORK

ARTIST: JARRA KARALINAR STEEL

ARTWORK: DJEEMBANA

ARTIST STATEMENT: Djeembana means “A gathering place for many special occasions for our mob to get together to barter, arrange marriages, to create dances, to pass on knowledge and to catch up with extended families and for new additions to family to be introduced”.

ARTIST BIO: Jarra Karalinar Steel is a multi-disciplinary artist known for her powerful emu engravings, poster art, large scale public installations, digital/augmented reality art, *Reconciliation Action Plan (RAP)* artwork and commemorative signage. She is of Boon Wurrung, Wemba Wemba, English and Scottish descent. Jarra completed her Master of Arts (Art in Public Space) from RMIT in 2020. She is a passionate advocate/consultant for self-representation of Kulin and Victorian First Peoples art and culture and making sure it is kept alive and thriving.

ACKNOWLEDGEMENT OF COUNTRY

Glen Eira City Council acknowledges the Boonwurrung/Bunurong and Wurrundjeri Woi Wurrung peoples of the Eastern Kulin Nation as Traditional Owners and Custodians, and pays respect to their Elders past, present and emerging. We acknowledge and uphold their continuing relationship to these lands and waterways and extend our respect to all Aboriginal and Torres Strait Islander peoples, whose sovereignty has never been ceded.

Council honours the rich histories and cultures of First Nations' peoples and recognises and values the important contributions of Aboriginal and Torres Strait Islander peoples in enriching our community. We proudly support the Uluru Statement from the Heart and are committed to supporting truth-telling as an important step on the path to reconciliation.

Through our *Reconciliation Action Plan (RAP)*, which is underpinned by the principles of self-determination, we work towards improved outcomes for current and future generations of Aboriginal and Torres Strait Islander peoples. We aim to consolidate Glen Eira as a culturally safe place for Aboriginal and Torres Strait Islander peoples to live, work and visit and acknowledge that our City resides on Country that always was and always will be, Aboriginal land.

GLEN EIRA CITY COUNCIL WOULD LIKE TO THANK:

- the Boon Wurrung Foundation for their generous guidance and support from the very beginning of our reconciliation journey
- the Bunurong Land Council Aboriginal Corporation and Wurrundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation who in 2021 were awarded Registered Aboriginal Party status for Glen Eira. We feel very fortunate for the rich cultural knowledge this brings and look forward to further developing respectful working relationships with both these Traditional Owner groups in the years ahead
- Reconciliation Australia
- Glen Eira Reconciliation Action Plan Advisory Group
- Glen Eira Reconciliation Action Plan Working Group
- First Nations' peoples and allies in the City of Glen Eira
- First Nations' peoples, businesses and organisations who have shared their culture and provided learning opportunities to our staff and community.

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RECONCILIATION ACTION PLAN MARCH 2022 – MARCH 2024 INNOVATE

I. MESSAGES OF RECONCILIATION

I.1 MESSAGE FROM THE MAYOR

It is with great pride that I present Glen Eira City Council's second *Reconciliation Action Plan (RAP)*. I believe the RAP demonstrates Council's on-going commitment to building a unified community that acknowledges Aboriginal and Torres Strait Islander peoples and values the important place they hold in our municipality.

Building on our success and learnings from our first RAP, this Plan details how we will continue to build and learn from our relationships with local Traditional Owners and Aboriginal and Torres Strait Islander residents. Importantly we will focus on providing even more ways for the whole community to better understand and connect with Aboriginal and Torres Strait Islander cultures through events, training, workshops, schools, community groups and businesses.

By increasing Glen Eira's understanding of Aboriginal and Torres Strait Islander peoples' histories and cultures, we will support the healing of past injustices and facilitate the future prosperity of Aboriginal and Torres Strait Islander peoples through employment and business opportunities.

On behalf of Council, I invite you to embrace Glen Eira's second RAP and to join us on this next important stage of our reconciliation journey.

Cr Jim Magee
Mayor, City of **Glen Eira**

I.2 MESSAGE FROM THE CEO

Council's second *Reconciliation Action Plan (RAP)* is symbolic of the strong collaboration that we have built between Council and community on this important issue. It has been an honour to witness how, by working together we have ensured that the heart of reconciliation in Glen Eira will continue to be built on a foundation of partnership, joint learning, and respect.

I would like to acknowledge the work of our Advisory Group, local community members and the First Nations' Elders, who have guided us through the development of our actions with wisdom and integrity. Thank you to the community leaders who have joined us as we have continued our journey towards a shared future. Finally, I commend the employees who champion reconciliation across Glen Eira and bring it to life through their actions and influences every day.

Council's aspirations for reconciliation will be enlivened through these actions that we have committed to for the next two years. This work belongs to everyone in Council — our staff, and our community. By working on reconciliation together, we will further establish Glen Eira as a culturally safe place for First Nations peoples to live, work and visit, with a strong and respectful community.

Rebecca McKenzie
Chief Executive Officer
Glen Eira City Council



I.3 MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia commends Glen Eira City Council on the formal endorsement of its second, *Innovate Reconciliation Action Plan (RAP)*.

Since 2006, *RAPs* have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 2.3 million people now either working or studying in an organisation with a *RAP*, the program's potential for impact is greater than ever. Glen Eira City Council continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four *RAP* types — Reflect, Innovate, Stretch and Elevate — allow *RAP* partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate *RAP* is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful *RAP* outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous *RAPs*. Learnings gained through effort and innovation are invaluable resources that Glen Eira City Council will continuously draw upon to create *RAP* commitments rooted in experience and maturity.

These learnings extend to Glen Eira City Council using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The *RAP* program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate *RAP* is an opportunity for Glen Eira City Council to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future *RAP* commitments. By enabling and empowering staff to contribute to this process, Glen Eira City Council will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Glen Eira City Council's future *RAPs* and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Glen Eira City Council on your second Innovate *RAP* and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer



RECONCILIATION ACTION PLAN MARCH 2022 – MARCH 2024 INNOVATE

I.4 MESSAGE FROM THE BOON WURRUNG FOUNDATION

Reconciliation has always been about moving forward as a unified community — acknowledging the past and looking forward to a future where we can share our traditional stories, our history and our culture in a respected way, and over the past 30 years, we have as a community moved forward on this journey together. Today, we must start to acknowledge that the next step in reconciliation is not only about respecting our First Peoples' cultures and values but integrating our First Peoples' cultures and values into our shared Australian way of life. In order to achieve this, we require more engagement with local communities.

The opportunity to work with the City of Glen Eira in developing their *Reconciliation Action Plan (RAP)*, has been a truly rewarding experience. The work we have done together as a team has shown that truly building on the value of our culture throughout the organisation, and genuine engagement has allowed us to move away from the rhetoric, to produce some really significant and meaningful outcomes that has shaped and benefited the lives of our communities.

The City of Glen Eira is located on the traditional estate of the Yaluk-ut Weelam clan of the Boon Wurrung. I believe that it is critical that, in order to work towards reconciliation, and develop a shared sense of our history, we have to first understand the soul of our country on which we live, this is the foundation on which self-determination is built.

The development of this Plan and the one before it has drawn upon the relationship between the City of Glen Eira and the First Peoples of this country, and I am confident that this will result in the building of a stronger relationship between the community and this Council that will form a benchmark for others to follow.

Womin Djeka
Gheran Steel
Chief Executive Officer
Boon Wurrung Foundation

I.5 MESSAGE FROM THE WURUNDJERI WOI WURRUNG CULTURAL HERITAGE ABORIGINAL CORPORATION

The Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation is very pleased to have begun developing a relationship with Glen Eira City Council, and we appreciate Glen Eira Council reaching out to us, and giving us the opportunity to provide input into this Reconciliation Action Plan. This is the beginning of what we hope will be a positive and mutually beneficial relationship that we can continue to build on into the future.

There is great wisdom to be found in the traditional culture of all First Nations people, and the knowledge of Wurundjeri, Woi Wurrung people with their understanding of the local environmental and cultural significance of the area provides a deeper layer of connection to all those who now make Glen Eira their home. Reconciliation, at its heart is about respect. Understanding the issues faced by First Nation peoples since colonisation, and the resilience shown by them to survive should give us all reason to pause and reflect, and having done so, to continue to strive for true reconciliation and a future that offers First Nation peoples the same opportunities afforded to other Australians.

**“Walk softly on the land
as it holds the stories of
our grandmothers”**

Dr Japanangka Errol West PhD, Bunurong Elder and internationally recognised poet and scholar

Glen Eira City Council wishes to thank proud Bunurong woman Jillian West for her kind permission to publish her father's words and we look forward to working together to develop a poetry competition for school students in his honour.



RECONCILIATION ACTION PLAN MARCH 2022 – MARCH 2024 INNOVATE

2. OUR VISION FOR RECONCILIATION

Glen Eira City Council's vision for reconciliation is for a unified, respectful and thriving community that embraces Australia's First Peoples for their experiences of the past, their resilience in the present and their aspirations for the future.

Council will achieve this vision by:

- > acknowledging the special relationship Aboriginal and Torres Strait Islander peoples have as the Traditional Owners of this land;
- > creating an inclusive and engaged community where Aboriginal and Torres Strait Islander peoples feel culturally safe;
- > increasing understanding of past injustices and their current impact on Aboriginal and Torres Strait Islander peoples to facilitate healing to move closer to a unified community with a shared future; and
- > appreciating and celebrating Aboriginal and Torres Strait Islander peoples cultures, histories and heritage, and the unique contribution it offers to the diversity of Glen Eira.

3. OUR BUSINESS

Glen Eira City Council is a metropolitan area-based, representative local government located in the south east region of Melbourne. As a Council, we deliver many different services to people who live, work and visit our municipality. This includes the delivery of a range of community and health services, and the management of local community infrastructure and assets.

A snapshot of the services we deliver includes:

- > planning and building services such as land use regulation, economic development, place-making and urban design;
- > transport and infrastructure services such as footpaths, traffic, roads management and parking;
- > municipal health planning, monitoring of food safety and public health, delivery of immunisation and maternal and child health services;
- > community services including family, children and youth services, disability services, community planning and engagement, and home and community care;
- > waste management services, environmental sustainability programs including greenhouse gas emissions and natural resource management;
- > recreation, sport and leisure services including parks, open spaces, community spaces and places;
- > arts, culture, library services, history and heritage; and
- > domestic animal management, local laws and emergency management services.



Council employs 1528 people in total – 438 full time, 448 part time and 642 casual staff. (June 2020). We are aware there are currently at least two First Nations' employees and work continuously to ensure the organisation is a culturally safe environment so others may identify if they choose.

Glen Eira is committed to increasing, supporting and celebrating the diversity of our staff. We actively encourage applications from Aboriginal and Torres Strait Islander candidates for all vacant positions. The organisation wants to ensure that the diverse abilities, skills, languages, cultures and backgrounds of our employees are recognised, respected and valued.

4. OUR COMMUNITY

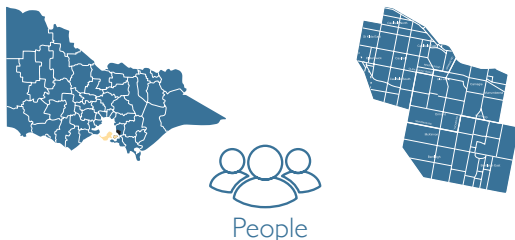







Glen Eira covers an area of 39 square kilometres in the inner south east region of metropolitan Melbourne and is estimated to be home to 158,216 people (Nov 2021). The municipality includes the suburbs of Bentleigh, Bentleigh East, Carnegie, Caulfield, Elsternwick, Gardenvale, Glen Huntly, McKinnon, Murrumbeena, Ormond and parts of Brighton East and St Kilda East.

The main municipal office of Glen Eira City Council is the Town Hall located on the corner of Hawthorn and Glen Eira Roads, Caulfield and another office is located at 840 Dandenong Road, Caulfield. Council also operates various service sites across the City, including four libraries; seven maternal and child health services; five senior citizen centres; three early childhood centres; one residential aged care facility; 68 independent living units; two sport and recreational facilities; two aquatic facilities; a works depot; a social support service; a parks service; and numerous sports pavilions, parks and community spaces.

The suburbs of Glen Eira have defined identities, neighbourhoods and 'villages' that are connected with leafy, tree lined streets and spacious streetscapes. People who live in Glen Eira tell us it is a great place to live and to raise a family. The residents of Glen Eira are diverse and span a wide range of cultures, household types and ages. There are 63,665 (2020) households with the most common type being couples with children. The most common countries of birth outside Australia are China, India, England, South Africa and Israel. Almost 17 per cent of Glen Eira's population identify as Jewish which is the largest Jewish population in Australia.

RECONCILIATION ACTION PLAN MARCH 2022 – MARCH 2024 INNOVATE

4.1 ABORIGINAL AND/OR TORRES STRAIT ISLANDER RESIDENTS IN GLEN EIRA

VICTORIA		GLEN EIRA		VICTORIA		GLEN EIRA	
 <p>People</p>				47,787	Population	552	
				49.8 : 50.2	Male : Female %	49.8 : 50.2	
				23	Median age	27	
				23,677	Private dwellings	357	
				3	Average people per household	2.6	
 <p>Employment</p> <p>People who reported being in the labour force, aged 15 years and over</p> <p>JOBS</p>				50%	Worked full time	59.4%	
				29.6%	Worked part time	24.3%	
				6.3%	Away from work	8.3%	
				14%	Unemployed	8%	
				OWNED OUTRIGHT 		Victoria	14.2%
						Glen Eira	14.8%
				OWNED WITH A MORTGAGE 		Victoria	29.1%
						Glen Eira	16.5%
				RENTED 		Victoria	51.7%
Glen Eira	64.4%						
				OTHER TENURE TYPE 		Victoria	0.8%
						Glen Eira	0.9%
				TENURE TYPE NOT STATED 		Victoria	4.1%
Glen Eira	3.4%						
\$1,200	Median weekly household income	\$1,897					
\$1,517	Median monthly mortgage	\$2,200					
\$261	Median weekly rent	\$392					

Glen Eira, Victoria and Australia comparison 2016 census data source:

https://quickstats.censusdata.abs.gov.au/census_services/getproduct/census/2016/quickstat/ILOC20101003



RECONCILIATION ACTION PLAN MARCH 2022 – MARCH 2024 INNOVATE

5 OUR RECONCILIATION JOURNEY

Glen Eira City Council recognises the important role it plays as an employer and as a community leader to build respectful relationships between Aboriginal and Torres Strait Islander peoples and the broader Australian community.

Momentum on Council's commitment and focus on reconciliation had been building since 2015 and in the following year, a *Reconciliation Policy* was developed which included an implementation plan. This provided a basis for Glen Eira to demonstrate its respectful intent and openness to learning and understanding and an ongoing approach. It enabled relationships between Traditional Owners and Council to grow and introduced us to local Aboriginal and Torres Strait Islander workers, groups and organisations.

In 2017, Glen Eira began developing its first *Reflect Reconciliation Action Plan (RAP)* and upon submitting the first draft to Reconciliation Australia were proud to learn the work that had been put in to date would allow us to start at the second Innovate. Perhaps 'work' is not quite the right word as it has been a joy and a privilege to develop these relationships and experience the rich cultural heritage Aboriginal and Torres Strait Islander peoples have generously shared with Council and the Glen Eira community.

Council's *RAP* receives unanimous support from Councillors and the executive management team. The *RAP* is internally championed by the Chief Transformation Officer who oversees and promotes Council's reconciliation efforts across the organisation. In addition, the development of the *RAP* has been led by two key groups: a *RAP* Working Group and a *RAP* Advisory Group.



5.1 RAP WORKING GROUP

The RAP Working Group is an internal group comprised of staff from key business units across Council whose purpose is to champion and oversee the practical development of the Reconciliation Action Plan and

influence reconciliation across the organisation and community. This group is led by the Chief Transformation Officer who is our RAP Champion.

RECONCILIATION ACTION PLAN WORKING GROUP MEMBERS

POSITION	DEPARTMENT
Aboriginal Community Officer*	Community Development
Branch Leader – Carnegie Library	Libraries, Arts and Culture
Chief Transformation Officer – RAP Champion	Transformation and Corporate Performance
Co-ordinator Diversity and Inclusion	Community Development
Co-ordinator Media and Communications	Customer and Communications
Co-ordinator, Traffic, Parking and Safety*	Community Safety and Compliance
Human Resources Business Partner	People and Culture
Manager Climate and Sustainability	Climate and Sustainability
Manager Procurement and Contracts	Finance
Recreation Development Co-ordinator	Recreation and Open Space
Team Leader Arts and Culture	Libraries, Arts and Culture
Team Leader Family Day Care	Family, Children and Youth Services
Youth Development Officer	Family, Children and Youth Services

* Denotes Aboriginal and/or Torres Strait Islander Representative

Glen Eira hopes to increase Aboriginal and Torres Strait Islander representation in this Group as more Aboriginal and Torres Strait Islander people join Council's workforce.

RECONCILIATION ACTION PLAN MARCH 2022 – MARCH 2024 INNOVATE

5.2 RAP ADVISORY GROUP

The RAP Advisory Group is a community led group comprised of Aboriginal and Torres Strait Islander Traditional Owners, local Aboriginal and Torres Strait Islander residents and workers and community leaders whose purpose is to:

- > provide advice, guidance and recommendations to the internal RAP Working Group;
- > provide links with key community sectors; and
- > approve the RAP at key stages of development.

There are eleven Aboriginal and Torres Strait Islander people who are active participants in the RAP Advisory Group including an honorary member whom we consult with at key stages, and a Council officer.

RECONCILIATION ACTION PLAN ADVISORY GROUP MEMBERS

NAME	ROLE
Aunty Lyn Maher*	Boonwurrung Traditional Owner
Jillian West*	Bunurong Traditional Owner
Elder*	Wurundjeri Woi Wurrung Traditional Owner
Uncle Greg Muir*	Resident, Artist and Performer
Belinda Duarte*	Resident, CEO of Culture is Life
Bayley Mifsud*	Indigenous Engagement Lead, Officeworks
Eden Thomas*	Student at Glen Eira College
Wayne Davis	Wellbeing Co-ordinator, Bentleigh Secondary College
Rabbi Ralph Genende OAM	Senior Rabbi and Manager, Jewish Life at Jewish Care, Victoria
Samantha Kolasa	CEO, Glen Eira Kindergarten Association
Anaru August	Resident, business owner
Megan Kelleher*	Resident, Vice Chancellor's Indigenous Pre-Doctoral Fellow - RMIT
Tyson Yunkaporta*	Resident, Senior Research Fellow at Deakin Research
Zach Martin-Dennis*	Program Manager, Aboriginal Engagement, DJPR
Amy Moore	Co-ordinator Diversity and Inclusion, Glen Eira City Council
Melissa Bickford*	Aboriginal Community Officer, Glen Eira City Council

* Denotes Aboriginal and Torres Strait Islander Representative.



Council would like to acknowledge and thank past members of the *RAP* Advisory and *RAP* Working Groups for their role in Glen Eira's reconciliation journey.

The two reconciliation groups were established in 2017 and have interlinked to develop the *RAP* jointly. The Advisory Group developed the recommendations while the Working Group considered resourcing and capacity to deliver on the recommendations.

The enthusiasm and commitment of these groups has continued to provide Council with a solid and sustainable *RAP* governance model that will meet future commitments to cultural learning, cultural protocols and lead more proactively toward Aboriginal and Torres Strait Islander employment.

Council has also continued to work collaboratively with local Traditional Owners – the Boonwurrung, through the reconciliation development process, which, together with advice from Traditional Owners who have Registered Aboriginal Party status for our municipality, will, moving forward, inform and guide our reconciliation implementation.

Council will also continue to work and consult broadly with other Aboriginal and Torres Strait Islander stakeholders and networks including Aboriginal Community Controlled Organisations.

In developing this Reconciliation Action Plan, the Glen Eira community was kept informed online through Council's community engagement portal — Have Your Say — and through the Glen Eira News.

In addition to online engagement, we consulted with a range of community members, employees and agencies through face-to-face discussions and considered their views and feedback on the best ways to continue to work together for reconciliation in Glen Eira.



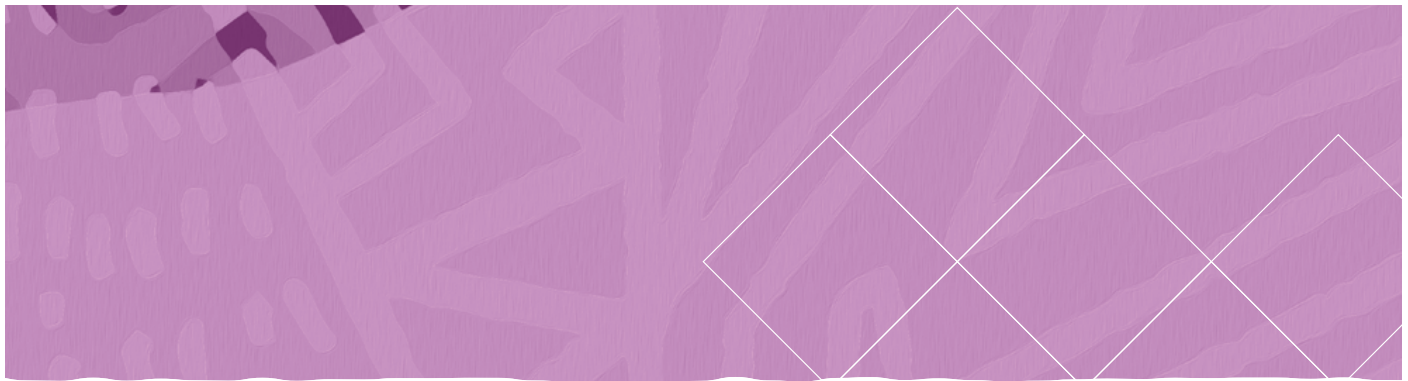
RECONCILIATION ACTION PLAN MARCH 2022 – MARCH 2024 INNOVATE

5.3 OUR ACHIEVEMENTS TO DATE

Prior to the first *Reconciliation Action Plan (RAP)*, Council had successfully built its partnerships and reconciliation activities over time with Elders delivering a Welcome to Country and staff providing an Acknowledgement of Country at key meetings and events. There was greater recognition of Australia's First Nations at Citizenship Ceremonies and a Memorandum of Agreement was signed between the Traditional Owners represented by the Boon Wurrung Foundation and Council. Aboriginal and Torres Strait Islander cultures, histories and heritage was acknowledged and celebrated during National Reconciliation Week and NAIDOC Week as well as Glen Eira's Storytelling Festival and Indigenous Literacy Day. Signage in our parks and open spaces was expanded and our Kulin Nation Interpretative Trail at beautiful Mallanbool Reserve enjoyed increased promotion.

Since launching Council's first Innovate RAP in October 2018 we have maintained or increased these activities and achieved quite a bit more including:

- > development of a cultural learning training plan with a communications and engagement plan
- > participation in a wider range of events such as The Long Walk, Close the Gap and Remembrance Day
- > engagement of staff through distributing an Aboriginal and Torres Strait Islander significant dates calendar, a Knowledge Hour for National Sorry Day and Workplace Facebook posts
- > flags have been erected at Town Hall in the main entrance, garden entrance and Council chambers
- > indigenous Hip Hop workshop held in partnership at Bentleigh Secondary College
- > recruitment of an Aboriginal Community Officer to oversee and support implementation of the Reconciliation Action Plan
- > cultural awareness training for: Councillors and Executive Management Team; RAP Advisory and Working Groups; and all Council staff.
- > implementation and communication of an Aboriginal and Torres Strait Islander Cultural Protocols document including a launch.
- > Indigenous Cultural and Intellectual Property training with Terri Janke with participation from Stonnington, Bayside and Kingston Councils.
- > staged the Koorie Chill Out, a January 26 family event featuring a Welcome to Country and Smoking Ceremony, music, cultural dance, activities for children and free barbecue dinner



- > successful participation Party in the Park Sustainability event with Aboriginal cultural activities
- > staged Louisa Briggs Day – in celebration of important Boon Wurrung ancestor including an Award to an inspiring local resident working towards reconciliation
- > held a You Can't Ask That National Reconciliation Week internal staff event with prominent Indigenous panellists and a video of Council staff talking about what reconciliation meant to them – including CEO and Director of Community Wellbeing.
- > IndigiNerd online youth event discussing Indigenous representation in popular culture
- > Glen Eira College commenced the new year with a Welcome to Country and Smoking Ceremony for the whole school
- > Caulfield and District Netball Association held their first ever Indigenous Round
- > increased support for local Family Day Care, Early Learning Centres and schools in their own reconciliation journeys.
- > Aboriginal and Torres Strait Islander content included in Seniors publications
- > Indigenous History Report of Glen Eira near completion will be used as the basis for future engagement activities including worksheets, markers and a Walking Tour app.
- > in 2021, Glen Eira won a HART *Helping Achieve Reconciliation Together* Award for the project 26 January – a First Nation's perspective. The HART Awards are a partnership between the Victorian Local Governance Association and Reconciliation Victoria, to recognise initiatives that make a real difference in their community by contributing to local reconciliation outcomes.

We have gained some valuable learnings we will use as a basis for improvement moving forward including ensuring all staff and community members understand and appreciate the many and varied demands placed upon Traditional Owners and accommodate these into their scheduling.

We now have a greater insight into the different levels of knowledge our staff and community have regarding Aboriginal and Torres Strait Islander peoples, cultures, protocols, histories and heritage and will adapt our communications accordingly.

And we have discovered how effective it can be when seeking to engage our community in learning about Aboriginal and Torres Strait Islander cultures, histories and heritage, to focus on the very ground beneath their feet and the people who have lived here and currently live here in the municipality and hear their stories. It is a great starting point to ensure people appreciate that Aboriginal and Torres Strait Islander people are here now.

COVID-19 also provided us with some challenges as we adapted our operation to an online environment. We actually found more people may attend meetings and events when they are online and we will continue to include online options whilst keeping in mind how social Aboriginal and Torres Strait Islander people are and how especially for anyone elderly or infirm, social interaction is very important.





RECONCILIATION ACTION PLAN MARCH 2022 – MARCH 2024 INNOVATE

6. The Reconciliation Action Plan (RAP)

This new Reconciliation Action Plan seeks to further establish Glen Eira as a culturally safe place to live, work and visit.

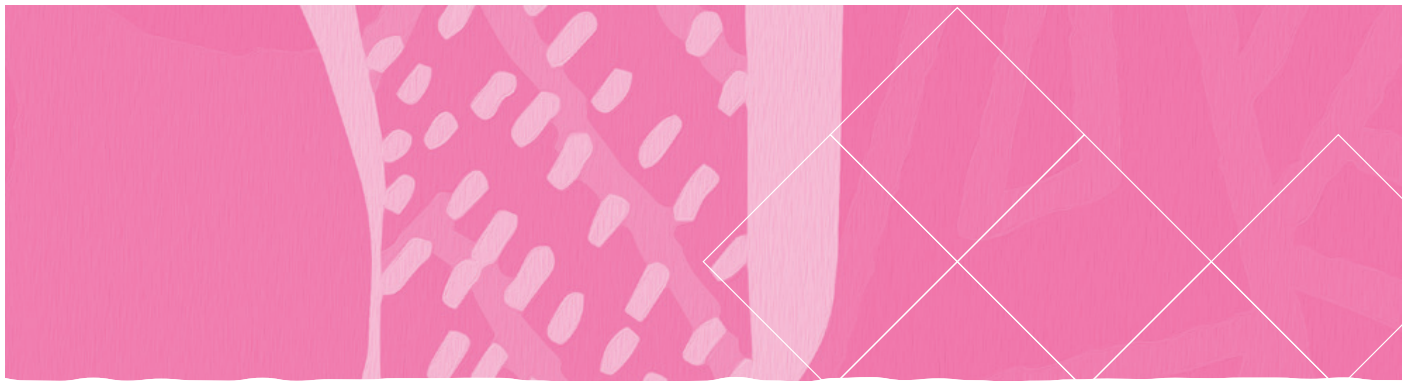
Council's intent with this second Innovate RAP is to consolidate and build upon the internal work achieved to date, take on board the learnings gained to improve our effectiveness, and to focus on increasing our community impact and reach.

It details how we will further strengthen relationships with local Traditional Owners and Aboriginal and Torres Strait Islander residents and our wider community. It also outlines how we will actively support schools, workplaces, service providers, community groups and individuals to participate in Council's vision for reconciliation, seeking to educate and promote opportunities to potential RAP partners within Glen Eira.

The RAP has a strong focus on Aboriginal and Torres Strait Islander employment and businesses opportunities and Council hopes these will empower and improve economic and social outcomes for Aboriginal and Torres Strait Islander peoples.

Most importantly, this RAP is underwritten by the principles of self-determination with First Nations' representatives guiding its development and implementation.

We present Glen Eira City Council's Reconciliation Action Plan Innovate March 2022–March 2024.



6.1 RELATIONSHIPS

Building strong relationships between Aboriginal and Torres Strait Islander peoples and our local community is a critical part of Council's approach to reconciliation. We value the communications and engagement opportunities being close to community brings and understand the responsibility we have to build and support respectful, meaningful and sustainable partnerships through purposeful listening, understanding and empathy.



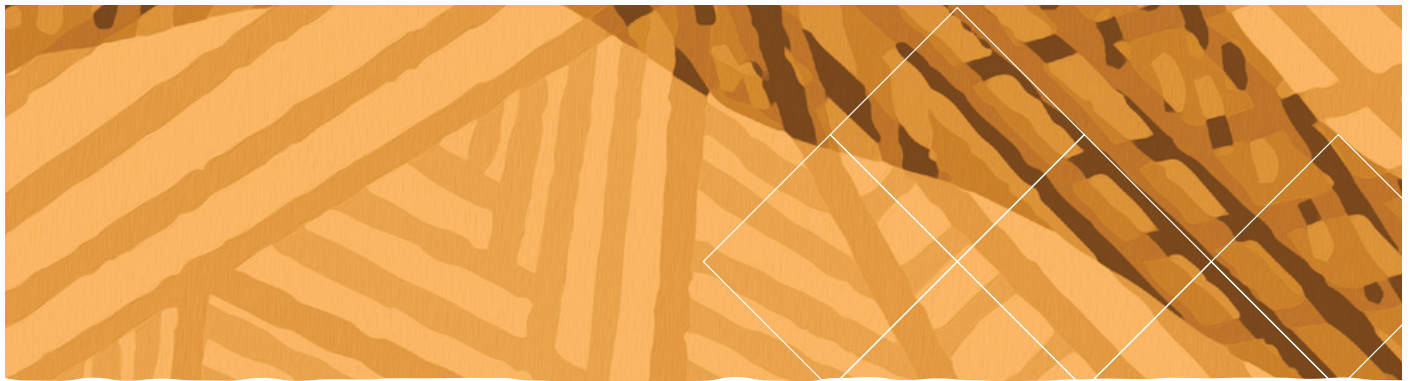
Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	April 2022	Co-ordinator Diversity and Inclusion Aboriginal Community Officer
	1.2 Review and update engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations, increase our stakeholders and implement plan.	May 2022	Aboriginal Community Officer
	1.3 Develop a Glen Eira (municipality-wide) Aboriginal and Torres Strait Islander Staff Network to provide a culturally safe space to build confidence, share experiences and support each other.	June 2022	Aboriginal Community Officer
	1.4 Glen Eira (municipality-wide) Aboriginal and Torres Strait Islander Staff Network to meet quarterly to hear inspiring guest speakers, network and undertake professional development opportunities.	August and November 2022 February, May, August and November 2023 February 2024	Aboriginal Community Officer
2. Build relationships with non-Aboriginal and Torres Strait Islander stakeholders and organisations to broaden the reach of RAP work throughout the municipality.	2.1 Continue to develop relationships with local schools, businesses, community groups and religious groups to provide guidance on ways to increase respect for and inclusion of Aboriginal and Torres Strait Islander peoples.	June 2022 and 2023	Aboriginal Community Officer

RECONCILIATION ACTION PLAN MARCH 2022 – MARCH 2024 INNOVATE

6.1 RELATIONSHIPS



Action	Deliverable	Timeline	Responsibility
3. Build relationships through celebrating <i>National Reconciliation Week (NRW)</i> .	3.1 Circulate Reconciliation Australia's <i>NRW</i> resources and reconciliation materials to our staff.	May 2022 and 2023	Manager Customer and Communications
	3.2 <i>RAP</i> Working Group members to participate in an external <i>NRW</i> event.	27 May - 3 June 2022 and 2023	Chief Transformation Officer – <i>RAP</i> Champion Aboriginal Community Officer
	3.3 Encourage and support <i>RAP</i> Advisory Group members, staff and senior leaders to participate in at least one internal and/or external event to recognise and celebrate <i>NRW</i> .	27 May - 3 June 2022 and 2023	Chief Transformation Officer – <i>RAP</i> Champion CEO
	3.4 Organise at least one internal and one external <i>NRW</i> event each year.	27 May - 3 June 2022 and 2023	Manager Libraries, Arts and Culture Aboriginal Community Officer Chair, Reconciliation Champions League
	3.5 Register all our <i>NRW</i> events on Reconciliation Australia's <i>NRW</i> website, with Reconciliation Victoria for their eNews and Facebook and Council's website and Facebook.	May 2022 and 2023	Team Leader, Arts and Culture
	3.6 Create an <i>NRW</i> supplement for the May editions of the <i>Glen Eira News</i> publication.	February 2023 and 2024	Aboriginal Community Officer Manager Customer and Communications
	3.7 Encourage Glen Eira businesses and service providers to acknowledge <i>National Reconciliation Week</i> and support with Reconciliation Australia resources.	April 2022 and 2023	Aboriginal Community Officer



6.1 RELATIONSHIPS



Action	Deliverable	Timeline	Responsibility
4. Promote reconciliation through our sphere of influence.	4.1 Develop a Reconciliation Champions League to assist to implement strategies to engage our staff in reconciliation.	March 2022	Aboriginal Community Officer
	4.2 Communicate our commitment to reconciliation publicly through the launch of our new <i>RAP</i> and at community events throughout each year:	April, May, June, July, August and November 2022	Aboriginal Community Officer
		January, May, June, July, August and November 2023	Manager Customer and Communications
		January 2024	
	4.3 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes through cultural learning opportunities and encouraging participation in our calendar of events and activities.	February 2023 and 2024	Aboriginal Community Officer
			Chair <i>RAP</i> Advisory Group Chair <i>RAP</i> Champions League
	4.4 Collaborate with <i>RAP</i> and other like-minded organisations to develop ways to advance reconciliation including through <i>Glen Eira News</i> articles highlighting their work.	May, August, November, February 2022 and 2023	Aboriginal Community Officer Manager Customer and Communications
	4.5 Stage a family-friendly community event (pending COVID restrictions) to recognise the significance of the date to First Nations peoples and to promote understanding, respect and reconciliation on 26 January.	January 2023 and 2024	Aboriginal Community Officer Manager Libraries, Arts and Culture
	4.6 Stage a free, family-friendly event (pending COVID restrictions) to honour an ancestor of the Boonwurrung, including an Award Program for contributing to reconciliation in the municipality.	November 2022 and 2023	Aboriginal Community Officer Team Leader Community Development

RECONCILIATION ACTION PLAN MARCH 2022 – MARCH 2024 INNOVATE

6.1 RELATIONSHIPS



Action	Deliverable	Timeline	Responsibility
4. Promote reconciliation through our sphere of influence. (Continued)	4.7 Develop a poetry competition in honour of Dr Japanangka Errol West PhD, Bunurong Elder and internationally recognised poet.	October 2022	Aboriginal Community Officer Bunurong Land Council Aboriginal Corporation
	4.8 Develop a program/activity to honour a Wurrundjeri Woi Wurrung ancestor.	October 2022	Aboriginal Community Officer Wurrundjeri Woi Wurrung
	4.9 Ensure continued inclusion of Aboriginal and Torres Strait Islander cultural activities in Council's key mainstream festivals and events including the <i>Storytelling Festival</i> , <i>Seniors Festival</i> and <i>Party in the Park</i> .	July, October 2022, February, March, July, October 2023, February, March 2024	Aboriginal Community Officer Manager Libraries, Arts and Culture and Coordinator Diversity and Inclusion
	4.10 Design a newsletter template with different headers for the RAP Advisory and Working Groups, RAP Champions League, Glen Eira Aboriginal Staff Network and interested local community members and send occasionally to maintain engagement.	September 2022	Aboriginal Community Officer Manager Customer and Communications
	4.11 Work collaboratively with other councils, to investigate re-establishing the LGPro Indigenous Special Interest Group.	February 2023	Aboriginal Community Officer
	4.12 Invite other RAP organisations in the City of Glen Eira to work collaboratively to promote each other's RAP activities and events.	January 2023	Aboriginal Community Officer



6.1 RELATIONSHIPS



Action	Deliverable	Timeline	Responsibility
5. Promote positive race relations through anti-discrimination strategies.	5.1 Conduct a review of HR policies and procedures through an Aboriginal and Torres Strait Islander lens to identify existing anti-discrimination provisions, and future needs.	February 2023	Executive Manager People and Culture Aboriginal Community Officer
	5.2 Review, maintain and communicate the Council's <i>Harrassment, Discrimination and Vilification Policy</i> for our organisation.	September 2022	Aboriginal Community Officer Co-ordinator Diversity and Inclusion
	5.3 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our <i>Anti-Discrimination Policy</i> .	October 2022	Aboriginal Community Officer
	5.4 Educate senior leaders on the effects of racism through <i>GECC Matters</i> and as part of a senior leadership meeting.	November 2022	Chief Transformation Officer – RAP Champion Aboriginal Community Officer
	5.5 Continue support for the <i>Racism It Stops With Me</i> and <i>Wield Words Wisely</i> campaigns and the Victoria Equal Opportunity and Human Rights Commission Community Reporting Racism tool.	December 2022 and 2023	Co-ordinator Diversity and Inclusion Co-ordinator Youth Services Community Safety and Social Policy Officer
	5.6 Write an article for the <i>Glen Eira News</i> including stories from local community members with lived experience of the impacts of racism and suggested actions to take to stand against racism.	October 2022	Aboriginal Community Officer Manager Customer and Communications
	5.7 Develop a social media campaign with stories from local community members with lived experience of the impacts of racism and suggested actions to take to stand against racism.	September 2022	Aboriginal Community Officer Manager Customer and Communications

RECONCILIATION ACTION PLAN MARCH 2022 – MARCH 2024 INNOVATE

6.2 RESPECT

Respect is a core value of Council and we embrace the responsibility to model respect in the community. We will acknowledge injustices, as well as honour and celebrate the rich cultures, histories and heritage of Aboriginal and Torres Strait Islander peoples. We will create opportunities to engage in cultural learning and re-learning, so our staff and community can understand and feel pride in reconciliation.



Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	6.1 Conduct an annual review of cultural learning needs within our organisation.	April 2022 and 2023	Aboriginal Community Officer
	6.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	May 2022 and 2023	Aboriginal Community Officer Chair RAP Advisory Group
	6.3 Revise, implement and communicate a cultural learning strategy for our staff.	June 2022 and 2023	Aboriginal Community Officer
	6.4 Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	May, August, November 2022 and 2023 February 2023 and 2024	Aboriginal Community Officer
	6.5 Collaborate with the National Trust to develop a program of community engagement opportunities at Ripponlea property focusing on Aboriginal cultural heritage.	September 2023	Aboriginal Community Officer Manager Recreation and Open Space
	6.6 Embed Aboriginal and Torres Strait Islander cultures, histories and knowledge into Council's sustainability strategies and plans.	May 2022 and 2023	Manager Climate and Sustainability Manager Recreation and Open Space
	6.7 Glen Eira Youth Services to partner with local Aboriginal and Torres Strait Islander leaders to develop a term-based program where young Glen Eira residents will learn about cultural awareness and safety, privilege and leadership. The program will serve to spark an interest and awakening into Aboriginal and Torres Strait Islander cultures as well as build skills in reflection and personal development.	October 2022	Co-ordinator Youth Services



6.2 RESPECT



Action	Deliverable	Timeline	Responsibility
6.8	Glen Eira Youth Services to develop a podcast series including lived experience stories from inspiring young Aboriginal and Torres Strait Islander role models from a variety of fields and backgrounds.	February 2023	Co-ordinator Youth Services
6.9	Manage the completion of the second phase of the <i>Glen Eira First People's History Report</i> .	December 2022	Manager Libraries, Arts and Culture
6.10	Create and promote new publications and web content from the content in the <i>Glen Eira First People's History Report</i> .	December 2022	Co-ordinator History and Heritage Manager Customer and Communications
6.11	Utilise the findings from the <i>Glen Eira First People's History Report</i> to investigate the development of interpretive markers.	December 2023	Co-ordinator History and Heritage
6.12	Utilise the findings from the <i>Glen Eira First People's History Report</i> to develop an online Traditional Owner's walking tour as part of the <i>Glen Eira Walking Tours</i> app.	December 2023	Co-ordinator History and Heritage
6.13	Create an Aboriginal and Torres Strait Islander significant days poster and distribute to community groups, schools etc.	December 2022 and 2023	Manager Customer and Communications





RECONCILIATION ACTION PLAN MARCH 2022 – MARCH 2024 INNOVATE

6.2 RESPECT



Action	Deliverable	Timeline	Responsibility
7. Investigate opportunities to address cultural safety in the City of Glen Eira	7.1 Undertake a staff survey to understand current levels of cultural safety within the workplace.	May 2022	Aboriginal Community Officer Executive Manager People and Culture
	7.2 Use cultural safety levels staff survey data to understand needs and experiences of Aboriginal and Torres Strait Islander team members, and to inform changes.	July 2022	Aboriginal Community Officer
	7.3 Review feedback mechanisms for community members to express cultural concerns and adjust as required, and communicate the mechanisms to express cultural concerns.	April 2023	Aboriginal Community Officer
	7.4 Research best practice and principles that support cultural safety in the workplace	August 2022	Aboriginal Community Officer
8. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	8.1 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	October 2022 and 2023	Aboriginal Community Officer
	8.2 Review, update and communicate our <i>Aboriginal and Torres Strait Islander Cultural Protocols</i> document.	October 2022	Aboriginal Community Officer Open Space
	8.3 Continue to ensure a local Traditional Owner or Custodian is invited to provide a Welcome to Country or other appropriate cultural protocol at significant events throughout each year, including <i>National Reconciliation Week</i> , and Australian Citizenship Ceremonies.	Ongoing 2022 and 2023	Aboriginal Community Officer Co-ordinator Councillor Business
	8.4 Continue to ensure an Acknowledgement of Country or other appropriate protocols are included at the commencement of important meetings.	Ongoing 2022 and 2023	Chief Transformation Officer – RAP Champion Co-ordinator Councillor Business



6.2 RESPECT



Action	Deliverable	Timeline	Responsibility
9. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating <i>NAIDOC Week</i> .	9.1 <i>RAP</i> Working Group to participate in an external <i>NAIDOC Week</i> event.	First week in July 2022 and 2023	Chief Transformation Officer – <i>RAP</i> Champion
	9.2 Review HR policies and procedures to remove barriers to staff participating in <i>NAIDOC Week</i> .	May 2022	Manager People and Culture
	9.3 Promote and encourage participation in external <i>NAIDOC</i> events to all staff.	First week in July 2022 and 2023	Co-ordinator Diversity and Inclusion Manager Customer and Communications
	9.4 Organise at least one internal <i>NAIDOC Week</i> event	First week in July 2022 and 2023	Aboriginal Community Officer
	9.5 Organise at least one external <i>NAIDOC Week</i> event	First week in July 2022 and 2023	Manager Libraries, Arts and Culture
	9.6 Support and promote <i>NAIDOC Week</i> events held within our community by our stakeholders	First week in July 2022 and 2023	Aboriginal Community Officer

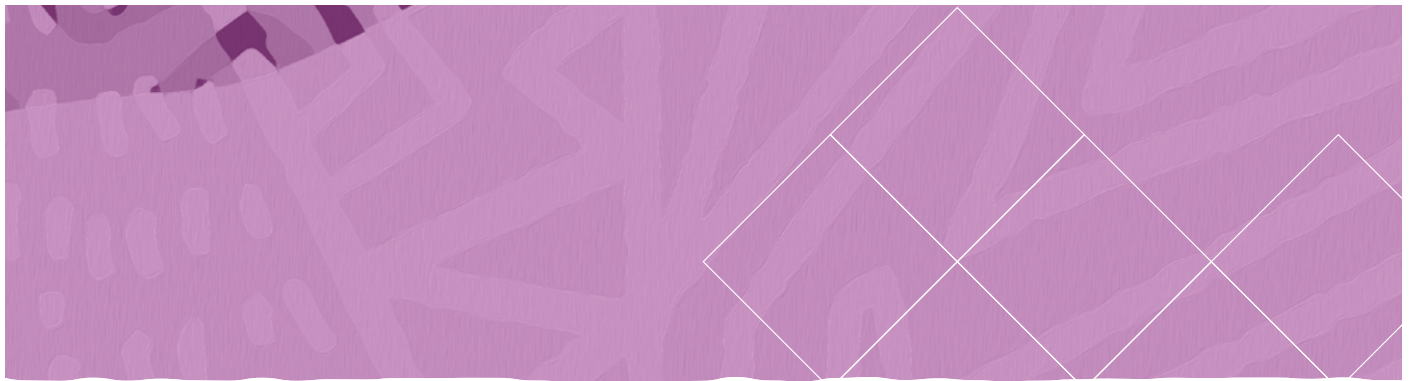
RECONCILIATION ACTION PLAN MARCH 2022 – MARCH 2024 INNOVATE

6.3 OPPORTUNITIES

It is important to Council and its delivery of services to develop employment, procurement and partnership opportunities with Aboriginal and Torres Strait Islander peoples, organisations and communities. We are enriched by the skills, innovation and knowledge Aboriginal and Torres Strait Islander peoples can offer and understand the impact of opportunities to empower and improve economic and social outcomes.



Action	Deliverable	Timeline	Responsibility
I0. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	I0.1 Build on our understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities and seek guidance and advice from Aboriginal and Torres Strait Islander people in this space if needed.	February 2023	Manager People and Culture
	I0.2 Engage with Aboriginal and Torres Strait Islander staff and experienced Aboriginal and Torres Strait Islander employment specialists to consult on our recruitment, retention and professional development strategy.	April 2023	Executive Manager People and Culture Aboriginal Community Officer
	I0.3 Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy in collaboration with experienced Aboriginal and Torres Strait Islander employment specialists.	June 2023	Executive Manager People and Culture Aboriginal Community Officer
	I0.4 Continue to advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	July and December 2022 and 2023	Manager People and Culture
	I0.5 Review HR and recruitment procedures and policies through an Aboriginal and Torres Strait Islander lens and remove barriers to Aboriginal and Torres Strait Islander participation in our workplace if necessary.	October 2023	Manager People and Culture
	I0.6 Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	July 2022	Manager People and Culture



6.3 OPPORTUNITIES



Action	Deliverable	Timeline	Responsibility
	I0.7 Encourage local businesses to consider employing Aboriginal and Torres Strait Islander staff by outlining the benefits and providing success stories through Council's business support network communications.	February 2023	Aboriginal Community Officer Strategic Economic Development Officer
	I0.8 Develop and promote a resource through Council's business support network communications to assist local businesses to become culturally safe workplaces to attract Aboriginal and Torres Strait Islander candidates.	August 2022	Aboriginal Community Officer Strategic Economic Development Officer
	I0.9 Provide information and support through Council's business support network communications to local businesses looking to recruit, retain and develop Aboriginal and Torres Strait Islander staff.	February 2023	Aboriginal Community Officer Strategic Economic Development Officer

RECONCILIATION ACTION PLAN MARCH 2022 – MARCH 2024 INNOVATE

6.3 OPPORTUNITIES



Action	Deliverable	Timeline	Responsibility
I 1. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	I 1.1 Develop and implement an <i>Aboriginal and Torres Strait Islander Procurement Strategy</i> .	December 2023	Co-ordinator Procurement and Contracts
	I 1.2 Investigate Supply Nation membership.	August 2022	Co-ordinator Procurement and Contracts
	I 1.3 Explore opportunities to collaborate with Kinaway (Victorian Indigenous Chamber of Commerce) to showcase Victorian Aboriginal and Torres Strait Islander businesses.	October 2023	Aboriginal Community Officer
	I 1.4 Encourage and support Aboriginal and Torres Strait Islander businesses with information sessions on Council's procurement and tendering process.	July 2022 and 2023	Co-ordinator Procurement and Contracts Aboriginal Community Officer
	I 1.5 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	September 2023 and 2021	Aboriginal Community Officer
	I 1.6 Review procurement practices through an Aboriginal and Torres Strait Islander lens and update to remove any barriers identified to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	September 2023	Aboriginal Community Officer Co-ordinator Procurement and Contracts RAP Advisory Group
	I 1.7 Continue to develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	April 2022, April 2023	Co-ordinator Procurement and Contracts



6.4 GOVERNANCE



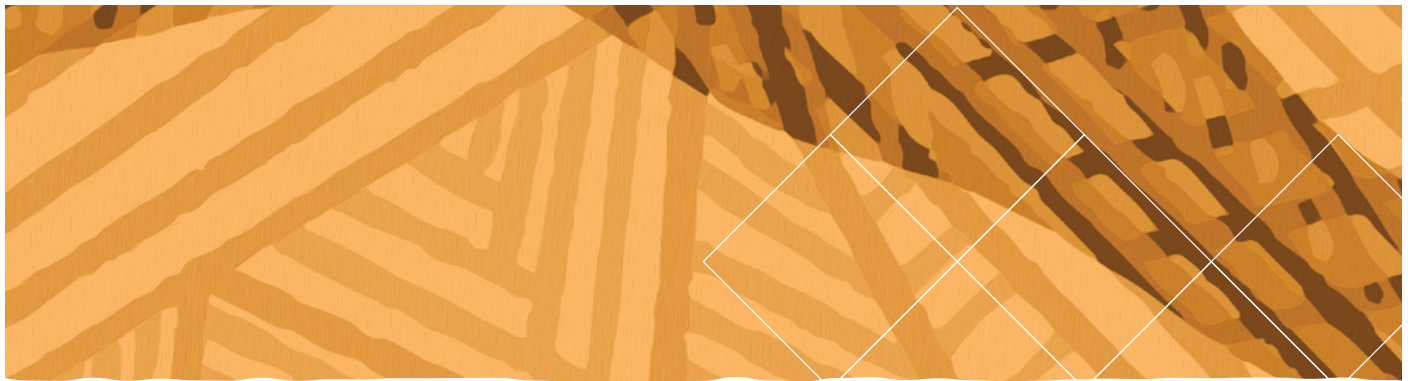
Action	Deliverable	Timeline	Responsibility
I2. Maintain an effective RAP Working group (RWG) to drive governance of the RAP.	I2.1 Actively recruit for and maintain Aboriginal and Torres Strait Islander representation on the RWG.	January 2023 and 2024	Chair RAP Working Group
	I2.2 Review, update if necessary, and apply a Terms of Reference for the RWG.	February 2024	Aboriginal Community Officer Strategic Economic Development Officer
	I2.3 Meet five to six times per year to drive and monitor RAP implementation.	April, June, August, October, December 2022 and 2023, February 2023 and 2024	Chief Transformation Officer – RAP Champion
I3. Maintain an effective RAP Advisory Group to develop and implement Council's Reconciliation Action Plans.	I3.1 Continue to recruit and maintain Aboriginal and Torres Strait Islander and community leadership representation on RAP Advisory Group and meet five to six times per annum to drive and monitor RAP implementation.	April, June, August, October, December 2022 and 2023, February 2023 and 2024	Chair RAP Advisory Group Aboriginal Community Officer
	I3.2 Review, update if necessary, and apply a Terms of Reference for the RAP Advisory Group.	October 2023	Aboriginal Community Officer

RECONCILIATION ACTION PLAN MARCH 2022 – MARCH 2024 INNOVATE

6.4 GOVERNANCE



Action	Deliverable	Timeline	Responsibility
I4. Provide appropriate support for effective implementation of RAP commitments.	I4.1 Define resource needs for RAP implementation including annual budget and staffing requirements.	June 2022 and 2023	Co-ordinator Diversity and Inclusion Aboriginal Community Officer
	I4.2 Engage our senior leaders and other staff in the delivery of RAP commitments utilising the influence of the members of the RAP Working Group and RAP Champions League and through regular communications via available channels.	May and November 2022 and 2023	Chief Transformation Officer – RAP Champion Aboriginal Community Officer Chair RAP Champions League Manager Customer and Communications
	I4.3 Review, update if required and maintain appropriate systems to track, measure and report on RAP commitments.	June and December 2022 and 2023	Co-ordinator Diversity and Inclusion Aboriginal Community Officer
	I4.4 Maintain a new internal RAP Champion from senior management.	December 2022 and 2023	Chief Transformation Officer – RAP Champion



6.4 GOVERNANCE



Action	Deliverable	Timeline	Responsibility
I5. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	I5.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2022 and 2023	Aboriginal Community Officer
	I5.2 Report RAP progress to senior leaders through the Council Plan Commitment quarterly, to all staff via the RAP Scorecard bi-annually and to Council annually.	June, September, December 2022, March, June, September, December 2023, March 2024	Co-ordinator Diversity and Inclusion Manager Customer and Communications Aboriginal Community Officer
	I5.3 Publicly report our RAP achievements, challenges and learnings in Council publications annually.	July 2022, and 2023	Chief Transformation Officer – RAP Champion Manager Customer and Communications
	I5.4 Design a RAP Scorecard that can be updated every six months with the progress of the RAP implementation.	August 2022	Manager Customer and Communications
	I5.5 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	Aboriginal Community Officer
I6. Continue our reconciliation journey by developing our next RAP.	I6.1 Register via Reconciliation Australia's website to begin developing our next RAP.	April 2023	Aboriginal Community Officer

RECONCILIATION ACTION PLAN CONTACT DETAILS

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Social media**What's on in Glen Eira:**

www.facebook.com/GlenEiraCityCouncil

@cityofgleneira:

www.instagram.com/cityofgleneira

Glen Eira arts, gallery and events:

www.facebook.com/gleneiraarts

Glen Eira Libraries and Learning Centres:

www.facebook.com/GlenEiraLibraries

Glen Eira Maternal and Child Health:

www.facebook.com/GlenEiraMaternalandChildHealth

Glen Eira Sports and Aquatic Centre:

www.facebook.com/GESACOnline

www.twitter.com/GESACOnline

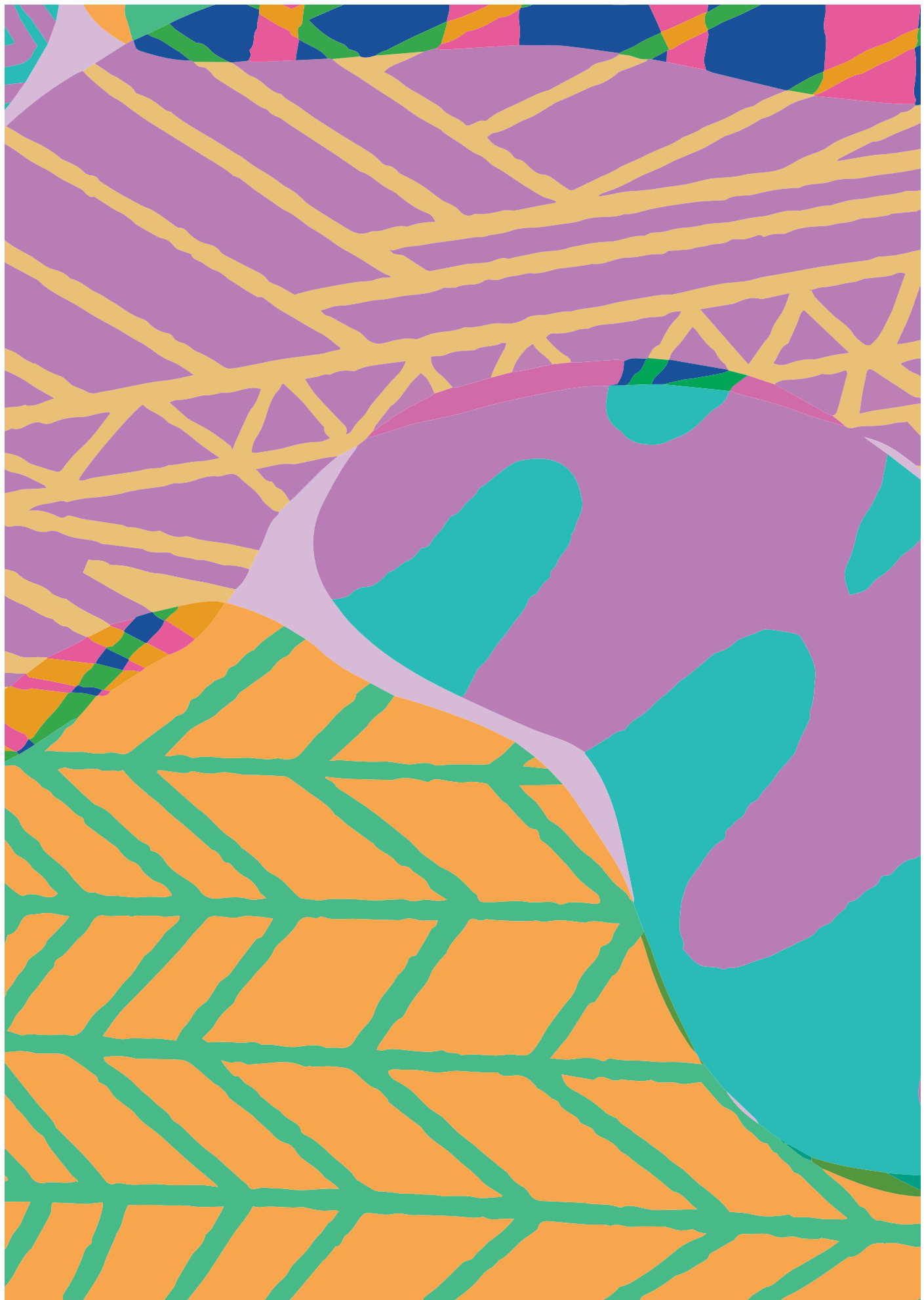
Glen Eira Youth Services:

www.facebook.com/GlenEiraYouthServices

www.instagram.com/gleneirayouthservices

Glen Eira sustainable living:

www.facebook.com/sustainablelivinggleneira





8.11 GLEN EIRA GENDER EQUALITY ACTION PLAN 2022 - 2025

Author: Sharon Sykes, Manager Community Development

Trim No: 22/128622

Attachments: 1. Gender Equality Action Plan 2022-2025 [↓](#)

EXECUTIVE SUMMARY

Glen Eira's first *Gender Equality Action Plan 2022-2025* has been developed in accordance with the requirements of the Victorian *Gender Equality Act 2020* and as prescribed by the Commission for Gender Equality in the Public Sector.

This *Plan* is an internal organisational plan that strives to improve gender equality within Council.

This report seeks Council's support and endorsement for the *Gender Equality Action Plan 2022-2025* prior to it being submitted to the Commission for Gender Equality in the Public Sector by 31 March 2022.

RECOMMENDATION

That Council endorses the *Gender Equality Action Plan 2022-2025* (Attachment 1 to this report).

BACKGROUND

The *Gender Equality Act 2020* came into effect on 31 March 2021 and sets out the requirements for Council to develop a Gender Equality Action Plan.

The Victorian Commission for Gender Equality in the Public Sector has released guidelines for developing a Gender Equality Action Plan for the organisation. The guidelines are based on obligations set out in the *Act*, and outline both required and optional aspects of a Gender Equality Action Plan.

ISSUES AND DISCUSSION

The Glen Eira *Gender Equality Action Plan 2022-2025* is a four-year plan, with a progress report required after two years. The *Gender Equality Action Plan 2022-2025* is informed by the data which has been gathered through a workplace gender audit and developed based on feedback from employees and Council.

The three strategic directions are:

1. Improve the gender composition of Council.
2. Provide a safe and inclusive workplace.
3. Reduce the gender pay gap.

Each of the strategic directions are supported by nine key priorities and 43 actions.

Glen Eira's Gender Equality Action Plan 2022-2025 builds upon the Commission's guidelines for the development of a Gender Equality Action Plan, to ensure Council is not just meeting minimum standards, but fulfils our aspiration to be a sector leader in gender equality, as stated in our Vision:

'Glen Eira aspires to lead the way on gender equality, by acting on inequalities, ensuring that all voices are heard and that opportunities are offered fairly and equitably to employees of all genders.'

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

The climate emergency response strategy identifies there are gendered experiences in relation to the impact of climate change. These considerations have informed the development of actions in the *Gender Equality Action Plan 2022-2025* where relevant.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

Implementation of the *Gender Equality Action Plan 2022-2025* will be accommodated within existing and planned operational budget allocations.

There will be an annual review of the plan to ensure adequate resourcing is provided to implement all the actions over the four-year term of the plan.

POLICY AND LEGISLATIVE IMPLICATIONS

Council's *Gender Equality Action Plan 2022-2025* has been developed in accordance with the Commission for Gender Equality in the Public Sector's guidance materials and meets the obligations of the *Gender Equality Act 2020*.

COMMUNICATION AND ENGAGEMENT

As an internally focused document, the development of the *Gender Equality Action Plan 2022-2025* has been informed by consultation and engagement with Council staff, Councillors, employee representatives (our Consultative Committee) and other relevant organisations such as Women's Health in the South East. A two-stage engagement process was implemented in accordance with requirements of the Commission for Gender Equality in the Public Sector.

The first stage of engagement involved gathering feedback from employees, Councillors and employee representatives on the workplace gender audit results. This feedback included input into the development of the vision statement and emerging themes and strategies.

The second stage of engagement involved presenting a draft *Gender Equality Action Plan 2022-2025* to employees and employee representatives for a final round of feedback and input. The *Gender Equality Action Plan 2022-2025* was approved by the Chief Executive Officer in February 2022, as required by the Commission for Gender Equality in the Public Sector.

LINK TO COUNCIL PLAN

Strategic Direction 5: A healthy, inclusive and resilient community

We support our residents to be healthy, strong and resilient and will embrace and celebrate our diverse community

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

Glen Eira's first *Gender Equality Action Plan 2022-2025* represents a collaborative effort across Council business units, with input from employees across all parts of the organisation, Councillors and experts from Women's Health in the South East (WHISE).

The *Gender Equality Action Plan 2022-2025* meets and exceeds all required aspects of the Commission for Gender Equality in the Public Sector's guidelines to ensure that Glen Eira is not just meeting the minimum standards but extending our efforts and our commitment to being a sector leader in gender equality.



GLEN EIRA
CITY COUNCIL

BENTLEIGH
BENTLEIGH EAST
BRIGHTON EAST
CARNEGIE
CAULFIELD
ELSTERNWICK
GARDENVALE
GLEN HUNTLY
MCKINNON
MURRUMBEENA
ORMOND
ST KILDA EAST

DRAFT

GLEN EIRA GENDER EQUALITY ACTION PLAN 2022–2025



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ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

Glen Eira City Council acknowledges the Boonwurrung/ Bunurong and Wurundjeri Woi Wurrung peoples of the Eastern Kulin Nation as Traditional Owners and Custodians, and pays respect to their Elders past, present and emerging. We acknowledge and uphold Traditional Owners continuing relationship to land and waterways. Council extends its respect to all Aboriginal and Torres Strait Islander peoples.

Council honours the rich histories and cultures of First Nations peoples and recognises and values the important contribution of Aboriginal and Torres Strait Islander peoples in enriching our community. We support the Uluru Statement from the Heart and are committed to a *Reconciliation Action Plan* which is underpinned by the principles of self-determination. We work towards improved outcomes and long-term generational change, and to consolidate Glen Eira as a culturally safe place for Aboriginal and Torres Strait Islander peoples. We are committed to achieving equality for Aboriginal and Torres Strait Islander people to live healthy and prosperous lives and to improve life outcomes for current and future generations.

Glen Eira resides on country that always was, and always will be, Aboriginal land.

GENDER EQUALITY AT GLEN EIRA VISION STATEMENT

Glen Eira aspires to lead the way on gender equality, by acting on inequalities, ensuring all voices are heard and opportunities are offered fairly and equitably to employees of all genders.

CHIEF EXECUTIVE OFFICER'S FOREWORD



It is with great pleasure that I present our first *Gender Equality Action Plan 2022–2025*. This *Action Plan* demonstrates our organisational commitment to gender equality, to ensure Glen Eira continues on our journey to be an equitable workplace for people of all genders.

As a leader and CEO, I know getting the best out of our people is key to our success. That's why the Executive Leadership Team and I are committed to providing a workplace that seeks and encourages people of all genders and diversity. Creating a workplace and Council that reflects the composition of our community will ensure we better connect, understand and respond to the needs of our community.

This *Action Plan* builds on our strong history of and commitment to gender equality and diversity and has enabled us to develop a greater depth of understanding of the needs and experiences of our workforce through conducting the workplace gender audit.

I look forward to working with you all to achieve the goals of this *Action Plan* and progress towards being a leading workplace for gender equality.

Rebecca McKenzie
Chief Executive Officer
Glen Eira City Council



INTRODUCTION

INTRODUCTION

Gender equality benefits everyone, regardless of gender. Achieving gender equality will enable everyone to live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect and fairness. Gender equality is a long-term goal. We recognise through this *Action Plan* that there is no one size fits all solution and we must first understand the inequalities that persist in our organisation, so we can address them effectively.

This *Action Plan* was developed using data sourced from a workplace gender audit and consultation feedback. Embedded across the strategic directions, outcomes, priorities and actions of the *Action Plan* are the seven indicators of the workplace gender audit:

- > gender composition of the workforce;
- > gender composition of the governing body;
- > equal remuneration for work of equal or comparable value;
- > sexual harassment in the workplace;
- > recruitment and promotion practices in the workplace;
- > availability and use of leave and flexible work arrangements; and
- > gendered segregation within the workplace.

This *Action Plan* meets the requirements of the *Gender Equality Act 2020*. It has also been guided by the Victorian State Governments Gender Equality Strategy, *Safe and Strong* and by resources and support provided by the Victorian Commission for Gender Equality in the Public Sector.

The *Action Plan* incorporates the current workplace gender audit data. It sets out strategic directions and strategic outcomes for the next four years to address the barriers and opportunities this audit provided insight into. The *Action Plan* outlines three strategic directions that are central to improving gender equality at Glen Eira.

These strategic directions express our Council's commitment to:

- > improve the gender composition of Council;
- > provide a safe and inclusive workplace; and
- > reduce the gender pay gap.

With a focus on these three strategic directions, we will work towards becoming an organisation that leads the way on gender equality. This *Action Plan* includes actions we will take over the next four years to achieve this.

DEFINITION OF TERMS

Equity and equality

Equity and equality are terms that are often used that have slightly different meanings. In the context of the *Gender Equality Action Plan (Action Plan)* it has the following definition¹:

Gender equality refers to equal rights, opportunities, access and outcomes for people of all genders.

Gender equity is the process of achieving gender equality. Gender equity recognises that not all people are in the same starting position and in order to achieve gender equality, all must have the same level of access.

Gender Impact Assessments

Under our obligations in the *Gender Equality Act 2020* (Vic) gender impact assessments must be completed and reported. A gender impact assessment applies a gender lens to a policy, program or service to ensure it responds to inequity. An assessment is required for any Council initiative that directly and significantly impacts the community, whether it is being newly developed, or undertaking a review. The findings and completed actions from all gender impact assessments completed are reported every two years to the Commission for Gender Equality in the Public Sector.

Intersectionality

Intersectionality refers to the ways in which more than one aspect of a person's identity can expose them to overlapping forms of discrimination and marginalisation, often increasing vulnerability. For example, an older non-English speaking woman with a disability may experience overlapping disadvantage due to the multiple systemic barriers they face.²

Attitudes, systems and structures in society and organisations are being challenged to raise awareness of the need for greater equality and inclusion. Exclusion can be reflected in behaviours such as sexism, racism, homophobia, biphobia, transphobia, intersex discrimination, ableism, ageism and stigma.

Sex/gender

The terms sex and gender are interrelated but have slightly different meanings. In the context of the *Action Plan* they have the following definitions:

Sex is understood in relation to sex characteristics. Sex recorded at birth refers to what was initially determined by sex characteristics observed at birth or infancy. ie. female, male or intersex.

Gender is about social and cultural identity, expression and experience. Individuals can identify with a gender that is not the same as their assigned sex at birth^{3,4}. This may include woman, man, non-binary, transgender, some other gender identity or prefer not to say.

1. Women's Health West, *16 Days of Allyship*

2. Our Watch, 2017

3. Australian Bureau of Statistics

4. Australian Government, Attorney-General's Department



PURPOSE, HISTORY AND CONTEXT

THE PURPOSE OF OUR GENDER EQUALITY ACTION PLAN

The *Action Plan* aims to improve gender equality and equal opportunity for people of all genders in our workforce, executive team, on our elected Council and across the whole organisation. It is different from a plan with an external focus, such as the *Community Wellbeing Plan*. This *Action Plan* is internally focused, outlining the gender equity priorities we will focus on to improve gender equality in the workplace at Glen Eira City Council.



GENDER EQUALITY AT GLEN EIRA

Our commitment to gender equality is inherent in and extends upon the organisational values of Respect, Collaboration, Integrity, Innovation and Service Excellence.

Glen Eira is committed to gender equality and this *Action Plan* builds on the strong history of this commitment across the organisation and with the wider community. We are committed to breaking down stereotypes and upholding respect for people of all genders as the path to ending violence against women and their children, improving men's health, boosting team performance and meeting our community's needs and expectations.

The *Gender Equality Act 2020* and this *Action Plan* provides an opportunity to advance this important work further.

Why gender equality?

Creating a workplace, workforce and Council that reflects the composition of our community will help us make better decisions for the facilities, support and services we offer. Becoming a more equitable organisation will ensure we better connect, understand and respond to the needs of our community.

Moreover, workplace gender equality is shown to enhance teams' innovation and motivation and to improve organisational performance and culture. Promoting gender equality is not only the right thing to do; it also makes good business sense, as gender equality in the workplace is an engine of economic growth and enhances organisations' operations and engagement of its people.⁵

History of gender equality work at Glen Eira

Over many years, Glen Eira City Council has acted and made considerable progress on equity, diversity and inclusion. The *Workplace Diversity Strategy*, *Family Violence Prevention Plan* and our workplace policies such as *Equal Employment Opportunity*, *Discrimination, Harassment and Vilification Policy*; *Prevention of Sexual Harassment Policy*; and *Occupational Health and Safety Workplace Bullying and Occupational Violence Policy* are some of the proactive and positive steps Glen Eira has undertaken in developing a diverse and representative workforce and an inclusive, equitable and safe workplace and culture.

By taking a proactive approach, Glen Eira is working to stand out as a leading employer and create an environment that aligns with our organisational values of: Collaboration, Respect, Service Excellence, Integrity and Innovation. Of important note, employee feedback mechanisms, professional development and learning opportunities, and support is provided through the Consultative Committee, Occupational Health and Safety Committee, regular promotion of access to the *Employee Assistance Program*, leadership development programs, training opportunities and regular review of employees performance and development plan.

Glen Eira has strong foundations of action in the prevention of family violence and building diversity, equality and inclusion. A timeline of actions taken to date demonstrates our commitment and investment since 2015. See next page.

5. Workplace Gender Equality Agency, 2016

History of gender equality work at Glen Eira. Continued**2015**

- Glen Eira City Council makes a submission to the Royal Commission into Family Violence
- One-year *Family Violence Implementation Plan*

2016

- Rebecca McKenzie is appointed CEO of Glen Eira City Council
- Family Violence Prevention Champions Group established
- First *16 Days of Activism* campaign
- First International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) celebration
- Glen Eira City Council is a foundation partner in the *Preventing Violence Together Strategy* for Victorian Southern Region
- Women make up 44 per cent of Glen Eira's City Councillors

2017

- First march under a Glen Eira City Council banner at Midsumma Pride March
- Host Family Violence Summit
- First external *International Women's Day* event
- First *Family Violence Prevention Action Plan*
- First *Workforce Diversity Strategy*
- Publicly supported the 'Yes' campaign for the *Marriage Equality Bill*

2018

- Application for an Municipal Association of Victoria *Free from Violence Grant*

2019

- Glen Eira City Council endorses the *Women's Charter*
- *Glen Eira Recruitment and Selection Policy* review
- Incorporated unconscious bias into revised recruitment training
- Partnered with specialist recruitment services to promote employment opportunities to people from diverse backgrounds
- *Work Flexibility Policy* operational
- Diversity awareness courses begin

2020

- First Parbin-ata *Louise Briggs Day and Award* honouring women's commitment to connection to Boon Wurrung Country
- Social Policy Officer position established with gender equality portfolio
- Women make up 44 per cent of Glen Eira City Councillors
- Project structure for the *Gender Equality Act* project established

THE CONTEXT

The *Action Plan* is an internal plan, developed to improve gender equality and equal opportunity for people of all genders in our workforce, on our Council and across the whole organisation.

The City of Glen Eira works within a broader context of Australian and Victorian Government policy and practice and this *Action Plan* complies with the requirements of that context and considers these factors.

Australian and Victorian Governments

The Commonwealth Government legislates across several areas to support fair and equal employment and to reduce discrimination. The Victorian State Government has been critical to the development of this *Action Plan* with the recently adopted *Gender Equality Act 2020*.

Legislative context

This *Action Plan* is guided by and meets the requirements of key legislation from the Victorian Government, including, but not limited to, the *Gender Equality Act 2020*.

The *Action Plan* also has regard for the following legislation:

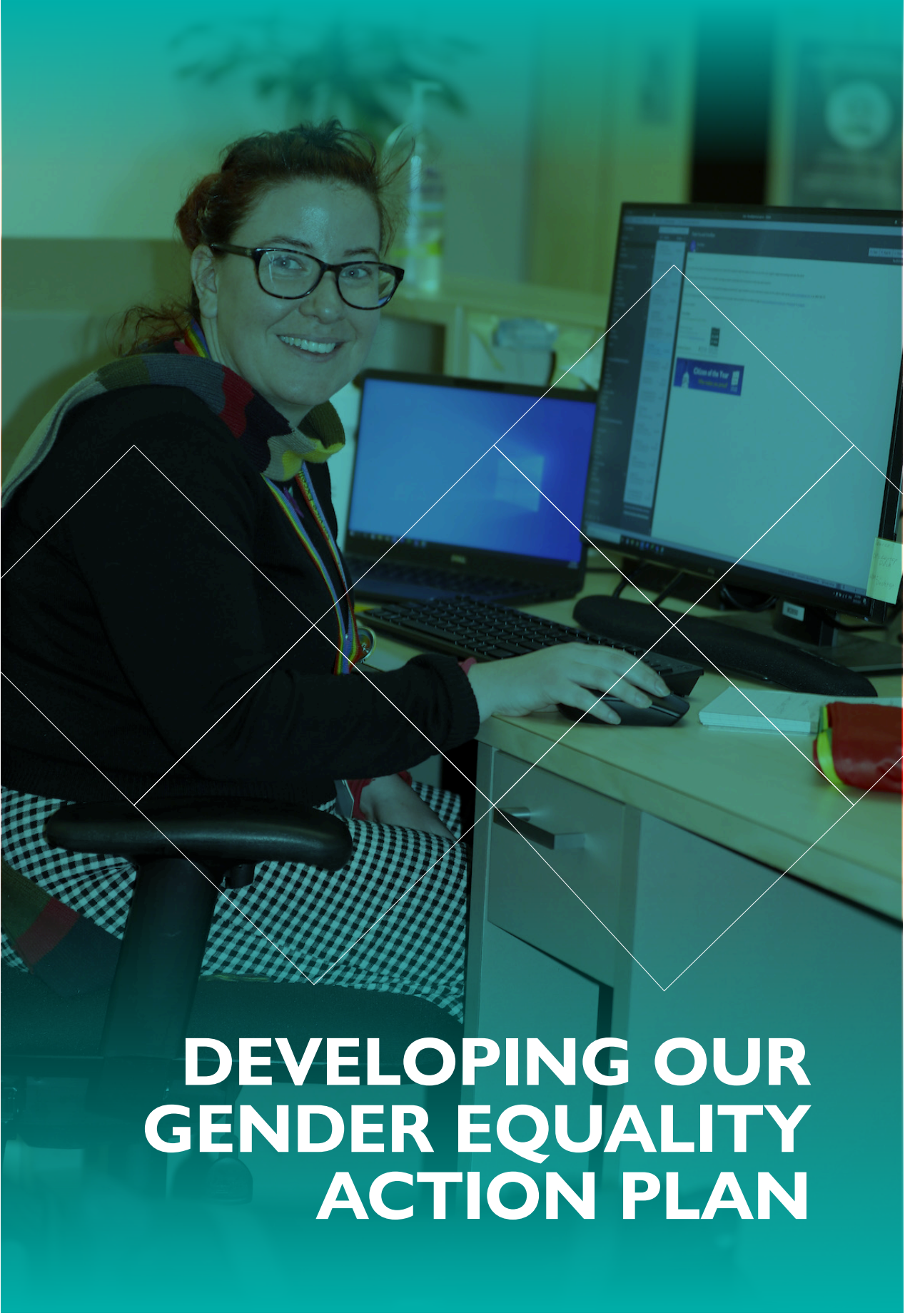
- > *Local Government Act 2020* (Vic);
- > *Fair Work Act 2009* (Cwlth);
- > *Equal Opportunity Act 2010* (Vic);
- > *Australian Human Rights Commission Act 1986* (Cwlth);
- > *Charter of Human Rights and Responsibilities Act 2006* (Vic);
- > *Sex Discrimination Act 1984* (Cwlth);
- > *Workplace Gender Equality Act 2012* (Cwlth);
- > *Age Discrimination Act 2004* (Cwlth);
- > *Disability Discrimination Act 1992* (Cwlth);
- > *Occupational Health and Safety Act 2004* (Vic);
- > *Racial and Religious Tolerance Act 2001* (Vic); and
- > *Racial Discrimination Act 1975* (Cwlth).

Council plans and strategies

This *Action Plan* is also closely aligned to *Glen Eira Together — Our Organisational Plan 2021–2025* and the *Glen Eira Strategic Workforce Plan 2021–2025* as the measures that we will take to ensure gender equality, diversity and inclusiveness.

The following existing plans and strategies are community focused and further outline Council's commitment to gender equality, reconciliation, prevention of family violence, accessibility, diversity, and inclusion:

- > *Glen Eira 2040 Community Vision*;
- > *Glen Eira Council Plan 2021–2025*;
- > *Glen Eira Community Wellbeing Plan 2021–2025*;
- > *Glen Eira Reconciliation Action Plan 2022–2024* (in development); and
- > *Our Climate Emergency Response Strategy 2021–2025* (Dhumbali Wurrungi-Biik Parbin-Ata).

A photograph of a woman with glasses and a rainbow scarf, smiling while working at a desk with two computer monitors. The image is overlaid with a teal gradient and a white diamond-shaped graphic. The text 'DEVELOPING OUR GENDER EQUALITY ACTION PLAN' is written in large, bold, white capital letters at the bottom of the image.

DEVELOPING OUR GENDER EQUALITY ACTION PLAN

DEVELOPING OUR GENDER EQUALITY ACTION PLAN

The *Action Plan* has been informed by and is aligned with the findings from our workplace gender audit and from consultation and engagement.

The *Action Plan* is underpinned by the following gender equality principles, as outlined in the *Gender Equality Act 2020*:

- > All Victorians should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect and fairness.⁶
- > Gender equality benefits all Victorians regardless of gender.⁷
- > Gender equality is a human right and precondition to social justice.⁸
- > Gender equality brings significant economic, social and health benefits for Victoria.⁹
- > Gender equality is a precondition for the prevention of family violence and other forms of violence against women and girls.¹⁰
- > Advancing gender equality is a shared responsibility across the Victorian community.¹¹
- > All human beings, regardless of gender, should be free to develop their personal abilities, pursue their professional careers and make choices about their lives without being limited by gender stereotypes, gender roles or prejudices.¹²
- > Gender inequality may be compounded by other forms of disadvantage or discrimination that a person may experience based on Aboriginality, age, disability, ethnicity, gender identity, race, religion, sexual orientation and other attributes.¹³
- > Women have historically experienced discrimination and disadvantage based on sex and gender.¹⁴
- > Special measures may be necessary to achieve gender equality.¹⁵

The above principles have informed the development of our *Action Plan* and will be expressed in how the *Action Plan* is implemented. Some of the ways in which the principles have been embedded in the development of the *Action Plan* are as follows:

- > Targeted and supported engagement with employees who represent intersectionality was a priority. This was ensured through an expression of interest process to participate in focus groups to employees for whom gender inequality may be compounded by disadvantage or discrimination, including: Aboriginality, age, disability, ethnicity, gender identity, race, religion, sexual orientation.
- > The expression of interest process also ensured equitable representation for people of different levels and employment types (part-time, casual, flexible, tenured, contract etc.).
- > Employee engagement has promoted the benefits of gender equality for everyone. A video has been produced with staff from across a range of departments and levels expressing what gender equality means to them.
- > Gender equality underpins Glen Eira's approach to family violence prevention and is represented consistently in employee engagement through training, resources and awareness raising activities.
- > Women's Health in the South East have helped ensure this *Action Plan* is representative of the needs and experiences of our intersectional workforce and reflects current practice in the field of gender equality.
- > The development of the *Action Plan* has identified a need for Glen Eira to gain a better understanding of our intersectional workforce and demonstrated the experiences of employees do differ when we apply a gender lens. This has been considered across all the priorities in the *Action Plan* and is clearly expressed in our goals and measures.

THE WORKPLACE GENDER AUDIT

The workplace gender audit provides an overview of where we are doing well and where there is room for improvement for gender equality. The information gives us a baseline measurement* that has informed the development of this *Action Plan*.

The workplace gender audit is a requirement under the *Gender Equality Act 2020* and will be conducted again in 2025 to measure and reflect on progress made and inform the next *Action Plan* which will continue in a four-year cycle.

The workplace gender audit brings together two main sources of information:

- > data on the workforce obtained through payroll and human resource systems including items such as: pay and conditions, leave and flexible work arrangements, gender composition of the whole organisation and across levels, departments, business units and work arrangements such as full-time, part-time and casual employees; and
- > employee experience data was obtained through the Commission for Gender Equality in the Public Sector's *People Matter Survey*, which provided insights into perceptions and experiences of workplace behaviours, such as bullying and harassment and access to support for career development opportunities.

It is important to note the data obtained through payroll and human resource systems can only report on employees' sex (male/female) and age. Our existing systems do not currently collect data on employees in relation to Aboriginality, gender identity, disability, ethnicity and race, religion and sexuality. We will have new systems in the future that will be able to capture gender identity rather than sex data

The *People Matter Survey* asked questions about employees' identity and this data provides insight into the experiences of employees based on their gender identity, age, Aboriginality, disability, ethnicity, race, religion and sexuality.

This *Survey* was undertaken in May 2021. A total of 435 employees responded to the *Survey*, which represented 27 per cent of the workforce at the time.

This information is important because intersectionality experiences are an important aspect of any action to improve gender equality and equal opportunity for people of all genders.

The workplace gender audit results are grouped under seven indicators, which are:

1. Gender composition of all levels of the workforce.
2. Gender composition of the governing body (ie. Council).
3. Equal remuneration for work of equal or comparable value.
4. Sexual harassment in the workplace.
5. Recruitment and promotion practices in the workplace.
6. Availability and use of leave and flexible work arrangements.
7. Gendered segregation within the workplace.

*As this data provides us with a baseline measure, we are not able to compare these results across other local governments. This may be possible in future workplace gender audits.

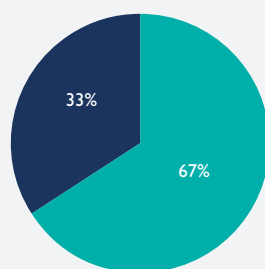
Indicator 1: Gender composition of all levels of the workforce

This indicator includes information about the gender composition across the whole workforce, at the various classification levels and by employment basis, ie. part-time, full-time and casual. The purpose for considering this indicator is to assess how gender equitable access to opportunities and responsibilities is for employees at Glen Eira. This includes different modes of employment and career progression through various levels of management.

Whole workforce

The gender composition of our workforce is made up of 67 per cent identifying as female and 33 per cent identifying as male.

FIGURE 1: WORKFORCE GENDER COMPOSITION



Female Male

Source: Glen Eira City Council payroll and HR system.

Classification levels

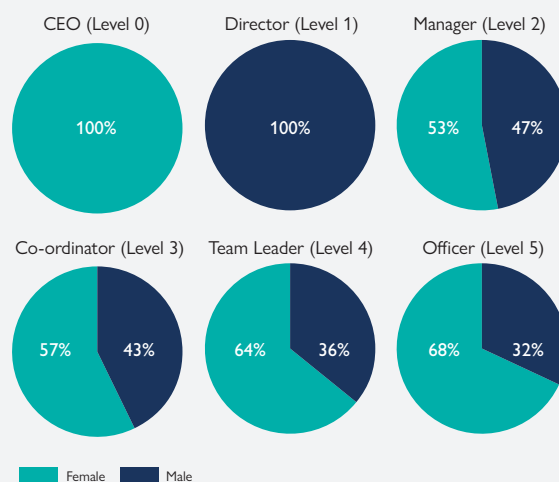
Classification refers to the level at which the employee is appointed within Council. For the purposes of the workplace gender audit, employees' classification is shown by the number of reporting levels between them and the CEO (Level 0). Council has six classification levels.

At Level 0, Glen Eira has 100 per cent female representation, at Level 1 (Director) Glen Eira has a 100 per cent male team, while at Level 2 (Manager) gender representation is 53 per cent female and 47 per cent male. As we move down the classification levels to Level 3 (Co-ordinator), Level 4 (Team Leader) and Level 5 (Officer), the proportion of females progressively increases (to 57 per cent, 64 per cent and 68 per cent respectively).

The Senior Leadership Group (CEO/Director/Manager) is comprised of 44 per cent females and 56 per cent males.

Within Victorian Councils, 60 per cent of the administrative workforce are female. Women account for 34 per cent of director roles, 39 per cent of manager roles and 19 per cent of Chief Executive Officers.¹⁶

FIGURE 2: GENDER COMPOSITION BY CLASSIFICATION LEVEL



Female Male

Source: Glen Eira City Council payroll and HR system.

GLEN EIRA GENDER EQUALITY ACTION PLAN 2022–2025

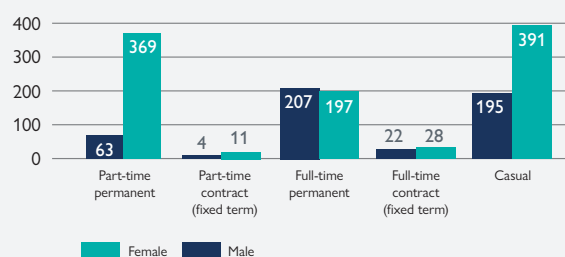
18

Employment basis

The gender composition of full-time roles (both permanent/ongoing and fixed term/contract) is similar across genders.

The composition of our casual and part-time roles are predominantly females.

FIGURE 3. GENDER COMPOSITION BY EMPLOYMENT BASIS



Source: Glen Eira City Council payroll and HR system.

Organisational culture relating to gender composition

The demographic profile of *People Matter Survey* respondents at an organisational level provides some information about workforce diversity. This is important given the workforce gender audit was not able to collect intersectional information.

The gender profile of survey respondents is comprised of 61 per cent women, 27 per cent men, 11 per cent prefer not to say and one per cent non-binary.

The *Survey* asked about experiences of positive culture in relation to employees' identities and backgrounds. It revealed 86 per cent women, 80 per cent men and 65 per cent of respondents who selected 'I use a different term', non-binary or prefer not to say agreed there was a 'positive culture within my organisation in relation to employees of different sexes/genders'.

SURVEY RESPONDENTS



Gender of respondents

61% Women **27%** Men **11%** Prefer not to say **1%** Non-binary



Agree that there is a positive culture within Council to employees of different sexes/genders

86% Women **80%** Men **65%** Prefer not to say. Non-binary.

Source: *People Matter Survey*, Commission for Gender Equality in the Public Sector.

Indicator 2: Gender composition of the governing body (Council)

This indicator focuses on the gender composition of Council as our governing body. The purpose for considering this indicator is to assess how gender equitable is the access to civic opportunities and leadership for our community in Glen Eira.

The governing body of Glen Eira City Council is comprised of nine Councillors, three Councillors elected for each of the three wards.

The gender composition of Councillors is 44 per cent females and 56 per cent males. At the time of the workplace gender audit, the chair (Mayor) was female.

This differs from the workforce gender composition which is 67 per cent females and 33 per cent males and differs slightly from the population of Glen Eira which is made up of 52 per cent females and 48 per cent males.¹⁷

In the most recent Council elections held in 2020, 30 per cent of candidates in Glen Eira were female compared to 52 per cent of the community and 70 per cent of candidates in Glen Eira were male as compared to 48 per cent of the community.

Across Victoria women represent 43.8 per cent of councillors which is the highest female gender composition ever reported for both Victoria and Australia.¹⁸

GENDER COMPOSITION



Sources: Glen Eira City Council payroll and HR system;
Australian Bureau of Statistics.

Indicator 3: Equal remuneration for work of equal or comparable value

This indicator looks at the existing gender pay gap at Glen Eira, in relation to equal remuneration for work of equal or comparable value.

A positive number shows the base salary/total remuneration of a male employee is greater than that of a female employee. A negative number shows the base salary/total remuneration of a female employee is greater.

There is a 4.7 per cent pay gap for the total remuneration as a mean value across the salary data available.

Females have a greater average total remuneration at the Co-ordinator level while males have a greater average total remuneration at the Manager level. This is also true when we look at the median pay gap.

The Victorian Public Sector has a 10.7 per cent gender pay gap, while women make up 68 per cent of the public sector workforce.¹⁹ The Workplace Gender Equality Agency reports the Victorian state (across all industries and sectors) gender pay gap as 12.2 per cent.²⁰

Note: There is a zero per cent pay gap for the total remuneration as a median value across the salary data available.

PAY GAP



Glen Eira City Council workforce

4.7%



Victorian Public Sector workforce

10.7%



All sectors in Victoria

12.2%

Indicator 4: Sexual harassment in the workplace

This indicator focuses on sexual harassment in the workplace. The purpose for considering this indicator is to assess how sexual harassment is addressed at Glen Eira, including through formal reporting and complaints, how it is experienced for different genders, and to assess the workplace culture.

The number of formal sexual harassment complaints at Glen Eira City Council between 1 July 2020 to 30 June 2021 cannot be published or analysed due to the small size of the dataset. To release information would risk identifying the people involved.

Organisational culture relating to sexual harassment

Responses to the *People Matter Survey* indicates that eight per cent of respondents had experienced some form of sexual harassment in the workplace over the same reporting period.

To break down the total responses by gender; eight per cent women, four per cent men and 16 per cent of respondents who selected 'I use a different term', non-binary or prefer not to say, had experienced sexual harassment. This shows different genders experience a different proportion of the total workplace sexual harassment that takes place.

Of the total, 71 per cent of respondents agreed they 'felt safe to challenge inappropriate behaviour at work'. By gender, this was the opinion of: 73 per cent of men, 74 per cent of women and 53 per cent of respondents who selected 'I use a different term', non-binary or prefer not to say.

The survey also revealed 73 per cent of respondents agreed that 'my organisation takes steps to eliminate bullying, harassment and discrimination'. This included 75 per cent of men, 75 per cent of women and 59 per cent of respondents who selected 'I use a different term', non-binary or prefer not to say.

Meanwhile, 86 per cent of respondents agreed that 'my organisation encourages respectful workplace behaviours'. This included 83 per cent of men, 89 per cent of women and 71 per cent of respondents who selected 'I use a different term', non-binary or prefer not to say.

Across Victorian councils in 2020, 75 out of 79 councils participated in an anonymous Victorian Auditor-General's Office survey, which found that 28 per cent of respondents had experienced some form of sexual harassment in the workplace.²¹

SEXUAL HARASSMENT



Experienced sexual harassment in the workplace



Feel safe to challenge inappropriate behaviour at work



My organisation encourages respectful workplace behaviours



Source: *People Matter Survey*, Commission for Gender Equality in the Public Sector.

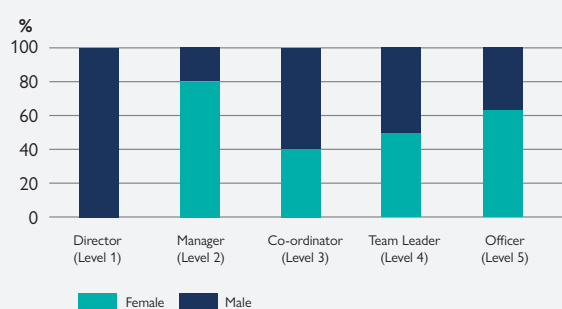
Indicator 5: Recruitment and promotion practices in the workplace

This indicator focuses on the recruitment and promotion practices at Glen Eira. The purpose of considering this indicator is to assess the existing rates of recruitment and promotion of different genders and whether experiences of workplace culture around career opportunities differ by gender. The aim of this is to assess if there are any areas that are experiencing unconscious bias.

Gender composition of recruitment

In the past 12 months, of the total 349 appointments made, Council recruited 36 per cent males and 64 per cent females. The graph below shows recruitment by gender at each classification level. Notably, a greater percentage of appointees at the Officer and Manager level have been female, and only males have been appointed at the Director level.

FIGURE 4: RECRUITMENT BY GENDER AND CLASSIFICATION



Source: Glen Eira City Council payroll and HR system.

Organisational culture relating to recruitment and promotion

There was an overall 72 per cent favourable feeling towards the theme of recruitment and promotion in the *People Matter Survey*. With regards to promotion, the employee experience data from both the *People Matter Survey* and our own *Employee Engagement Survey* suggests less favourability, with 42 per cent favourable response to 'Council is committed to ensuring the right people get promoted'.

The below table shows the percentage of respondents who agreed with the following statements, by gender. Where 'other' is used in the below table it refers to all respondents to the *People Matter Survey* who selected 'I use a different term', non-binary or prefer not to say.

QUESTION	OTHER	WOMEN	MEN
My organisation makes fair recruitment and promotion decisions, based on merit	43%	62%	61%
I feel I have an equal chance at promotion in my organisation	45%	58%	56%
Gender is not a barrier to success in my organisation	57%	80%	76%
Being Aboriginal and/or Torres Strait Islander is not a barrier to success in my organisation	51%	75%	70%
Cultural background is not a barrier to success in my organisation	63%	82%	78%
Disability is not a barrier to success in my organisation	57%	71%	71%
Age is not a barrier to success in my organisation	49%	72%	67%

Source: *People Matter Survey*, Commission for Gender Equality in the Public Sector.

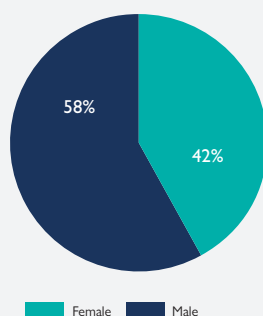
Indicator 6: Availability and use of leave and flexible work arrangements

This indicator focuses on the availability and use of leave and flexible work arrangements at Glen Eira. The purpose of considering this indicator is to assess usage rates of leave and flexible work arrangements by gender and classification to see if there are differences in how these are being utilised. The aim is to identify any gender norms that may be affecting the uptake of different leave and flexible work arrangements.

Flexible work arrangements

Flexible work arrangements (FWA) enable employees and managers to apply practical and flexible approaches to work in order to help employees achieve a work/life balance and meet work, personal and family commitments. Under our *Work Flexibility Policy*, these arrangements include working from home, temporarily reduced hours, flexible start and finish times, accrued days off (ADO), shift swap, job share, rostered days off (RDO) and purchased leave arrangements. It should be noted that part-time or remote working arrangements that are mandated or instigated by government requirements relating to COVID-19 restrictions (working from home) are not considered to be flexible working arrangements for the purpose of the workplace gender audit.

FIGURE 5: FLEXIBLE WORKING ARRANGEMENT BY GENDER



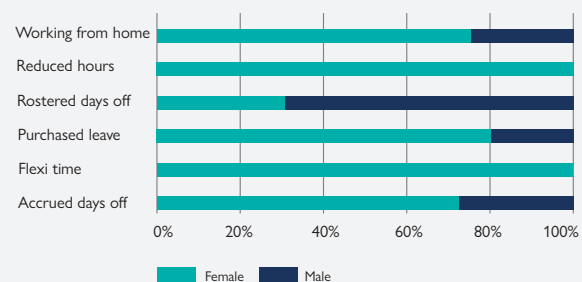
Source: Glen Eira City Council payroll and HR system.

During the audit reporting period, 212 employees accessed one or more formal flexible work arrangements. The overall gender split is 58 per cent males and 42 per cent females, as displayed in figure 5.

The utilisation of flexible work by gender representation shows that 24.8 per cent of our male workforce has accessed a formal flexible work arrangement, compared to 8.9 per cent of our female workforce. Council's Works Depot and Parks Services have an RDO arrangement that has been negotiated in Council's Enterprise Agreement. As the gender segregation indicator shows (refer to Figure 8), these areas are male dominated which contributes to the high percentage of males accessing flexible work arrangements.

The graph below displays the type of flexible work arrangements accessed by gender. This shows males have utilised RDO, ADO, working from home and purchased leave arrangements. Females are utilising more types of flexible work arrangements than males, including flexi time and requesting to temporarily reduce hours (typically when returning from parental leave).

FIGURE 6: FLEXIBLE WORKING ARRANGEMENTS BY GENDER AND TYPE



Source: Glen Eira City Council payroll and HR system.

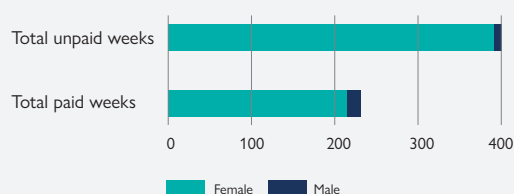
Parental, carers and family violence leave

A total of 48 employees accessed parental leave (both paid and unpaid) during the 12-month reporting period. The gender split is 22.9 per cent males and 77.1 per cent females. Access to carers leave follows a similar trend. Of the 342 employees who accessed carers leave, the gender split is 33.3 per cent males and 66.7 per cent females. This ratio of male to females more closely reflects the gender composition of the whole workforce.

As highlighted below in Figure 7, our female employees have accessed longer periods of parental leave both paid and unpaid (primary carer leave). Males have taken shorter period of leave, with the majority accessing the two weeks leave provision for secondary carers. Only employees at classification levels 3, 4 and 5 have accessed parental leave, and the share of unpaid leave taken by males is very low. Notably, six females and two males left Council while on parental leave during the reporting period.

Only females have accessed family violence leave during the 12-month reporting period. These numbers have not been reported due to privacy considerations.

FIGURE 7: TOTAL PARENTAL LEAVE TAKEN BY GENDER AND LEAVE TYPE



Source: Glen Eira City Council payroll and HR system.

Organisational culture relating to leave and flexible work arrangements

The employee experience data shows that staff overall perceive that 'the organisation does support employees with family or other caring responsibilities, regardless of gender'. Female support for this statement is at 83 per cent, male 80 per cent and 69 per cent for respondents who selected 'I use a different term', non-binary or prefer not to say.

There is agreement among the respondents that 'the organisation would be supportive if the employee needed to take family violence leave'. A strong favourable response from women at 89 per cent, men at 76 per cent and people who selected 'I use a different term', non-binary or prefer not to say at 71 per cent.

The above pattern of responses also applied to the item 'I am confident that if I requested a flexible work arrangement, it would be given due consideration'. There was, however, a large gap between the responses by gender with women at 82 per cent, men 71 per cent and people who selected 'I use a different term', non-binary or prefer not to say at 67 per cent.

When looking at whether 'using flexible work arrangements is not a barrier to success in my organisation', female support of this statement was at 68 per cent, male 61 per cent and at 51 per cent for respondents who selected 'I use a different term', non-binary or prefer not to say.

CARING RESPONSIBILITIES



The organisation does support employees with family or other caring responsibilities, regardless of gender

83% **80%** **69%**
Women Men Non binary/prefer not to say

I am confident that if I requested a flexible work arrangement, it would be given due consideration

82% **71%** **67%**
Women Men Non binary/prefer not to say

Source: People Matter Survey, Commission for Gender Equality in the Public Sector.

Indicator 7: Gendered segregation within the workplace

This indicator uses a gender lens to show information about the gender composition of the departments and business units across Glen Eira. It also includes a gender breakdown of employees based on the ANZSCO (Australian and New Zealand Standard Classification of Occupation) work codes. The purpose of considering this indicator is to identify if there are areas of Glen Eira in which some genders are either over or under-represented.

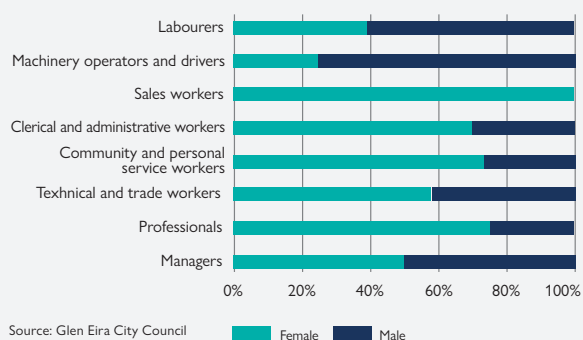
Gender composition by occupation groups

The occupation groups are based on the ANZSCO occupation codes. As shown in the graph below, our female dominated occupational groups are Community and Personal Services and Clerical and Administrative Workers. This includes employees in our Aged Care and Independent Living, Family Youth and Children's Services departments as well as all general administration and clerical roles across Council.

Our male dominated occupational groups include Labourers, and Machine Operators and Drivers, these categories include employees in our Works Depot and Parks Departments.

Under the Professionals groupings, females dominate the Education, Health, Midwifery and Nursing Professionals, whereas males dominate the Engineering Professional group.

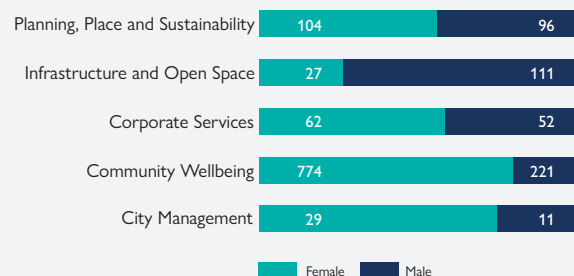
FIGURE 8: GENDER COMPOSITION BY OCCUPATION GROUP (ANZSCO CODES)



Gender composition by Directorate/Department

At the Directorate level there is strong over representation of genders in certain areas, with the gender composition differing widely from our overall workforce gender composition. Infrastructure and Open Space is comprised predominantly of males (80 per cent), whereas City Management and Community Wellbeing comprise more females, 73 per cent and 78 per cent respectively.

FIGURE 9: GENDER COMPOSITION BY DIRECTORATE



Consultation and engagement

The development of the *Action Plan* has been informed by consultation and engagement with Council staff, Councillors, employee representatives (our Consultative Committee) and other relevant organisations such as Women's Health in the South East (WHISE). To ensure this *Action Plan* responds to employee needs and aspirations, a two-stage engagement process was implemented. These activities are summarised below. It is important to note anonymous feedback options were provided for employees and resources/support information were provided in case information discussed raised any personal concerns for participants in these sessions.

Stage one

- > Information sessions reaching over 100 employees on topics such as the *Gender Equality Act 2020* with Dr Niki Vincent, Commissioner for Gender Equality in the Public Sector and a session on the topic: 'What does gender equality mean to you?' with feedback collected on the vision for and commitment of Glen Eira to gender equality.
- > Presentations to Executive, senior leadership, employee representatives, two focus group sessions, two drop-in sessions and invitations for 1:1 interview reaching over 130 employees, representing our intersectional and diverse workforce, to explore the workplace gender audit results and propose actions for the *Action Plan*.
- > Councillor consultation session at an Assembly meeting with a presentation from Dr Niki Vincent, Commissioner for Gender Equality in the Public Sector and facilitated discussion on the workplace gender audit results and proposed actions for the *Action Plan*.
- > Consultation with representatives from other local government areas and with WHISE.

Stage two

- > Presentation to Consultative Committee.
- > Two focus group consultations held, facilitated by WHISE with 15 participants in total in December 2021 and January 2022.

- > Draft *Action Plan* available and communicated widely with all employees for feedback with options for 1:1 interviews and/or direct submissions of feedback. A consultation period ran from 20 December 2021 up to 14 January 2022. Seven submissions were received and feedback was incorporated into the final draft.

Key findings from consultation and engagement

The feedback from consultations has provided a further depth of experience and insight when reflecting on the workplace gender audit results. The engagement has identified a clear understanding of what gender equality means to Glen Eira which has enabled us to develop the vision statement and express our commitment to gender equality. Consultation on the workplace gender audit revealed a need to improve understanding of our intersectional workforce so that we can improve our response to the barriers and enablers they experience. It is also noted there are parts of the workforce that are highly gender segregated and we should take steps to improve that.

The consultation feedback has been collated to inform some important areas of focus for the *Action Plan*, which are reflected in our strategic directions, outcomes, priorities and actions. They are:

- > consider flexible work arrangements for leadership positions;
- > promote gender equitable career development opportunities;
- > identify and respond to inappropriate behaviour;
- > celebrate diversity and improve understanding of intersectionality;
- > challenge gender stereotypes that influence the gender pay gap;
- > ensure leave and flexible work arrangements are accessible and supported for all genders; and
- > ensure fair and equitable recruitment and promotion practices.

Endnotes

6. *Gender Equality Act 2020*, s.6(1)
7. *Gender Equality Act 2020*, s. 6(2)
8. *Gender Equality Act 2020*, s. 6(3)
9. *Gender Equality Act 2020*, s 6(4),
10. *Gender Equality Act 2020*, s 6(5),
11. *Gender Equality Act 2020*, s 6(6)
12. *Gender Equality Act 2020*, s 6(7)
13. *Gender Equality Act 2020*, s 6(8)
14. *Gender Equality Act 2020*, s 6(9)
15. *Gender Equality Act 2020*, s. 6(10)
16. State Government of Victoria, 2018 *Gender Equity in Local Government*
17. Australian Bureau of Statistics, 2016 *Census*
18. State Government of Victoria, 2020
19. Victorian Public Sector Commission, 2020
20. Workforce Gender Equality Agency, 2021
21. Victorian Auditor-General's Office, 2020



Gender equality campaign material.



OUR GENDER EQUALITY ACTION PLAN

OUR GENDER EQUALITY ACTION PLAN

The *Action Plan* describes the outcomes we can expect to see as a result of the priority actions we take over the next four years.

There are three strategic directions, which will guide our efforts and are the key focus areas for the next four years. These have been developed based on the evidence provided by the seven indicators from the workplace gender audit and the consultation feedback based on the audit data.

The strategic outcomes are where we aim to be in four years' time when we next conduct the workplace gender audit. All of the strategic outcomes are all directly related to improving the results from our workplace gender audit.

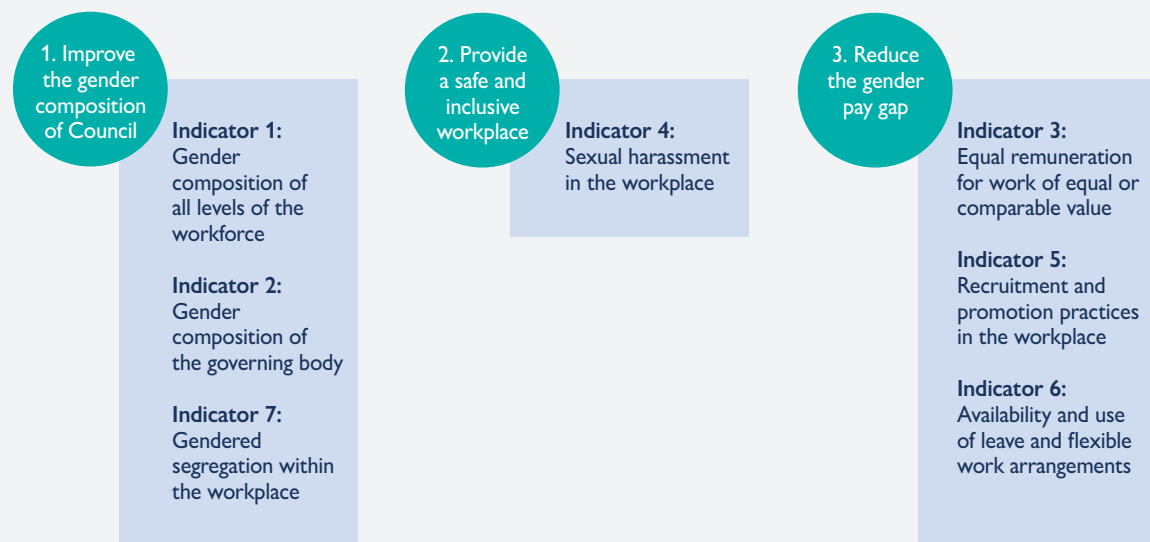
Supporting each strategic outcome and direction is a series

of key priorities we will focus on. There is also a series of actions and measures that will be used to measure progress and monitor performance, which will be reported back to the Commission for Gender Equality in the public sector, the organisation and the wider community.

The three strategic directions for the *Gender Equality Action Plan 2022–2025* are:

- > Improve the gender composition of Council;
- > Provide a safe and inclusive workplace; and
- > Reduce the gender pay gap.

The diagram below shows how each of the strategic directions relate to the seven indicators from the workplace gender audit.



STRATEGIC DIRECTION 1: IMPROVE THE GENDER COMPOSITION OF COUNCIL

We want to improve the gender composition of Glen Eira because creating a workplace and Council that reflects the composition of our community will help us make better decisions for the facilities, support and services we offer. Improved gender composition at leadership levels and on governing bodies, such as Boards and Council groups, also leads to improved business performance, greater productivity and reductions in pay gaps.^{22 23}

The following strategic outcomes outline what we want to achieve over the next four years. They are all directly related to improving on the results of our workplace gender audit.

Strategic outcomes

Participation in flexible work arrangements being taken up by senior leadership.

A leadership group that more closely reflects the gender composition of the community.

A reduction in the gender segregation of some work areas, which more closely reflects the gender composition of the community.

An increase in the gender diversity of candidates standing for Council election which more closely reflects the gender composition of the community.

An increase in agreement that gender is not seen to be a barrier to success in my organisation.

Findings informing strategic direction 1

Our workplace gender audit revealed the following about the gender composition of our workforce, leadership and Council:

- > There are fewer females in leadership roles (44 per cent) when compared with the gender composition of our whole workforce (67 per cent), with percentages declining from Team Leader up to Director levels.
- > Casual and part-time roles are held predominantly by females.
- > The classification levels that have casual and part-time positions are all at the Officer, Team Leader or Co-ordinator levels. There are no Managers or above who work part-time and very few (four per cent) in the senior leadership group have flexible work arrangements in place.
- > There are gaps in the current reportable workforce gender data available for the intersectional workforce, with only binary gender (male/female) and age able to be collected.
- > There are some gendered differences in response to the statement 'gender is not a barrier to success in my organisation' with people who selected 'I use a different term', non-binary or prefer not to say had overall lower positive responses (57 per cent) compared to female (80 per cent) and male (76 per cent) employees.
- > The gender composition of Council (female 44 per cent, male 56 per cent) generally reflects the gender composition of the wider Glen Eira community (52 per cent female, 48 per cent male).
- > The gender composition of Council (female 44 per cent, male 56 per cent) is however, different to the gender composition of the workforce (66 per cent female, 34 per cent male).

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- > There are more females in the City Management (73 per cent) and Community Wellbeing Directorates (78 per cent), which does not reflect the gender composition of our whole workforce (67 per cent female, 33 per cent male) or the wider Glen Eira community (52 per cent female, 48 per cent male).
- > There are more males in the Infrastructure and Open Space Directorate (80 per cent), which does not reflect the gender composition of our whole workforce (67 per cent female, 33 per cent male) or the wider Glen Eira community (52 per cent female, 48 per cent male).

Through consultation with employees, we found the following key themes in relation to how we can improve the gender composition of Council.

Consider flexible work arrangements for leadership positions

To improve leadership opportunities for females, strategies such as access to more information, training and resources were recommended. **‘Seems like women are doers and lack opportunity in leadership space. More support and training would assist to overcome this ...’** (Anonymous focus group participant).

We should explore opportunities for increased access to part-time roles and/or flexible work arrangements for leadership positions to encourage more females to apply.

‘Make leadership roles available for part-time workers — which are predominantly women.’ (Anonymous focus group participant).

Promote gender equitable career development opportunities

Learning and career development opportunities should be put in place to increase gender diversity in more gender segregated work areas. **‘We need to be proactive in creating pathways into positions which are primarily occupied by one gender. ie., Gender diversity in the Works Depot.’** (Anonymous focus group participant).

“Make leadership roles available for part-time workers — which are predominantly women.”

Anonymous focus group participant.

GENDER COMPOSITION



City Management Directorate

73% **27%**
Female Male



Community Wellbeing Directorate

78% **22%**
Female Male



Infrastructure and Open Space Directorate

20% **80%**
Female Male



Glen Eira City Council workforce

67% **33%**
Female Male



City of Glen Eira population

52% **48%**
Female Male

Sources: Glen Eira City Council payroll and HR system; Australian Bureau of Statistics.

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KEY PRIORITY 1.1**Provide equitable opportunities for leadership development**

ACTION	MEASURE	LEAD	TIMELINE
1.1.1 Consider flexible work arrangements and opportunities for any new/vacated positions in senior leadership roles.	Participation in flexible work arrangements for Senior Leadership group	People and Culture	Ongoing
1.1.2 Undertake the <i>Listen, Learn and Lead</i> program to identify barriers and opportunities for leadership and career progression.	<i>Listen, Learn and Lead</i> program completed	People and Culture	2022–2023
1.1.3 Develop an implementation plan for addressing barriers and opportunities identified through the <i>Listen, Learn and Lead</i> program.	Plan developed and implemented	People and Culture	2024–2025

KEY PRIORITY 1.2**Provide equitable opportunities for career development across the workforce for all genders**

ACTION	MEASURE	LEAD	TIMELINE
1.2.1 Explore internship and/or placement opportunities which target supporting different genders in non-traditional roles.	New internship/ placement opportunities explored	People and Culture	Ongoing
1.2.2 Promote <i>Walk in your shoes</i> experiences across the whole organisation.	At least 15 <i>Walk in your shoes</i> participants	People and Culture	Ongoing
1.2.3 Explore traineeships and/or scholarships to support more diverse entry into non-traditional career pathways.	New traineeships/ scholarships explored	People and Culture	Ongoing
1.2.4 Undertake a gender impact assessment (GIA) for leadership training and development.	GIA completed and actioned	People and Culture	2022–2023

KEY PRIORITY 1.3**Provide equitable opportunities for civic participation and leadership development**

ACTION	MEASURE	LEAD	TIMELINE
1.3.1 Encourage existing Councillors to provide intersectional data.	Intersectional data gathered for existing Councillors	Corporate Counsel	2022–2023
1.3.2 Undertake gender impact assessment for community-based committee's facilitated by Community Development.	Gender impact assessment completed	Community Development	2022–2023
1.3.3 Provide information and resources targeting specific cohorts to encourage enrolment, voting and other involvement with Council.	Information and resources distributed	Community Development	2024–2025
1.3.4 Promote community training and information sessions on how to run for Council to increase female and intersectional participation.	Community training sessions promoted	Corporate Counsel	2024
1.3.5 Encourage collection of intersectional data for all new Councillors.	Intersectional data gathered for new Councillors	Corporate Counsel	2025

STRATEGIC DIRECTION 2: PROVIDE A SAFE AND INCLUSIVE WORKPLACE

All employees have the right to access a safe working environment, free from harassment. We want to live our values and be an organisation that is inclusive and caring. We want people to feel safe to call out inappropriate behaviour when they experience or witness it. We want people to feel safe to bring their whole selves to work and celebrate their identity and experiences.

The following strategic outcomes outline what we want to achieve over the next four years. They are all directly related to improving on the results of our workplace gender audit.

Strategic outcomes

Increased employees' feelings of confidence and safety to report inappropriate behaviour at work.

An increase in agreement that the workplace takes steps to eliminate bullying, harassment and discrimination.

Our ability to report on, at minimum, one more aspect of intersectionality (eg. gender identity that is non-binary, Aboriginality, disability, sexuality) in our workplace gender audit.

An increase in the gender diversity of candidates standing for Council election which more closely reflects the gender composition of the community.

A reduction in the response 'prefer not to say' for the *People Matter Survey* across all intersectionality information.

Findings informing strategic direction 2

Our workplace gender audit revealed the following about how safe and inclusive Glen Eira is:

- > The number of formal sexual harassments complaints was too low to report on.
- > Among respondents to the *People Matter Survey*, eight per cent reported experiencing sexual harassment.
- > There are some gendered differences in feelings of safety to report inappropriate behaviour at work with people who selected 'I use a different term', non-binary or prefer not to say reporting much lower sense of safety (53 per cent) than male (73 per cent) and female (74 per cent) employees.
- > There are some gendered differences in agreement that the workplace takes steps to eliminate bullying, harassment and discrimination with people who selected

INTERSECTIONAL QUESTIONS



Percentage of respondents to the *People Matter Survey* who selected 'prefer not to say' on the following questions

Gender	Sexuality	Aboriginality
11%	16%	5%
Disability	Cultural Identity	Country of birth
8%	12%	14%
Caring responsibilities		
9%		

'I use a different term', non-binary or prefer not to say reporting much lower agreement (59 per cent) than male (75 per cent) and female (75 per cent) employees.

- > There are gaps in the workforce gender data for the intersectional workforce, with only binary gender (male/female) and age able to be collected.
- > A high percentage of employees who completed the *People Matter Survey* selected 'prefer not to say' across the intersectional questions related to gender (11 per cent); sexuality (16 per cent); Aboriginality (five per cent); disability (eight per cent); cultural identity (12 per cent); country of birth (14 per cent); and caring responsibilities (nine per cent).

Through consultation with employees, we found the following key themes in relation to how we can provide a safe and inclusive workplace.

Identify and respond to inappropriate behaviour

Provide support, education and awareness raising about inappropriate behaviour and how to respond if it is experienced or witnessed. **'Be bold in calling out behaviours and following up with appropriate action.'** (Anonymous focus group participant).

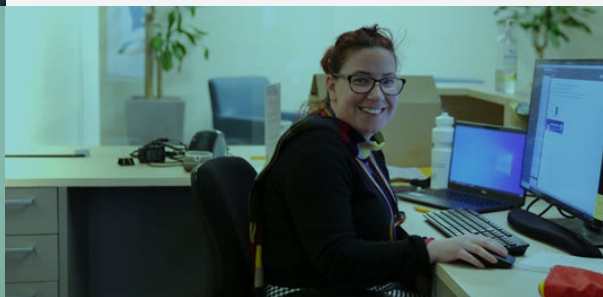
Celebrate diversity and improve understanding of intersectionality

Seeking opportunities to celebrate diversity and the benefits that a diverse workforce brings. **'Celebrate the benefits of a diverse workforce.'** (Anonymous focus group participant). We need to gain a better understanding of the needs and experiences of our intersectional workforce: **'Actively ask staff about their experiences.'** (Anonymous focus group participant).



"Celebrate the benefits of a diverse workforce."

Anonymous focus group participant.



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KEY PRIORITY 2.1**Support a workplace culture that responds to and takes action to prevent sexual harassment**

ACTION	MEASURE	LEAD	TIMELINE
2.1.1 Undertake an internal awareness campaign to promote the <i>Prevention of Sexual Harassment Policy</i> and acceptable workplace behaviours.	Internal awareness campaign held	People and Culture	2022–2023
2.1.2 Participate in the <i>16 Days of Activism</i> campaign annually to prevent violence against women.	Internal awareness raising campaign held annually	Community Development	Ongoing
2.1.3 Develop and implement a communications plan with employees on how to address sexual harassment and where to submit a sexual harassment formal complaint.	Communications plan developed and implemented	People and Culture	2022–2023
2.1.4 Training and development programs provided to build skills in how to respond to workplace sexual harassment eg. bystander training.	Bystander training held annually	People and Culture	Ongoing

KEY PRIORITY 2.2**Provide a safe and inclusive work environment for intersectional workforce**

ACTION	MEASURE	LEAD	TIMELINE
2.2.1 Create an internal awareness campaign to challenge gender stereotypes which are attached to specific types of work.	Internal awareness campaign held	People and Culture	2022–2023
2.2.2 Undertake an internal awareness campaign to promote the <i>Equal Employment Opportunity, Discrimination, Harassment and Vilification Policy</i> and acceptable workplace behaviours and how to raise a complaint.	Internal awareness campaign held	People and Culture	2022–2023
2.2.3 Explore undertaking Rainbow Tick (or similar) accreditation across the organisation.	Rainbow tick (or similar) accreditation investigated, and recommendation made	People and Culture	2022–2023
2.2.4 Engage with intersectional workforce to better understand strengths and gaps in support for an inclusive workplace.	Engagement with intersectional workforce eg. focus group/s	People and Culture	Ongoing

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KEY PRIORITY 2.3**Celebrate diversity and inclusion for all genders**

ACTION	MEASURE	LEAD	TIMELINE
2.3.1 Provide cultural awareness training and awareness activities to promote reconciliation and truth telling.	Cultural awareness training and informal learning and awareness raising activities held annually	Community Development	Ongoing
2.3.2 Provide disability inclusion training and awareness activities to promote access and inclusion in the workplace for people with a disability.	Disability inclusion training and informal disability inclusion learning and awareness activities held annually	Community Development	Ongoing
2.3.3 Undertake awareness activities to promote LGBTIQ+ inclusion.	Awareness activities held annually	Community Development	Ongoing
2.3.4 Development of gender equality e-learning module for all employees to complete.	E-learning module launched and promoted	People and Culture	2022–2023
2.3.5 Review capability of current human resource systems to support the collection of intersectional data.	Review complete	People and Culture	2023
2.3.6 Embed collection of intersectional data for all new starters.	Intersectional data gathered for all new starters	People and Culture	2024
2.3.7 Encourage existing staff to provide intersectional data.	Intersectional data gathered for existing staff	People and Culture	2024–2025

STRATEGIC DIRECTION 3: REDUCE THE GENDER PAY GAP

The gender pay gap is a problem across our entire society. It takes into consideration more elements than are within the scope of this *Action Plan*. The gender pay gap persists due to issues such as lower superannuation contributions over an individual's whole working life (based on overall income), the impact of career breaks for parental leave, caring or other reasons and the value placed on different types of work and professions.

"Closing the gender pay gap goes beyond just ensuring equal pay. It requires cultural change to remove the barriers to the full and equal participation of women in the workforce." (WGEA, 2021).

In developing the *Action Plan* consideration has been given to how best to address the existing gender pay gap, as expressed through the equal pay for equal or comparable work measure as well as indicators of the availability and use of leave entitlements, of flexible work arrangements and of recruitment and promotion practices that are free from unconscious bias.

Some of the contributing factors to the gender pay gap that we can influence through this *Action Plan* include ensuring equal pay for equal work, promoting leave and flexible work, and combating gender stereotypes and unconscious bias. It is important to recognise any action we take to reduce the gender pay gap should consider all of these contributing factors.

The following gender pay equity principles have been identified by the Commission for Gender Equality in the Public Sector and underpin this priority area of the *Action Plan*. They are:

- > Establishing equal pay for work of equal or comparable value
- > Freedom from bias and discrimination
- > Transparency and accessibility
- > Relationship between paid and unpaid work
- > Sustainability
- > Participation and engagement

We want to embed the gender pay equity principles because we are committed to gender equality. We also understand achieving pay equity will benefit our organisation through improved attraction of talent through building a reputation as an employer of choice, and increased efficiency and productivity through retention of staff and reduced turnover costs.^{24, 25, 26}

The following strategic outcomes outline what we want to achieve over the next four years. They are all directly related to improving on the results of our workplace gender audit.

Strategic outcomes

An increase in the agreement that Glen Eira makes fair recruitment and promotion decisions.

An increase in favourability that Council is committed to ensuring the right people get promoted.

A workforce which more closely reflects the gender composition of the community.

An increase in the use of flexible work arrangements which more closely reflects the gender composition of the workforce.

An increase in the access and uptake of parental and carers leave by males.

An increase in agreement that using flexible work arrangements is not a barrier to success in my organisation.

Continue to report a zero per cent gender pay gap for total remuneration as a median value.

Reduce the gender pay gap for total remuneration as a mean value.

Findings informing strategic direction 3

Our workplace gender audit revealed the following about the gender pay gap at Glen Eira:

- > There is no gender pay gap for the overall organisation when looking at median base salary and median total remuneration.
- > There is a 4.7 per cent gender pay gap in favour of males for total remuneration as a mean value.
- > Females have a greater average total remuneration at Co-ordinator level.
- > Males have a greater average total remuneration at Manager level. This is also true when we look at the median pay gap.
- > More females were hired at the Officer and Manager levels.
- > Only males were hired at the Director level.
- > There were more females recruited into part-time and casual positions than males.
- > There are gaps in the workforce gender data for intersectional workforce, with only binary gender (male/female) and age able to be collected.
- > There are some gendered differences in the agreement as to whether the organisation makes fair recruitment and promotion decisions with people who selected 'I use a different term', non-binary or prefer not to say much lower (43 per cent) than male (61 per cent) and female (62 per cent) employees.
- > Our *Employee Engagement Survey* showed low agreement that Council is committed to ensuring the right people get promoted (42 per cent).
- > There are more females in the City Management (73 per cent) and Community Wellbeing Directorates (78 per cent), which does not reflect the gender composition of our whole workforce (67 per cent female, 33 per cent male) or the wider Glen Eira community (52 per cent female, 48 per cent male).
- > There are more males in the Infrastructure and Open Space Directorate (80 per cent), which does not reflect the gender composition of our whole workforce (67 per cent female, 33 per cent male) or the wider Glen Eira community (52 per cent female, 48 per cent male).

“Work with each employee to provide them an environment where they can work and contribute to the organisation at their best.”

Anonymous focus group participant.

FLEXIBLE WORK AND LEAVE



Flexible work arrangement take-up

8.9%
Female

24.9%
Male



Parental leave take-up

73.1%
Female

22.9%
Male



Carers leave take-up

66.7%
Female

33.3%
Male



Using flexible work arrangements is not a barrier to success

68%
Female

61%
Male

51%
Prefer not to say. Non binary.

- > Flexible work arrangements are being utilised at much higher rates by males (24.9 per cent of the workforce) compared with females (8.9 per cent of the workforce) due to negotiated award conditions in some types of work.
- > Females are utilising parental leave at higher rates than males. Of the total workforce accessing parental leave 22.9 per cent were male.
- > Females are utilising carers leave at higher rates than males. Of the total workforce accessing carers leave 33.3 per cent were male.
- > There are some gendered differences in the agreement that using flexible work arrangements is not a barrier to success in my organisation with people who selected 'I use a different term', non-binary or prefer not to say much less likely to agree (51 per cent) than male (61 per cent) and female (68 per cent) employees.

Through consultation with employees, we found the following key themes in relation to how we can reduce the gender pay gap.

Ensure fair and equitable recruitment and promotion practices

Improvements can be made to the existing secondment and higher duties opportunities and how they can be offered more equitably. **'Secondment opportunities and higher duties opportunities are very poor in certain business units which operate in a very traditional and unprogressive environment.'** (Anonymous focus group participant).

Need to address unconscious bias and improve understanding of intersectionality across the whole recruitment process. **'Recruiters need to understand intersectionality.'** (Anonymous focus group participant).

Ensure that leave and flexible work arrangements are accessible and supported for all genders

Encouraging and supporting leave and flexible work arrangements for all genders is a practical way to start to challenge gender stereotypes. **'More focus must be dedicated to other genders than the traditional mother role as the primary child carer in a family unit.'** (Anonymous focus group participant).

“More focus must be dedicated to other genders than the traditional mother role as the primary child carer in a family unit.”

Anonymous focus group participant.

Recognising leave and flexible work arrangements should be tailored to the needs of the individual and we should explore other variations of leave and flexible work arrangements to support those unique needs. **'Work with each employee to provide them an environment where they can work and contribute to the organisation at their best.'** (Anonymous focus group participant).

Also highlighted was the positive impact that COVID-19 has had on leave and flexible work arrangements and a desire among respondents to ensure these arrangements remain in place beyond the pandemic.

Challenge gender stereotypes to reduce the gender pay gap

The existing systems and structures in which we operate continue to influence the gender pay gap. This includes aspects such as men still being viewed as the 'breadwinner' and some traditionally female occupations do not reflect the skills and experience required to perform them. **'A lot of childcare educators are female and in terms of mostly women in Family Youth and Children's Services boils down to salaries. Sorry, but it's a fact.'** (Anonymous focus group participant). **'Passion for a profession is important but may not be practical.'** (Anonymous focus group participant).

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KEY PRIORITY 3.1**Embed fair, equitable, transparent and flexible recruitment practices in the selection of employees**

ACTION	MEASURE	LEAD	TIMELINE
3.1.1 Expand the range of services used to advertise Council jobs, to capture a more diverse pool of applicants.	New services used to advertise Council vacancies	People and Culture	Ongoing
3.1.2 Adopt a recruitment process for secondment and higher duties arrangements which applies gender equality principles.	Internal process established and communicated for secondment and higher duties	People and Culture	2022–2023
3.1.3 Use developed tools to review language of job advertisements to minimise gender bias.	Job advertisements language reviewed	People and Culture	2022–2023
3.1.4 Undertake a gender impact assessment on recruitment process to identify areas for improvement to achieve more gender equitable outcomes.	Gender Impact Assessment completed	Community Development	2022–2023
3.1.5 Implement recommendations from the gender impact assessment on the recruitment process.	Reported outcome/s of recommendations	People and Culture	2024–2025
3.1.6 Review, update and implement training in unconscious bias for Officers involved in recruiting.	Training sessions held annually	People and Culture	Ongoing

KEY PRIORITY 3.2**Ensure flexible work arrangements are accessible to all employees, regardless of gender**

ACTION	MEASURE	LEAD	TIMELINE
3.2.1 Undertake an internal awareness campaign to encourage people of all genders to access flexible work arrangements, parental and carers leave, regardless of gender.	Internal awareness campaign held	People and Culture	Ongoing
3.2.2 Review paid parental leave entitlements to ensure provisions are gender equitable, use inclusive language and seek to remove distinction between primary/secondary carer leave so all are entitled to 12-week minimum paid leave period.	Investigated and recommendation made	People and Culture	2022–2023

GLEN EIRA GENDER EQUALITY ACTION PLAN 2022–2025

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KEY PRIORITY 3.2. Continued**Ensure flexible work arrangements are accessible to all employees, regardless of gender**

ACTION	MEASURE	LEAD	TIMELINE
3.2.3 Explore provision of superannuation contributions whilst employees are taking unpaid parental leave.	Investigated and recommendation made	People and Culture	2022–2023
3.2.4 Communicate the range of leave and flexible work options offered by Council.	Communications plan complete and implemented	People and Culture	Ongoing
3.2.5 Communication/promotion of the <i>Family Violence Support Policy</i> and support processes.	Communications plan complete and implemented	People and Culture	Ongoing
3.2.6 Include information about flexible work arrangements in all parts of the recruitment process ie. advertising, position description and interview process.	Increase in flexible work arrangements information shared for new starters	People and Culture	Ongoing

KEY PRIORITY 3.3**Embed gender pay equity principles**

ACTION	MEASURE	LEAD	TIMELINE
3.3.1 Review remuneration process for the classification levels where the gender pay gap is most evident.	Review completed	People and Culture	2022–2023
3.3.2 Implement changes following review of remuneration process (3.3.1).	Changes implemented	People and Culture	2024–2025
3.3.3 Undertake a leadership lunch and learn session to educate employees about the gender pay gap.	Lunch and learn completed	People and Culture	2022–2023
3.3.4 Conduct an internal awareness campaign to empower employees to challenge gender stereotypes, highlighting gender segregated occupations and work groups.	Campaign undertaken	People and Culture	Ongoing

STRATEGIC RESOURCE PLAN

Development of the Action Plan

This *Action Plan* has been developed with the CEO and Executive Leadership team, combined with a governance structure which was established in December 2020. A Project Control Group, with CEO Rebecca McKenzie as the project sponsor and chaired by Mark Saunders, Director Community Wellbeing led the organisation to complete this *Action Plan*.

The Project Control Group had the following objectives:

- > ensure that key obligations of Council under the *Gender Equality Act 2020* are met;
- > provide strategic advice and guidance at key stages/ milestones of the project;
- > monitor the progress of the project and assist with advice and support where issues arise;
- > champion relevant aspects of the project to foster organisation wide support and participation; and
- > support the Director Community Wellbeing to report to the Executive on key progress.

The membership of the Project Control Group included Managers from Community Development, Urban Planning, People and Culture, Recreation and Open Space, Corporate Counsel and Glen Eira Leisure to ensure the *Action Plan* met the needs of the whole organisation and fostered ongoing support at all levels and in all departments.

To support the work of the Project Control Group a Project Working Group was also established with Managers and Officers from Community Development and People and Culture to ensure the operational needs of the *Action Plans* development were being achieved and monitored closely. Other time limited project working groups were established to support specific aspects of the development of the *Action Plan*, including Audit Working Group, Communications Working Group and Engagement Working Group.

To support the development of the *Action Plan*, Council committed resources to employ a full time Social Policy Officer who was appointed in 2020. Other Council Officers supported the development of the *Action Plan* through their existing roles at Council.

Implementation of the Action Plan

As we move into the implementation phase of the *Action Plan* the following areas have been identified to ensure continued strategic resourcing of the *Action Plan*.

Organisation wide commitment to gender equality

The commitment to delivering the outcomes in this *Action Plan* are directly related to achieving outcomes across a number of key Council plans, including the:

- > *Glen Eira Together — Our Organisational Plan 2021–2025*
- > *Glen Eira Strategic Workforce Plan 2021–2025*
- > *Glen Eira Council Plan 2021–2025*
- > *Glen Eira Community Wellbeing Plan 2021–2025*

Each of the above Plans include commitments directly related to the implementation of this *Action Plan*.

Budget commitment

Council has committed resources to a dedicated, ongoing Officer position who will continue to provide support in the implementation and monitoring of the *Action Plan*.

Budget commitments to support implementation beyond staffing, such as training and development and project delivery will continue to form part of the annual and long-term financial plan.

Governance

A collaborative approach led by the Managers of Community Development and People and Culture will ensure the implementation of the *Action Plan* is appropriately resourced.

A cross-functional working group of Council Officers, such as those who have participated in the audit, communications and engagement working groups will meet as required to implement key initiatives in the *Action Plan*.

Communication with key leaders in the organisation will continue through the Senior Leadership Group and Executive Team meetings on an as needs basis, considered to be at minimum every 12 months.

Review

The strategic resource plan will be reviewed on an annual basis, aligned to the budget cycle.

MONITORING AND REPORTING

It is important that we track our progress and review how our *Action Plan* is meeting the needs of our organisation. Each year we will review our *Action Plan* and evaluate whether the activities we have progressed have had an impact on meeting the key priorities, strategic outcomes and directions. These measures will include the strategic outcomes that are longer term and linked to the workplace gender audit findings, as well as those that are shorter-term monitoring items.

We will document and share our progress, our achievements and our learnings with employees, Council, the Commission for Gender Equality in the Public Sector and the community every two years. We will review our measures through conducting the workplace gender audit in 2025, to understand where we have made improvements and where we have further work to do in order to achieve our vision as an organisation which leads the way on gender equality, acts on inequalities, ensures all voices are heard and that opportunities are being offered fairly and equitably to all genders.

“We know that achieving gender equality will not happen overnight. However, with measurable action we can ensure that progress is being made.”

State Government of Victoria

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Social media

Glen Eira City Council:

www.facebook.com/GlenEiraCityCouncil

@cityofgleneira:

www.instagram.com/cityofgleneira

Glen Eira arts, gallery and events:

www.facebook.com/gleneiraarts

www.instagram.com/gleneiraarts

Glen Eira Leisure:

www.facebook.com/GESACOnline

<https://www.instagram.com/gleneiraleisure>

www.twitter.com/GESACOnline

Glen Eira Libraries and Learning Centres:

www.facebook.com/GlenEiraLibraries

<https://www.instagram.com/gleneiralibraries>

Glen Eira Sustainable Living:

www.facebook.com/sustainablelivinggleneira

Glen Eira Youth Services:

www.facebook.com/GlenEiraYouthServices

www.instagram.com/gleneirayouthservices

8.12 GLEN EIRA CITY COUNCIL SMART CITY ROADMAP

Author: Kellie Vise, Chief Transformation Officer

Trim No: 22/145126

Attachments: 1. Draft Glen Eira Smart City Roadmap [↓](#)

EXECUTIVE SUMMARY

A *smart city* is defined as a city that supports and enables digital technology, data and innovative practices to improve liveability, sustainability, collaboration and economic opportunities. Council recognises the enormous opportunities for our community presented by rapidly evolving digital technology, innovation, and data. Council also acknowledges growing expectations from our residents to become 'smarter' in the way these tools are used to improve services, deliver efficiencies and become more sustainable.

Following consultation and engagement with the community and other stakeholders, Council has finalised its future plan for how it will maximise the benefits of new technologies through the *Smart City Roadmap (Roadmap)*.

The *Roadmap* establishes an exciting vision for Glen Eira to enable data and technology to maximise opportunities to improve liveability, sustainability, safety and mobility in the municipality. The *Roadmap* will guide how Council maximises the benefits and manages the risks involved with smart technologies the Glen Eira community.

The *Roadmap* will help Council get the best out of technology and deliver improved outcomes for the community. It will also signal to our community and other stakeholders that Council is open to opportunities to partner, collaborate and lead innovation that maximises the benefits of smart city initiatives.

RECOMMENDATION

That Council endorses the Glen Eira Smart City Roadmap (Attachment 1 to the report).

BACKGROUND

Over recent years, Glen Eira has undertaken a number of smart city programs and initiatives. While these have identified some of the potential benefits of smart cities and provided some valuable data, a more structured approach is required to ensure there is a shared vision, clear accountabilities, alignment to strategic objectives and a robust basis for future technology investment decisions.

Council is looking to leverage and scale its current smart city opportunities through developing a *Smart City Roadmap*. This Roadmap will provide Council, community, potential partners and investors with clarity on Council's expectations on how smart and innovative initiatives will enhance community outcomes.

The *Roadmap* takes into consideration how risks associated with technology are understood and mitigated. It also sends a signal to community and stakeholders that Council is open to opportunities to partner, collaborate and lead innovation where there is a community benefit.

In developing the *Roadmap* Council engaged widely to understand the challenges, aspirations, opportunities and risks in relation to smart cities. This included surveys and workshops with Councillors, staff, community members and a range of public and private sector organisations. The engagement process had a dual purpose – to build understanding, awareness, and excitement about smart cities in Glen Eira, as well as collecting insights into the local challenges, opportunities, and priorities for a smart Glen Eira to be incorporated into the *Smart City Roadmap*.

The draft Roadmap was endorsed by Council in December 2021 for a six-week period of community engagement which took place during January and February 2022. Feedback received during this consultation period has been considered in finalising the Roadmap.

ISSUES AND DISCUSSION

The *Smart City Roadmap* provides a strategic framework to guide Council's approach to using data and digital technologies to improve infrastructure, services and operations. It has been developed in collaboration with the community and key stakeholders and provides a coordinated and prioritised approach to progressing Council's future agenda for integrating community-centred, digital technology and innovation into our operations, infrastructure and service delivery.

The *Roadmap* reflects community and stakeholder engagement along with the latest research and analysis and is aligned to the directions outlined in the *2040 Community Vision*, *Council Plan 2021-2025* and other key strategic documents. It acts as both an educational document and an enabling strategy and aims to ensure stakeholders feel informed and confident in Glen Eira's smart city direction.

The *Roadmap* showcases a number of current smart city initiatives and priorities and outlines how the future initiatives will align with existing strategies, projects, and policies of Council and with the broader regional and National policy agenda.

The *Roadmap* will support and enhance existing commitments and investments in smart city developments and assist with attracting new funding from both the Victorian and Federal governments for new initiatives. Attracting investment for smart projects requires a clear smart city 'brand'. Additionally, support for small business through innovation and digital literacy programs can further this culture of innovation, and better support a diverse and smart local economy

Smart City Vision and Principles

The *Roadmap* establishes a smart city vision, or long-term ambition to guide Council's activities and initiatives.

Glen Eira's smart city vision is *A future-ready, data and technology enabled Glen Eira*:

- Committed to climate action and making the most of our natural environment
- Powered by local innovation, skills and collaboration opportunities
- Focused on enhanced liveability, safety and mobility
- Informed by real-time data and proactive decision-making
- Dedicated to transparent and accountable action

The Vision is supported by a set of principles which underpin the approach that Council, community, partners, and investors will take to smart city activities in Glen Eira. All projects will align with the principles to coordinate their design and implementation in accordance with our community's expectations and priorities.

Draft Smart City Outcomes

The *Roadmap* outlines the outcomes, objectives and potential initiatives we will pursue, all aligned to Councils' broader strategic goals. The specific nature of these initiatives will be explored further as part of the detailed implementation planning process, and are summarised under the following key themes:

- Future community
- Future economy
- Future environment
- Future place
- Future mobility

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

Council has declared a climate emergency with a public commitment to taking urgent and definitive action to mitigate the worst impacts of climate change. Using smart technology and systems can help Council to create a more resilient, efficient, and sustainable city. Initiatives such as smart water meters, smart traffic mobility management and Internet of Things (IoT) networks for environmental monitoring can reduce carbon emissions and help mitigate the effects of climate change. Consideration of Council's Climate Emergency Response Strategy will be central to the development of the implementation plan for the *Roadmap*.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

Funding for the development of the *Roadmap* is provided within the 2021/2022 adopted Budget. Future funding for initiatives and programs will be the subject of separate budget allocation processes and incorporated into future capital works projects. With strong state and federal government policy platforms in this area there is also significant opportunity for Council to seek external funding through government and other partners to progress smart city initiatives. It is helpful for Council to be able to point to a strategic framework as part of any future funding applications.

POLICY AND LEGISLATIVE IMPLICATIONS

The *Roadmap* will build on existing strategic plans, projects and policies. The process of developing the principles and roadmap included consideration of existing smart city projects, policies and strategic plans, and broader State and National Government directions. All of these initiatives provided valuable context for the *Roadmap* and will enable streamlined smart city action in Glen Eira that is aligned with local, state and national objectives.

COMMUNICATION AND ENGAGEMENT

Council engaged with a broad range of community members and other stakeholders to understand the challenges, aspirations, opportunities and risks in relation to smart cities. This engagement included surveys and workshops with Councillors, staff, community members and a range of public and private sector organisations. Collaboration is an essential factor in sharing knowledge, understanding local opportunities, and developing tailored projects and policies that best suit the people of Glen Eira.

The engagement process had a dual purpose – to build understanding, awareness, and excitement of smart cities as well as collecting insights into the challenges, opportunities, and priorities for Glen Eira.

The insights and observations are summarised below:

- There was a focus on climate change action and adaption, and environmental sustainability more generally
- Improving liveability – community connection, mobility, health, safety by using integrated technologies was a shared aspiration
- A theme throughout engagement, particularly with staff, was a desire to develop practical solutions to local challenges and create opportunities to support local innovation and community empowerment.
- All cohorts expressed a desire for Council to leverage data and digital technology to be more proactive and responsive.
- There was an emphasis on further improving transparency and trust in Council.

The key barriers and areas of concern were identified as:

- Building staff and community digital skills
- Addressing issues of funding and communicating value for money
- Promoting clear smart city leadership
- Communicating smart city governance and pathways
- Addressing privacy and security concerns

Community priorities for a smart Glen Eira which emerged from this engagement have been incorporated into the draft *Roadmap* are summarised on pages 18-19.

Future community engagement and participation is embedded in the *Roadmap* within the principles of *collaboration and inclusion*. This means that any future smart city initiatives will require engagement, collaboration and partnership with our community to ensure projects reflect their aspirations and needs. Not only that, one of the key enablers of smart cities is *communication and participation* which will encourage co-design and collaboration with the community at every step along the way.

An outcome sought through the Roadmap is '*Future Community*' including the development of a digital democracy roadmap, digital literacy programs and greater support for digital accessibility and participation in decision making.

Following endorsement of the draft Roadmap in December 2021, the community was invited to provide comment and feedback on the document during January and February 2022. This included a structure of the survey directed community members to certain sections of the document (vision, principles, enablers, individual outcomes).

Feedback and submissions received during this period included 11 community responses including ten surveys and one written submission. The survey was conducted via Council's Have Your Say online engagement platform. In general, the feedback received was positive with four community members happy and one very happy with the draft Roadmap, four neutral and one very unhappy response.

The contributions from community members were reviewed in detail. While some comments had already addressed throughout the document, in response to the feedback a number of updates were made including edits that add emphasis to:

- Addressing the specific needs of the Glen Eira community
- Smart City opportunities in active travel
- Smart City opportunities to improve accessibility
- Smart City opportunities to support health and wellbeing
- Smart City intersection with Council's broader strategic programs and policies

- The strategic nature of the Roadmap, acknowledging that individual initiatives and priorities will be explored in the development of a more detailed Action Plan

Overall, the feedback generally related to issues of implementation as community members were keen to know more about the specifics of current and future projects, indicating an interest and engagement with the topic. The submission received provided general feedback on the document along with input about how Smart City principles could be used to support a range of other Council strategies. It was pleasing to see the level of enthusiasm for future initiatives under the Smart City banner, the specific details of which will be addressed through ongoing implementation planning, which includes dedicated ongoing communication and engagement with the community. The Roadmap is generally a strategic document, so matters requiring more detail will be included in the development of the Action Planning document which is due to be complete by June 2022.

LINK TO COUNCIL PLAN

Strategic Direction 1: Well informed, transparent decisions and highly valued services
We build trust through engaging with our community, delivering quality services and making evidence-based decisions

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

The *Smart City Roadmap* will help Council get the best out of technology and deliver improved outcomes for the community, while ensuring the associated risks are understood and mitigated. It will also signal to other stakeholders that Council is open to opportunities to partner, collaborate and lead innovation that maximises the benefits of smart city initiatives.

The development of the *Smart City Roadmap* fulfils a key initiative identified in the 2021-2025 Council Plan and accompanying 2021-2022 Annual Action Plan, supporting Council's strategic direction to deliver *well informed, transparent decisions and highly valued services*.



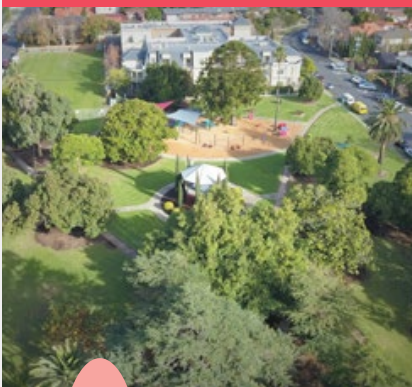
GLEN EIRA
CITY COUNCIL



SMART CITY ROADMAP

Leveraging technology, data and
innovation for a thriving, inclusive and
sustainable future

gleneira.vic.gov.au



February 2022



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Acknowledgement of Country

Glen Eira City Council acknowledges the Boonwurrung/ Bunurong and Wurundjeri Woi Wurrung peoples of the Kulin Nation as Traditional Owners and Custodians, and pays respect to their Elders past, present and emerging. We acknowledge and uphold their continuing relationship to land and waterways. Council extends its respect to all Aboriginal and Torres Strait Islander peoples.

Council honours the rich histories and cultures of First Nations peoples and recognises and values the important contribution of Aboriginal and Torres Strait Islander peoples in enriching our community.

We support the Uluru Statement from the Heart and are committed to a Reconciliation Action Plan which is underpinned by the principles of self-determination. We work towards improved outcomes and long-term generational change, and to consolidate Glen Eira as a culturally safe place for Aboriginal and Torres Strait Islander peoples. We are committed to achieving equality for Aboriginal and Torres Strait Islander people to live healthy and prosperous lives and to improve life outcomes for current and future generations.

Glen Eira resides on country that always was, and always will be, Aboriginal land.

FOREWORD



Cr Jim Magee

Mayor



Rebecca McKenzie

Chief Executive Officer

We are living through an exciting time for our City. Council recognises the enormous potential of digital technology, data and innovation, and we have developed this *Smart City Roadmap (Roadmap)* to make the most of these opportunities.

This *Roadmap* represents our commitment to delivering high quality services to our community. It will help us remain as one of the healthiest, safest, most liveable and accessible cities in Victoria.

This *Roadmap* is a huge step forward for our City and is a critical component of our strategic framework. It will help Council get the best out of technology and deliver improved outcomes for the community.

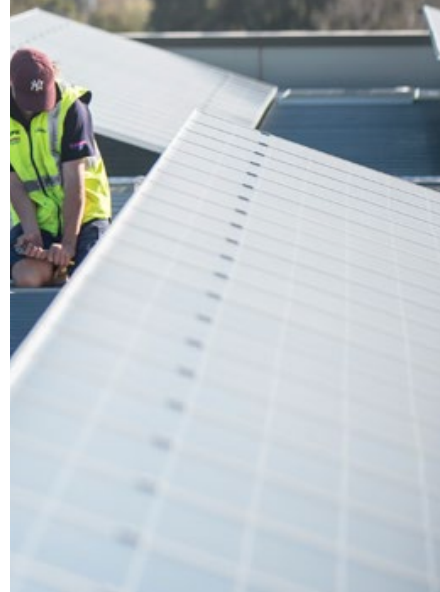
The City of Glen Eira is working towards a digitally enabled future. We have developed this *Roadmap* to guide us as we leverage the benefits of technology and data to support our broader vision and purpose.

At the core of the *Roadmap* is a focus on liveability, sustainability, proactivity, collaboration and of course, our community.

A city does not become 'smart' just by rolling out technology. It does so by taking a considered approach to solving problems with the help of digital technology.

This *Roadmap* is our approach to getting the best results out of our technological investments, ensuring these investments deliver community outcomes and protecting the community and Council from smart city risks.

We are excited by the opportunities smart cities will bring to Council, our community and partners over the coming weeks, months, and years.



INTRODUCTION

Glen Eira City Council is getting ready for the future — to be sustainable, prosperous and empowered.

Smart city transformation at the City of Glen Eira is underway, with the use of data, enhanced connectivity and digital technology delivering improved, more efficient services for our community.

Developed in collaboration with the community and key local stakeholders, this *Smart City Roadmap (Roadmap)* provides a coordinated and prioritised approach to progressing our transformation agenda and integrating digital technology and innovation into our operations and services.

Adapting to new opportunities

Smart technologies, enhanced digital skills, and the use of data are opening new opportunities to organisations in both public and private spheres across the world.

This *Roadmap* leverages the effort and progress made at Glen Eira to date, to support Council adopt the emerging opportunities of the digital age and enhance our ability to respond to challenges proactively and efficiently.

Key benefits and opportunities include the ability to use data for more informed decision-making, enhancing the ease and convenience of accessing Council services and improving organisational efficiencies to better focus our budgets on tangible community benefit.

...and challenges

Digital technology does not come without its challenges. We are committed to the ethical, collaborative and transparent application of technology and data that focusses on protecting the privacy and security of Glen Eira residents, Council staff and the broader community.

Council's approach is inclusive. We want to expand the opportunities and convenience of services available in Glen Eira without limiting access or avenues for participation.

Ultimately, Council's aim is to continue to be one of the most liveable, accessible, healthy and safe cities in Victoria, and we will leverage the benefits and mitigate the risks of digital technology to better support these objectives and the broader aspirations of the community.

Defining smart cities for Glen Eira

Smart cities are generally defined as cities that use digital technology, data and innovation to deliver better outcomes to their communities. How we prioritise the use of these smart technologies and practices determines the outcomes and enhancements for our community. For Glen Eira, we will focus on using digital technologies for:

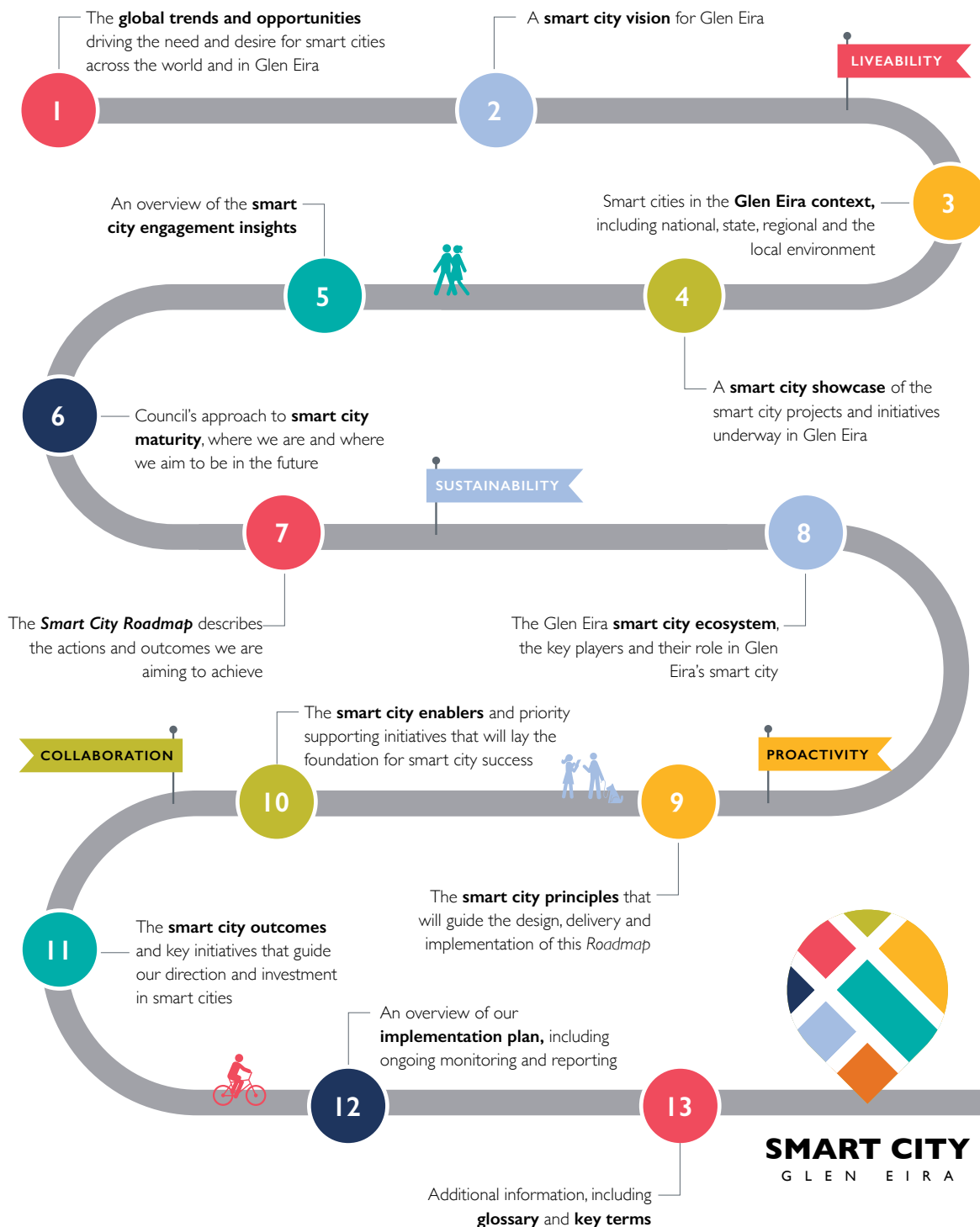


GLEN EIRA SMART CITY ROADMAP

5

Our Smart City Roadmap

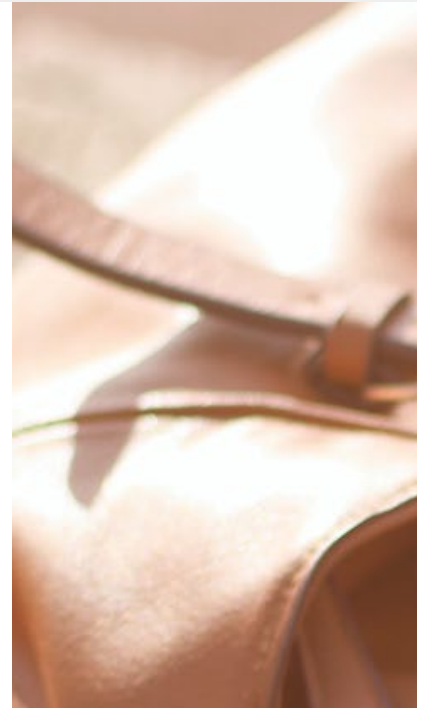
This *Smart City Roadmap* provides the long-term strategic direction for smart city activity in Glen Eira. It takes us on the journey of smart cities now and into the future as we continue to adapt and embrace emerging priorities. The *Roadmap* covers:



GLOBAL TRENDS AND OPPORTUNITIES

Digital technologies, data analytics and automation, among other emerging trends, are opening a world of opportunities.

Organisations across the world from banks to health providers are embracing new technology and data to create value and manage risk. As individuals experience improved digital services from business and community organisations, their expectations of government will rightly increase.



Why are governments trying to build smarter cities?

THE CHALLENGE

- > Rapid urbanisation is a phenomenon around the world. In the 2019–2020 financial year, Melbourne had the largest growth of any city in Australia (80,100 people), putting pressure on environmental, social, and economic sustainability. Urbanisation is changing councils' capacity to adapt and deliver high quality services that meet community expectations.
- > Impacts of climate change are also affecting community health and wellbeing and the way governments plan and deliver services and infrastructure.

Smart cities can help councils respond to these challenges.

THE OPPORTUNITY

- > Smart cities are enabled by the latest technological advances. It is through these transformations that platforms can be created where large, diverse communities can organise, share knowledge and co-design policy and projects.
- > In the last few decades alone the amount of data collected and the speed at which it can be analysed has increased exponentially. So too has the ability of technology and data to enable greater efficiency; connect, automate and transform traditional city elements; and empower innovation, creativity and new solutions.





THE GOAL

To succeed in the 21st Century cities need to be productive, accessible, liveable and sustainable, with clear focus on serving their citizens. Our *Council Plan 2021–2025* outlines our pathway to success, which is enhanced and supported by the integration of digital technology. Our Council Plan is working towards:

- > **Well informed, transparent decisions and highly valued services**
Smart cities leverage digital platforms to share information about Council process and performance, and to facilitate community feedback and co-design.
- > **Access to well designed and maintained open spaces and places**
Smart cities analyse spatial and temporal data to understand, optimise and expand public and open spaces; they leverage the latest technologies to help maintain our natural and built environments.
- > **A liveable and well-planned City**
Smart cities support a more productive, accessible and sustainable city by collaborating with citizens to design policy, using data to inform decisions and by employing the latest solutions.
- > **A green and sustainable community**
Smart cities support greater sustainability through the optimisation of processes that reduce resource consumption and support us in achieving net-zero emissions.
- > **A healthy, inclusive and resilient community**
Smart cities support individual and community wellbeing and inclusion by helping to connect people to each other, community groups and services.

Overview of global trends and smart city opportunities

There are several global trends that interact closely with Glen Eira's smart city efforts. Through this *Roadmap*, Council is considering these trends and coordinating action to address the challenges and opportunities. A few of the opportunities associated with some of the most pertinent global trends are outlined below.

Urbanisation

The increase in the number of people living in towns and cities.

- > Through smart planning and reform, Glen Eira's smart city efforts can increase housing innovation and ensure sustainable development across the City.
- > Smart planning, using technology, such as GIS 3D digital models, and other e-planning reforms, can help improve the function of our City.
- > Data-driven decision-making can help ensure outcomes are meeting and adapting to the changing needs of the community.

Computing advancements

Rapid increases in the quantity, speed and complexity of information computer processing over the last few decades.

- > A smarter Glen Eira can build collaborative and innovative ecosystems to find solutions for local challenges.
- > We can utilise new technologies to optimise and connect City processes and create new opportunities.
- > Data management, systems and technology will be increasingly vital to Glen Eira's smart city success as we use data to make better decisions.

Climate change

Human-induced global warming and its large-scale impacts on weather patterns.

- > Glen Eira's smart city approach identifies and tackles sustainability challenges.
- > Integrating smart and sustainable planning and building practices can ensure assets are efficiently maintained, natural resources are used effectively and a circular economy is promoted.
- > Smart sustainability initiatives could include intelligent irrigation of our parks and green spaces, carbon emissions tracking and mitigation, combating urban heat islands, enhanced waste management systems and green transport solutions.

New models of working

The growth of remote and flexible work, co-working spaces and on-demand freelance contractor work.

- > Through enhanced connectivity, Glen Eira can empower remote working and enable small scale operations to tap into global markets and supply chains.
- > Likewise, Council can advocate and support the use of digital technology within local businesses to streamline processes to generate a more efficient local economy.

Mobility

The way we move around our cities is changing — shared cars and bikes, e-scooters, real-time public transport data, computer optimised routes, electric vehicles, autonomous vehicles.

- > Smart technology can support Glen Eira in understanding and managing mobility issues. Innovative approaches can also support alternative solutions, such as active travel, micro-mobility, autonomous vehicles and on-demand transport.
- > Public transport can be enhanced by digital integrations, such as wayfinding, and innovative solutions to last/first kilometre challenges.

Social disconnection and misinformation

The rapid growth of online misinformation, social disconnection and polarisation.

- > Smart technology can help combat disconnection and polarisation by improving connectivity and increasing collaboration.
- > Tackling digital exclusion through initiatives, such as free public Wi-Fi, digital community training programs and additional collaboration opportunities.
- > Council can also increase trust in government through online engagement platforms, innovation networks and greater transparency.

SMART CITY VISION

A future-ready, data-smart, and tech-enabled Glen Eira...

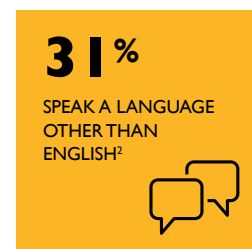
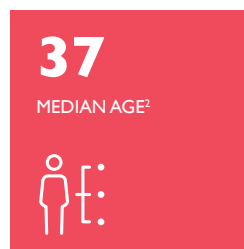
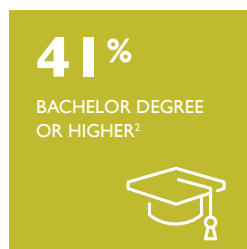
- Committed to climate action and making the most of our natural environment
- Powered by local innovation, skills and collaboration opportunities
- Focused on enhanced liveability, safety and mobility
- Informed by real-time data and proactive decision-making
- Dedicated to transparent and accountable action

GLEN EIRA CONTEXT

The *Glen Eira 2040 Community Vision* — developed by Council and informed by wide community engagement — is ‘Our Glen Eira: A thriving and empowered community working together for an inclusive and sustainable future.’

To help achieve this *Vision*, Council is working with the community, neighbouring councils and the Victorian and Australian Governments through several dedicated policies. We are based on the land of the Traditional Owners, the Boonwurrung/Bunurong and Wurrundjeri Woi Wurrung peoples of the Eastern Kulin Nation.

We are a prosperous and diverse city — with approximately 158,000 residents belonging to a range of cultures. We are also the proud home of Australia's largest Jewish population and have residents born in China, India, England, South Africa, Israel and other countries around the world.



1. 2019/20 National Institute of Economic and Industry Research. Compiled by economyid by .id (informed decisions)
2. 2016 Australian Bureau of Statistics, Census of Population and Housing



Strategic context

This *Roadmap* supports the existing plans, projects and policies of Glen Eira. In addition, the *Roadmap* aligns with the broader regional and national policy agenda.



GLEN EIRA SMART CITY ROADMAP

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National, state and regional context

Smart cities and the integration of digital technology in strategic planning has been on the policy agenda across Victoria and Australia for a number of years.

Key context include:

Australian Smart Cities Plan

The Australian Government's vision for smart city development and plan for maximising smart city success through smart investment, smart policy and smart technology

Plan Melbourne

The Victorian Government's long-term strategy to enable Melbourne's future growth and tackle key challenges, including digital connectivity, data-informed planning and remaining competitive in the digital economy

Regional alliances

- > Inner South Metropolitan Mayor's Forum
- > Municipal Association of Victoria
- > Victorian Local Governance Association
- > Inner South East Metro Partnership
- > South Eastern Councils Climate Alliance
- > Eastern Alliance for Greenhouse Action



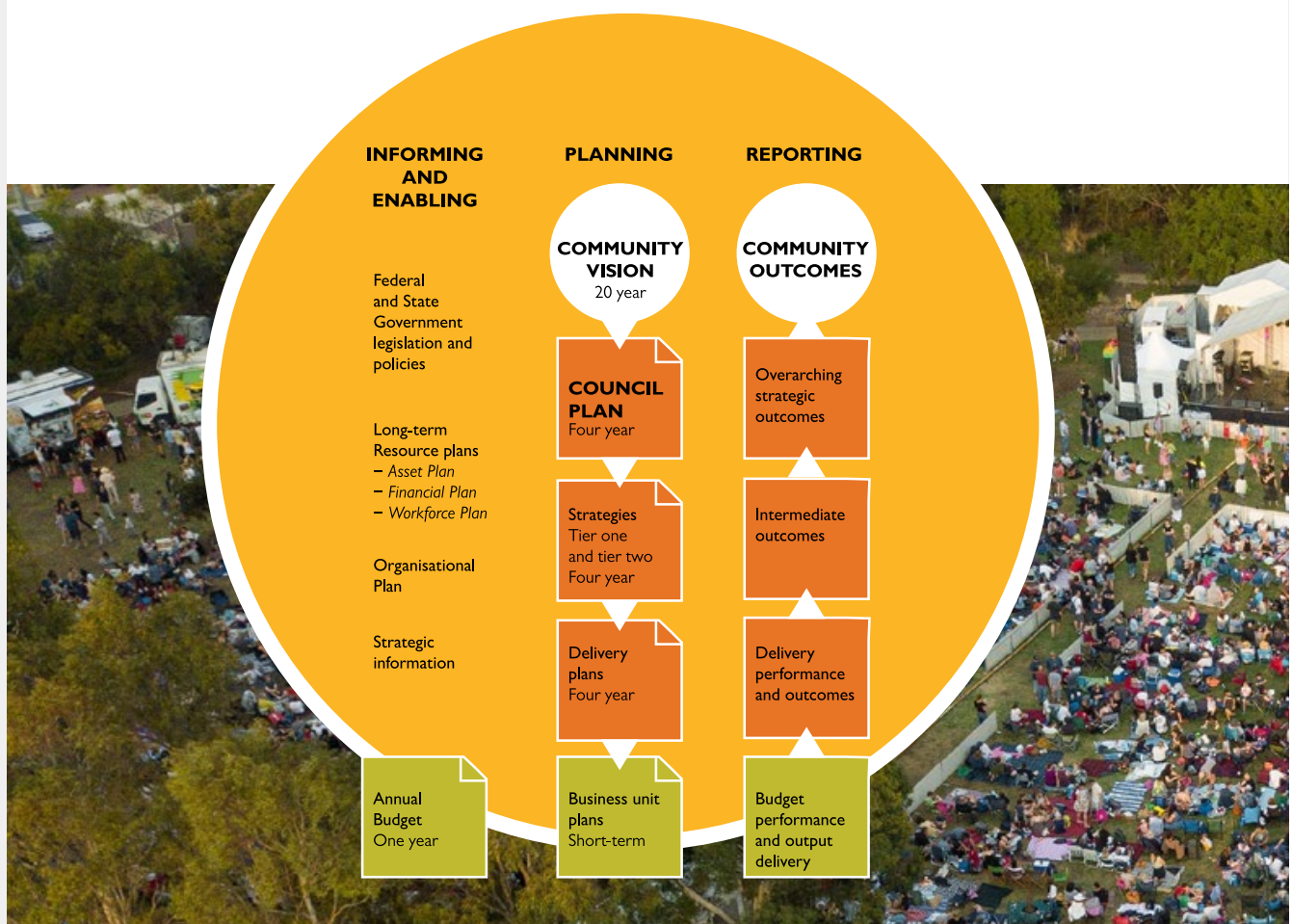
Glen Eira strategic framework

Along with the 2040 Community Vision and the Council Plan, the Smart City Roadmap is an important component of Glen Eira's Integrated Planning and Reporting Framework (the Framework). The Framework describes how strategic planning and reporting will be developed and managed by Council to ensure it contributes to the goals and aspirations of the Glen Eira community.

The Framework outlines how Council will plan for the future across multiple functions, levels and locations to contribute to those aspirations. It also shows how the obligations from our regulators and relationships with our partners impact and contribute to the community's desired outcomes. From a reporting perspective, the Framework ensures there are mechanisms in place to monitor progress towards achieving those outcomes and report transparently to the community.

The Smart City Roadmap will contribute to the Integrated Planning and Reporting Framework as a key informing and enabling element, facilitating an integrated approach to all of Council's operational activities. This will in turn support the integrated strategic planning and reporting of all Council activities across the organisation.

INTEGRATED PLANNING AND REPORTING FRAMEWORK



GLEN EIRA SMART CITY ROADMAP

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Smart city benefits cut across Council priorities. This Roadmap recognises a number of key components of Council's broader strategic framework, however, it cannot address them all. Instead this Roadmap aims to ensure staff and community have the skills and knowledge to integrate as appropriate. A selection of informing strategies and plans include:

2040 COMMUNITY VISION

- > We work together
- > Planning for community resilience
- > Inclusive and healthy community
- > Maximise and diversify our green and natural spaces
- > We are proactive in meeting challenges and innovate using evidence-based methods
- > Promote and develop our creative potential

COUNCIL PLAN 2021–2025

- > Well informed, transparent decisions and highly valued services
- > Access to well designed and maintained open spaces and places
- > A liveable and well planned city
- > A green and sustainable community
- > A healthy, inclusive and resilient community

GLEN EIRA TOGETHER — OUR ORGANISATION PLAN

- > We have the culture, workforce and leadership to enable future success
- > Our technology and digital capabilities support our strategic goals
- > We are customer centric and deliver innovation that improves the customer experience
- > We think strategically, evolving our organisation to position us for success
- > We plan and manage our resources to ensure our long-term financial sustainability while proactively managing our risks
- > We are committed to taking action on climate change

Digital and ICT Strategy

- > Under development
- > The IT Strategy will play a key role in supporting smart-enabled technology deployment and skill-building

Open Data Policy

- > Open access
- > Availability and licensing
- > Publishing
- > Standards, metadata and administration

Customer Experience Strategy

- > Empathetic
- > Accessible
- > Timely
- > Simple
- > Consistent

Community Engagement Policy

- > Inclusive and accessible
- > Informed and meaningful
- > Respectful and supportive
- > Open and transparent
- > Accountable
- > Advocacy

Glen Eira City Plan

- > Placemaking: Well-connected and distinctive neighbourhoods
- > Local economy: Vibrant activity centres with a thriving local economy
- > Housing: Quality housing and buildings for the future

Open Space Strategy

- > Equitable
- > Accessible
- > Adaptable
- > Networked
- > Diverse
- > Sustainable

Climate Emergency Response Strategy

- > We embed climate change action in everything we do
- > Our community is active and mobilised on climate action
- > Council-owned buildings and infrastructure are resilient and safe for our staff and community
- > Our community is protected from the worst impacts of climate change
- > Net zero Council emissions by 2025
- > Net zero community emissions by 2030

Integrated Transport Strategy

- > Liveable and well designed
- > Accessible and well connected
- > Safe, healthy and inclusive

Smart city strengths

The Glen Eira smart city ecosystem has many strengths and points of difference that support and boost our smart city potential as noted in the diagram below:



3. Regional Development Australia, 2019



SMART CITY SHOWCASE

A number of smart city initiatives are already underway in Glen Eira. These initiatives will support the rollout of this *Roadmap* by forming a solid foundation upon which to achieve smart city success.

A selection of these projects include:



Digital participation

To promote convenient two-way communication with the community, Council is leveraging a range of digital engagement tools across its operations including:

- > virtual group fitness programs
- > online events and programs
- > 3D videos and virtual reality tools for planning
- > processes
- > digital walking tours
- > historical digitisation
- > QR codes for planning application notices and other uses

Council also runs a range of digital literacy programs for businesses. Ranging in topics and degree of difficulty, the program supports local business owners and operators to develop digital skills, confidence and capabilities.



Electric vehicles

Council has installed four electric vehicle charging stations at the town hall for use by both public and council vehicles. Council has also purchased four electric vehicles for staff use.

During the first year of operation, the charging stations have seen well over 400 individual charging sessions by both public and Council vehicles, resulting in a CO₂ abatement of more than 1.3 tonnes.

The vehicles will assist Council in reducing its carbon footprint in Glen Eira.

GLEN EIRA SMART CITY ROADMAP

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Walk quality

Council, in partnership with Swinburne University, is developing an online tool that will assist the community to plan safe and comfortable pedestrian routes using data and other digital information about the municipality.

The goal is to help the community plan active journeys by avoiding the five key barriers of: pedestrian accessibility, topography (steepness), pedestrian risk (such as dangerous street crossings), human thermal comfort (including shading), and pollution (both air and noise).

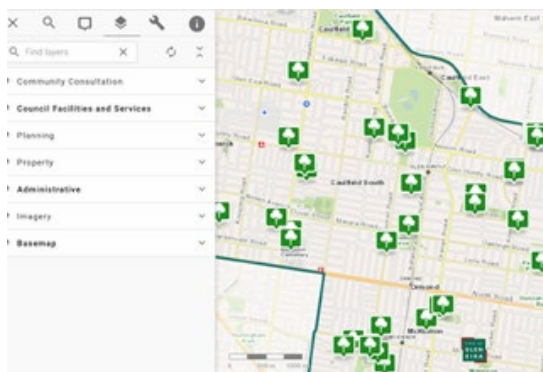


Internet of Things

Glen Eira is covered by an Internet of Things (IoT) network. The network enables Council to connect with a range of wireless sensors and smart devices that collect data and insights from the municipality.

Council is leveraging the network to monitor and analyse visitation to public spaces and places including Centre Road, Bentleigh, Glen Eira City Council Gallery and the Glen Eira Sports and Aquatic Centre.

This network is also being used to remotely monitor and report renewable energy generation and carbon emissions savings from the solar photovoltaic systems on Council buildings.



Glen Eira GIS

A geographic information system (GIS) links location specific property, assets and other environmental data. Council leverage this technology to manage and identify property and assets. Most commonly, GIS is used to display and analyse key planning considerations such as overlays.

Glen Eira 3D digital model

Council is proposing the development of a 3D digital model which would improve the accuracy, efficiency and transparency of Council's planning processes and support informed decision-making by combining information and data from a range of relevant sources.

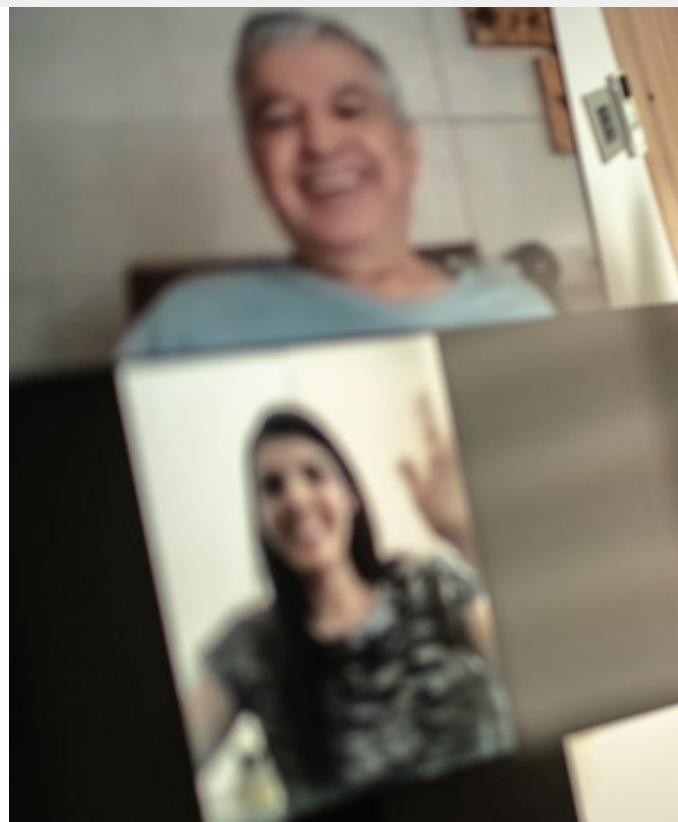
The technology allows a proposed building development to be viewed from a variety of angles which can be used to assess the impact of proposal on the surrounding area. It could also be used to inform urban design, strategic land-use planning and preparing information to inform changes to the Glen Eira Planning Scheme. Council will investigate how the project could improve transparency and communication with the community.

ENGAGEMENT INSIGHTS

To establish a vision, aspirations and priorities for the uptake of smart technology that was fit for Glen Eira, Council engaged with community members, key stakeholders and staff.

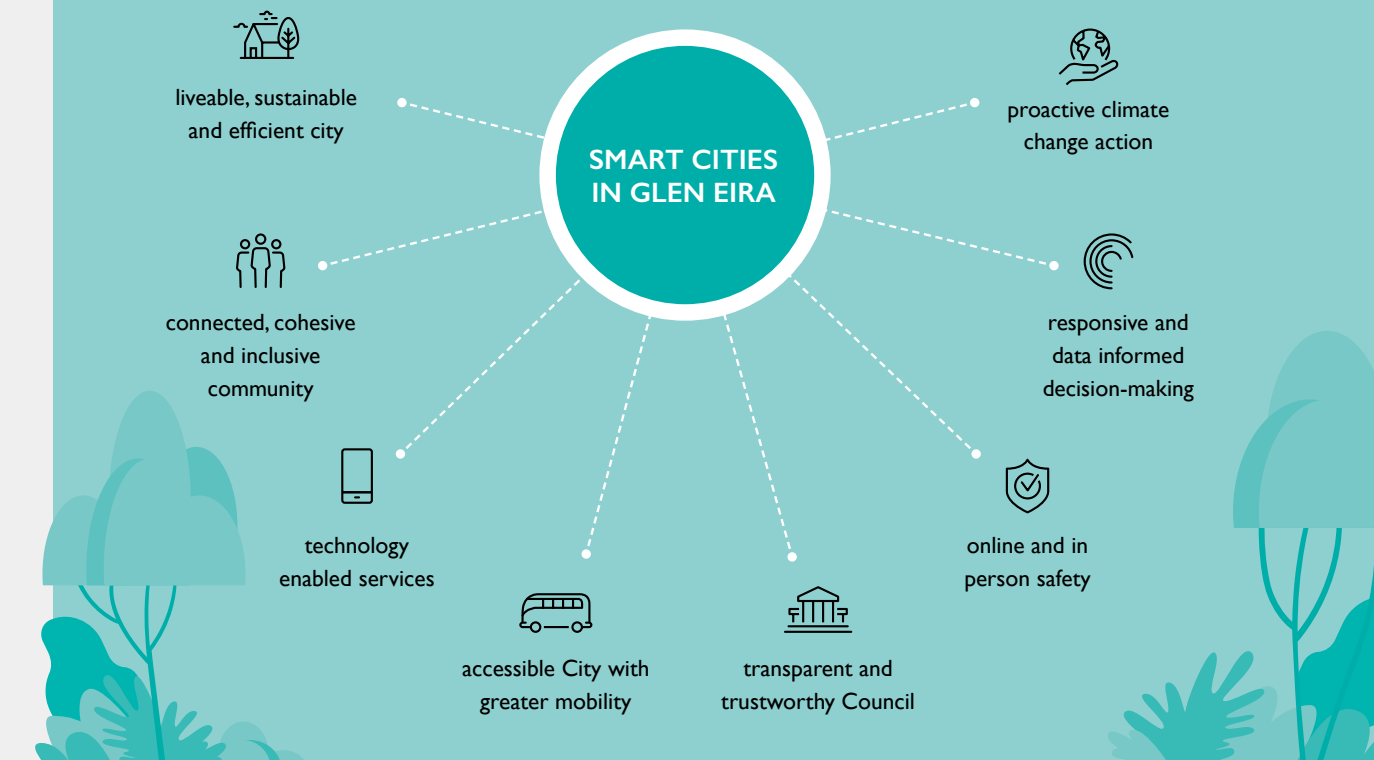
Through this process Council aimed to gain deeper insights into the challenges, opportunities and priorities of stakeholders, and build smart city understanding and awareness.

Stakeholders were engaged via online workshops and surveys in light of COVID-19 restrictions.



What the community said

A vision of a smart Glen Eira





Community priorities for a smart Glen Eira

1

Resource management

- > Waste
- > Environment
- > Energy
- > Assets

2

Mobility

- > Active and public transport
- > Information
- > Parking and congestion
- > First/last kilometre transport challenge

3

Safety and health

- > Community connection and support
- > Service accessibility
- > Safer public spaces
- > Access to green/open spaces

4

Council

- > Transparency
- > Cyber-security and privacy
- > Partnerships and investment
- > Red-tape reduction

Community and Council staff survey participants agree that:

77%

COUNCIL SHOULD PROACTIVELY ADOPT NEW TECHNOLOGY AND SYSTEMS

Community survey participants are:

88%

LIKELY TO EMBRACE NEW DIGITAL TECHNOLOGIES

83%

CONFIDENT IN THEIR TECHNOLOGY SKILLS AND UNDERSTANDING

MATURITY — OUR APPROACH TO SMART CITY SUCCESS

Smart city success is a transformation and change process — moving from our standard routine to a technology and innovation enabled approach.

Like all change, smart cities take time to build into the everyday processes and operations of Council. It has taken smart cities across the world like Copenhagen and Barcelona upwards of 10 years to become leaders with numerous trials and errors along the way.

In terms of smart city maturity, Glen Eira is currently at the beginning, with key foundations to be laid to enable future success. With numerous smart city initiatives being undertaken by local governments of various levels of maturity, this is an opportunity to build our foundations, our maturity and lasting partnerships along the way.



BEGINNING

DEVELOPING

EMBEDDING

LEADING





Building smart city maturity

Glen Eira is committed to building our smart city maturity to ensure our technology-enabled services and processes are delivering the best value to residents and our broader community. Over the next five years, through the delivery of this Roadmap, we hope to move towards becoming a leading smart city with key changes across the following dimensions:

MATURITY DIMENSION	TIME AND COMPLEXITY →	
	BEGINNING STATE	LEADING STATE
	Awareness and understanding <ul style="list-style-type: none"> > Low awareness of smart city initiatives and their desired outcomes > Dispersed understanding of smart technologies, data and innovation and their benefits 	<ul style="list-style-type: none"> > High awareness and smart city reputation that attracts talent and investment > Sophisticated understanding of smart cities across Council and the community
	Capability and skills <ul style="list-style-type: none"> > Limited/siloed smart city skills and experience > Low confidence in the integration of smart technologies in service and policy planning and implementation 	<ul style="list-style-type: none"> > Advanced smart city skills are seen as business as usual across Council and the community > Seamless integration of digitally inclusive practices in the delivery of services
	Smart city leadership <ul style="list-style-type: none"> > Informal smart city leadership and basic governance pathways > Smart city action primarily driven by Council 	<ul style="list-style-type: none"> > Clear multi-sector leadership, with agile and innovative governance models in place > Shared action driven in partnership with community and local smart city ecosystem
	Smart city culture <ul style="list-style-type: none"> > Ad hoc innovation with limited pathways to promote and encourage > Ad hoc use, collection and management of data 	<ul style="list-style-type: none"> > Innovative culture, encouraged through frameworks, policies and processes with high levels of digital autonomy > Advanced data management and processes, with analytics used to help make decisions and drive innovation
	Partnerships and collaboration <ul style="list-style-type: none"> > Limited partnerships or collaboration between communities, or between public and private organisations > Cross-department collaboration and communication is minimal and largely not innovative 	<ul style="list-style-type: none"> > Universally recognised partnerships between various parties, helping to deliver innovative and creative solutions to community problems > Council-wide collaboration and communication between various directorates, assisting in the delivery of innovative solutions

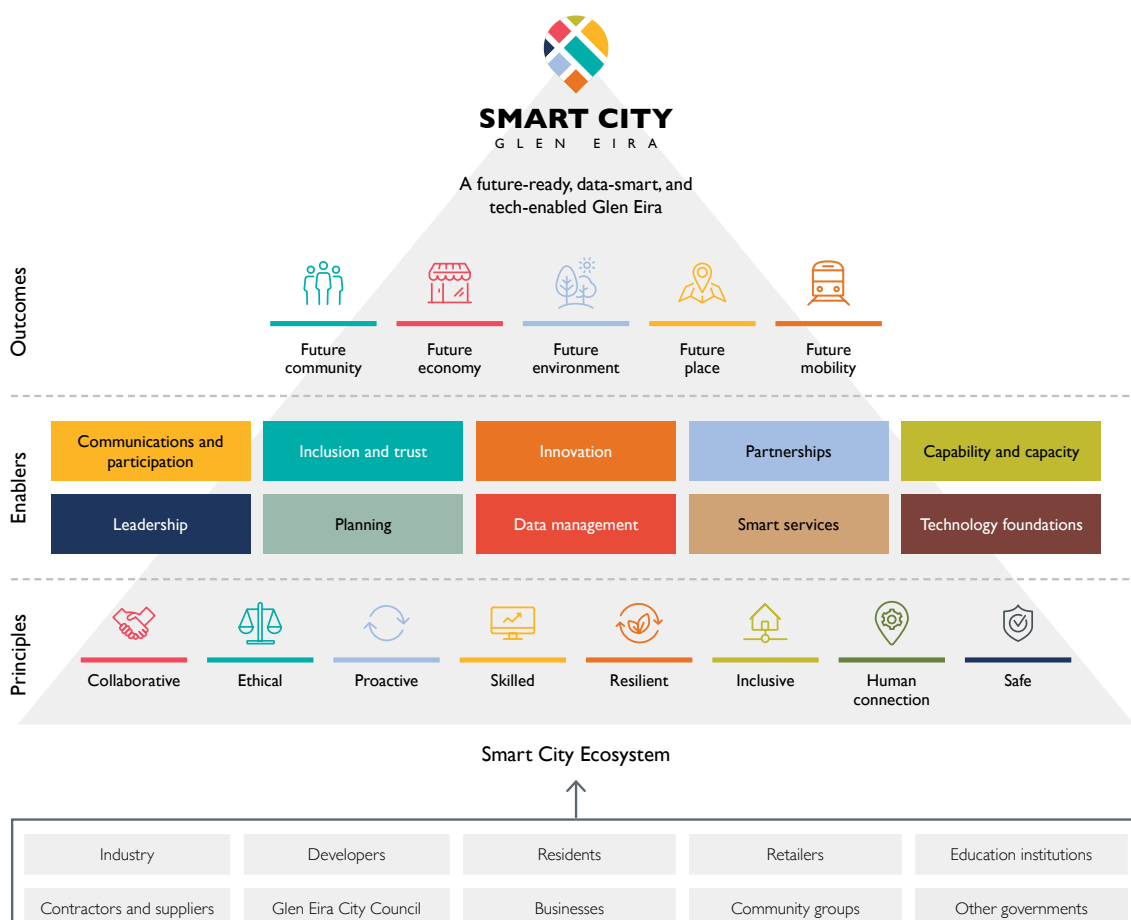
SMART CITY ROADMAP

This *Smart City Roadmap* describes the actions and outcomes we are aiming to achieve as we continue to deliver value to our community with the help of digital technology, data and innovation.

Underpinning our *Roadmap* is an understanding of our smart city ecosystem. We have a rich, talented network of community members, businesses, industries and academics who each play an important role in building our success as a smart city. We will continue to engage, collaborate on, co-design and expand our ecosystem through the delivery of this *Roadmap*.

In delivering this *Roadmap* and future projects we will be guided by our smart city principles that ensure we continue to meet best practice and community values and expectations.

We have taken a maturity-based approach to our *Roadmap*, laying a foundation of smart city enablers to focus and coordinate our smart city activity.



OUR SMART CITY ECOSYSTEM — HELPING CREATE A SMART GLEN EIRA

Smart cities depend on a dynamic and vibrant ecosystem, where individuals share, combine, and apply their unique insights to create better outcomes for the community.

Why?

- > Innovation is complex. It requires local insights, experts and a willingness to test, review and adapt.
- > Smart cities are interconnected. Smart cities are built on systems that connect opportunities to action, and challenges to solutions.
- > Digital technology is everywhere. More and more, our lives are impacted by the benefits and challenges of the internet, connected technologies and data. Smart cities need an ecosystem of people to make sure they are inclusive and empowering.



SMART CITY PRINCIPLES

Smart city principles reflect our values and guide the approach that Council, our community, partners and investors apply to smart city activities in Glen Eira.

All projects, policies and initiatives will reflect and consider these principles in their design and implementation.



Collaborative

We will work with the community and our partners to co-design, share ideas and expertise and promote an environment to innovative thinking.



Ethical

We will consider the ethical expectations of our community before deploying smart technologies.



Proactive

We will take a proactive approach to planning for the future, leveraging data to support informed decision-making.



Skilled

We will enhance Council and our community's ability to engage and participate in the digital economy.



Resilient

We will explore opportunities to mitigate and address the impacts of climate change, consider climate resilient approaches and support sustainable economic growth.



Inclusive

We will actively engage in issues of digital inclusion and empowerment to ensure our community has the means to participate in our smart city initiatives.



Human connection

We will take a holistic approach to technology, ensuring our design and implementation are led by human need.



Safe

We will work to support the physical and digital safety of our community to encourage confidence in all aspects of life.



SMART CITY ENABLERS

Glen Eira is at the beginning of its smart city journey. We are focussing on building our foundation to enable and accelerate future success.

These smart city enablers act as key facilitators to deliver valuable outcomes to our community. They are helping Council, our community and local stakeholders prepare to embrace the benefits of the digital age.

Communications and participation

Smart cities are built on community participation and support. We will enhance our communications and improve awareness of smart cities to build a reputation as a destination for innovation, collaboration, and high-quality services.

Supporting initiatives include:

- > developing a smart city communications and branding toolkit that builds smart city awareness and reputation; and
- > encouraging smart city co-design and collaboration with the community to build our smart city ecosystem.

Inclusion and trust

Smart cities enable safe and secure participation across diverse populations. We will take an inclusive approach to digital technology that builds community trust in Council and digital technology more broadly.

Supporting initiatives include:

- > delivering a digital inclusion framework to support equitable participation in smart city transformation; and
- > updating and communicating cyber security and privacy policies to ensure uptake of best practice and confidence in Council's digital assets.

Innovation

Smart cities are catalysts for innovation and entrepreneurial thinking. We will facilitate an environment ripe for innovation, knowledge sharing and smart city leadership to encourage new economic opportunities and business models.

Supporting initiatives include:

- > facilitating the development of a Glen Eira Innovation Network to encourage new ideas, collaboration and community-led initiatives; and
- > establishing an innovation framework in line with the broader transformation agenda to provide clear direction and pathways for innovation.

Partnerships

Smart cities encourage shared leadership and action across a community or broader region. We will partner up with others to leverage shared resources, knowledge, expertise and experience, and encourage broader participation in our smart city aspirations. Any partnerships that also contribute to delivering net zero carbon emissions by Council by 2025, and by the Community by 2030 are strongly supported.

Supporting initiatives include:

- > establishing a smart city partnership framework to standardise expectations and attract investment, which could include steps to decarbonise our supply chain; and
- > continuing to work with the South-East Melbourne Smart City Collaboration Councils to promote shared leadership and action across the region.

GLEN EIRA SMART CITY ROADMAP

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Capability and capacity

Smart cities require confidence and skills in designing, implementing and delivering appropriate projects, programs, policies and reforms. We will support Council staff in obtaining the skills and digital autonomy required to effect meaningful change and improvements through smart technologies.

Supporting initiatives include:

- > developing a series of smart city training programs to build awareness, understanding and confidence in the use of data and digital technologies in Council initiatives; and
- > establishing smart city communities of practice and knowledge sharing platform to promote cross-Council smart city action and break-down internal silos.

Leadership

Smart cities are successful when given direction and clear priorities. We will work with the community and key stakeholders to guide activity towards a coordinated approach with an appropriate platform to support action.

Supporting initiatives include:

- > communicating smart city governance and touchpoints within Council and the community; and
- > facilitating a network of local smart city champions and ambassadors to promote the benefits and processes for smart cities in Glen Eira.

Planning

Smart cities support enhanced planning and operational outcomes. We will integrate smart technology in our processes and policies to support smart city uptake and deliver operational efficiencies that benefit our community.

Supporting initiatives include:

- > exploring opportunities to implement a smart asset management system to support management, monitoring and maintenance of Council assets; and
- > working with local developers to establish guidelines for smart development to encourage appropriate integration of smart technologies in new and existing developments.

Data management

Smart cities value the collection, utilisation and sharing of non-personalised data. We will appropriately manage, protect and share data to help inform decision-making and community data creativity.

Supporting initiatives include:

- > strengthening our data management framework to support consistent and appropriate collection, use, storage and sharing of data; and
- > exploring opportunities to integrate enhanced data analytics in decision-making and reporting.

Smart services

Smart cities are not driven by technology, but rather the desire to deliver better outcomes to communities. We will take a holistic approach to technology integrations, considering inclusion, accessibility, service modernisation and customer experience and value.

Supporting initiatives include:

- > exploring the integration of smart technologies in high-priority services to improve service delivery; and
- > integrating innovation in procurement processes to encourage contractor competition and seek enhanced efficiencies.

Technology foundations

Smart cities leverage technology to deliver solutions to community challenges. We will future-proof by delivering the foundational technology that enables smart city success.

Supporting initiatives include:

- > conducting an audit of local digital connectivity/ accessibility to support advocacy and prioritisation of connectivity resources; and
- > expanding our IoT Network to encourage smart city activity across Glen Eira.



SMART CITY OUTCOMES

Supported by our smart city enablers, the City of Glen Eira has identified the following priority smart city outcomes:



Future community



Future economy



Future environment



Future place



Future mobility

Our priority outcomes and key initiatives were shaped by community engagement and supported by in-depth research and analysis. They build on the base and direction set by our 2040 *Community Vision*, *Council Plan 2021–2025* and *Glen Eira Together — Our Organisational Plan 2021–2025*. This document suggests a range of initiatives to achieve our smart city aspirations. Over the next five years we will be guided by our vision, objectives and outcomes in the prioritisation of additional initiatives.



Future community

Our community is at the heart of what we do. Our smart city approach is focused on the community's needs and priorities to deliver value and convenience. We will work with partners across Glen Eira to promote digital inclusion and participation, encourage community health and wellbeing, and support greater engagement and access to community services.

Key aims include to:

- Increase community participation in decision-making
- Reduce digital exclusion and social isolation
- Improve access to community health and wellbeing services

To achieve this, key initiatives we will explore include:

- developing a digital democracy roadmap to identify opportunities to support enhanced community participation in decision-making;
- working with local community groups and service providers to deliver targeted digital literacy and accessibility programs; and
- investigating Council's role in supporting and advocating for smart community health and wellbeing related services that support accessibility in Glen Eira.

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GLEN EIRA SMART CITY ROADMAP



Future economy

We have a diverse, prosperous and highly skilled economic base. We are focussed on supporting economic development and innovation in Glen Eira to drive resilience and recovery. We will work with our local industries to ensure they have the skills and information they need to thrive in the digital economy.

Key aims include to:

- Increase digital capability and confidence of our business sector
- Increase access to open data
- Support economic recovery and sustainability

To achieve this, key initiatives we will explore include:

- establishing a series of digital economy programs to support business and entrepreneur participation in the digital economy;
- exploring how Council can share, communicate and collect data with local businesses, innovators, education institutions and investors to encourage innovation and informed decision-making; and
- working with local businesses and advisory groups to integrate smart technologies that support economic recovery and sustainability.



Future environment

The future of our planet and our local environment is a key concern of our community. Our smart city approach is focused on combating climate change, reducing climate emissions, and making our City more sustainable. We will work with partners across Glen Eira to mitigate the effects of climate change, increase resource efficiency, support environmental outcomes and work towards net zero corporate emissions by 2025.

Key aims include to:

- Improve Council's ability to measure and respond to impacts of climate change
- Increase efficiency of waste management
- Reduce the effects of urban heat

To achieve this, key initiatives we will explore include:

- delivering a network of smart monitoring sensors to measure and respond to the impacts of climate change and our associated policies;
- exploring opportunities to enhance waste collection and management across Council, including smart bins in public spaces; and
- investigating opportunities to mitigate the effect of urban heat through appropriate tree mapping and informed urban design.

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GLEN EIRA SMART CITY ROADMAP



Future place

Our City is where we work, live and play. Our smart city approach is focused on making the City more liveable. We will work with partners across Glen Eira to improve development and planning processes and outcomes and maintain and enliven public spaces.

Key aims include to:

- Increase customer satisfaction in development application processes
- Increase activation of public spaces
- Increase irrigation efficiencies

To achieve this, key initiatives we will explore include:

- developing a 3D city model to support efficiencies and engagement in development application processes;
- exploring how smart technology and innovative urban design can improve the activation, accessibility, amenity and safety of public spaces and places; and
- improving water management and our understanding of water systems by expanding intelligent irrigation of public spaces to enhance resource efficiencies.



Future mobility

A convenient and safe City to move around is vital for our health, prosperity and wellbeing. Our smart city approach is focused on innovatively improving connection and sustainability. We will work with partners across Glen Eira to make your trip around the City accessible, easy and enjoyable.

Key aims include to:

- Improve communication about Glen Eira walkability
- Improving understanding about public space utilisation
- Increase active travel and low-emission vehicle uptake

To achieve this, key initiatives we will explore include:

- delivering a walk quality project in collaboration with Swinburne University and the City of Maribyrnong to understand and communicate the walkability and accessibility of key paths and trails across Glen Eira;
- expanding our people monitoring projects to better understand how people use and move around Glen Eira and inform better planning of public assets; and
- exploring opportunities to support uptake of active travel and low-emission vehicles.

IMPLEMENTATION PLAN — AN OVERVIEW

Council is taking a deliberate approach to the rollout of this *Smart City Roadmap*. Underpinning this *Roadmap*, Council has developed a *Smart City Implementation Plan*, which will guide us as we deliver, measure and adapt individual programs, and evaluate, review and build on the overall policy direction.

Throughout this process Council will work closely with key partners, such as the Victorian Government and local community groups, to coordinate effort. Going forward, implementation will continue to adapt to external forces to meet the priorities of the Glen Eira community.

Key elements of our *Implementation Plan* include:

Action schedule	A detailed 12-month action schedule that works to achieve the initiatives outlined in this <i>Roadmap</i> . This action schedule will be reviewed yearly in line with Council budget processes to ensure smart city activity supports Council and community priorities year to year.
Measurement Framework	A <i>Framework</i> to measure and monitor the success and progress of individual initiatives. This <i>Framework</i> will be tailored and adapted on a project-by-project basis with key statistics and outcomes shared with the public.
Smart city project assessment criteria	A multi-criteria assessment tool to support the prioritisation of future smart city initiatives. This criteria promotes the delivery of projects that are aligned to the role, direction and capability of Council.
Partnership Framework	A <i>Framework</i> to support the development of smart city partnerships. Partnerships are a critical element to the success of smart cities, and this <i>Framework</i> will guide Council as it establishes and maintains key partnerships.
Ongoing Communications Plan	A <i>Plan</i> to encourage ongoing smart city communications within Council and in the broader community. The <i>Plan</i> supports regular communication of progress, updates and outcomes of smart city activity.
Change Management Plan	A <i>Plan</i> to direct and coordinate transformation activities within Council that support innovation and smart city outcomes. This <i>Plan</i> builds on key results from the engagement process to target change outcomes.
Governance Framework	A <i>Framework</i> to clearly communicate the roles and responsibilities of key smart city stakeholders. The <i>Framework</i> supports authority and mandate, communicates delivery pathways and encourages accountability for smart city outcomes.

GLOSSARY AND KEY TERMS

Smart city: A city that uses digital technology, data and innovation to deliver better outcomes to its community.

Artificial intelligence (AI)	AI or machine learning is the programming of technology to analyse information and take 'human-like' action, such as problem-solving or pattern identification.	Innovation	Doing something different with the aim of improving processes and outcomes.
Big data	The use of technology (especially sensors and networks) to collect, manage, analyse, and utilise large volumes of data.	Innovation ecosystem	The network of people, institutions, programs, regulations, culture, and resources that work to promote innovation.
Circular economy/lifestyle	A system of production and consumption designed to eliminate waste through recycling, re-use, and reduction.	Internet of Things	The millions of physical devices around us connected online, sharing data – from tiny weather gauges up to super computers – being the fabric of the digital world around us.
Citizen-centric	Approaching Council service delivery from the perspective of the community to ensure their needs and expectations are met.	Liveability	The general perceptions of the quality of life living in a particular area. Consider accessibility, safety, inclusion, local services, and the environment.
Co-creation/co-design	Working with clients, communities, and customers to design and create services/solutions that meet user expectations and needs.	Local services	Public services provided by the local government (e.g. Parks, parking, planning, rubbish collection).
Connectivity	The breadth, depth and quality of telecommunications and internet infrastructure, networks, and services.	Open data	Making data more accessible and useable to enhance transparency, innovation, and community outcomes. Note sensitive, confidential, and private data will remain secure.
Co-working	The mode of working where a mix of individuals, innovators and organisations work in the same physical location, sharing space, ideas, technology, and motivation.	Place activation	Integrating new and innovative enterprises and projects to attract and retain people to underutilised public spaces.
Digital democracy	The use of digital technology to modernise democratic processes and institutions and facilitating participation in debate and decision-making.	Red tape	Inefficient legislation, regulation or business processes that inhibit innovation and place undue cost on the economy.
Digital literacy	The skills and capabilities to use digital technology effectively and confidently.	Smart technology	Digital networks, sensors and systems that support the delivery of smart services and assets.
Entrepreneur	A person who creates, innovates, invests, and takes on risk aiming to make commercial profit.	Smart city transformation	The act of strategically integrating and embedding digital technology, innovation and data into operations and service offerings within a community or organisation.
Geographic information system (GIS)	A system that analyses, collects, visualises, and maps data geographically.	Sustainability	Balancing social, environmental, and economic outcomes and benefits.

Source: Delos Delta



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8.13 DRAFT COMMUNITY SAFETY PLAN 2022-2025

Author: Sharon Sykes, Manager Community Development

Trim No: 22/135098

Attachments: 1. Community Safety Plan 2022-2025 Draft [1](#)

EXECUTIVE SUMMARY

This report has been prepared to present the draft *Community Safety Plan 2022-2025* to Council and to seek approval to enable the final stage of community engagement to take place prior to finalising the *Plan*.

The draft *Community Safety Plan 2022-2025* replaces the current *Community Safety Plan 2018-2022*. The *Plan* has been developed using knowledge and data sourced through research, evaluation, collaboration and community engagement.

It is proposed that the draft *Community Safety Plan 2022-2025* is released for a period of final community engagement commencing 17 March 2022 through to 20 April 2022.

Feedback from this community engagement will inform the final *Community Safety Plan 2022-2025*.

RECOMMENDATION

That Council endorses the release of the draft *Community Safety Plan 2022-2025* (attachment 1 to the report) for public exhibition for a period of 35 days commencing 17 March 2022.

BACKGROUND

The draft *Plan* will supersede the current *Community Safety Plan 2018-2022*. It outlines Council's commitment to a safe community and proposes strategic activities that Council will undertake with its strategic partners to improve safety and security within the community. The *Plan* will set the direction for Council to operate and engage collectively with our community and residents in continuing to maintain safety.

The development of the draft *Community Safety Plan 2022-2025* has been a collaborative effort between Council, the Glen Eira Community Safety Committee, community and other stakeholders.

A key stage of engagement was a Community Confidence and Feelings of Safety Survey to gain an understanding of residents' perception and feelings regarding safety in Glen Eira. The survey asked residents a range of questions about where and how they feel safe, their experiences with crime, and personal prevention techniques. The aim was to better understand how the community feels about safety and to identify safety priorities. This information has been used to shape the draft *Community Safety Plan 2022-2025*.

The draft *Community Safety Plan 2022-2025* has now been prepared and is attached. (Attachment 1).

ISSUES AND DISCUSSION

Community safety is a whole-of-community and whole-of-government responsibility and achieving a safe community requires collaboration and working together in strong partnerships.

The Glen Eira community enjoys a relatively high quality of life with a crime rate generally lower than neighbouring municipalities. The community safety issues that are important to our community are reflected in the themes of the draft *Community Safety Plan 2022-2025*.

These themes are:

1. A strong, resilient, inclusive and connected community

Council and its partners promote connections within the community to reduce isolation, create support linkages and foster a sense of belonging and safety. Efforts are made to reach out to those most vulnerable or isolated.

2. Living Safely and Securely

Community safety is addressed by Council, the police, organisations and residents working together. This theme will ensure we continue listening to these concerns and provide education, empowerment and support to our community in navigating safety issues.

3. Creating safe public spaces and transport

People's perceptions of whether they are safe in an environment can be influenced by environmental and design factors such as lighting, the presence of rubbish, graffiti, damaged property, a lack of people and whether there are places they can sit. Council aims to design and maintain public spaces that feel safe and inviting. We also aim to ensure our streets are safe for pedestrians and cyclists, and that there are safe and convenient transport choices.

Each theme brings together actions to be undertaken by Council and other stakeholders including Victoria Police, TaskForce, Community Security Group, Women's Health in the South East, State Government Departments and Neighbourhood Watch.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

The draft *Community Safety Plan 2022-2025* provides key strategies and actions that educate and empower the community to understand and minimise the impacts of climate change on safety.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

Oversight and partnership activities will occur within existing resources and operating budgets of the responsible departments.

POLICY AND LEGISLATIVE IMPLICATIONS

The draft *Community Safety Plan 2022-2025* aligns with relevant policies and plans of Council and State and Commonwealth Governments.

COMMUNICATION AND ENGAGEMENT

The Community Safety Committee was instrumental in developing the draft *Community Safety Plan 2022-2025*. The Community Safety Committee is comprised of representatives from Victoria Police, The State Departments of Justice and Community Safety and Families, Fairness and Housing, Caulfield Railway Station, Monash University, Taskforce, Community Security Group, Neighbourhood Watch, Women's Health in the South East, Peninsula Community Legal Centre, Hatzolah, three Councillors and Council staff from Community Wellbeing and Planning, Place and Sustainability.

Each of the key stakeholder organisations and a range of Council business units were engaged to inform the draft Plan.

To facilitate community discussion and engagement, a Community Confidence and Feelings of Safety Survey was undertaken. Community consultation was also developed and conducted through a range of channels including the 'Have Your Say' online forum, communication to community groups and online meetings.

It is now proposed that the draft *Community Safety Plan 2022-2025* be released for public exhibition over a period of 35 days. During this time the community and stakeholders will have the opportunity to review and provide feedback to Council through the following channels:

- 'Have Your Say' online survey to invite comments on the draft *Plan*.
- Community Voice online survey to invite comments on the draft *Plan*.
- Emails and newsletters to community groups seeking feedback and comments on the draft *Plan*.
- Discussion with key stakeholders about their commitment to community safety and key actions in the draft *Plan*.
- Discussion with Council's Youth Advisory Committee to seek feedback.
- Promotion of the draft *Plan* in Glen Eira News and local media, to invite feedback from the community.

LINK TO COUNCIL PLAN

Strategic Direction 5: A healthy, inclusive and resilient community

We support our residents to be healthy, strong and resilient and will embrace and celebrate our diverse community.

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

The draft *Community Safety Plan 2022-2025* sets out a framework to continue to build on the current feelings of safety throughout our Glen Eira community. The *Plan* will guide Council, partners and stakeholders to achieve enhanced safety outcomes.

Community feedback provided through this final stage of consultation and engagement will add value to the preparation of the final *Community Safety Plan 2022-2025* and supporting documents, to ensure that it meets community needs.



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DRAFT GLEN EIRA COMMUNITY SAFETY PLAN 2022–2025

Acknowledgement of Country

Glen Eira City Council acknowledges the Boonwurrung/Bunurong and Wurundjeri Woi Wurrung peoples of the Eastern Kulin nation as Traditional Owners and Custodians, and pays respect to their Elders past, present and emerging. We acknowledge and uphold their continuing relationship to land and waterways. Council extends its respect to all Aboriginal and Torres Strait Islander peoples.

Council honours the rich histories and cultures of First Nations peoples and recognises and values the important contribution of Aboriginal and Torres Strait Islander peoples in enriching our community and organisation. We support the Uluru Statement from the Heart and are committed to a *Reconciliation Action Plan* which is underpinned by the principles of self-determination. We work towards improved outcomes and long-term generational change, and to consolidate Glen Eira as a culturally safe place to live, work and visit for Aboriginal and Torres Strait Islander peoples. We are committed to achieving equality for Aboriginal and Torres Strait Islander people to live healthy and prosperous lives and to improve life outcomes for current and future generations.

Glen Eira resides on Country that always was, and always will be, Aboriginal land.

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Definitions

Introduction

What is community safety?

Community safety is about feeling safe in the home, on the street or at work. It relates to quality of life and means a person can pursue and obtain the fullest benefits from their domestic, social and economic lives without fear or hindrance from crime and disorder.

Community safety recognises the need for different areas of the community to work together to create a safer environment for people in which to work, live, study, play and travel through. This means building partnerships between police, government agencies, neighbouring councils, partners and community organisations and residents to promote and achieve these goals.

Why a community safety plan and what community safety means to Glen Eira

Everyone has a right to feel safe and also a responsibility to contribute toward a safer community. Feeling safe is an essential factor of an individual's health and wellbeing and their participation in community life.

Glen Eira is a vibrant community of 159,152 people spanning a range of cultures, ages and household types. The most common countries of birth outside Australia are China, India, England, South Africa and Israel, and 552 residents identify as Aboriginal and/or Torres Strait Islander, including those who have a cultural background¹. More than half (56 per cent) of Victoria's Jewish population live in Glen Eira. Glen Eira has a higher rate of education than the Greater Melbourne average and higher personal and household incomes than the Victorian average. Couples with children are the most common type of household, followed by lone person households. And 12.3 per cent of Glen Eira residents live with disability.

Some people experience an increased risk to personal safety such as experiencing violence and discrimination. Contributing factors include gender identity, age, Aboriginality, sexuality, ethnicity, isolation, disability, addiction or mental illness. These individuals may experience different or heightened safety concerns than others in the community.

The *Glen Eira 2040 Community Vision* identifies the future aspirations and hopes of people living in or connected to Glen Eira for the next 20 years. The *Community Vision* was developed by the community for the community, led by a Deliberative Citizens Panel and informed by an extensive community engagement program. The *Community Safety Plan and 2022–2025* (the *Plan*) will be integral in bringing our *Community Vision* to life and building a connected and inclusive community where people have the resources, opportunities and capabilities to learn, work, participate and have a voice in decisions that affect them.

The *Community Safety Plan 2022–2025* identifies Council's commitment to a safe community and proposes strategic activities that Council will undertake with its strategic partners to improve safety and security within the community. A safe community is a municipal-wide issue. This *Plan* will set the direction for Council to operate and engage collectively with our community and residents in continuing to maintain safety.

¹ https://quickstats.censusdata.abs.gov.au/census_services/getproduct/census/2016/quickstat/ILOC20101003

Context

Who is responsible for a safe community?

Community safety is the shared responsibility of Commonwealth, State and Local Governments, community service organisations, business owners and community members. Creating and maintaining a safe community involves engaging the different levels of government, and organisations and groups who have a role in the Glen Eira community. Achieving a safe community requires collaboration and strong partnerships. Safety is determined by a range of complex environmental, social and economic factors. No one organisation can solve complex safety issues in isolation.

Commonwealth Government

The Commonwealth Government is responsible for law and order, public health, social housing, public transport and emergency management. The Commonwealth Government creates and maintains legislation that provides an overall system and framework for laws that govern appropriate conduct and behaviour for a well-regulated and fair society.

State Government

The Victorian State Government develops State laws and supporting guidelines and engages in a range of other activities and functions that impact on safety and security. This includes Victoria Police, Neighbourhood Watch, the Country Fire Authority, Metropolitan Fire Brigade, State Emergency Services, VicRoads, Ambulance Victoria, child protection services and drug and alcohol services.

The Victorian Government has set five priorities² to make Victoria safer:

1. Reducing harm – by identifying threats and preventing crime.
2. Increasing connection to the community – with high police presence and involvement in our communities.
3. Putting victims first – so they are at the centre of policing.
4. Holding offenders to account – so people who commit crime are punished.
5. Improving Victoria Police capability, culture and technology - so they have the tools they need to do their jobs.

The Victorian Government also develops policies and provides grants that aim to reduce crime, increase community confidence and support community development initiatives.

Local Government

Glen Eira City Council is well placed to take a leading role in addressing safety and security due to its strong partnerships and collaborative approach in working with the community, community organisations and State Government. Council has a capacity-building role to support the community in crime prevention and social inclusion. Council provides advice and education around safety actions, and supports services, programs and activities to promote community connection and leadership, including initiatives such as Coffee with a Cop, Driving it Down, Living Safely and Safe Plate Day.

² Victorian Government, 2019, [Community Safety Statement 2019–20](#)
Draft Glen Eira Community Safety Plan 2022–2025

Council has the responsibility to ensure safety, peace and order through other activities by:

- creating and enforcing local laws including those that regulate the consumption of liquor, animal management, parking, and planning for new developments and enforcing some Victorian Government legislation such as food safety inspections.
- providing and maintaining public places for community that are safe and support community development, sporting, leisure, social and business activities.
- supporting safe travel and transport through planning, road and footpath design and maintenance; bicycle paths and walking tracks; contributing to local road safety programs; working with public transport providers; and ensuring adequate levels of street lighting and
- delivering a range of community services for family, children and youth services, older people and people with a disability and working to build social cohesion and harmony.

Community

Everyone in the Glen Eira community has an important role to play in contributing to personal and neighbourhood safety. Individuals, families and neighbours must share a level of responsibility for community safety. There are also many groups and organisations that take on an important role in maintaining connections, building resilience and creating an awareness of crime prevention which all contribute to and improve the sense of safety and security across the community, such as Neighbourhood Watch, the Community Security Group, TaskForce Community Agency and Hatzolah.

Responsibilities of each individual, family unit, group or organisation as a member of the Glen Eira community include:

- watching out for, supporting and assisting vulnerable community members in the neighbourhood.
- looking out for neighbours and helping each other when needed.
- demonstrating and promoting respectful behaviour to others.
- being aware of and taking an interest in safety and security issues, being involved in solutions or ensuring matters are reported to the appropriate authorities and
- ensuring the reasonable safety and security of houses, vehicles and other assets

How we developed this Plan

The development of the *Glen Eira Community Safety Plan 2022–2025* has been a collaborative effort between Council, the Glen Eira Community Safety Committee, community and other stakeholders. We aimed to build an understanding of the context and issues relevant to Glen Eira, our shared strategic priorities and to provide a co-ordinated and integrated response.

Community safety influences many different aspects impacting on the quality of life for Glen Eira's growing population of residents, workers, students and visitors. The *Plan* outlines our current and future efforts to respond to our community's safety needs. We developed the themes and strategies in consultation with stakeholders to ensure our efforts are effective and meaningful based on our scope of influence and control.

The *Plan* also draws on the actions endorsed in the *Glen Eira City Council Plan 2021–2025* and the *Community Wellbeing Plan 2021–2025*, while aligning with a range of state and national strategies that relate to crime prevention, family violence, reducing harm from alcohol and drugs, emergency response and community safety.

A review of the previous *Glen Eira Community Safety Plan 2018–2022*³ was also a part of this *Plan*'s development process, as well as a study of the key achievements of the *Community Safety Action Plan 2020–2022*. These *Plans* focused on four priority areas: a strong, resilient and connected community, living safely, safe public places and safe travel and transport.

A comprehensive analysis of community and stakeholder engagement, data and local crime trends and the 'hits and misses' of our previous planning has enabled us to develop a well-informed, comprehensive and accessible *Plan* to continue to both understand and improve community safety.

Community consultation

Our stakeholders are experts in developing solutions for issues affecting their communities. To develop the *Plan*, we engaged with community members, local traders, Victoria Police, community service organisations, government agencies and internal staff.

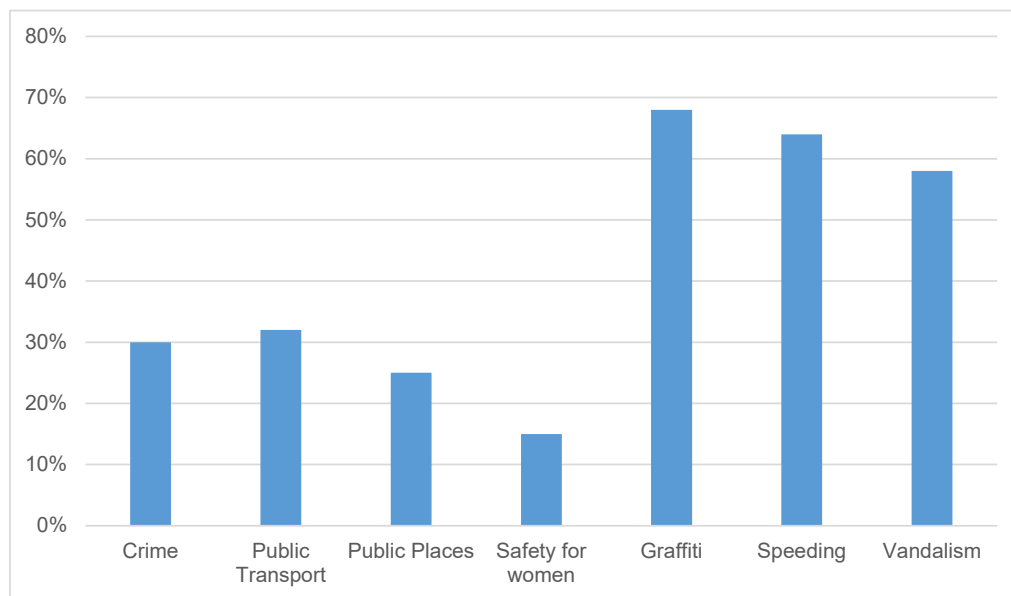
Positive perceptions of safety are closely linked to community trust and social inclusion. When people feel safe in their community, they are more likely to experience greater levels of social connection and trust and are more confident participating and engaging in public life. This leads to people being more willing and able to help address local problems, which further strengthens the community's capacity to respond to future issues that impact on health and wellbeing.

³ Glen Eira City Council, 2018, [Glen Eira Community Safety Plan 2018–2022](#)
Draft Glen Eira Community Safety Plan 2022–2025

In developing the *Community Safety Plan and Action Plan 2022–2025*, Council consulted with the community to identify safety concerns and perceptions. This was done through the following mediums from September to November 2021:

- Have Your Say online survey: 27 responses
- 'Survey Monkey' survey: 6 responses
- Zoom/Teams workshops/drop-in sessions: 10 responses
- Meetings with stakeholders: 9 responses
- Community Voice survey: 190 responses

Through these engagement methods, the top identified community safety issues were:



Concern around speeding and road safety concerns are accompanied by 86 per cent of participants identifying 'improving road safety' and 'improving road safety for cyclists' as either important or very important.

Some other safety issues were identified:

'Litter in parks'

'Lighting'

'Drug and alcohol use'

'Homophobia'

'It is difficult to see pedestrians at crossings.'

'COVID transmission'

'Physical access - well-maintained footpaths and parks for people with disabilities'

'Monitored CCTV need more will feel safer, police need to be proactive re reducing crime'

Glen Eira Community Safety Snapshot

The [Glen Eira Community Safety Snapshot 2021](#) provides a point-in-time summary of community safety in the municipality. It includes data from the *Community Confidence and Feelings of Safety Survey* (2021), and the *Local Government Community Satisfaction Survey* (2020), conducted state-wide, as well as statistics agencies, commissions and other State, Commonwealth, organisational and institutional surveys and data. It reveals that Glen Eira residents enjoy a strong feeling of safety in their community, with 94% reporting a very good or good quality of life, 96% feeling safe or very safe to walk alone in the local area during the day, and 64% feeling safe or very safe to walk alone after dark. The community maintains its own safety, with 75% of residents reporting that their neighbours are willing to help each other. And 79% believe that Glen Eira Council can be trusted.

Social cohesion was a focus of the data collection for the *Snapshot*. Social cohesion is the resilience, connection and wellbeing of a community — it is the ‘glue’ that holds us together⁴.

A sense of belonging and participation contributes to a resilient community that is prepared to look after each other in times of crisis⁵, and promotes better health behaviours, lower crime rates and safety.

Glen Eira, like the rest of Australia, faced many challenges to their health and wellbeing due to the COVID-19 Pandemic. In November 2020, Glen Eira City Council conducted a COVID-19 impact survey through Community Voice. [Community Voice](#) is an online panel of over 400 residents selected on age, gender and suburb who participate in surveys throughout the year on a range of topics. Comparisons of the surveys before and after the COVID-19 restrictions identified that 20 percent of people had a negative impact on their employment situation, nine percent identified a negative impact to their child’s wellbeing, and 29 percent saw negative impacts to their mental health. However, 32 percent are more satisfied with their life as a whole post COVID-19, and 89 percent agree their neighbourhood is a good place to live.

While residents of Glen Eira have a strong sense of wellbeing, community cohesion and safety, there is room for improvement. Key safety issues include crime, family violence, alcohol and drug use, gambling harms, road safety, online safety, housing security and the various impacts of the COVID-19 pandemic. The following provides a snapshot of key safety issues for Glen Eira based on the [Glen Eira Community Safety Snapshot 2021](#) data from 2020–2021.

Glen Eira had the sixteenth lowest crime rate in all 79 Local Government areas⁶, but there were still 6,036 incidents recorded in 2020–2021. The five most common crimes in Glen Eira in 2021 were ‘steal from a motor vehicle’, ‘other theft’, ‘public health and safety offences’, ‘residential non-aggravated burglary’ and ‘criminal damage’.

Public realm amenity

There were 89 graffiti-related crimes in Glen Eira in 2020. This type of crime is higher in Glen Eira than the Victorian average⁷.

⁴ Australian Human Rights Commission, 2015, [Building Social Cohesion in our Communities](#)

⁵ Victorian Department of the Premier and Cabinet, issuing body, 2015, [Strategic Framework to Strengthen Victoria’s Social Cohesion and the Resilience of its Communities](#)

⁶ Crime Statistics Agency Victoria, 2021, [Data Tables — Latest Crime Data by Area Data Visualisations — year ending June 2021](#)

⁷ Crime Statistics Agency Victoria, 2021, [Data Tables — Latest Crime Data By Area Data Visualisations — year ending June 2021](#)

Draft Glen Eira Community Safety Plan 2022–2025

Family violence

There was an increase of 13% of family violence incidents from 2019–2020 to 2020–2021, which echoes the 14% overall increase in Victoria⁸, exacerbated by the COVID-19 pandemic and lockdowns.

Alcohol and drug use

There were 2,319 ambulance attendances for alcohol substance abuse and 1,281 ambulance attendances for illicit substance abuse in Glen Eira in the period⁹.

Gambling harms

Although Glen Eira saw a much lower net expenditure on EGM machines in Glen Eira (\$23,888,482), one in three people identified that they took up online gambling for the first time in 2020¹⁰.

Road safety

In 2021 the number of road crashes involving injury was 128, and there were six fatalities.

Online safety

Safety issues online include bullying (particularly of young people) and scams and frauds.

Housing security

There are 4,145 households in Glen Eira experiencing severe housing stress – paying over 50% of their income on rent. This is a safety issue because without housing security, households may endure housing stress and homelessness, financial pressures and the loss of economic and social life in the municipality¹¹.

COVID-19

The pandemic and lockdowns have created issues of health, safety and resilience for individuals and the community. As of 31 January 2022, there have been 13,127 cases of COVID-19 in Glen Eira¹². Some residents identified a change in access to food, housing and medical services. Others identified negative impacts to their employment situation, anger and violence in the home, their child's wellbeing, and their mental health¹³.

The areas of concern in the *Snapshot* are addressed in this *Plan* but also in other, aligned, Council plans and strategies.

⁸ Crime Statistics Agency Victoria, 2020, [Data Tables — Family Incidents Visualisation — year ending June 2021](#)

⁹ Turning Point, 2021, [Alcohol and drug-related ambulance attendances in Victoria](#)

¹⁰ Australian Institute of Family Studies, 2020, [Gambling in Australia during COVID-19](#)

¹¹ Glen Eira City Council, 2019, [Glen Eira Social and Affordable Housing Strategy 2019–2023](#)

¹² COVID Live, 2021, <https://covidlive.com.au/report/cases-by-lga/vic>

¹³ Glen Eira City Council, 2021, [Glen Eira Community Voice](#)

How we will implement the action plan

The following action plan outlines Council's commitment to improving safety outcomes for the community through specific strategies and actions. The timeline for implementation of the actions is one to three years. We will know that we have been successful in achieving these actions when:

- We have delivered on the actions in the Community Safety Plan 2022–2025
- There is an increase in the percentage of residents that report that they feel safe in the home, on the street or at work via the Community Confidence and Feelings of Safety Survey
- Research and data indicate crime rates (criminal incidents) have declined in Glen Eira municipality, in particular crimes related to theft of, or damage to property or motor vehicle, criminal damages and public safety offences.

The Community Safety Committee will oversee the coordination of these actions. Working collaboratively within Council, with the community and with external organisations is an important aspect of implementing these actions.

Community Safety Committee

The Glen Eira Community Safety Committee promotes, guides and supports strategic responses to community safety priorities in Glen Eira. Among the Committee's objectives are the development, implementation and reporting of the *Community Safety Plan 2022–2025*.

Council established the Glen Eira Safety Committee in 2017 to bring together key agencies and organisations whose work has a significant impact on community safety. Membership of the Committee includes Glen Eira elected Councillors, senior Council officers, government stakeholder representatives, and representatives from community organisations and Victoria Police.

Monitoring and evaluating

The Glen Eira Community Safety Committee will be responsible for ensuring that the proposed actions are implemented. Appointed by Council, members of the Committee have a strong understanding of safety in Glen Eira, strong networks and links to the community and a keen interest in driving good outcomes in the municipality. The Committee will also review data, research and evaluation regularly and understand how and which efforts have made a difference in creating a safe community.

Alignment with other Council plans, actions and strategies

The *Community Safety Plan 2022–2025* sits alongside other Council plans that share similar strategic objectives and principles. Aligned plans help Council to work interdepartmentally and with stakeholders and the community to strengthen delivery on strategic outcomes that benefit our community. The plans with the highest level of strategic alignment and that support the themes of this Plan are:

Council Plan 2021–2025

The *Council Plan 2021–2025* includes a range of indicators within its strategic priorities that align with safety concerns of the community. These include an ‘improved look and feel of our activity centres, including cleanliness, footpath condition, graffiti, waste management, trees, parking, safety and lighting’, ‘the progression of safe, accessible and sustainable transport initiatives and Council advocating for ‘improved transport infrastructure’.

The delivery of the *Community Safety Plan 2022-2025* is a commitment in Year One of the *Council Plan 2021-2022*.

Glen Eira Community Wellbeing Plan 2021–2025

The *Community Wellbeing Plan 2021–2025* addresses crossover health and safety issues such as COVID-19 and climate change impacts through Priority One: Improve Public Health Protection. This Plan also has objectives related to ‘improving the built environment to be more accessible, safe, walkable and interconnected’, reducing ‘harm to our community from tobacco, vaping, alcohol and other drugs, and gambling’, and participating ‘in partnerships to promote gender equality, respect and the prevention of violence’.

Glen Eira 2040 Community Vision

The first Community Vision for Glen Eira was developed following an extensive community engagement program and endorsed mid last year (2021). During this engagement one of the key values that was raised from community members was the importance of maintaining a strong community connection, belong and feeling safe. This value is also addressed in our *Community Safety Plan 2022-2025* as we achieve a strong sense of belonging and feeling safety.

The following plans and strategies also have some alignment with this *Plan*:

[*Our Climate Emergency Response Strategy 2021–2025*](#)

Gender Equality Action Plan (in development)

[*City Plan – Activity Centre, Housing and Local Economy Strategy 2020*](#)

[*Local Economy and Place Making Action Plan 2020–2025*](#)

[*Social and Affordable Housing Strategy 2019–2023*](#)

[*Glen Eira Integrated Transport Strategy*](#)

Our community safety vision

Our vision is for Glen Eira to be a place where people feel safe and able to participate in community life. The community is connected, inclusive and supportive of all individuals and groups. The community is resilient and informed, actively engaged and empowered to make decisions for their own and others safety.

Action plan: community safety themes and strategies

The *Glen Eira Community Safety Plan 2022–2025* outlines the strategic activities that Council will undertake to improve safety and security for the community. This *Plan* focuses these activities through three key themes:

- **A strong, resilient, inclusive and connected community**
- **Living safely and securely**
- **Creating safe public spaces and transport**

As Glen Eira values and enjoys a relatively high quality of life and safety, these themes aim to continue to keep Glen Eira safe and to minimise issues that have been identified, those that are emerging and some that may arise in the future. Under each theme there are strategies to achieve the objective. The strategies listed under each theme are supported by annual actions that will result in positive safety outcomes for the community.

Theme 1: A strong, resilient, inclusive and connected community

For a community to be safe, members of that community must feel they belong. Council and its partners can promote connections within the community to reduce isolation, create support linkages, and foster a sense of belonging and safety. This can be done through a range of activities, events and programs designed to be inclusive of all ages, cultures, genders and abilities. Efforts can be made to reach out to those most vulnerable or isolated.

Strategies:

1. Encourage and support connections in the community to reduce isolation; create support linkages; and foster a sense of belonging and safety.
2. Equity and respect are thriving in our community.
3. Improve community confidence and feelings of safety.
4. Improve understanding of factors that may have a community safety impact and/or drive crime and anti-social behaviour to inform future strategies and planning and develop effective solutions.

Actions:

Strategy 1: Encourage and support connections in the community to reduce isolation; create support linkages; and foster a sense of belonging and safety.

1.1 Support programs and services across Council to engage with and/or support the needs of community members experiencing isolation, loneliness or vulnerability, by building understanding of these needs and how they can be supported.

1.2 Promote activities and programs that encourage safe neighbourhoods and communities.

1.3 Advocate for and facilitate programs to minimise the risk of anti-social behaviour.

Strategy 2: Equity and respect are thriving in our community.

2.1 Facilitate and/or support an anti-racism campaign/activity.

2.3 Through the implementation of the Glen Eira Community Wellbeing Action Plan, promote respect, care and equity to help keep our community safe from all forms of inequality and violence.

Strategy 3: Improve community confidence and feelings of safety.

3.1 Develop and publish positive media releases and articles about community safety on the Council's website and through a variety of media outlets.

3.2 Promote family-friendly and safe initiatives and public events to increase perceptions of safety in public spaces.

3.3 Conduct a Community Confidence and Feelings of Safety Survey to understand perceptions of safety and to inform a proactive approach to community safety issues.

Strategy 4: Improve understanding of factors that may have a community safety impact and/or drive crime and anti-social behaviour to inform future strategies and planning and develop effective solutions.

4.1 Participate in networks to enable a broader understanding of community safety, crime and antisocial behaviour.

4.2 Analyse crime statistics and trends and report these to the Glen Eira Community Safety Committee and identify future actions to combat increasing crime areas/issues.

4.3 Conduct comparative data analyses to identify strategic priorities and emerging risks and to build an evidence base for advocacy campaigns.

Theme 2: Living safely and securely

Community safety will be addressed by Council, the police, organisations and residents working together. Council has a responsibility to take on board what we learn from our community about their safety needs and provide support in return. There are many factors for living safely and securely. In previous sections we have determined some of the community's main concerns, from crime to online safety to the impacts of climate change. These strategies and actions will ensure we continue listening to these concerns and provide education, empowerment and support to our community in navigating these safety issues.

Strategies:

1. **Provide information to the community on how to keep safe, report local safety issues and potential safety risks.**
2. **Partner with Victoria Police and various community organisations to strengthen relationships within the community.**
3. **Educate and empower the community to understand the impacts of climate change and safety.**
4. **Engage and support our community to minimise harms and reduce the risk of adopting criminal and anti-social behaviour.**

Actions

Strategy 1: Provide information to the community on how to keep safe, report local safety issues and potential safety risks.

- 1.1 Promote children's safety to parents and carers to assist with injury prevention, water safety, personal safety and other identified safety issues for babies and children.
- 1.2 In partnership with Victoria Police, provide information through Council publications to our community on how to report local safety issues, messages and potential safety risks to the appropriate organisations.
- 1.3 In partnership with Victoria Police, provide information to the community, traders and local businesses about where to seek assistance if they become a victim of crime.
- 1.4 Work in partnership to develop initiatives and programs that raise awareness of cyber safety concerns.

Strategy 2: Partner with Victoria Police and various community organisations to strengthen relationships within the community.

- 2.1 Run online or face-to-face community safety engagement activities in partnership with Victoria Police to discuss current safety issues.
- 2.2 In partnership with Emergency Services and community organisations, deliver safe community initiatives and events in Glen Eira e.g. Safe Plate day, Community Safety month.
- 2.3 Provide opportunities to establish and build positive relationships between Victoria Police, young people and key stakeholders to address young people's local safety issues.

Strategy 3: Educate and empower the community to understand and minimise the impacts of climate change on safety.

- 3.1 Engage and educate our community to understand climate safety and how they can best adapt to and protect themselves against climate change impacts e.g., extreme weather, heat, flash flooding.

Draft Glen Eira Community Safety Plan 2022–2025

3.2 Incorporate safety and climate change messages in social media posts and media releases and other communications channels.

Strategy 4: Engage and support our community to minimise harms and reduce the risk of adopting criminal and anti-social behaviour.

4.1 Provide opportunities to have discussions, establish and build relationships with young people, their families and key stakeholders to explore local issues relating to anti-social behaviour including drug, alcohol and tobacco use by young people (10–25 years).

4.2 Liaise with local traders of activity centres to identify and address emerging anti-social behaviour.

4.3 Work in partnership with the Alliance for Gambling Reform and Gambler's Help Southern to implement campaigns that minimise gambling harm.

Theme 3: Creating safe public spaces and transport

People's perceptions of whether they are safe in an environment can be influenced by environmental and design factors such as lighting, the presence of rubbish, graffiti, damaged property, a lack of people, and whether there are places they can sit. The behaviour of other people in the environment can also influence perceptions of safety. Council aims to design and maintain public spaces that feel safe and inviting. We also aim to ensure our streets are safe for pedestrians and cyclists, and that there are safe and convenient transport choices. Reducing the risk and severity of injuries on our roads is also a priority.

Strategies:

1. **Design and maintain public spaces to deter crime and anti-social behaviour while promoting safety and a sense of place.**
2. **Improve the safety of pedestrians and cyclists.**
3. **Enhance safety around railway stations and other public transport nodes.**

Actions

Strategy 1: Design and maintain public spaces to deter crime and anti-social behaviour while promoting safety and a sense of place.

- 1.1 Liaise with Victoria Police to understand issues relating to crime and antisocial behaviours in our public spaces and undertake design consideration and suitable actions to mitigate or eliminate these issues.
- 1.2 Maintain the positive look and feel of public spaces through ongoing cleansing, graffiti removal, amenity patrols and ensuring passive surveillance.

Strategy 2: Improve the safety of pedestrians and cyclists.

- 2.1 Continue to improve safety for people walking, using wheelchairs and bike riding through the design and renewal of footpaths and bike corridors across the City.
- 2.2 Through implementation of the Glen Eira Integrated Transport Strategy, increase the quantity and quality of walking and cycling paths along major transport routes.
- 2.3 Promote safe user access along pathways and transport routes across the municipality through social media.

Strategy 3: Enhance safety around railway stations and other public transport interchanges.

- 3.1 Integrate within the structure plan development of Caulfield, Carnegie, Bentleigh, Elsternwick interchanges.
- 3.2 Advocate for community safety outcomes at Glen Huntly level crossing removal project.

Definitions

Anti-social behaviour: actions that harm or lack consideration for the wellbeing of others. This may include drunkenness, graffiti, destruction and damaging property.

Council: Glen Eira City Council.

Evidence based: actions that are undertaken are based on evidence which may include evidence from statistics, anecdotal evidence, research, or best practice.

Resilience: the capacity to recover quickly from difficulties; toughness, challenges and to adapt to change and new ways.

Stakeholders: are any parties who have an interest in, who work in, or who may be impacted by community safety. This includes community, government departments at all levels, community organisations, and support and service organisations.

Social cohesion: a cohesive society that works towards the wellbeing of all its members.



GLEN EIRA
CITY COUNCIL

Glen Eira City Council

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National Relay Service

If you are deaf, hearing-impaired, or speech-impaired, we ask that you call us via the National Relay Service and then ask for (03) 9524 3333.

Online: <https://internet-relay.nrs.vic.gov.au>
Teletypewriter (TTY): 13 36 77
Speak and Listen: 1300 555 727

Social media

Glen Eira City Council:

www.facebook.com/GlenEiraCityCouncil

@cityofgleneira:

www.instagram.com/cityofgleneira

Glen Eira arts, gallery and events:

www.facebook.com/gleneiraarts
www.instagram.com/gleneiraarts

Glen Eira Leisure:

www.facebook.com/GESACOnline
<https://www.instagram.com/gleneiraleisure>
www.twitter.com/GESACOnline

Glen Eira Libraries and Learning Centres:

www.facebook.com/GlenEiraLibraries
<https://www.instagram.com/gleneiralibraries>

Glen Eira Sustainable Living:

www.facebook.com/sustainablelivinggleneira

Glen Eira Youth Services:

www.facebook.com/GlenEiraYouthServices
www.instagram.com/gleneirayouthservices

8.14 GLEN HUNTLY LEVEL CROSSING REMOVAL PROJECT ADVOCACY DOCUMENT

Author: Mitchell McPherson, Project Officer

Trim No: 22/153062

Attachments: 1. Glen Huntly LXP Advocacy Document Final March 2022 [↓](#)

EXECUTIVE SUMMARY

Officers are seeking Councillor endorsement of the updated advocacy document for the Glen Huntly Level Crossing Removal Project (GHNR LXP).

Council endorsed an initial advocacy document which was provided to the LXP in September 2020. Since then, Council has adopted the Urban Forest Strategy (UFS) and a Climate Emergency Response Strategy (CERS). The updated advocacy document has taken into consideration this new strategic direction, provides transparency to the community, and closes the loop on Council's original position in relation to the Glen Huntly Level Crossing Removal Project.

The report will provide the following:

- project update;
- current status of the 30 initial advocacy items;
- new advocacy items; and
- next steps and contact details for the public

Key new advocacy items are:

- an alternate outcome for Queens Avenue, which retains all the trees;
- retention and protection of all trees along the rail corridor, as well as having 25% tree canopy coverage in all carparks;
- continuous landscaping along the rail corridor at a similar standard to the Greater North Project (Ormond, McKinnon and Bentleigh); and
- an alternative design outcome that provides more landscaping along Dorothy Avenue

RECOMMENDATION

That Council endorse the Glen Huntly LXP Advocacy Document that is shown in Attachment 1 to the report.

BACKGROUND

In September 2020, Council submitted an initial advocacy document to the LXP for the GHNR LXP. It set out design outcomes Council was keen to be considered for the new station and the surrounding areas.

Council never received acknowledgement from the LXP regarding the document or that any of the items were incorporated into the design process.

Officers have used the document to guide discussions with the LXR throughout design development. Officers have also referred to relevant Council strategies, such as the Urban Forest Strategy (UFS) and the Climate Emergency Response Strategy (CERS). The above strategies weren't formally endorsed by Council in 2020, which required GECC to update our official advocacy position.

ISSUES AND DISCUSSION

The updated advocacy document outlines the following issues;

Vegetation and Tree Removal

Proposed plans for vegetation and tree removal continue to be the main area of contention. Officers acknowledge some tree removal is essential for the level crossing removal works to be undertaken.

The main areas affected by tree loss are Derby Crescent, Station Place, Dorothy Avenue, Royal Avenue and Queens Avenue.

Officers have been proactive with updates to the community around Council's position on tree loss with a frequently asked questions (FAQ) on tree loss uploaded to Council's website on Friday, 11 February 2022. This was followed up with a social media post.

Comprehensive replanting strategy

The LXR have recently committed to a 2:1 ratio for tree replacement. During the stakeholder liaison group (SLG) on Wednesday, 16 February 2022 LXR said this would include a mix of trees, young and semi mature trees.

Officers will provide oversight to the replanting strategy to ensure every tree is replanted. Officers have requested that the LXR provide modelling showing when the new trees are likely to reach their full extent of canopy cover.

Carparks on Dorothy Avenue

Officers are seeking an alternative design outcome that provides more landscaping opportunities than the 35 commuter carparks, that are proposed along Dorothy Avenue. If the carparks are constructed, they will introduce significant change to the landscape for residential properties overlooking the new carparks. Officers therefore are seeking an outcome that would ensure an enhanced landscaping outcome along Dorothy Avenue.

Lack of meaningful engagement with key stakeholders and the community

The engagement phase for GHNR LXR project has been challenging from an officer and community perspective. Many of Council's original advocacy items have not been incorporated into the current designs, despite continuing to drive these desired outcomes.

Council has received comments from members in the community, expressing disappointment in the LXR engagement approach.

Officers have given direction to the LXR to provide relevant information to residents and plenty of notice to those effected by significant works.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

Adopting the revised advocacy document will help Council to work towards achieving the targets and goals set out in Our Climate Emergency Response Strategy 2021-25. Specifically, in regards to Principle 4 and Action 3.2, which both seek to maximise and diversify our green and natural spaces.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

There are currently no financial risks or implications if Council endorses this document.

There is a financial opportunity being an election year that some local MP's may fund some of the advocacy items for the municipality.

POLICY AND LEGISLATIVE IMPLICATIONS

There are no policy or legislative implications related to the advocacy document.

COMMUNICATION AND ENGAGEMENT

It is important that the community has visibility of Council advocating for better community outcomes, resulting from GHNR LXP project.

The updated advocacy document will be uploaded to Council's website with a link shared via social media posts on Instagram and Facebook as well as an article in Glen Eira News.

The document will also be shared with the LXP, the stakeholder liaison group and local members.

LINK TO COUNCIL PLAN

Strategic Direction 1: Well informed, transparent decisions and highly valued services
We build trust through engaging with our community, delivering quality services and making evidence-based decisions

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

The Glen Huntly Level Crossing Removal Project is overall a positive project for the municipality. It will dramatically improve transport times through the Neerim Road and Glen Huntly Road area.

The likelihood of impact to the community and the local environment (tree loss and relocation of animals) increases with projects of this size and scale. Council officers are striving to receive design outcomes that lessen impacts to the community.

This document will close the loop on Council's Advocacy for the GHNR LXP and provide the community and key stakeholders an update on Council's position in relation to key issues.

GLEN EIRA CITY COUNCIL

MARCH 2022



GLEN HUNTLY LEVEL CROSSING REMOVALS ADVOCACY DOCUMENT

Advocating for superior public realm, place making and land-use based benefits for the Glen Huntly and broader Glen Eira community.



GLEN EIRA
CITY COUNCIL

GLEN HUNTLY LEVEL CROSSING REMOVALS



Glen Eira City Council acknowledges the Boonwurrung/Bunurong and Wurrundjeri Woi Wurrung peoples of the Eastern Kulin Nation as Traditional Owners and Custodians, and pays respect to their Elders past, present and emerging.

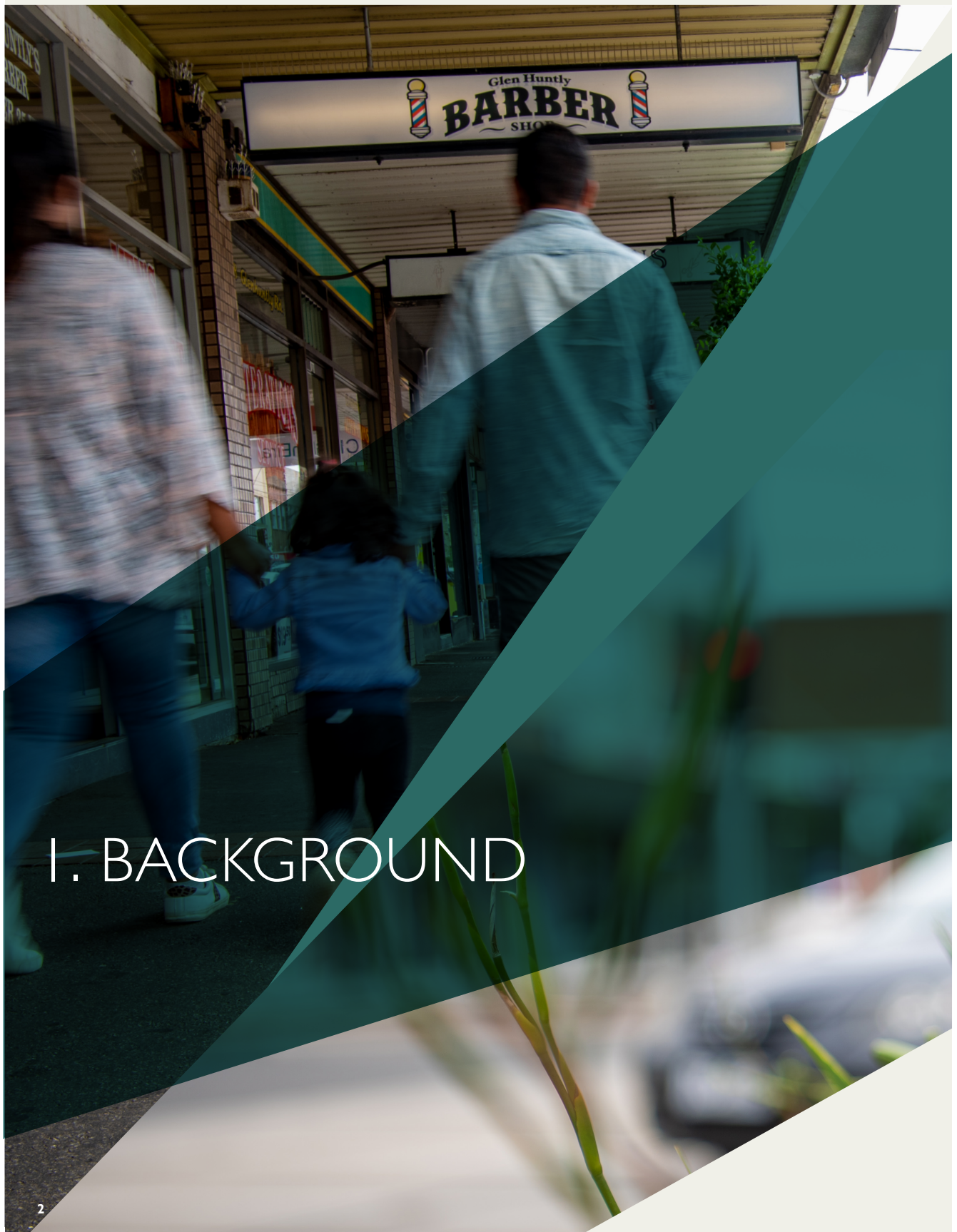
We acknowledge and uphold Traditional Owners' continuing relationship to the land and waterways.

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3. ADVOCACY RECAP	6
4. ADVOCACY MAP	12
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GLEN HUNTLY LEVEL CROSSING REMOVALS



BACKGROUND

BRINGING GLEN HUNTLY TOGETHER

This document is the second part of Glen Eira City Council's advocacy for the Glen Huntly Neerim Road Level Crossing Removal Project. It has been developed to foster the best possible outcomes for the community and the municipality.

In September 2020, Council published an initial advocacy document and provided this to the State Government. Council was disappointed to see that only a handful of the thirty items put forward were adopted by the Level Crossing Removal Project (LXRP). Council is advocating for more items to be included and implore them to be revisited.

This document lists the items that were adopted by the LXRP, the items that were not, and areas that are still open to influence. It also features a number of new updated advocacy items for Glen Eira since the adoption of our Climate Emergency Response Strategy (2021), Urban Forest Strategy (2021) and Glen Huntly Structure Plan (2021).

Council hopes to reinforce the vision and aspirations for the new station and its surroundings.

OUR VISION

A distinctive and integrated station with a new public space which forms the heart of the Glen Huntly activity centre. Public realm improvements transform Glenhuntly Road into an attractive shared zone for all modes. The railway reserve forms a safe and functional shared path connecting Glen Huntly to the neighbouring Caulfield and Ormond activity centres. Well-integrated mixed-use development brings life and activity.

Glen Huntly and Glenhuntly

The names Glen Huntly and Glenhuntly both appear in this document and are derived from the name of the ship, the *Glen Huntly*, which arrived in Port Phillip in 1840. Over time use of the name has varied and today Glen Huntly is used to describe the suburb, while the variation of Glenhuntly is used for the main road and the railway station. Both spellings are therefore used throughout the document to reflect current community use.

1. **Background**

2. **Project Update**

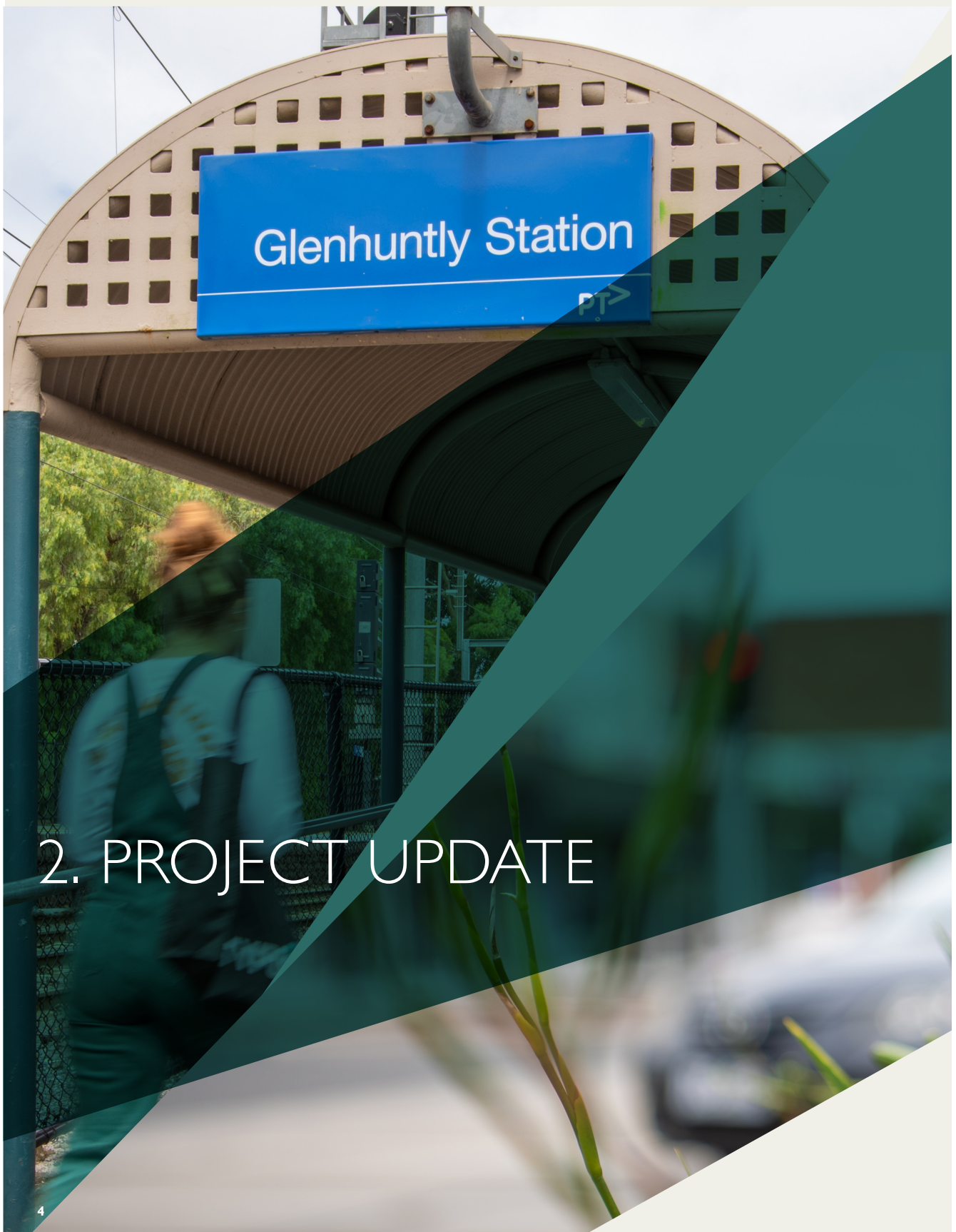
3. **Advocacy Recap**

4. **Advocacy Map**

5. **Advocacy Item Details**

6. **Next Stages**

GLEN HUNTLY LEVEL CROSSING REMOVALS



PROJECT
UPDATE

WHERE ARE WE NOW?

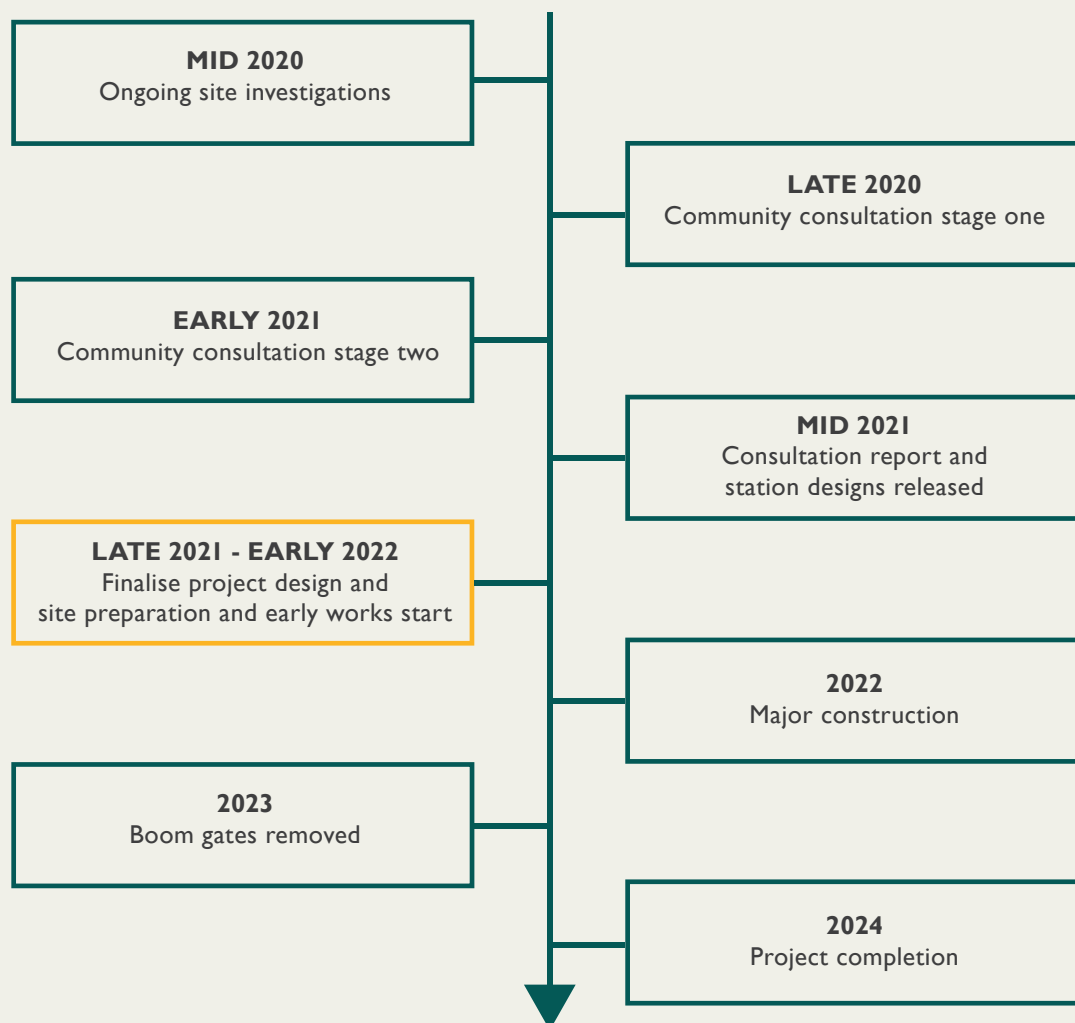
The Victorian Government is removing 18 level crossings and building 12 new stations as part of a \$3 billion upgrade of the Frankston line that will improve safety, reduce congestion and allow more trains to run more often.

The Glen Huntly Neerim Road Project will focus on the removal of the level crossings at Neerim and Glenhuntly roads. It will also include a new Glenhuntly Station.

The Project has been fast tracked with early works having started in late 2021 and completion scheduled by 2024, which is one year ahead of schedule.

This information about the project has been provided by the LXR. More information can be found on the Level Crossing Removal Projects website.

LXRP PROJECT TIMELINE



Timeline by LXR and is subject to change.

GLEN HUNTLY LEVEL CROSSING REMOVALS



3. ADVOCACY RECAP





ADVOCACY
RECAP

UPDATE OF SEPTEMBER 2020 ADVOCACY ITEMS

Glen Eira City Council produced an advocacy document in September 2020, which outlined our vision and preference for the station, surrounding streets and rail corridor. Council continues to advocate for optimal outcomes for the municipality and residents.

Below is a recap of the 30 advocacy items suggested by Council and their outcome or current status.





I. Reunite

ITEM	OUTCOME
Retain the existing Woodville Avenue vehicle underpass.	
Retain the existing Wattle Avenue Pedestrian Crossing over the railway (or a new crossing at this location).	
Create a new pedestrian and cycling crossing point over the railway near Huntly Street. <i>Commentary: LXRPs have said this is out of scope.</i>	
Remove vehicular access from the commuter carpark northwest of the station that exits onto Glenhuntly Road. If some carparking is to remain in this area, vehicular access should come from Neerim Road only. <i>Commentary: LXRPs have future proofed access to the NW carpark from Neerim Road. The access and exit at Glen Huntly Road will remain for the time being.</i>	





GLEN HUNTLY LEVEL CROSSING REMOVALS

UPDATE OF SEPTEMBER 2020 ADVOCACY ITEMS

2. Rebrand







ITEM	OUTCOME
Retain the historic wooden station building on the south-bound track or relocate this part of Glen Huntly's history to a suitable location in the centre. <i>Commentary: The historic wooden building will be removed. It will be photographed extensively and potentially used as an art piece for the new station.</i>	
Incorporate references to the diverse people who call Glen Huntly home and key aspects of local history into the station design and surrounds.	
Undertake a modernisation, refresh and redevelopment to create a station building and surrounds that embody high architectural merit, and superior urban design outcomes.	
Avoid the use of shotcrete and instead use high-quality surface materials that deliver superior design outcomes and deter graffiti. <i>Commentary: LXRPs have decided to utilise shotcrete in the design. They have assured Council, that in the station concourse area the shotcrete will not be visible and behind screens. Shotcrete will be seen on the walls as commuters arrive and depart the new station.</i>	

3. Reimagine



ITEM	OUTCOME
Deliver an expansive, distinctive and well-integrated station concourse.	
Reflect the heritage streetscape in the new station building.	
Provide a safe, legible transition from the street to the station.	
Provide multiple entry points to the new station, to support and increase rail usage and convenience. <i>Commentary: Council would still like to see multiple access points to the new station, including a second entrance north of Glen Huntly Road. LXRPs have said this is out of scope.</i>	

UPDATE OF SEPTEMBER 2020 ADVOCACY ITEMS

4. Revitalise

ITEM	OUTCOME
Cap the rail trench and use landscaping to provide opportunities for lawn space. <i>Commentary: LXRPs have said this is out of scope and if it was included would need to be funded by council – estimated cost \$5 million</i>	
Include generous plantings and build a high-quality streetscape. <i>Commentary: Recent update from LXRPs is that they will have a 2:1 planting offset. This is welcomed by council and officers will work meticulously to ensure this is achieved.</i>	
Feature new public art that speaks to the heritage and culture of Glen Huntly and provides a sense of place for the community.	
Retain net station parking. <i>Commentary: Due to the designs and configuration of the carparks, LXRPs are proposing to acquire land down Dorothy Avenue and install 35 commuter carparks. This will result in a negative landscaping outcome, which will be a stark change for residents living across from these new carparks. Council would like the LXRPs to determine a solution that would achieve an enhanced landscaping outcome along Dorothy Avenue. Council has preference for trees to be retained and new trees and vegetation to be planted along the rail corridor in Dorothy Avenue.</i>	
Incorporate signage in new commuter car parking, that allows for off-peak use by visitors, supporting the local night time economy. <i>Commentary: Not accepted by Metro Trains.</i>	
Deliver community benefit including community spaces, employment opportunity and affordable housing as part of any future integrated development linked to the station reconfiguration. <i>Commentary: There is an inclusion of a pocket park off Neerim Road, in relation to the other items, these are out of scope to the LXRPs.</i>	






5. Improving Access

ITEM	OUTCOME
Create a continuous, safe and attractive shared user path to link the existing cycling path running north/south on the east side of the rail corridor (which terminates near Waratah Avenue), with the new shared user path north of Neerim Road, proposed in the Caulfield Racecourse Reserve Trust Land Use Management Plan. <i>Commentary: LXRPs are building a 3-metre shared user path along Queens Avenue. This terminates at the Queens Ave & Normanby Road Intersection. Any future connections are out of scope to the LXRPs and would need to be delivered by council.</i>	
Provide a strong, legible wayfinding network through the Activity Centre.	

GLEN HUNTLY LEVEL CROSSING REMOVALS







UPDATE OF SEPTEMBER 2020 ADVOCACY ITEMS

6. Prioritising Safety

ITEM	OUTCOME
Prioritise safety, surveillance and accessibility in design. <i>Commentary: Council would like to see all footpaths in station car parks to be DDA compliant and accessible to all members of the community.</i>	
Draw on crime prevention through environmental design principles to underpin all new public spaces.	
Include an integrated CCTV network.	
Design passive surveillance into the station redevelopment, platforms, and forecourt areas on Glenhuntly Road.	
Incorporate design elements and utilise materials that deter graffiti vandalism.	

UPDATE OF SEPTEMBER 2020 ADVOCACY ITEMS

7. Prioritising Sustainability

ITEM	OUTCOME
Retain and protect all significant existing trees, including the Date Palms along Royal Avenue and the Plane Trees along Dorothy Avenue, and where possible the Paperbarks along Station Place. <i>Commentary: The Date Palms on Royal Ave will be transplanted and brought back at the completion of the project. The Plane Trees in Dorothy Avenue and Paperbarks along Station Place will be removed due to essential works and the LXP's construction methodology. Council will be working to ensure a comprehensive replanting strategy is utilised in these areas.</i>	
Incorporate low-maintenance species, and canopy trees within landscape design.	
Utilise water sensitive design elements along the entire corridor. <i>Commentary: This suggestion has not been adopted by the LXP.</i>	
Design for water table challenges and incorporate low maintenance drainage solutions. <i>Commentary: Due to water table challenges LXP have designed a sophisticated drainage system that runs the extent of the rail corridor. This will not be low maintenance and expected to be a Council asset.</i>	
Use landscaping and permeable surfaces in carparking to reduce heat island effects. <i>Commentary: LXP have said they cannot use permeable surfaces due to site constraints.</i>	
Use energy efficient lighting in the station area and concourse.	

GLEN HUNTLY LEVEL CROSSING REMOVALS

4. ADVOCACY MAP

12

ADVOCACY
MAP

PROPOSED ADVOCACY ITEM MAP



LEGEND

- | | | |
|---|---------------------------------------|----------------------------------|
| 1. Queens Avenue concept | Safe Cycling Streets | Proposed Level Crossing Removals |
| 2. Retention of trees along the rail corridor | On-Road Cycling Network | Existing Bus Route |
| 3. Moodie street concept | Great Walking and Shopping Strip | Existing Tram Route 67 |
| 4. Continuous landscaping | Pedestrian & Cycling Link | Existing Train Route |
| 5. Dispensation of carparks along the corridor beside the railway cutting | Improved Public Transport Interchange | Structure Plan Study Area |

GLEN HUNTLY LEVEL CROSSING REMOVALS



ADVOCACY ITEM
DETAILS

ADVOCACY ITEM DETAILS

I. QUEENS AVENUE CONCEPT

Council have developed a future concept for Queens Avenue. This incorporates the retention of the trees along Queens Avenue and relocating the kerb to include a shared user path and would require reprofiling the road. The estimated cost of these works is \$10 million.

KEY FEATURES

A focus on creating a leafy green edge that encourages activity and active transport options.

New tree planting, landscaping and retention of significant trees.

Curb outstands, crossing points, and pedestrian refuges to provide safe pedestrian crossing options and highlight access into the Caulfield Racecourse Reserve.

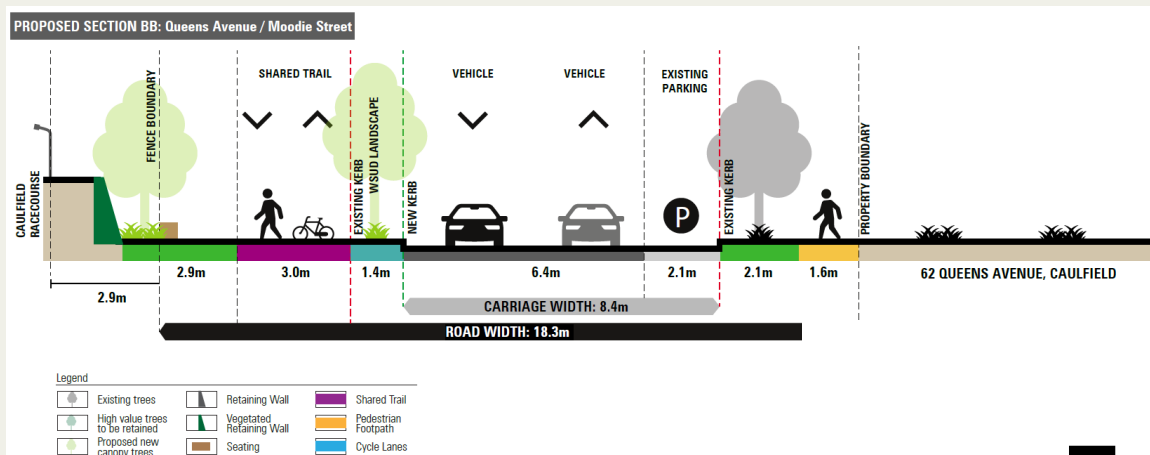
Provision of three metre shared user path to link with proposed Caulfield Racecourse Reserve perimeter pathway.

A narrower road profile to encourage slower vehicle movement and reduce distance across Queens Avenue at pedestrian crossing points.

Encroachment into the Racecourse land for less duplication of infrastructure with landscaping to conceal the retaining wall of the Racecourse.

Retain existing on-street parking, eastern pedestrian footpath and nature strip trees.

Upgraded drainage infrastructure.



Proposed cross section is specific to the middle area of Queens Avenue. Measurements vary in different parts of the Avenue.

GLEN HUNTLY LEVEL CROSSING REMOVALS

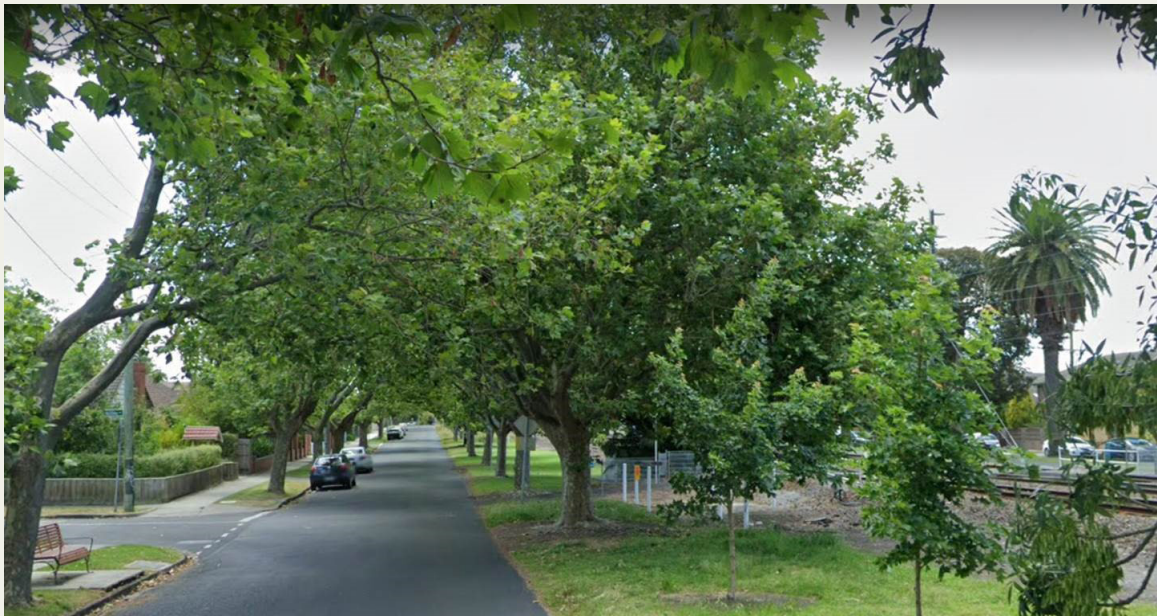
ADVOCACY ITEM DETAILS

2. RETENTION/REPLANTING OF TREES ALONG THE RAIL CORRIDOR + 25 per cent TREE COVERAGE IN ALL CARPARKS FROM NEERIM RD

In line with Council's adopted Climate Emergency Response Strategy and Urban Forest Strategy, we would like to see the retention of as many trees along the rail corridor as possible.

Council understand LXP are now giving a 2:1 tree off-set – every tree removed will be replaced by two new trees. Council would like to see a comprehensive replanting strategy, which includes modelling of when the full extent of mature tree canopy coverage, in accordance with Council's Urban Forest Strategy, will be achieved. Officers will work rigorously to ensure the 2:1 ratio is delivered by the project.

In relation station carparks, we would like to see 25 per cent tree canopy coverage in all carparks to reduce heat island effects.



ADVOCACY ITEM
DETAILS

ADVOCACY ITEM DETAILS

3. INCLUSION OF MOODIE STREET CONCEPT

The project currently has little open space opportunities apart from a pocket park off Neerim Road (near the Neerim Road Bridge). Council would like an open space area built with trees, planting and seating on either side of the Moodie Street underpass. The estimated cost of these works is \$1.8 million.



GLEN HUNTLY LEVEL CROSSING REMOVALS

ADVOCACY ITEM DETAILS

4. CONTINUOUS LANDSCAPING ALONG THE RAIL CORRIDOR

Council aspires to see continuity of trees and planting of vegetation parallel to the rail corridor, with consistent high-quality outcomes seen in the Ormond, McKinnon and Bentleigh LXP Train Stations and surrounds. Where tree and vegetation planing is not achievable, living green walls may be suitable.

**EXAMPLE**
Green Walls

ADVOCACY ITEM DETAILS

5. ALTERNATE DESIGN FOR DOROTHY AVENUE WITH INCREASED LANDSCAPING OPPORTUNITIES

As recognized in the initial advocacy document, Council don't want a net loss of Station Carparks.

Council would like to see these carparks delivered, but not in lieu of the stark landscape changes this will bring to residents on Dorothy Avenue. Council therefore seek an outcome that would ensure an enhanced landscaping outcome along Dorothy Avenue.

Council would like to avoid seeing outcomes similar to those in Edward Street, Cheltenham, in Dorothy Avenue.

BEFORE

Edward Street, Cheltenham



AFTER

Edward Street, Cheltenham



GLEN HUNTLY LEVEL CROSSING REMOVALS



6. NEXT STAGES

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NEXT STAGES

WHERE TO FROM HERE?

These advocacy items are extremely important to Council and the community. Council will continue to advocate vigorously for their inclusion in the level crossing removal project. Council Officers will continue to work with the State Government to advocate for optimal outcomes for the City of Glen Eira.

Early works and construction are set to start in early 2022, with the project completed in 2024. If you are seeking any further information regarding this document don't hesitate to contact Glen Eira City Council in any of the following ways:

Mail: Glen Eira City Council
Project Management Office
PO Box 42
Caulfield South VIC 3162

Phone: 9524 3333

Email: mail@gleneira.vic.gov.au

If you have any queries regarding the Glen Huntly Neerim Road Level Crossing Removal Project, you can contact the Level Crossing Removal Project directly on 1800 105 105 or email them at contact@levelcrossings.vic.gov.au.

Our vision for the level crossing removals in Glen Huntly is for:

A **distinctive** and **integrated** station
with a new **public space** forms the heart of
the Glen Huntly activity centre.

Public realm improvements **transform**
Glenhuntly Road into an attractive **shared**
zone for all modes.

The railway reserve forms a **safe** and
functional shared path **connecting** Glen
Huntly to neighbouring Caulfield and Ormond
activity centres. Well-integrated mixed-use
development brings **life** and **activity**.

CONTACT

Glen Eira City Council
Project Management Office
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*Bentleigh - Bentleigh East - Brighton East - Carnegie - Caulfield - Elsternwick - Gardenvale -
Glen Huntly - McKinnon - Murrumbeena - Ormond - St Kilda East*

8.15 TENDER 2022.12 DORIS AND MAUDE STREET RECONSTRUCTION

Author: Krishnan Balamurugan, Senior Project Construction Engineer

Trim No: 22/139707

Attachments: 1. Tender 2022.12_Report on conclusion of Evaluation Panel
(CONFIDENTIAL)

EXECUTIVE SUMMARY

The purpose of this report is to recommend a contractor to be appointed to undertake the services tendered in Tender number 2022.12 Doris and Maude Street Reconstruction.

RECOMMENDATION

That Council having reviewed and considered the confidential Tender Evaluation report (attachment 1 to this report):

1. appoints Presta Construction Group Pty Ltd ACN 096 137 745 as the contractor under Tender number 2022.12 for an amount of \$962,276.50 exclusive of GST (\$1,058,504.15 inclusive of GST) in accordance with the Schedule of Rates submitted;
2. prepares the contract in accordance with the Conditions of Contract included in the tender;
3. authorises the Chief Executive Officer to execute the contract on Council's behalf;
4. notes the attachments to the report remain confidential in accordance with section 3(1)(g) and section 66(5) of the *Local Government Act 2020* or until Council resolves otherwise; and
5. authorises Council officers to disclose any confidential information in relation to this item, but only to the extent necessary to give effect to the resolution.

BACKGROUND**Reason for Tender**

The proposed works were identified as part of Council's road reconstruction program.

The works are located in Doris Street and Maude Street, Murrumbidgee and include the installation of underground drainage pipes & pits, concrete paving, kerb & channel and asphalt road pavement works as part of the Doris Street and Maude Street Reconstruction project.

Proposed Contract period

The Contract is a Schedule of Rates due for completion by 30 June 2022, plus a 52 week Defects Liability Period.

TENDER PROCESS

Advertising

An invitation to submit tenders for the contract as described in the preceding section was advertised on Saturday 22 January 2022 in *The Age* newspaper Saturday edition (and Council's eTendering Portal on Monday 24 January 2022), and closed on Monday 11 February 2022.

Tenders Collected/Received

Fifteen tender documents were requested.

Five (5) submissions were received by the closing date.

EVALUATION PROCESS

Evaluation Criteria

All conforming tenders were evaluated against the following criteria:

CRITERIA

1. Cost to Council.

In assessing this criterion, the submitted tender prices are weighted against other tender submissions to provide the appropriate price ranking.

2. Ability to undertake Works as specified.

In reviewing this Criterion, a number of sub-categories form part of the evaluation, which include:

- Previous Relevant Experience
- Technical Skills
- Customer Service
- Site Management
- Management Systems
- Timelines
- Resources

3. Ability to provide a safe work place.

This is a pass or fail criterion based on the completion of tender OH&S questionnaire, in that the Tenderer must demonstrate they have satisfactory OH&S systems.

There is also a requirement within this criterion for the tender to confirm that they have 3rd party accredited systems for OH&S Management.

ISSUES AND DISCUSSION

Not applicable.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

The works will include the installation of underground drainage pipes and pits to assist with mitigation with the onset of increased incidence of stormwater flooding. Sustainability elements have been incorporated in the design, materials selection and construction.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS**Budget**

The Doris and Maude Street Reconstruction project will be funded from Council's Road Reconstruction sub-program.

The budget for the 2021/2022 road reconstruction sub-program is \$3.78 million.

POLICY AND LEGISLATIVE IMPLICATIONS

This report is in accordance with the Procurement Policy and the *Local Government Act 2020*.

LINK TO COUNCIL AND COMMUNITY PLAN

Strategic Direction 3: A liveable and well planned city
Our public open spaces and places support a healthy and connected community and contribute to a more sustainable and vibrant city.

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

Evaluation Panel Conclusion

The Evaluation Panel appointed by the Director Community Assets and Leisure reached the conclusion that when assessed against the evaluation criteria, the tender of **Presta Construction Group Pty Ltd ACN 096 137 745** represented the best quality and value for money for the community.

The report of the Evaluation Panel is attached. This attachment concerns confidential information within the meaning of that term in the *Local Government Act 2020* (the Act) being private commercial information, being information provided by a business, commercial or financial undertaking that—

- (i) relates to trade secrets; or
- (ii) if released, would unreasonably expose the business, commercial or financial undertaking to disadvantage;

and the meeting will be closed to the public (under s 66(2) of the Act) should such information need to be considered and discussed and all documents containing such information shall remain confidential.

8.16 SALE OF DISCONTINUED DRAINAGE RESERVE ABUTTING 10, 18, 22-24, 28-30A AND 36 HALSTEAD STREET, 4 CROMWELL ST AND 115 HAWTHORN ROAD CAULFIELD NORTH

Author: Jeanette Blackwood, Property Consultant

Trim No: 22/136583

Attachments: 1. Attachment 1 Halstead Street Plan of Subdivision [↓](#)
2. Attachment 2 Halstead Locality Plan [↓](#)

EXECUTIVE SUMMARY

The owner of 24 Halstead Street, Caulfield North has requested that Council sell a section of discontinued drainage reserve, a total of 19 square metres adjoining the rear of that property.

The adjoining owner at 36A Halstead Street has also expressed interest to purchase the land abutting their property.

Council officers under delegated authority commenced the statutory procedures to sell the land. Public notice was given, and no submissions were received.

This report seeks Council's approval to sell the land to the two abutting owners at 24 and 36A Halstead Street.

RECOMMENDATION

That Council:

1. has determined that the Land adjoining the rear of 24 and 36A Halstead Street, shown as 1-4, lot 9, lot 11-12, lot 14-15A and Lot 18 on PS640466F in Attachment 1 (to this report), is not reasonably required and approves the sale by private treaty to the owner of the adjoining properties in accordance with section 114 of the *Local Government Act 2020* and Council's Road and Reserves Discontinuance and Sale Policy; and
2. authorises the Chief Executive Officer to sign all documents relating to the sale of the land from the discontinued drainage reserve to the owners of 24 and 36A Halstead Street, Caulfield North.

BACKGROUND

Council removed the reserve status from the drainage reserve abutting the rear of properties in Cromwell and Halstead Street in 2011 as shown green highlighted in the attached locality plan (Attachment 2) and offered the land to abutting owners at that time.

A number of property owners did not proceed with the purchase of this land at that time. As such the land that remains is held in Council ownership and is occupied by 10 abutting owners. The subject land is known as Lot 1-4, Lot 9, Lot 11-12, Lot 14-15A and Lot 18 on PS640466F as attached (Land).

The owner of 24 Halstead Street has approached Council requesting to purchase the Land abutting their property in accordance with our Road and Reserve Discontinuance and Sale Policy.

A letter was sent to all other occupying owners to determine if they have an interest to purchase the section of land that they occupy. At this stage one other abutting owner, at 36A Halstead Street has indicated their interest to proceed with the purchase of the land they occupy. Officers will continue discussions with other occupiers.

The sale of such land is carried out in accordance with section 114 of the Local Government Act 2020 (LGA) which requires that:

- a notice be placed on the Council website;
- any other manner prescribed by the regulations (however there are no such regulations at this time); and
- community engagement occurs in accordance with Council's Community Engagement Policy.

Council gave public notice on our website and a local paper on 1 December 2021 allowing for submissions up to and including 28 February 2022. No submissions were received.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

There are no climate emergency response strategy implications associated with this proposal.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

The abutting owners at 24 Halstead Street and 36A Halstead Street have agreed to purchase the part of Land abutting their property in accordance with the Council's Roads and Reserves Discontinuance and Sale Policy, which provides for a 50% discount of the market value of the Land in recognition of long-term occupation. Officers will continue to offer the remaining lots to occupying abutting owners.

The following is a table that summarizes the Land and potential Lots to be sold. At this stage we only have agreement from the owner of 24 Halstead Street and 36A Halstead Street to proceed with a purchase.

Occupying Address	Lot No.	Area	Valuation (<i>rounded</i>) excluding GST	Sale Price excluding GST
10 Halstead	Lot 1	8 sq. m.	\$6,500	\$3,250
115 Hawthorn	Lot 2	11 sq. m.	\$9,000	\$4,500
10 Halstead	Lot 3	5 sq. m.	\$4,000	\$2,000
4 Cromwell	Lot 4	11 sq. m.	\$9,000	\$4,500
18 Halstead	Lot 9	19 sq. m.	\$15,500	\$7,750
22 Halstead	Lot 11	19 sq. m.	\$15,500	\$7,750
24 Halstead	Lot 12	19 sq. m.	\$15,500	\$7,750
28 Halstead	Lot 14	19 sq. m.	\$15,500	\$7,750
30 Halstead	Lot 15	10 sq. m.	\$8,000	\$4,000
30A Halstead	Lot 15A	9 sq. m.	\$7,500	\$3,750
36A Halstead	Lot 18	9 sq. m.	\$7,500	\$3,750

POLICY AND LEGISLATIVE IMPLICATIONS

All negotiations and procedures have been undertaken in accordance with Council Policy and legislative requirements.

Council has undertaken the procedures under section 114 of the *Local Government Act 2020* to sell the Land.

COMMUNICATION AND ENGAGEMENT

Council has completed the required procedures and community consultation in accordance with section 114 of the *Local Government Act 2020*, with publication of a notice in both the Age newspaper and on Council's website.

LINK TO COUNCIL PLAN

Strategic Direction 1: Well informed, transparent decisions and highly valued services
We build trust through engaging with our community, delivering quality services and making evidence-based decisions

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

Officers, taking account that Council has given public notice of its intentions to sell the Land and having received no submissions, are of the view that it is appropriate to sell the Land at the rear of 24 and 36A Halstead Street to the respective abutting owners.

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PLAN UNDER SECTION 24A OF THE SUBDIVISION ACT 1988				STAGE NO.	LRS USE ONLY EDITION 2	PS640466F 27/09/2011 33172 PS
LOCATION OF LAND PARISH: PRAHRAN AT CAULFIELD TOWNSHIP: _____ SECTION: _____ CROWN ALLOTMENT: _____ CROWN PORTION: 34 (PART) TITLE REFERENCE: VOL. 3523 FOL. 474 LAST PLAN REFERENCE: LP 5553 POSTAL ADDRESS: HALSTEAD STREET, (at time of subdivision) CAULFIELD NORTH. 3161. MGA94 Co-ordinates E 326 420 ZONE: 55 (of approx. centre of land in plan) N 5806 220				COUNCIL CERTIFICATION AND ENDORSEMENT COUNCIL NAME: GLEN EIRA CITY COUNCIL REF: GE/CRT-5098/2011 1. This plan is certified under section 6 of the Subdivision Act 1988. 2. This plan is certified under section 11(7) of the Subdivision Act 1988. Date of original certification under section 6: / / 3. This is a statement of compliance issued under section 21 of the Subdivision Act 1988. Council Delegate _____ Council Seal _____ Date 5/7/11 Re-certified under section 11(7) of the Subdivision Act 1988 Council Delegate _____ Council Seal _____ Date: / /		
VESTING OF ROADS AND/OR RESERVES				NOTATIONS		
IDENTIFIER	COUNCIL/BODY/PERSON			STAGING		
ROAD R1	GLEN EIRA CITY COUNCIL			This is not a staged subdivision Planning Permit No. GE/PP-23358/2011		
				DEPTH LIMITATION: DOES NOT APPLY LOT 7 HAS BEEN OMITTED FROM THIS PLAN.		
				PURPOSE OF THE PLAN:		
				(i) TO VEST THAT PART OF THE DRAINAGE RESERVE ON LP 5553 SHOWN AS R1, LOTS 1-6 (INCLUSIVE), 8-15 (INCLUSIVE), 15A, 16, 17, 18 & 19 IN THE GLEN EIRA CITY COUNCIL		
				(ii) REMOVAL BY THE GLEN EIRA CITY COUNCIL OF THE RESERVATION FROM THAT PART OF THE DRAINAGE RESERVE ON LP 5553 SHOWN AS LOTS 1-6 (INCLUSIVE), 8-15 (INCLUSIVE), 15A, 16, 17, 18 & 19 AND ROAD R1 HEREON		
				(iii) TO REMOVE THE SECTION 98 DRAINAGE EASEMENTS IN THAT PART OF THE DRAINAGE ON LP 5553 SHOWN AS LOTS 1-6 (INCLUSIVE), 8-15 (INCLUSIVE), 15A, 16, 17, 18 & 19 AND ROAD R1 HEREON		
				GROUNDS FOR VESTING AND REMOVAL: GLEN EIRA CITY COUNCIL PLANNING PERMIT No. GE/PP-23358/2011		
				SURVEY THIS PLAN IS BASED ON SURVEY THIS SURVEY HAS BEEN CONNECTED TO PERMANENT MARKS No.(s) IN PROCLAIMED SURVEY AREA No.		
EASEMENT INFORMATION						LRS USE ONLY
LEGEND: E - ENCUMBERING EASEMENT A - APPURTENANT EASEMENT R - ENCUMBERING EASEMENT (ROAD)						STATEMENT OF COMPLIANCE/ EXEMPTION STATEMENT
						Received <input checked="" type="checkbox"/>
						Date 27/4/11
						LRS USE ONLY
						PLAN REGISTERED
						TIME 10:49AM
						DATE 7/10/2011
						B TOSCANO
						Assistant Registrar of Titles
						SHEET 1 OF 4 SHEETS
KIRKPATRICK & WEBBER PTY. LTD. ALCA 004 907 571 LAND SURVEYORS PLANNING CONSULTANTS 15 MAROONDAH HIGHWAY, CROYDON. 3136 TELEPHONE 9870 4422 FACSIMILE 9870 5287				LICENSED SURVEYOR (PRINT) ANDREW JAMES SMITH SIGNATURE <i>Andrew J Smith</i> DATE 27/4/11 REF 7151D VERSION 3		DATE 5/7/11 COUNCIL DELEGATE SIGNATURE _____ ORIGINAL SHEET SIZE A3

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PLAN UNDER SECTION 24A OF THE SUBDIVISION ACT 1988	STAGE NO.	PLAN NUMBER PS 640466F
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HAWTHORN ROAD

HALSTEAD STREET

KIRKPATRICK & WEBBER PTY. LTD. <small>A.C.N. 004 977 371</small> LAND SURVEYORS PLANNING CONSULTANTS 15 MAROONDAH HIGHWAY, CROYDON. 3136 TELEPHONE 9870 4422 FACSIMILE 9870 5287		
ORIGINAL SCALE 1:400	SHEET SIZE A3	SCALE <div style="text-align: center;">4 0 4 8 12 16 LENGTHS ARE IN METRES</div>
LICENSED SURVEYOR (PRINT) ANDREW JAMES SMITH SIGNATURE <i>Andrew J Smith</i> DATE 27/4/11 REF 7151D VERSION 3		SHEET 2 OF 4 SHEETS DATE <i>5/7/11</i> COUNCIL DELEGATE SIGNATURE ORIGINAL SHEET SIZE A3

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PLAN UNDER SECTION 24A OF
THE SUBDIVISION ACT 1988

STAGE NO.

PLAN NUMBER

PS 640466F

FOR CONTINUATION,
SEE SHEET 4

FOR CONTINUATION,
SEE SHEET 2

(153-92)
90°05'

HALSTEAD

STREET

KIRKPATRICK & WEBBER PTY. LTD.

LAND SURVEYORS PLANNING CONSULTANTS

15 MAROONDAH HIGHWAY, CROYDON. 3136
TELEPHONE 9870 4422
FACSIMILE 9870 5287

ORIGINAL

SCALE

SCALE SHEET
SIZE
1:400 A3

4 0 4 8 12 16
LENGTHS ARE IN METRES

LICENSED SURVEYOR (PRINT) **ANDREW JAMES SMITH**

SIGNATURE *Andrew J Smith* DATE 27/4/11

REF 71510

VERSION 3

SHEET 3 OF 4 SHEETS

DATE 5/7/11

COUNCIL DELEGATE SIGNATURE

ORIGINAL SHEET SIZE A3

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PLAN UNDER SECTION 24A OF THE SUBDIVISION ACT 1988	STAGE NO.	PLAN NUMBER PS 640466F
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APPROXIMATE TRUE NORTH

HALSTEAD STREET

KIRKPATRICK & WEBBER PTY. LTD.
ALCA 004 997 371
LAND SURVEYORS PLANNING CONSULTANTS

15 MAROONDAH HIGHWAY, CROYDON. 3136
 TELEPHONE 9870 4422
 FACSIMILE 9870 5267

SHEET 4 OF 4 SHEETS	
ORIGINAL SCALE 1:400 SHEET SIZE A3	SCALE <div style="text-align: center;"> 4 0 4 8 12 16 LENGTHS ARE IN METRES </div>
LICENSED SURVEYOR (PRINT) ANDREW JAMES SMITH	
SIGNATURE <i>Andrew J Smith</i>	DATE 27/4/11
REF 7151D VERSION 3	
COUNCIL DELEGATE SIGNATURE _____	
ORIGINAL SHEET SIZE A3	

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8.17 AMENDMENTS TO HEALTH RECORDS POLICY

Author: Michael O'Connor, Acting Corporate Counsel

Trim No: 22/1701

Attachments: 1. *Health Records Policy (marked-up version)* [↗](#)
2. *Health Records Policy (Final version)* [↗](#)

EXECUTIVE SUMMARY

To amend the Health Records Policy.

RECOMMENDATION

That Council reviews and approves the proposed amendments to the Health Records Policy (Attachment 2 to the report).

BACKGROUND

Council is conducting a review of all of its adopted policies for legislative accuracy, relevance, consistency, conversion to the current policy template, and compatibility with the *Charter of Human Rights and Responsibilities Act 2006* (Vic).

On 12 July 2002, the Health Records Policy (Policy) was adopted to ensure Council's compliance with the *Health Records Act 2001* (Vic) (Act) and the Health Privacy Principles, which are set out in the Act.

The Policy has been regularly reviewed and amended since adoption.

On 6 March 2018, the Policy was last updated.

The amendments to the Policy, shown tracked in Attachment 1, are proposed to update references to legislation, correct minor errors, and better reflect that the Policy applies to all Council activities and services that collect or manage health information.

ISSUES AND DISCUSSION

Since the World Health Organisation declared the outbreak of COVID-19 a pandemic, and the Victorian Government declared a State of Emergency, the use and disclosure of health information by Council to prevent or manage the virus has increased.

Council areas that use and disclose health information include aged care services, Immunisation, Children's Centres, the Maternal and Child Health Service, People and Culture business unit, youth, disability and other community services, and GESAC.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

Not applicable

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

Not applicable

POLICY AND LEGISLATIVE IMPLICATIONS

The proposed amendments to the Policy are in accordance with the following:

1. *Health Records Act 2001* (Vic); and

2. Local Government Act 2020 (Vic).

COMMUNICATION AND ENGAGEMENT

The Policy is available on Council's website and as links from various Council web pages where relevant.

The amended version will be uploaded on Council's website if Council approves it.

LINK TO COUNCIL PLAN

Strategic Direction 1: Well informed, transparent decisions and highly valued services
We build trust through engaging with our community, delivering quality services and making evidence-based decisions

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

Councillors are asked to consider the proposed changes to the Health Records Policy. If the changes to the Health Records Policy are approved, they will take effect from the date of approval.

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Health Records Policy

Date first adopted:	22 July 2002
Dates amended:	8 April 2014 26 April 2016 6 March 2018 17 December 2021 tbc
Next review date:	February 2023 tbc
Position title of responsible business unit Manager:	Corporate Counsel
Approved by:	Council

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1. TITLEHealth Records Policy**2. OBJECTIVE**

- 2.1 To ensure the responsible management of health information collected by Council.
- 2.2 To ensure Council's compliance with the *Health Records Act 2001* (Vic) (~~Act~~) and the Health Privacy Principles (~~HPPs~~), which are set out in the Act.

3. SCOPE

This Policy applies to all employees, contractors, agents, volunteers and customers of Council.

4. DEFINITIONS AND ABBREVIATIONS

Term	Meaning	Definition in Act (as of 27 August 2020)
<u>Act</u>	<u>Health Records Act 2001 (Vic)</u>	<u>n/a</u>
<u>Health information</u>	<u>has the same meaning as in the Act</u>	<p><u>health information means—</u></p> <p><u>(a) information or an opinion about—</u></p> <p><u>(i) the physical, mental or psychological health (at any time) of an individual; or</u></p> <p><u>(ii) a disability (at any time) of an individual; or</u></p> <p><u>(iii) an individual's expressed wishes about the future provision of health services to him or her; or</u></p> <p><u>(iv) a health service provided, or to be provided, to an individual— that is also personal information; or</u></p> <p><u>(b) other personal information collected to provide, or in providing, a health service; or</u></p> <p><u>(c) other personal information about an individual collected in connection with the donation, or intended donation, by the individual of his or her body parts, organs or body substances; or</u></p> <p><u>(d) other personal information that is genetic information about an individual in a form which is or could be predictive of the health (at any time) of the individual or of any of his or her descendants—</u></p> <p><u>but does not include health information, or a class of health information or health information contained in a class of documents, that is prescribed as exempt health information for the purposes of this Act generally or for the purposes of specified provisions of this Act;</u></p>
<u>Health service provider</u>	<u>has the same meaning as in the Act</u>	<p><u>health service provider means an organisation that provides a health service in Victoria to the extent that it provides such a service but does not include a health service provider, or a class of health service provider, that is prescribed as an exempt health service provider for the purposes of this Act generally or for the purposes of specified</u></p>

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		<u>provisions of this Act or to the extent that it is prescribed as an exempt health service provider;</u>
<u>Health service</u>	<u>has the same meaning as in the Act</u>	<u>health service means— (a) an activity performed in relation to an individual that is intended or claimed (expressly or otherwise) by the individual or the organisation performing it— (i) to assess, maintain or improve the individual's health; or (ii) to diagnose the individual's illness, injury or disability; or (iii) to treat the individual's illness, injury or disability or suspected illness, injury or disability; or (b) a disability service, palliative care service or aged care service; or (c) the dispensing on prescription of a drug or medicinal preparation by a pharmacist registered under the Health Practitioner Regulation National Law; or (cb) the sale or supply of a voluntary assisted dying substance within the meaning of the Voluntary Assisted Dying Act 2017 in accordance with that Act by a pharmacist registered under the Health Practitioner Regulation National Law to practise in the pharmacy profession (other than as a student); or (cc) the supply or administration of a voluntary assisted dying substance within the meaning of the Voluntary Assisted Dying Act 2017 in accordance with that Act by a registered medical practitioner; or (d) a service, or a class of service, provided in conjunction with an activity or service referred to in paragraph (a), (b), (c), (cb) or (cc) that is prescribed as a health service— but does not include a health service, or a class of health service, that is prescribed as an exempt health service for the purposes of this Act generally or for the purposes of specified provisions of this Act or to the extent that it is prescribed as an exempt health service;</u>
<u>HPP</u>	<u>has the same meaning as in the Act</u>	<u>means Health Privacy Principle</u>
<u>Health Privacy Principle (HPP)</u>	<u>has the same meaning as in the Act</u>	<u>Health Privacy Principle means any of the Health Privacy Principles set out in Schedule 1 of the Act</u>

3.5. POLICY

Council will manage health information in accordance with the Health Privacy Principles HPPs, a summary of which is provided below: as follows:

4.5.1 HPP 1 – Collection

- 4.1.1 Council must not collect health information about an individual unless the information is necessary for one or more of its functions or activities and at least one of paragraphs 1.1(a) through to (i) of the HPPs applies. Council will only collect such health information that is necessary for the performance of a function or activity and which has an individual's consent; or as is required or permitted by law; or for any other reason permitted in the Act.
- 4.1.2 Council will only collect health information by lawful and fair means and not in an unreasonably intrusive way. If it is reasonable and practicable to do so, Council ~~will~~ only must collect health information about an individual only from that individual.
- 4.1.3 At or before the time (or, if that is not practicable, as soon as practicable thereafter) Council collects health information about an individual from the individual, Council must take steps that are reasonable in the circumstances to ensure that the individual is generally aware of—
(a) the identity of Council and how to contact it; and

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~~(b) the fact that he or she is able to gain access to the information; and~~
~~(c) the purposes for which the information is collected; and~~
~~(d) to whom (or the types of individuals or organisations to which) Council usually discloses information of that kind; and~~
~~(e) any law that requires the particular information to be collected; and~~
~~(f) the main consequences (if any) for the individual if all or part of the information is not provided.~~ At or prior to collecting an individual's health information (or as soon as practicable after collection), Council will inform the individual how to contact Council; the fact that he/ she is able to gain access to the information; the purposes for which the information is collected; to whom Council usually discloses information of that kind; any law that requires Council to collect the information; the consequences (if any) for an individual if all, or part, of the information requested is not provided.

45.2 HPP 2 – Use and Disclosure

~~Council may use or disclose health information about an individual for the primary purpose for which the information was collected in accordance with HPP 1.1. Council must not use or disclose health information about an individual for a purpose (the secondary purpose) other than the primary purpose for which the information was collected unless at least one of paragraphs 2.2(a) through to (l) of the HPPs applies. Council will only use and disclose health information for the primary purpose for which it was collected, or a directly related secondary purpose that the individual would reasonably expect. In any other circumstances Council will contact the individual in order to obtain consent (unless the use or disclosure is required by law or otherwise permitted by the Act).~~

45.3 HPP 3 - Data Quality

~~Council must take steps that are reasonable in the circumstances to make sure that, having regard to the purpose for which the information is to be used, the health information it collects, uses, holds or discloses is accurate, complete, up to date and relevant to its functions or activities. Council will take reasonable steps to ensure the health information it holds is accurate, complete, up to date and relevant to the functions it performs.~~

45.4 HPP 4 – Data Security and Retention

~~Council must take reasonable steps to protect the health information it holds from misuse and loss and from unauthorised access, modification or disclosure. Council will take steps to safeguard the health information it holds against misuse, loss, unauthorised access, modification or disclosure. Where lawful, Council will take reasonable steps to destroy or permanently de-identify health information if it is no longer needed.~~

45.5 HPP 5 – Openness

Council will provide a copy of this Policy to any individual who requests it.

45.6 HPP 6 - Access and Correction

~~Council must provide an individual with access to the health information it holds about an individual on request by the individual in accordance with Part 5 of the HPPs unless one of the paragraphs 6.1(a) through to (l) or 6.2 of the HPPs applies. Generally, individuals can seek access and correction to health information held by Council about themselves by requesting it or making an application under the Freedom of Information Act 1982 (Vic) following Council's procedures for making such applications. Requests should be directed to the Council's Privacy Officer in the first instance.~~

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45.7 HPP 7 – Identifiers

~~Council will only assign a number to identify a person if the assignment is reasonably necessary to carry out its functions efficiently. Council may only assign identifiers to individuals if the assignment of identifiers is reasonably necessary to enable Council to carry out any of its functions efficiently.~~

45.8 HPP 8 - Anonymity

~~Council will give individuals the option of not identifying themselves when dealing with Council where this is lawful and practicable. Wherever it is lawful and practicable, individuals must have the option of not identifying themselves when entering transactions with Council.~~

45.9 HPP 9 - Transborder Data Flows

~~Council may transfer health information about an individual to someone (other than Council or the individual) who is outside Victoria only if one of the paragraphs 9.1(a) through to (g) of the HPPs applies. Council will only transfer health information outside Victoria if the organisation receiving it is subject to laws substantially similar to the Act and HPPs.~~

45.10 HPP10 - Closure of the Practice of a Health Service Provider

~~If Council discontinues its health services, it will give notice of the closure to service users directly and by way of notice in the local newspaper, comply with HPP 9 and. Whether Council transfers or continues to hold health information collected as part of its health service will depend on its obligations under the Public Records Act 1973 (Vic).~~

45.11 HPP 11 - Making ~~h~~i Information ~~A~~aavailable to another Health Service Provider

When Council functions as a health service provider, it will make health information relating to an individual available to another health service provider if requested to do so, or, if consented to by the individual.

65. PRIVACY OF OTHER PERSONAL INFORMATION

Refer to ~~Council's~~ Council's Privacy Policy for the management of personal information collected by Council that is not ~~also~~ health information.

76. COMPLAINTS

~~67.1~~ Complaints regarding Council's management of health information ~~should be directed to the Privacy Officer in the first instance.~~

~~6.2~~ ~~Complaints should be made in writing and accompanied by a suitable form of identification (e.g. photocopy of driver's license). A complaint will be investigated as soon as possible and the complainant will be provided with a written response. will be addressed under Council's Complaint Handling Policy.~~

~~67.3~~ Alternatively, a complaint may be made directly to the Health Complaints Commissioner (although the Commissioner may decline to hear a complaint if the complaint has not first been made to Council).

78. EXTERNAL CONTRACTORS

Council may outsource some of its functions to third parties. This may require Council to disclose health information to the contractor or for the contractor to collect, use or disclose certain health information. Council ~~mandates~~ requires that its contractors ~~to~~ comply with the Act.

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89. HUMAN RIGHTS CHARTER COMPATIBILITY

This Policy has been assessed as being compatible with the *Charter of Human Rights and Responsibilities Act 2006* (Vic).

910. ASSOCIATED INTERNAL DOCUMENTS

Privacy Policy:

[Complaints Handling Policy](#)

40.11. EXTERNAL REFERENCES/RESOURCES

Charter of Human Rights and Responsibilities Act 2006 (Vic)

Health Records Act 2001 (Vic)

Privacy and Data Protection Act 2014 (Vic)

Public Records Act 1973 (Vic)

Freedom of Information Act 1982 (Vic)

[Child Information Sharing Scheme: https://www.vic.gov.au/child-information-sharing-scheme](https://www.vic.gov.au/child-information-sharing-scheme)

Health Complaints Commissioner: <https://hcc.vic.gov.au/contact>

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Health Records Policy

Date first adopted:	22 July 2002
Dates amended:	8 April 2014 26 April 2016 6 March 2018 15 March 2022
Next review date:	March 2024
Position title of responsible business unit Manager:	Corporate Counsel
Approved by:	Council

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1. TITLE

Health Records Policy

2. OBJECTIVE

- 2.1 To ensure the responsible management of health information collected by Council.
- 2.2 To ensure Council's compliance with the *Health Records Act 2001* (Vic) and the Health Privacy Principles, which are set out in the Act.

3. SCOPE

This Policy applies to all employees, contractors, agents, volunteers and customers of Council.

4. DEFINITIONS AND ABBREVIATIONS

Term	Meaning	Definition in Act (as of 27 August 2020)
Act	<i>Health Records Act 2001</i> (Vic)	n/a
Health information	has the same meaning as in the Act	<p><i>health information means—</i></p> <p>(a) <i>information or an opinion about—</i></p> <p>(i) <i>the physical, mental or psychological health (at any time) of an individual; or</i></p> <p>(ii) <i>a disability (at any time) of an individual; or</i></p> <p>(iii) <i>an individual's expressed wishes about the future provision of health services to him or her; or</i></p> <p>(iv) <i>a health service provided, or to be provided, to an individual— that is also personal information; or</i></p> <p>(b) <i>other personal information collected to provide, or in providing, a health service; or</i></p> <p>(c) <i>other personal information about an individual collected in connection with the donation, or intended donation, by the individual of his or her body parts, organs or body substances; or</i></p> <p>(d) <i>other personal information that is genetic information about an individual in a form which is or could be predictive of the health (at any time) of the individual or of any of his or her descendants—</i></p> <p><i>but does not include health information, or a class of health information or health information contained in a class of documents, that is prescribed as exempt health information for the purposes of this Act generally or for the purposes of specified provisions of this Act;</i></p>
Health service provider	has the same meaning as in the Act	<p><i>health service provider means an organisation that provides a health service in Victoria to the extent that it provides such a service but does not include a health service provider, or a class of health service provider, that is prescribed as an exempt health service provider for the purposes of this Act generally or for the purposes of specified provisions of this Act or to the extent that it is prescribed as an exempt health service provider;</i></p>
Health service	has the same meaning as in the Act	<p><i>health service means— (a) an activity performed in relation to an individual that is intended or claimed (expressly or otherwise) by the individual or the organisation performing it— (i) to assess, maintain or improve the individual's health; or (ii) to diagnose the individual's illness, injury or disability; or (iii) to treat the individual's illness, injury</i></p>

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Health Privacy Principle (HPP)	has the same meaning as in the Act	<i>Health Privacy Principle means any of the Health Privacy Principles set out in Schedule 1 of the Act</i>

5. POLICY

Council will manage health information in accordance with the HPPs, a summary of which is provided below:

5.1 HPP 1 – Collection

- 4.1.1 Council must not collect health information about an individual unless the information is necessary for one or more of its functions or activities and at least one of paragraphs 1.1(a) through to (i) of the HPPs applies.
- 4.1.2 Council will only collect health information by lawful and fair means and not in an unreasonably intrusive way. If it is reasonable and practicable to do so, Council must collect health information about an individual only from that individual.
- 4.1.3 At or before the time (or, if that is not practicable, as soon as practicable thereafter) Council collects health information about an individual from the individual, Council must take steps that are reasonable in the circumstances to ensure that the individual is generally aware of—
 - (a) the identity of Council and how to contact it; and
 - (b) the fact that he or she is able to gain access to the information; and
 - (c) the purposes for which the information is collected; and
 - (d) to whom (or the types of individuals or organisations to which) Council usually discloses information of that kind; and
 - (e) any law that requires the particular information to be collected; and
 - (f) the main consequences (if any) for the individual if all or part of the information is not provided.

5.2 HPP 2 – Use and Disclosure

Council may use or disclose health information about an individual for the primary purpose for which the information was collected in accordance with HPP 1.1. Council must not use or disclose health information about an individual for a purpose (the secondary purpose) other than the primary purpose

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for which the information was collected unless at least one of paragraphs 2.2(a) through to (l) of the HPPs applies.

5.3 HPP 3 - Data Quality

Council must take steps that are reasonable in the circumstances to make sure that, having regard to the purpose for which the information is to be used, the health information it collects, uses, holds or discloses is accurate, complete, up to date and relevant to its functions or activities.

5.4 HPP 4 – Data Security and Retention

Council must take reasonable steps to protect the health information it holds from misuse and loss and from unauthorised access, modification or disclosure.

5.5 HPP 5 – Openness

Council will provide a copy of this Policy to any individual who requests it.

5.6 HPP 6 - Access and Correction

Council must provide an individual with access to the health information it holds about an individual on request by the individual in accordance with Part 5 of the HPPs unless one of the paragraphs 6.1(a) through to (l) or 6.2 of the HPPs applies. Requests should be directed to Council's Privacy Officer in the first instance.

5.7 HPP 7 – Identifiers

Council may only assign identifiers to individuals if the assignment of identifiers is reasonably necessary to enable Council to carry out any of its functions efficiently.

5.8 HPP 8 - Anonymity

Wherever it is lawful and practicable, individuals must have the option of not identifying themselves when entering transactions with Council.

5.9 HPP 9 - Transborder Data Flows

Council may transfer health information about an individual to someone (other than Council or the individual) who is outside Victoria only if one of the paragraphs 9.1(a) through to (g) of the HPPs applies

5.10 HPP10 - Closure of the Practice of a Health Service Provider

If Council discontinues its health services, it will comply with HPP 9 and its obligations under the *Public Records Act 1973 (Vic)*.

5.11 HPP 11 - Making information available to another Health Service Provider

When Council functions as a health service provider, it will make health information relating to an individual available to another health service provider if requested to do so or if consented to by the individual.

6. PRIVACY OF OTHER PERSONAL INFORMATION

Refer to Council's Privacy Policy for the management of personal information collected by Council that is not health information.

7. COMPLAINTS

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- 7.1** Complaints regarding Council's management of health information will be addressed under Council's Complaint Handling Policy.
- 7.3** Alternatively, a complaint may be made directly to the Health Complaints Commissioner (although the Commissioner may decline to hear a complaint if the complaint has not first been made to Council).

8. EXTERNAL CONTRACTORS

Council may outsource some of its functions to third parties. This may require Council to disclose health information to the contractor or for the contractor to collect, use or disclose certain health information. Council requires that its contractors comply with the Act.

9. HUMAN RIGHTS CHARTER COMPATIBILITY

This Policy has been assessed as being compatible with the *Charter of Human Rights and Responsibilities Act 2006* (Vic).

10. ASSOCIATED INTERNAL DOCUMENTS

Privacy Policy
Complaints Handling Policy

11. EXTERNAL REFERENCES/RESOURCES

Charter of Human Rights and Responsibilities Act 2006 (Vic)
Health Records Act 2001 (Vic)
Privacy and Data Protection Act 2014 (Vic)
Public Records Act 1973 (Vic)
Freedom of Information Act 1982 (Vic)
Child Information Sharing Scheme: <https://www.vic.gov.au/child-information-sharing-scheme>
Health Complaints Commissioner: <https://hcc.vic.gov.au/contact>

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8.18 TENDER 2022.154 INTERNAL REFURBISHMENT OF CAULFIELD TOWN HALL (GROUND FLOOR)

Author: Kate Chapman, Project Manager

Trim No: 22/124147

Attachments: 1. 2022.154 Internal Refurbishment of Caulfield Town Hall - Report on conclusion of evaluation panel (CONFIDENTIAL)

EXECUTIVE SUMMARY

The purpose of this report is to recommend a contractor to be appointed to undertake the services tendered in Tender Number 2022.154 – Internal Refurbishment of Caulfield Town Hall (Ground Floor).

RECOMMENDATION

That Council having reviewed and considered the attached confidential Tender Evaluation Report:

1. appoints SIMBUILT PTY LTD (ABN 86 140 288 080) as the contractor under Tender Number 2022.154 in accordance with the lump sum submitted;
2. prepares the contract in accordance with the Conditions of Contract included in the tender;
3. notes that the contract is subject to an acceptable independent financial assessment;
4. authorises the Chief Executive Officer to execute the contract on Council's behalf;
5. authorises the Chief Executive Officer to approve variations to this contract in accordance with the details outlined in the confidential attachment to this report;
6. notes the attachments to the report remain confidential in accordance with Section 3(1)(g) and Section 66(5) of the *Local Government Act 2020* or until Council resolves otherwise; and
7. authorises Council officers to disclose any confidential information in relation to this item, but only to the extent necessary to give effect to the resolution.

BACKGROUND

Council is committed to providing a modern, accessible, and safe civic office that is fit for purpose and enables the continued delivery of community and business services. In 2019 an assessment of the Town Hall to identify risks, issues, and opportunities for improvement of the office space was carried out. As a result, it was determined that the current configuration of facilities within the Town Hall did not demonstrate an efficient or effective use of space and is not fit for purpose for a modern workplace.

A staged refurbishment project has been established. The first stage is the refurbishment of the ground floor office accommodation. This tender is to award the contract for the builder to undertake the works.

Tender Process

An invitation to submit tenders for the contract as described in the preceding section was advertised on Saturday 15 January 2022 in *The Age* newspaper Saturday edition. It was also advertised on Council's eTendering portal on Monday 17 January 2022. The advertising period closed on Friday 11 February 2022.

Tenders Collected/Received

Twenty-Six (26) requests for tender documents were received.

Six (6) tender submissions were received by the closing date.

Evaluation Process

All conforming tenders were evaluated against the following criteria:

CRITERIA	INDICATORS
1. Ability to undertake Works as specified	<p><u>Capability and Previous relevant experience</u></p> <ul style="list-style-type: none"> • Demonstrated experience in successfully completing projects of a similar type and scale. • Skills, qualifications, and experience of staff. <p><u>Construction methodology</u></p> <ul style="list-style-type: none"> • Ability of the tenderer to work within the site-specific restrictions to deliver the project successfully. <p><u>Capacity/Resources</u></p> <ul style="list-style-type: none"> • Capacity of tenderer to undertake the works within the timeframe outlined. • Appropriate resources allocated to the project to ensure delivery. • Local business <p><u>Quality and Environmental Management Analysis</u></p> <ul style="list-style-type: none"> • Quality Assurance policy and procedures • Environmental Management policy and procedures • Risk and risk management policy and procedures
2. Cost to Council.	<ul style="list-style-type: none"> • Total cost to Council (excl. of GST).
3. Ability to provide a safe workplace. (PASS/FAIL)	<ul style="list-style-type: none"> • Demonstrated commitment and the ability to achieve a safe workplace. • Occupational Health and Safety policy and procedures

ISSUES AND DISCUSSION

Not applicable.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

This project aligns with Goal 3 of Council's *Climate Emergency Response Strategy 2021-2025*. Goal 3 ensures that Council owned buildings and infrastructure are resilient and safe for our staff and our community.

This project is also supporting a circular economy by ensuring that, where possible, excess materials are on-sold, donated or recycled rather than taken to landfill. The design also includes finishes such as carpet made from recycled materials.

Simbuilt Pty Ltd have an Environmental Management System that is independently certified with ISO Accreditation.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS**Budget**

The recommended tender of **\$720,192.00** (including GST) is within the available budget for this project.

POLICY AND LEGISLATIVE IMPLICATIONS

This report is in accordance with the Procurement Policy and *Local Government Act 2020*.

COMMUNICATION AND ENGAGEMENT

Not applicable.

LINK TO COUNCIL PLAN

Strategic Direction 1: Well informed, transparent decisions and highly valued services
We build trust through engaging with our community, delivering quality services and making evidence-based decisions

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION**Evaluation Panel Conclusion**

The Evaluation Panel appointed by the Director of Community Assets and Leisure reached the conclusion that when assessed against the evaluation criteria, the tender of SIMBUILT PTY LTD represented the best quality and value for money for the community.

The report of the evaluation panel is attached. This attachment contains confidential information within the meaning of that term in the *Local Government Act 2020* (the Act) being private commercial information, being information provided by a business, commercial or financial undertaking that:

- i. relates to trade secrets; or
- ii. if released would unreasonably expose the business, commercial or financial undertaking to disadvantage;

and the meeting will be closed to the public (under s.66(2) of the Act) should such information need to be considered and discussed all documents containing such information shall remain confidential.

8.19 SUBMISSION - LOCAL GOVERNMENT CULTURE PROJECT

Author: Janice Pouw, Coordinator Councillor Business

Trim No: 22/151679

Attachments: 1. Local Government Culture Project Submission [↓](#)

EXECUTIVE SUMMARY

In December 2021, The Hon Shaun Leane MP, Minister for Local Government announced the release of the Local Government Culture Project discussion paper. Price Waterhouse Coopers are leading the project, which has been developed to better understand factors affecting conduct and culture within Local Government and to invite submissions and ideas on how to improve the culture and conduct of the sector.

Councillors were provided with an opportunity to provide input into a submission. Following input from Councillors a submission was made to Local Government Victoria on behalf of Council.

RECOMMENDATION

That Council notes the Local Government Culture Project Submission shown as Attachment 1 to the report.

BACKGROUND

Late December 2021 the Mayor and Councillors received correspondence from the Hon Shaun Leane MP, Minister for Local Government informing Councillors of the Local Government Culture Project and inviting submissions to respond to a range of questions grouped under the following themes:

- Leadership experience and capability;
- Councillor journey; and
- Early intervention and effective dispute resolution.

The questions were a result of consultation with key stakeholders from across the local government sector.

ISSUES AND DISCUSSION

The aim of the project is to understand the factors influencing the culture of the local government sector and address the conduct and behaviour of Councillors that has led to anti-corruption investigations and the dismissal of Councils over the past 5 years.

This project sought to obtain further feedback from the local government sector and the public on the concepts within the discussion paper with a view to inform change.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

There are no climate emergency implications associated with this report.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

Any financial or resource implication would be identified following the outcome of the project and possible changes to legislation or regulations.

POLICY AND LEGISLATIVE IMPLICATIONS

Matters of councillor conduct are the subject of specific provisions within the Local Government Act and associated Regulations. The Local Government Culture project seeks to strengthen the effectiveness of these provisions, enhancing public confidence in local democracy.

COMMUNICATION AND ENGAGEMENT

As the Local Government Culture project is internally focussed, there was no public communication and engagement associated with this report.

LINK TO COUNCIL PLAN

Strategic Direction 1: Well informed, transparent decisions and highly valued services
We build trust through engaging with our community, delivering quality services and making evidence-based decisions

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

The Local Government Culture project consultation provides an opportunity to help shape the frameworks that embed a strong culture of appropriate behaviour and respectful relationships across the sector. Council's submission reflects Glen Eira's commitment to continuous improvement and to demonstrating exemplar practice in this regard.

Glen Eira City Council**Local Government Culture Project – Submission****Question 1**

The LG Act 2020 defines leadership roles and responsibilities. Does this require further role clarity? If so, which aspects require clarification and how may this be achieved (including legislative non-legislative mechanisms)?

The legislative provisions in the Local Government Act 2020 are largely clear. The challenge is however ensuring that they are well understood, and that Councillors are well equipped to be able to perform in accordance with them.

This could be enhanced through additional mandatory training for future candidates. Creating a deeper understanding of the role of a Councillor, Deputy Mayor and Mayor before and through candidacy can better manage expectations regarding the nature of the role once elected. Incorrect perceptions, misinformation and/or little understanding of what the roles involve does not set a passionate community member up for success as a Councillor.

The scope of such training could include the following prior to nomination:

- Understanding Council (including specific local content sessions on the issues and challenges faced by the Council to which they will be nominated);
- What the Council actually does within the municipality including advocacy for the municipality;
- Role, duties, time requirements and responsibilities of the role of a Councillor;
- Understanding the constraints in which legislation impacts matters brought before Council;
- How a board or committee differs from the role of Councillors / Council;
- How the role of a Councillor is different to the role of a community advocate;
- How the 3 tiers of government differ and the types of considerations, decisions differ for each tier.

Post-election training and continuous development is also critical. This should include:

- Leadership capability building for Mayors and Deputy Mayors;
- Clarity on the role of Mayor vs role of Councillor and representation of personal versus Council views while in the 'Chair'
- Development around effective conflict resolution and negotiating successful outcomes;
- Team building in the context of a Council.

	<p>Steps should be taken to ensure that Councillors elected on a countback or by-election during a Council term are also provided with the same development opportunities.</p> <p>There is also an opportunity to provide a stronger framework for interpretation of the legislation through enhanced guidance on the roles and responsibilities through a re-vamp of the Local Government (Governance and Integrity) Regulations.</p>
<p>Question 2 <i>Given the diversity and experience of candidates' backgrounds, how can the LG sector improve leadership capability and better cultivate an environment of transparency, honesty, integrity, and trust?</i></p>	<p>Professional development modules for Councillors should include detailed case studies on transparency, integrity and trust and definitions of each. The clearer the definitions and case studies the less opportunity for individual interpretation. Building understanding in a practical way through case studies provides a valuable opportunity for discussion within the Councillor group. For this reason, training should be in-person training and include elements of role play where practical. This should be mandatory for all Councillors to work together at the same time cultivating the team environment of honesty and trust.</p> <p>Building capability could also be enhanced through mentoring. There are many experienced Councillors, ex-Councillors, and professionals within the Local Government sector who have the ability to support Councillors in a personal 1 to 1 way. Mentoring could also cover areas such as leadership, governance, decision making, concerns and working with others.</p> <p>It's important that development occurs throughout the term, not just upon election. This supports the Councillor group through the council lifecycle, improving and consolidating leadership and building a stronger team dynamic for all Councillors. The time required for training and its scheduling should be considerate of the already significant time required for Councillors to successfully fulfil their role and also recognising personal commitments.</p> <p>Training for the Mayor, Councillors and officers in how to address an inappropriate comment or statement from a member of the group whether at the time it occurs or at a later stage would be helpful. Conflict resolution training for the Councillor group to include expected behaviours to avoid the negative impacts on an individual and the organisation, techniques in addressing a situation to prevent it from escalating and accountability.</p>
<p>Question 3 <i>How successful have any existing initiatives been to promote strong leadership and build trust? Please provide case studies or examples of good practice that have worked well and could be considered for broader implementation.</i></p>	<p>Ongoing reviews of the Councillor Code of Conduct to facilitate further discussion on the Councillor group and proposed areas for improvement are important. At our Council, an externally facilitated series of discussions to review our Code of Conduct to make it more values based, and to support the development of a set of Councillor Protocols provided an opportunity for open, honest discussion. This also led to the introduction of CEO / Cr only time which provides an opportunity for CEO to provide ongoing support and guidance to Councillors as a group (and</p>

	<p>Councillors to provide the same to the CEO) on a more personal and informal basis without other officers present. This creates a safe place for concerns to be aired and constructive feedback given.</p> <p>Confidential Councillor self-assessment surveys can be helpful to obtain feedback to identify any concerns of Councillors that can then be addressed by a facilitated discussion.</p> <p>The Mayor's role in maintaining a productive dynamic amongst the Councillor group is important. The Mayor can meet with Councillors on a one-to-one basis to support them and discuss areas of interest or concern. This is particularly important after an election where new Councillors may be finding their feet and settling into the role.</p> <p>Externally facilitated in-person training workshops are important whenever possible (pandemic restrictions allowing). Training is more beneficial if all Councillors attend and therefore scheduling it as part of the normal Council cycle of meetings can be advantageous. It's important to create a sense of one team from the outset, so discouraging the reference to Councillors as a returning or new Councillor or the past Council can assist in getting everyone to focus on the strategic direction of Council as one cohesive team. This is particularly important in the first year of a Council term where the Council may be implementing earlier decisions of the previous Council which they may not necessarily fully agree with.</p> <p>Workshops held by the peak bodies on specific topics including leadership, effective negotiation, communication skills and conflict resolution could be more beneficial if more Councillors participated. As with anything, creating a critical mass of people with supporting behaviours is what will create sustainable change.</p> <p>Trust can also be built between Councillors by encouraging them to meet informally to discuss matters in general and raise any concerns they may have.</p> <p>The discussion paper considers the concept of an independent monitor attending meetings on an ad hoc basis. The benefit of this would depend on the nature of the role the independent monitor was to play. If it was as a critical friend on invitation, with the purpose of helping Councils to enhance their performance and effectiveness as an early intervention rather than as a punitive measure, then this could be helpful.</p> <p>Another option could be an annual audit / evaluation program conducted by the Auditor General on behalf of the Minister for Local Government, undertaking a compliance check on good governance which could include, among other things, Councillor behaviour. This could include observation of Council meetings (either in person or via webcast) and assemblies / strategy / briefing sessions in order to provide commentary on the behaviour and conduct of Councillors.</p>
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<p>Question 4 <i>Mention is made through consultation of local government being a 'parliament of opposition as opposed to a diverse board of the community'. What needs to change to better align Councillors and Mayors to effectively achieve community-based objectives and better operate as a diverse board of the community?</i></p>	<p>As outlined in the response to Questions 1 and 2 it is our view that elements of training should be mandatory prior to an election and post-election.</p> <p>Mandatory training for candidates needs to strike the right balance between ensuring that candidates are well informed and prepared for the role should they be elected, and being so onerous as to be a disincentive to good candidates, or a diverse group of candidates, from putting themselves forward through nomination. It is acknowledged that there could be unintended consequences of this initiative so it would need to be considered with a lens of inclusivity.</p> <p>A private sector board is not constrained in their decision-making by the requirements of the Local Government Act and legislative obligations. References of this nature are not constructive for Councillors when transitioning as valuable contributors from community groups to the requirements and legislative obligations as decision makers for Council. There are important distinctions which can be both a strength and a weakness, but thinking of Council in the same context as a private sector Board is not always helpful.</p> <p>Similarly, the model of decision making in local government is not an oppositional decision-making structure as exists in State and Federal Parliaments. It is important for Councillors to work together and collaboratively, to ensure that decisions made are in the best interests of the people of the municipality. This requires investment in group dynamic, not just in individual competency.</p>
<p>Question 5 <i>How could the candidate and induction training support be improved to ensure genuine engagement and sustained understanding of the role and responsibilities of Councillors?</i></p>	<p>The motivations and values of candidates / Councillors may be fundamentally different. The acceptance of mandatory training may not be well received by current or past Councillors, however it is valuable as a whole Council approach for all candidates / Councillors to receive the same information and work from the same informed values from the beginning of a Council term.</p> <p>Clarity of the roles and responsibilities of the 3 tiers of Government should be included in the candidate training to provide a clearer understanding of the association, interaction and the impact of each tier at the Local Government level.</p> <p>Candidate and induction training should be structured to fully inform anyone considering becoming a Councillor. Training should take into consideration the capacity for individuals to undertake the training. The significant changes associated with the implementation of the <i>Local Government Act 2020</i> should require candidate training to be mandatory with elements of the induction training to be determined by the CEO.</p> <p>An element of gender and diversity training should at a minimum be included as an induction module. Acceptance and understanding of a diverse workforce, gender equity and Council's values should contribute to a respectful, collaborative, cohesive group who understand that</p>

	individual approaches, beliefs and contributions represent the same diversity across the municipality.
Question 6 <i>How can the local government sector work to formalise a structured professional development pathway for Councillors and Mayors?</i>	<p>It would be helpful to set a minimum expectation regarding continuing professional development for each Councillor as part of their ongoing eligibility. Setting a consistent CPD requirement would serve as an incentive for all Councillors, regardless of tenure, to commit to their own continuous improvement.</p> <p>This would also enable transparency and equity in the setting of budgets and allocation of funding for CPD as a legitimate expense associated with performance of the Councillor role. In many Councils, any expenditure by Councillors (whether legitimate or not) is seen as a target for challenge and in some instances, shaming. This is not helpful to an environment that should embrace and encourage continuous self-improvement. The outcome sought by Councillors undertaking professional development topics, whether mandatory or elective, is to increase Councillor's capabilities, knowledge and skill set as decision-makers for the community so that Councillors are a more high-performing cohesive Council.</p>
Question 7 <i>How can awareness be raised on the best ways to harness social media to ensure a consistent management approach – covering monitoring, appropriate usage, and the consequences of negative usage?</i>	<p>It would be helpful to have standardised policy and procedures created by Local Government Victoria for the Local Government sector, relevant to both pre- and post-election conduct.</p> <p>Social media training for candidates should outline their obligations when using social media and the possible consequences when used both through their campaign and post-election as a Councillor.</p> <p>The training should include case studies ensuring clarity of the intent of the Social Media Policy and procedures minimising individual interpretation.</p> <p>CEOs are regularly placed in the position of supporting and working with Councillors who breach current social media etiquette, however, have limited authority in managing Councillor behaviour and personal social media platforms. Stronger guidance and sector-based protocols would make that easier for CEOs and Mayors to oversee.</p>
Question 8 <i>Do you think that any amendments to the Local Government Act 2020 are required to deal with the usage of social media? How should social media harassment be defined and what mechanisms could be introduced into the Act?</i>	<p>Yes – although if not in the Act, this could occur through Regulations or even Ministerial guidelines. This would provide greater consistency across the sector which would be helpful. Currently, Councillors who are part of political parties compare notes with colleagues in other Councils regarding what is and isn't permissible. This can cause conflict in Councils where a more rigorous approach is taken to monitoring and managing those responsible for social media content both pre- and post-election.</p> <p>Further definitions could be included and strengthened within the Act to deter inappropriate behaviour that has negative impacts on individuals and Council.</p>

	<p>It is our view that better early intervention mechanisms, or greater consistency and clarity, could deter further inappropriate behaviour from occurring and enable accountability.</p>
<p>Question 9 <i>In the context of leadership, what needs to change to empower elected representatives, CEOs, and Council staff, to call out poor Councillor behaviour and misconduct without fear of retribution?</i></p>	<p>Embed principles that discourage and prohibit victimisation or retributive actions within legislation and regulations.</p> <p>Provide professional development for staff and Councillors in how to deal with poor Councillor behaviour. Procedures should be readily available, providing support for anyone experiencing any issues.</p> <p>Provide support without judgement to all impacted individuals (both alleged victim/s and perpetrator) and encourage early reporting. If matters are not addressed quickly, issues rapidly escalate and tacit permission of the inappropriate behaviour is inferred.</p>
<p>Question 10 <i>What can be done to better support dispute resolution at Councils?</i></p>	<p>Early intervention is the key to getting a good outcome when conflicts arise. Also, it is important that there is an independent person/panel appointed who can intervene to assist the Mayor and Councillors navigate disagreements better when they do arise.</p> <p>Mayors require support and coaching to support them in this role. Training around negotiation and conflict resolution would help to ensure that they feel equipped and confident to manage the conversations within the councillor group when conflicts arise.</p> <p>When disputes arise, it would be useful to try and first resolve it informally with the intervention of an independent third party with experience in dispute resolution. If no resolution can be reached, then the matter can be referred to mediation. The parties should be coached prior to the mediation on how to negotiate to get the best outcome and resolve the dispute.</p>
<p>Question 11 <i>What types of early intervention mechanisms can be formulated and when? What do you think is an acceptable duration or timeframe for this intervention to fairly resolve a matter?</i></p>	<p>Intervention should occur as early as possible to avoid escalation of the issue and to support those involved by addressing the situation quickly. Ideally this should occur within a few days of an incident occurring in order to have the most impact and avoid an issue becoming either a) disruptive to the group dynamic through inattention or b) ignored or swept under the carpet due to lack of confidence in a resolution process.</p> <p>Only the more serious issues that could lead to a finding of misconduct or gross misconduct should be referred to an independent arbiter, requiring a more independent and robust process. Ministerial guidelines or similar could set out a process for local resolution that is more dynamic and responsive to lower-level misdemeanours that are more appropriately dealt with through a swift, local process.</p> <p>Ideally, a whole-of-Council approach to encouraging feedback and constructive debate helps to ensure that a safe environment exists where concerns can be raised, and resolutions explored without escalating to</p>

	<p>formal interventions should provide the foundation for a more effective dynamic both within the group and between Councillors and officers.</p> <p>To achieve this, further coaching on negotiation, conflict management, and dealing with difficult people is required to ensure all Councillors are receiving the same information. Training should be mandatory as individuals may not readily recognise the impact their behaviour has on others if they have never been in a work environment where they have been encouraged to reflect on their own behaviours and impact within the context of a group.</p>
<p>Question 12 <i>How can the process for misconduct and/or poor behaviour claims be improved, or more adequate penalties for misconduct and poor behaviour be incorporated in a more effective way?</i></p>	<p>The process needs to be accessible, timely, clearly understood and effective. Unfortunately, it is none of these things at the moment.</p> <p>It is acknowledged that it is a difficult and sensitive area to manage and that matters of confidentiality and psychological safety are harder to manage in the context of a Council and Councillors when compared to the normal employment relationship. Despite this, poor behaviour and general misconduct does need to be called out and addressed and the processes should support not discourage people from speaking up.</p> <p>The definitions relating to poor behaviour and general misconduct could be more clearly set out in the Code of Conduct providing a clearer path for Mayors and Councillors when concerns are raised. The 'self-governing' nature of the current Code of Conduct provisions also present a challenge where voting blocks exist. Conduct needs to be able to be dealt with fairly, transparently, and sensitively - outside of influence of the political process.</p> <p>Mechanisms should be more easily available to assist Councils in making Councillors accountable for their actions in a timely way. The current lengthy delays between reporting an issue, having an assessment made, appointing an arbiter, progressing a process, and reaching a resolution mean that often too much water has gone under the bridge for there to be a clear and direct correlation between action and consequence.</p> <p>Appropriate supports also need to be in place to ensure the wellbeing of all parties involved in any enquiry and/or intervention. The reputational risk to Council also needs to be managed sensitively, particularly during the process of investigation and until findings are made and a resolution / outcome achieved. Shortening the timeframe within which issues are dealt with can assist in both of these matters.</p>

8.20 DRAFT GLEN EIRA PUBLIC TOILET PLAN 2022-2027

Author: Dale Newton, Buildings Assets Maintenance Officer

Trim No: 21/1328039

Attachments: 1. Draft Public Toilet Plan 2022-2027 [↓](#)

EXECUTIVE SUMMARY

To consider a draft of Council's *Draft Glen Eira Public Toilet Plan 2022-2027*.

RECOMMENDATION

That Council:

1. endorses the draft *Public Toilet Plan 2022-2027* (Attachment 1 to the report) for public exhibition and invite submissions as recommended in the report; and
2. considers a further report on this matter at the close of the public exhibition.

BACKGROUND

Officers have completed a review of Council's public toilets as outlined in the attached draft *Public Toilet Plan 2022-2027*.

ISSUES AND DISCUSSION

It is proposed that Council consider the draft *Public Toilet Plan* ('Plan') and place it on public exhibition prior to considering a further report on this matter.

CLIMATE EMERGENCY RESPONSE STRATEGY IMPLICATIONS

Environmentally sustainable principles relating to water and energy usage and the types of building and finishing materials must be applied to any refurbishment of existing toilets or provision of new toilets.

It is recommended that energy efficient components and other initiatives such as solar panels are installed where practicable.

Any future design should balance environmentally sustainable design principles with hygiene requirements and use only established tried and tested products.

FINANCIAL, RESOURCE, RISK AND ASSET MANAGEMENT IMPLICATIONS

The draft *Plan* recommends a new *Five-year Action Plan* relating to operational matters and capital works.

Council's Strategic Resource Plan makes allowance for the ongoing cost of managing, renewing and replacing Council's public toilets. Accordingly, Council has made allowance to implement many of the proposed actions.

Where the *Plan* recommends Council install extra public toilets or increase resources for renewal or operations, Council will need to consider such actions as part of the Annual Budget for the relevant financial year.

POLICY AND LEGISLATIVE IMPLICATIONS

There is no legislative responsibility for Council to provide public toilets, other than those associated with building regulations. Council provides and maintains 85 public toilet facilities located in commercial centres, sporting and recreational facilities, libraries and parks.

COMMUNICATION AND ENGAGEMENT

Implementing the recommended actions arising from the *Plan* will better cater for public toilet needs in Glen Eira.

It is likely that some members of the community will want to comment on the draft *Plan* especially in relation to Council's priorities to renew and replace existing public toilets and priorities for installing additional public toilets.

Having regard to the likely impact on the community and level of interest, officers recommend that prior to finalising the *Plan* that Council place the draft on public exhibition and invite feedback by:

- a. Placing notices on Council's website and in the Glen Eira News, and Council's e-Newsletter.
- b. Inviting community members to provide their feedback about the *Plan* via *Have Your Say Glen Eira*.

LINK TO COUNCIL PLAN

To enhance and develop sustainable community assets and infrastructure to meet the needs of the current and future generations.

This *Plan* connects deeply with the following Strategic Directions from the Council and Community Plan 2021–2025:

- a liveable and well planned city,
- a green and sustainable community,
- well designed and maintained open spaces and places, and
- a healthy, inclusive and resilient community

OFFICER DECLARATION OF CONFLICT OF INTEREST

No officers involved in the preparation of this report have any general or material conflicts of interest in this matter.

CONCLUSION

Officers have provided a copy of the draft *Public Toilet Plan 2022-2027* for Councillors to endorse for public exhibition and invite submissions.



GLEN EIRA
CITY COUNCIL

BENTLEIGH
BENTLEIGH EAST
BRIGHTON EAST
CARNEGIE
CAULFIELD
ELSTERNWICK
GARDENVALE
GLEN HUNTLY
MCKINNON
MURRUMBEENA
ORMOND
ST KILDA EAST

DRAFT GLEN EIRA PUBLIC TOILET PLAN 2022-2027

SAFE, ACCESSIBLE AND HIGH QUALITY





ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

Glen Eira City Council acknowledges the Boonwurrung / Bunurong and Wurundjeri Woi Wurrung peoples of the Kulin Nation as Traditional Owners and Custodians, and pays respect to their Elders past, present and emerging. We acknowledge and uphold their continuing relationship to land and waterways. Council extends its respect to all Aboriginal and Torres Strait Islander peoples.

Council honours the rich histories and cultures of First Nations peoples and recognises and values the important contribution of Aboriginal and Torres Strait Islander peoples in enriching our community. We support the Uluru Statement from the Heart and are committed to a *Reconciliation Action Plan* which is underpinned by the principles of self-determination. We work towards improved outcomes and long-term generational change, and to consolidate Glen Eira as a culturally safe place for Aboriginal and Torres Strait Islander peoples. We are committed to achieving equality for Aboriginal and Torres Strait Islander people to live healthy and prosperous lives and to improve life outcomes for current and future generations.

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I. EXECUTIVE SUMMARY

This *Plan* responds to the challenge of providing a series of guidelines for the provision and maintenance of public toilets for the next five years (2022-23 to 2026-27).

Public toilet provision in Glen Eira has evolved from a time when toilets were intentionally designed to be out of public view, to now being placed in locations where they can be seen and easily accessed and are safer thus more likely to provide a positive user experience.

In addition to the public toilets managed by Council, there are other Council buildings where the public can access toilet facilities (e.g. Glen Eira Town Hall and Libraries).

The *Plan* builds upon the replacement and upgrading of many of the older style public toilets and installation of new fully automated toilet facilities identified in earlier strategies.

In response to previous community surveys and other research, the *Public Toilet Strategy 2010* and *2012 Review* provided direction in the following:

- Complete the *Public Toilet Asset Management Plan* with timelines and costing as part of Council's *Building Asset Management Plan*.
- The frequency and timing of the cleaning of toilets continue to be reviewed annually for all public toilets with particular attention to those in high use areas in or near commercial centres.
- Fully automated toilets or hybrid style toilets continue to be installed where practical.
- As a guide, Council adopt a maximum spacing of 1,000 metres between toilets in commercial areas and in parks and reserves — spacing in accordance with the relevant master plan.
- Crime Prevention through Environmental Design (CPTED) principles continue to be used for evaluation of decisions to upgrade or replace older toilets, development of new toilets and the design and siting of the new toilet facilities.
- To provide maximum benefit to the Glen Eira community and visitors it is proposed the following guidelines be used in determining the type of public toilet facility:
 - Single fully automated unisex toilet for occasional usage and/or intermittent high peak usage such as parks and reserve's locations.
 - Multi cubicle toilet at shopping centres and sports grounds where use is consistently high or regular high peaks in usage; or
 - Multi cubicle toilet incorporated into a Council public building such as a pavilion or library, where use is consistently high or there are regular high peaks in usage.

2. INTRODUCTION

THE IMPORTANCE TO COMMUNITY WORLDWIDE OF QUALITY, ACCESSIBLE AND SAFE PUBLIC TOILETS SHOULD NOT BE UNDERESTIMATED.

Provision of public toilets in Glen Eira improves our local amenity — supporting active participation in recreational, social and commercial activity within the municipality for residents and visitors alike.

The challenge for Council is to provide a sustainable network of well-located public toilets that provide all users with a convenient, safe and positive experience.

This *Plan* responds to the challenge by providing a series of guidelines for the provision and maintenance of public toilets.

The key outcomes of the *Plan* are to:

- provide direction on the continued use of or replacement for the fully automated toilet;
- establish the design and siting guidelines for new, relocated or refurbished toilets that are consistent with current best practices — including providing universal access;
- develop a methodology for assessing the infrastructure needs of public toilets, that is, whether to refurbish an existing toilet, replace an existing toilet, close an existing toilet or construct a new toilet;
- provide direction on the type of toilet suitable for different locations;
- provide a map showing the location of public toilets in Glen Eira;
- provide information on maintenance of public toilet facilities;
- assess demand for additional toilet facilities in activity centres; and
- set out a five-year action plan (2022–23 to 2026–27).



3. STRATEGIC DIRECTION

THE *DRAFT GLEN EIRA PUBLIC TOILET PLAN 2022-2027* CONNECTS DEEPLY WITH THE FOLLOWING THEMES FROM THE *COUNCIL PLAN 2021-2025*:

WE WILL STRIVE FOR A CITY THAT IS:



THE *DRAFT GLEN EIRA PUBLIC TOILET PLAN 2022-2027* ALIGNS WITH THE GLEN EIRA 2040 COMMUNITY VISION

‘Our Glen Eira: A thriving and empowered community working together for an inclusive and sustainable future.’



Work towards the actions included in this *Plan* will be supported by:

Asset Management Strategy

Climate Emergency Response Strategy

Building Asset Management Plan

Integrated Planning and Reporting Framework

Integrated Transport Strategy

Open Space Strategy

Place Making Framework
(currently under development)

Procurement Policy

4. PLAN AIMS

Although there is no legislative responsibility for Council to provide public toilets, other than those associated with building regulations, Council provides and maintains 85 public toilet facilities located in commercial centres, sporting and recreational facilities, libraries, and parks.

Glen Eira City Council is progressively upgrading the older public toilet stock and installing new facilities to:

- provide and maintain a network of public toilets that are safe, accessible, high quality and sustainable;
- upgrade the public toilet network ensuring they meet current expectations and are placed at locations that best meet community needs and the principles of Crime Prevention through Environmental Design (CPTED);
- ensure the provision of public toilets of suitable quality, cleanliness and maintenance that support activities within the municipality and are funded in a sustainable manner; and
- provide universal access.



5. PUBLIC TOILETS IN GLEN EIRA

Council currently provides 85 public toilet facilities located in shopping centres, Council libraries, attached to recreation and sporting facilities or free standing in parks and reserves. Operational buildings such as Glen Eira Town Hall also contain public toilet facilities.

Council public toilets are managed through asset management software and database. The list is also kept up-to-date on the *National Public Toilet Map*.

The *National Public Toilet Map* www.toiletmapp.gov.au is funded by the Australian Government Department of Health as part of the National Continence Program.

CURRENT TOILET TYPES

The toilet stock in Glen Eira comprises of four main types:

Fully automated unisex/all gender public toilets

The most common brand of fully automated toilet is Exeloo. The units provide fully automated door opening and locking, toilet flushing, hand dryers, soap and paper dispensing and self-clean functions. The units are also fitted with a baby change table.



Built into pavilion toilets

This group includes toilets incorporated within or attached to sporting and recreational pavilions. These toilets have manual fixtures and fittings.



Traditional toilets

This style of toilet is the more conventional older solid brick and concrete type of structure with manual fixtures and fittings.

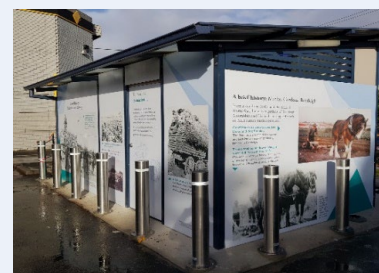


Hybrid toilets

This style of toilet incorporates the best characteristics of the fully automated toilet but without the many electronic automated functions. Flushing, soap and paper dispensing, and cleaning are undertaken manually.

This allows flexible layout of multiple cubicles at a more economical cost compared with multiple fully automated toilets.

Appendix one provides a map showing the locations of public toilets and *Appendix two* provides a full list of toilet types and locations.



COMMUNITY TOILET SCHEMES

During the preparation of the *Plan*, best practice examples were researched and considered from a variety of councils, both locally and abroad.

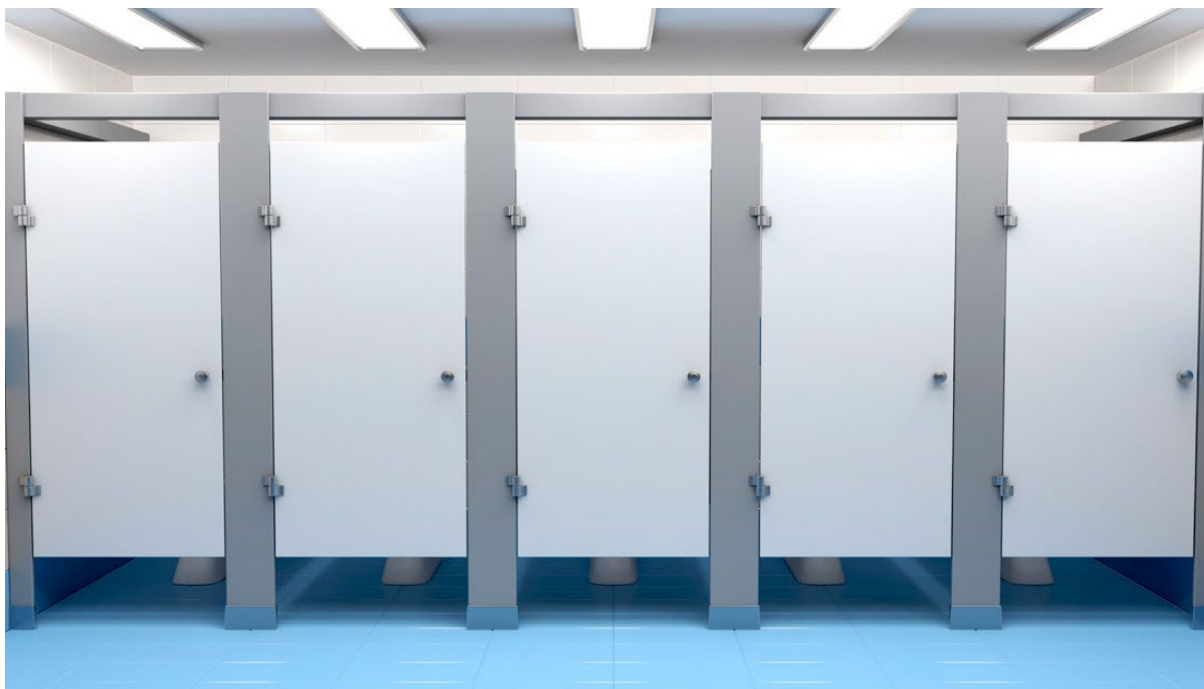
The *Community Toilet Scheme* allows members of the public to use toilet facilities in a range of approved local businesses and other organisations during the businesses normal opening hours. Currently, Glen Eira City Council does not have any Community Toilet Scheme sites. This is largely due to the current spread of public toilets throughout the municipality.

Council will continue to consider and review any opportunities that will provide additional benefit to the community such as this *Scheme*.

PRIVATELY OWNED TOILETS USED BY THE PUBLIC

In addition to the public toilets managed by Glen Eira City Council, there are many additional toilets available through eateries, car parks, shopping complexes and retail stores. These are privately owned toilets that are publicly available.

These toilets supplement the provision of public toilets in the municipality although they are often only available to patrons of the establishment, may have limited opening hours and may not be well advertised.



6. COMMUNITY ENGAGEMENT

Implementing the recommended actions arising from the *Plan* will better cater for public toilet needs in Glen Eira.

We invite our community to provide their feedback on the draft Plan especially in relation to Council's priorities to renew and replace existing public toilets as well as priorities for installing additional public toilets. Council will:

- Advertise the *Plan* by placing notices on Council's website and in the *Glen Eira News*, local newspapers, and Council's e-Newsletter, and
- Invite community members to provide their feedback on the *Plan* via *Have Your Say Glen Eira*.

7. MANAGEMENT OF EXISTING FACILITIES

Maintenance, standard of cleaning and setting of opening hours are the three key operational management priorities for public toilets in Glen Eira.

MAINTENANCE

Three principal types of maintenance are performed on Council's public toilets:

1. Reactive, due to vandalism or equipment failure. This is scheduled on an ad-hoc basis and includes graffiti removal,
2. Programmed, including servicing of fully automated toilets, periodic inspections and scheduled upgrade works following these inspections, and
3. Cyclic painting.

Council has a contract for the cleaning and lockup of all public toilets. Automated toilets use proprietary components and complex electronics and require a specialist to repair. Consequently, a call out to repair an automated toilet can be more expensive than other types of toilets. However, automated toilets are generally robust and less prone to damage than some other designs.

Previous community surveys revealed that most respondents were satisfied with the current level of maintenance. *Park User Surveys* found an increase from a previous survey in the satisfaction with the level of maintenance of public toilets in parks and reserves.

Council's asset management system contains data associated with maintaining each facility. This data is broken down into daily cleaning, routine maintenance, painting, plumbing, graffiti removal, graffiti prevention, general non-routine maintenance, electrical maintenance, glazing, essential services maintenance, lock maintenance and security system maintenance.



CLEANING STANDARDS AND FREQUENCIES

A sanitary problem with a toilet can happen at any time although more frequent checking would shorten the time between a problem occurring and it being fixed. Outside of existing cleaning regimes (including the automatic wash cycle of the fully automated toilets), extra cleaning or repairs depend upon a user or potential user calling to report it.

Currently the frequency of cleaning toilets is fixed for each toilet. Due to the COVID-19 pandemic, an increased need emerged, with the aim to ensure all public facilities are kept at minimum standard.

Public toilets in Glen Eira are cleaned a minimum of twice daily and ranges up to five times per day at high use toilets. This is in addition to the use of the automated wash cycle at automatic toilets which is recommended to be set at every 30 occupations.

This *Plan* recommends that the frequency and timing of the cleaning of toilets be reviewed annually for all public toilets — with attention to those in high use areas in or near commercial centres. This review was carried out in 2021-2022 and is an ongoing action. The frequency and timing of cleaning will be reviewed on an ongoing basis to ensure that high standards of cleanliness in all toilets is maintained.

OPENING HOURS

Public toilets in Glen Eira are open from dawn to dusk. Opening times are extended during the summer months.

Fully automated toilets electronically lock and unlock to pre-programmed times. All other public toilets are manually locked and unlocked, which can sometimes cause delays in the actual times the toilets are available.

All toilets are generally open during daylight hours.



8. FULLY AUTOMATED TOILET AND TRADITIONAL TOILET FACILITIES

FULLY AUTOMATED TOILET

Glen Eira City Council has progressively replaced ageing toilets with modern facilities and has installed fully automated unisex toilet facilities to replace conventional toilets and as new facilities in commercial areas, parks and reserves.

The fully automated toilets have more benefits than conventional toilets in that they:

- provide for people with limited mobility such as people using wheelchairs;
- are easy to clean and maintain;
- are much less likely to be associated with antisocial behaviour;
- have a smaller footprint;
- can be relocated or have units added if usage patterns change (e.g. Bentleigh Library site); and
- record times and frequency of occupations to assist with planning for number and location of public toilets and for assessing effectiveness of the cleaning regime.

Melbourne councils first installed automated toilets in the early 2000s.



ANTISOCIAL BEHAVIOUR

Antisocial behaviour associated with public toilets is an ongoing issue in Glen Eira. Reported antisocial behaviour includes:

- illegal drug taking and dealing;
- sexual activity in and around the toilets; and
- vandalism and graffiti of the toilets.

The automated toilets have been very effective in preventing problems with sexual activity associated with public toilets. Where Council replaced old toilets with automated toilets, major problems with sexual activity have been resolved.

Caulfield Police's crime prevention officer is Council's adviser on how to address the issue of sexual activity and safety associated with public toilets and fully supports the use of automated toilets to address this matter. When correctly installed the fully automated toilet is also consistent with the principles of the *Crime Prevention through Environmental Design Guidelines*.

Council has also been active in closing older style public toilet blocks in other Glen Eira parks because of safety issues. These parks now have fully automated toilets and safety has been greatly improved.

Vandalism is less of an issue in automated toilets compared with older toilets because vandals find automated toilets more difficult to damage. In some traditional toilets, hand dryers have been removed because of vandalism.

Fully automated toilets are more prone to water issues such as flooding because vandals can block floor drains. At sites where this is an ongoing problem, officers have deactivated the automatic wash cycle for short periods of time until the issue is resolved.

There has been no apparent change in the level of graffiti between the old-style toilets and the automated toilets. Graffiti is easier to clean or paint over on automated toilets than some older style traditional toilets.

This Plan recommends that fully automated toilets continue to be installed in occasional usage and/or intermittent high peak usage locations such as parks and reserves including pavilions.

REPLACEMENT OF TRADITIONAL STYLE TOILETS WITH HYBRID MODEL

Public toilet design is always progressing and improving. In the *Public Toilet Strategy 2010*, a hybrid toilet design was developed incorporating the best characteristics of the fully automated toilet but without many electronic automated functions. Flushing, soap and toilet paper dispensing, and cleaning are undertaken manually in the hybrid model.

The design incorporates the *Crime Prevention through Environmental Design Principles* of high visibility and safety with the doors opening directly into the toilet cubicle and access suitable for people of all abilities.

The hybrid model also allows flexible layout of multiple cubicles at a more economical cost compared with multiple fully automated toilets. The toilets can also incorporate external architectural design features to suit a specific location. A configuration that would address concerns of the transition from the older style toilet to a new facility where there is high usage could include three cubicles — one unisex for disabled and one each dedicated to females and males. In addition, the male cubicle could include both a urinal and a pan.

A hybrid toilet in Hawthorn Road was completed in November 2011. It contains the following features:

- One male, one female and one unisex cubicle.
- Accessible by wheelchair users (unisex cubicle).
- Manual flush, soap dispenser, and toilet paper dispenser.
- Automatic door opening and closing.

In 2012, a survey of users of this new facility was undertaken. Of those users who had also used the old facility, 93 per cent preferred the hybrid toilet.

In 2019 a three-cubicle public toilet was installed in the Heather Street car park in Bentleigh East. The design incorporated automatic opening and closing doors only with all other features manually operated.

With any hybrid style facilities, careful consideration needs to be given to ensure the design is low- maintenance, easy to keep clean, vandal-proof and the toilets are fit for purpose.

GUIDELINES FOR PROVISION OF DIFFERENT TYPES OF PUBLIC TOILET FACILITIES

To provide maximum benefit for the Glen Eira community and visitors, the following *Guidelines* are used in choosing the type of public toilet facility for different location scenarios:

1. **Single fully automated unisex toilet** for occasional usage and/or intermittent high peak usage locations such as parks and reserves — including pavilions;
2. **Fully automated or hybrid multi cubicle units (stand-alone)** at shopping centres and parks and reserves where use is consistently high or there are regular high peaks in usage; or
3. **Multi-cubicle** incorporated into another Council building such as a pavilion, or public building — e.g. a library, where use is consistently high or there are regular high peaks in usage.

9. GUIDELINES FOR PUBLIC TOILET INFRASTRUCTURE NEEDS

The large number of Council owned public toilet assets spread throughout the municipality requires a process for determining the maintenance and renewal or replacement requirements of these assets.

The following Guidelines aid in planning infrastructure work for the public toilets based on four different levels of needs:

1. need to upgrade;
2. need to replace;
3. need to decommission and not replace; or
4. need for a new toilet facility.

9.1 NEED TO UPGRADE

All toilet assets will at some time require upgrading or refurbishing, even the current stock of fully automated toilets. Appropriate annual or timely funding is included in the asset budget for this work to be undertaken.

Should a Council building incorporating a public toilet be programmed to be upgraded, the public toilets will be upgraded at the same time.

Since 2010, the upgrading, refurbishment and replacement of public toilets are included in *Council's Building Asset Management Plan*.

9.2 NEED TO REPLACE

With 19 older traditional public toilet facilities and 13 pavilion public toilets, over time Council will need to select between the option of upgrading or replacing these facilities. By including public toilets in its Building Asset Management Plan, Council will ensure that the decision on whether any existing toilet facility should be upgraded or replaced can be planned for and funded in a strategic manner — taking all its building assets into account.

Should a Council building which includes public toilets be programmed to be replaced, new public toilets should be incorporated into the new building — meeting today's standards and other principles included in this Plan such as *Crime Prevention through Environmental Design (CPTED)*.

9.3 NEED TO DECOMMISSION AND NOT REPLACE

Decommissioning of an existing toilet can be difficult and emotive if the facility is still being used — even if the current usage is low. Decisions to decommission should be included in the building asset management process and include consideration of availability and accessibility of an alternative public toilet and associated usage.

9.3.1 Distance between public toilets — commercial areas

Glen Eira City Council has adopted as a guide a maximum of 1000 metres between public toilets in commercial areas. Distances and locations can be found in *Appendix one — Public toilet facilities map*.

9.3.2 Guidelines for decommissioning toilets

In deciding whether to decommission and close a toilet facility in Glen Eira, the processes contained in Council's Building Asset Management Plan should be followed. Consideration will be given to guidelines contained in this *Plan* including alternative public toilet availability, accessibility, and usage.

These *Guidelines* are:

- in areas of lower pedestrian activity, a public toilet could be decommissioned and not replaced if there is another public toilet within 500 metres of the toilet to be decommissioned (which can be easily accessed); and
- the usage of the existing toilet to be decommissioned is very low and the usage is not linked to an activity centre (e.g. playspace) or event causing high peaks at low frequency.

9.4 NEED FOR NEW PUBLIC TOILETS

Demand for new public toilets is often driven by circumstances that generate greater use of an existing facility, or when a new development places people in a location where a public toilet is not within a reasonable distance or a toilet has been decommissioned.

Demand is often difficult to assess; however, Council should give priority to providing new public toilets when:

- a major new public activity is established — e.g. a playspace or new park. Any new private development on public land that generates demand should provide toilets. (This should be identified at the planning permit stage);
- there are capacity problems at an existing public toilet — when the demand for toilet use at any venue leads to queues or feedback on a regular basis; or
- an existing public toilet is closed and there is not another within the distance stipulated by *Guidelines* in Section 9.3.1.

9.5 CHECKLIST TO AID DECISION MAKING

A checklist to assist in the decision-making process forms *Appendix three*.

10. RECREATION AND OPEN SPACE STRATEGY REFRESH 2020 AND MASTER PLANS

Council's *Recreation and Open Space Strategy Refresh 2020* defines the process for the location of public toilets in parks and reserves. However, the building asset management process should be used to determine the need to upgrade, replace or decommission a public toilet facility in a park or reserve. All *Recreation and Open Space Strategy Refresh 2020* and *Master Plan* actions regarding public toilets must also be included in this *Plan*.

Information specific to public toilets in parks and reserves can be found in the *Open Space Strategy Refresh 2020*, an excerpt is show below:

7.6.2 Public toilets

There is a range of public toilet facilities in open space reserves including automated public toilets, stand alone brick toilet blocks, and facilities that are located inside sporting pavilions and other facilities. Where the toilets are located in sporting pavilions these are generally not open to the general public outside of sporting events. There is a range of issues associated with public toilets in open space:

- Some are poor condition and design, and this is being addressed with a renewal strategy to progressively upgrade these.
- Placement within the reserve that can influence use, safety and function of the surrounding area.
- Size in relation to the open space and volume of users.
- Level of maintenance.
- Proximity and relationship to other facilities in open space.

The requirement for a toilet facility in a park or reserve follows the guidelines established in the *Recreation and Open Space Strategy Refresh 2020*.

Guide for appropriate facility and feature provision of existing and new open space by use hierarchy as outlined in Table 5–1:

Facilities and features	Municipal	Neighbourhood	Local	Small Local
Toilets	✓	✓		

It is worth noting that local and small local category parks do not have a requirement to provide public toilet facilities as visits to these parks are usually in passing, by residents, and for a shorter period than larger municipal and neighbourhood open space.

II. DESIGN AND SITING OF PUBLIC TOILETS

Design and siting of public toilets requires consideration be given to the surrounding environment, *Crime Prevention through Environmental Design (CPTED) Principles*, equity of access, additional features and environmental sustainability.

The application of *CPTED Principles* and equity principles makes a significant impact on how the existing public toilet stock should be addressed and identifies the need for required changes to be made.

II.1 COMPLEMENT SURROUNDING USES

The design and siting of public toilets should provide a high level service to the community that is safe and convenient. It is also important that the design, location and siting of a public toilet does not cause community concern where it can be perceived that the installation of a public toilet has a negative impact on the neighbourhood.

Glen Eira public toilets are located at numerous sites with different surrounding land uses including major and minor parks, recreation reserves, activity centres, car parks and civic buildings eg. Carnegie Library and Community Centre.

The external appearance of the public toilets can be influenced by surrounding uses, but in Glen Eira they have also been controlled by other factors such as:

- the design of the sports pavilion or public building if the public toilet is incorporated into the building;
- the standard design used for fully automated toilets used in Glen Eira;
- the style of an existing toilet block if it is being refurbished; and
- links to Council's *Placemaking Framework*.

The current fully automated toilets and hybrid public toilets both allow flexibility in their external design features in response to the surrounding environment.

II.2 CRIME PREVENTION THROUGH ENVIRONMENTAL DESIGN PRINCIPLES

To maximise the safety of users, the design, location and management of toilets should be consistent with *CPTED Principles*.

CPTED is a proven crime prevention approach which has been shown to reduce opportunities for crime and incivility. The fundamental idea of CPTED is that it is possible to use knowledge and creativity to design environments in ways that lessen or prevent the incidence of crime.

CPTED is accepted in the design and criminology fields as being a credible method of reducing crime in set locations. Using the *CPTED Principles* as a design tool to reduce the likelihood of crime in set locations is an approach to crime prevention that considers the relationship between the physical environment and the users of that environment.

The *CPTED Principles* provide guidance on:

Visibility

Public toilets should be highly visible from the surrounding area and not hidden away from public view.

Access

Entrances to public toilets should be clearly visible from the street and other public areas and public toilets in or near playspaces should be clearly visible from the playspace. Access should not be obscured.

Light

Maximum use of natural light in the public toilet and if used after sunset, good artificial lighting in and around the facility.

Location and proximity to other buildings

The public toilet should be capable of natural surveillance from pedestrian activity and other building users. Other buildings or landscape features should not obscure the view of the public toilet.

Orientation

Entrances should face towards areas of maximum pedestrian activity.

Landscaping

Landscaping should not obscure the public toilet. Low landscape planting that is well maintained is acceptable.

Building materials and finishes

Should be light in colour and a type of material that discourages graffiti, is easy to maintain and is easy to clean.

Building design and cubicle configuration

Design should be welcoming with cubicles having direct access to the public area. Natural lighting should be maximised and light coloured surfaces used.

Management, maintenance and security

Lack of maintenance, management and security often leads to poor image, public disregard and vandalism and other antisocial activities.

Glen Eira's use of fully automated toilets located in visible public areas (parks, reserves and commercial areas) satisfy the principles of CPTED.

CPTED Principles should continue to be used for evaluation of decisions to upgrade or replace older toilets and the development, design and siting of new toilet facilities.

11.3 CO-ORDINATION OF SITING NEW PUBLIC TOILETS

The siting and development of new public toilets should be coordinated amongst all Council departments and stakeholders that have an interest in the location, construction and maintenance of the facility.

11.4 UNIVERSAL ACCESS

Public toilets must be both accessible and useable by the majority of people of all abilities. Design that incorporates the requirements of the *Disability Discrimination Act 1992* and the *Australian Standard AS 1428.1 Design for Access and Mobility* or successors, will provide access and use of the toilet in an equitable and independent manner for people with disabilities.

All-gender and gender inclusive facilities should be provided where possible to ensure equal access to public toilets throughout Glen Eira.

11.5 FEATURES

Council should include features in its public toilets such as soap dispensers and hand dryers — sharps bins and baby change facilities should also be considered where appropriate. These features are included in most automated public toilets.

Some of these features are not appropriate to be installed in traditional toilets due to design constraints, vandalism or anti-social behaviour. However, as automated or hybrid style public toilets replace traditional public toilets, this will mean that over time most public toilet facilities will include some or all features as appropriate.

11.6 ENVIRONMENTAL SUSTAINABILITY

Council's Climate Emergency Response Strategy 2021–2025 highlights that urgent climate change action is essential to help us secure our Glen Eira community vision: a thriving and empowered community working together for an inclusive and sustainable future.

Environmentally sustainable principles relating to water and energy usage and the types of building and finishing materials must be applied to any refurbishment of existing toilets or provision of new toilets.

All non-automated public toilets in Glen Eira use water saving flush cisterns and pans.

The fully automated toilets used in Glen Eira incorporate timed water flow taps to reduce water usage and use an average of 10 litres per occupancy (eight litres for pan, one litre for hand wash and one litre for auto wash). The hybrid design public toilets also incorporate low flush pans and other water saving features such as the rainwater tank at Hawthorn Road, Caulfield South and rainwater collection and use at Booran Reserve.

It is recommended that energy efficient components such as LED lighting, timer switches and other initiatives such as solar panels are installed where practicable.

Any future design should balance environmentally sustainable design principles with hygiene requirements and use only established tried and tested products.

FIVE YEAR ACTION PLAN

Council has a range of public toilet facilities throughout the municipality that should continue to be maintained and operated to an acceptable standard. To maintain this standard, management of the facilities require ongoing review. Several older traditional style public toilets require upgrading, replacement or decommissioning.

FIVE YEAR ACTION PLAN 2022–23 TO 2026–27

ITEM	FACILITY	ACTION	TIMELINE
A — OPERATIONAL			
1A	All public toilets particularly those in high use areas	Routine toilet cleaning Annually review frequency and timing of routine toilet cleaning to improve overall cleanliness of toilets and ensure supplies of paper and soap.	2022-27
2A	All automated public toilets	Signage Review signage and operating instructions for automated toilets and amend as required.	2022-23
3A	All public toilets	Wayfinding signage Review way of finding signs to assist in locating public toilets. Link in with any future Placemaking Strategy where possible.	2025-26
4A	All public toilets in high use areas	Soap and hand dryers Undertake a review to determine toilets without soap or hand dryer facilities and where practicable provide these facilities at all high use toilets.	2023-24
5A	All public toilets — particularly new toilets	Sustainability — energy conservation Investigate effective sustainability initiatives, including energy efficient components and solar panel options. Implement the recommendations of the report in line with the capital works and renewals program. Where practicable implement sustainability measures.	2022-23
6A	All public toilets — particularly new toilets	Sustainability — water conservation Investigate effective sustainability initiatives, including methods of reducing water use at the toilets. Where practicable implement sustainability measures.	2024-26

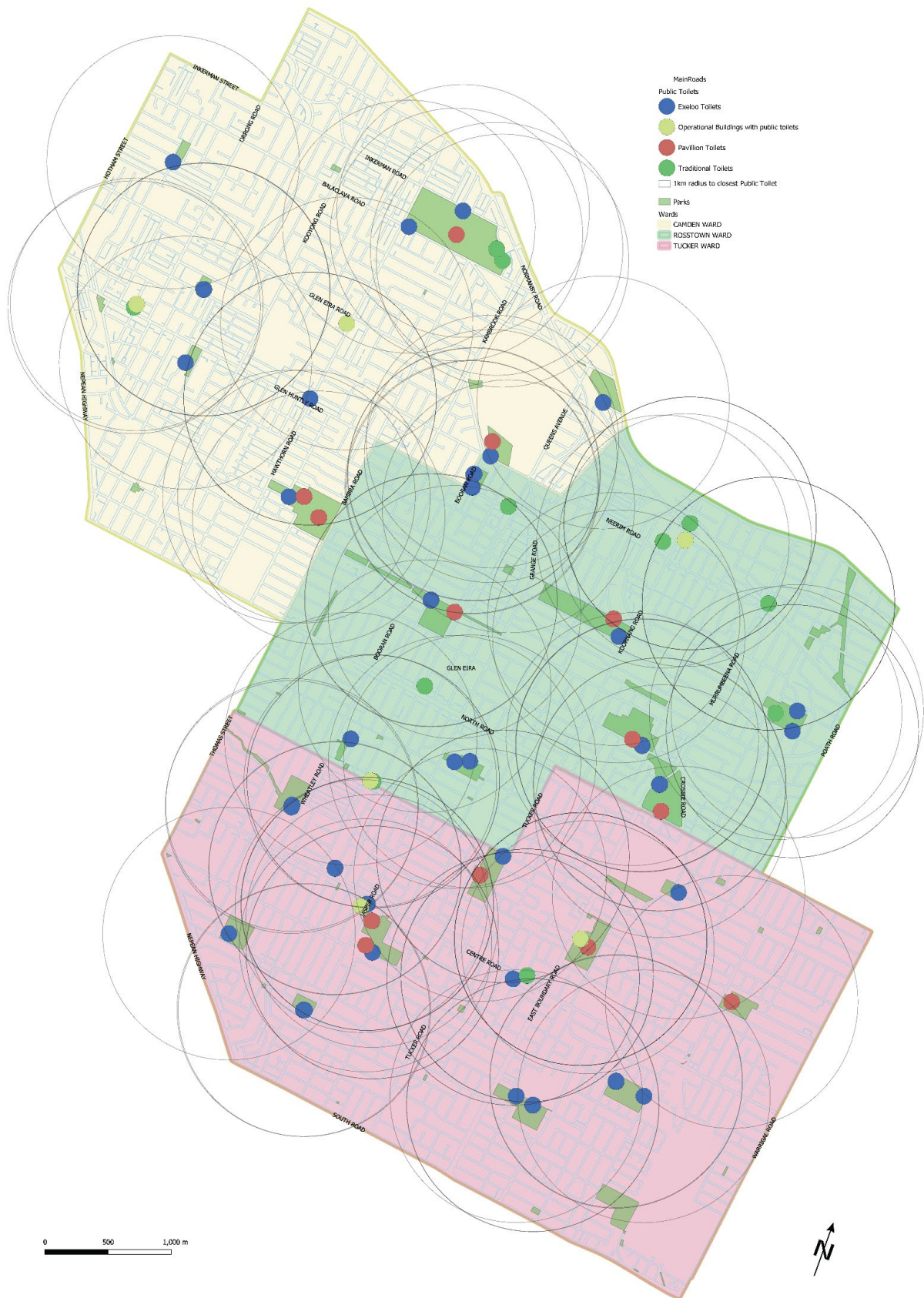
7A	All new public toilets	Ongoing co-ordination Refer proposed new public toilets to all Glen Eira City Council Departments that have an interest in the location, construction and maintenance of the facilities.	2022-27
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ITEM	FACILITY	ACTION	TIMELINE
8A	All public toilets	Universal access Undertake a review to determine toilets where access can be improved in line with best practice and the Disability Discrimination Act (DDA).	2022-27
9A	All public toilets	Digital by default Undertake an annual review to ensure all toilets are included on the National Public Toilet Map. Ensure the public toilet information on the Glen Eira website is accurate and current.	2022-27
10A	All public toilets	Pozi Arrange for public toilet information to be displayed on the Glen Eira Pozi online mapping system.	2023-24
B — CAPITAL			
11B	All public toilets	Crime Prevention through Environmental Design (CPTED) Principles CPTED Principles be used for the evaluation of decisions to upgrade older toilets, place new toilets and design of new hybrid toilet.	2022-27
12B	Carnegie public toilet (Kokaribb Road)	Assess for upgrade or replacement Assess and upgrade or replace with hybrid model or fully automated toilet facility.	2022-23
13B	Murrumbeena Park Pavilion public toilet	Replacement Install new fully automated public toilet into the new Murrumbeena Community Hub Pavilion.	2023-24
14B	Lord Reserve Pavilion	Replacement Install new pavilion style or hybrid public toilets into new pavilion.	2023-24

15B	Staniland Grove (2B Staniland Grove)	Assess for upgrade or replacement Assess and upgrade or replace with hybrid model or fully automated toilet facility. Assess placemaking and synergies with future Selwyn Street cultural precinct.	2022-23
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ITEM	FACILITY	ACTION	TIMELINE
16B	Glenhuntly Station public toilet (1153 Glen Huntly Road)	Replacement Obtain an extension to VicTrack lease and in conjunction with the Level Crossing Removal Project upgrade or replace with hybrid model toilet facility.	2023-25
17B	Ormond Katandra Road car park public toilet (12–14 Katandra Road)	Assess for upgrade or replacement Assess and upgrade or replace with hybrid model or fully automated toilet facility.	2022-23
18B	Bailey Reserve public toilet 200 East Boundary Road)	Assess for upgrade or replacement Assess and upgrade or replace with hybrid model or fully automated toilet facility.	2022-23
19B	Mackie Road Reserve public toilet (58-60 Mackie Road)	Assess for upgrade or replacement Assess and upgrade or replace with hybrid model or fully automated toilet facility.	2022-23
20B	Caulfield Park public toilet (Park Crescent)	Assess for upgrade or replacement In conjunction with the playspace redevelopment, assess and upgrade or replace with hybrid model or fully automated toilet facility.	2022-23
21B	Packer Park Pavilion public toilet (Leila Road)	Assess for upgrade Assess and upgrade.	2025-26
22B	McKinnon Reserve Pavilion public toilet (Tucker Road)	Assess for decommissioning	2022-23
23B	Boyd Park	New Assess a new public toilet in line with the <i>Outer Circle Railway Land Management Plan</i> considering CPTED Principles to ensure visibility, passive surveillance and safety.	2022-23
24B	All sites	New Continue to monitor and evaluate potential sites for new public toilet facilities in commercial areas to meet the requirement to have a maximum spacing of 1,000 metres between toilets.	2022-27

APPENDIX ONE — PUBLIC TOILET FACILITIES MAP



Draft Glen Eira Public Toilet Plan 2022

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APPENDIX TWO — MASTER TOILET LIST (TYPES AND LOCATION)

FULLY AUTOMATED PUBLIC TOILETS/EXELOO				
Name	Type/number	Location	Address	Suburb
Allnutt Park	Exeloo (PTno.1)	Allnutt Reserve	41–59 Wheatley Road	McKinnon
Allnutt Park	Exeloo (PTno.01)	Allnutt Reserve	41–59 Wheatley Road	McKinnon
Bent Street — West Carpark	Exeloo (PTno.03)	Bent Street	1 Bent Street	Bentleigh
Bent Street — West Carpark	Exeloo (PTno.3)	Bent Street	1 Bent Street	Bentleigh
Bentleigh East	Exeloo (PTno.220A)	Centre Road, Bentleigh East (corner Browns Road)	672 Centre Road (corner Browns Road)	Bentleigh East
Bentleigh East	Exeloo (PTno.220B)	Centre Road, Bentleigh East (corner Browns Road)	672 Centre Road (corner Browns Road)	Bentleigh East
Bentleigh Library	Exeloo (PTno.4)	Bentleigh Library	161 Jasper Road	Bentleigh
Bentleigh Library	Exeloo (PTno.502)	Bentleigh Library	161 Jasper Road	Bentleigh
Bentleigh/ Hodgson Reserve	Exeloo (PTno.27)	Hodgson Reserve	1–3 Higgins Road	Bentleigh
Bentleigh/ Hodgson Reserve	Exeloo (PTno.270)	Hodgson Reserve	1–3 Higgins Road	Bentleigh
Booran Reserve	Exeloo (PTno.45) North	Booran Reserve North	1051 Glen Huntly Road	Glen Huntly
Booran Reserve	Exeloo (PTno.450) North	Booran Reserve North	1051 Glen Huntly Road	Glen Huntly
Booran Reserve	Exeloo (PTno.46) South	Booran Reserve South	1051 Glen Huntly Road	Glen Huntly
Booran Reserve	Exeloo (PTno.460) South	Booran Reserve South	1051 Glen Huntly Road	Glen Huntly

Caulfield Park	Exeloo (PTno.503)	Aviary Gardens, Caulfield Park (near Parks Depot)	280 Balaclava Road	Caulfield North
Caulfield Park	Exeloo (PTno.504)	Caulfield Park — new pavilion	280 Balaclava Road	Caulfield North
Caulfield Park	Exeloo (PTno.8)	Caulfield Park (corner Balaclava and Hawthorn Roads)	280 Balaclava Road	Caulfield North
Centenary Park	Exeloo (PTno.12)	Bignell Road end	179–185 Bignell Road	Bentleigh East
Centenary Park	Exeloo (PTno.120)	Brady Road end	130 Brady Road	Bentleigh East
Centenary Park	Exeloo (PTno.121)	Brady Road end	130 Brady Road	Bentleigh East
Duncan Mackinnon Pavilion	Exeloo (PTno.161)	Duncan Mackinnon Reserve Pavilion	819–821 North Road	Murrumbeena
Duncan Mackinnon Reserve	Exeloo (PTno.16)	Duncan Mackinnon Reserve	819–821 North Road	Murrumbeena
Duncan Mackinnon Reserve	Exeloo (PTno.160)	Duncan Mackinnon Reserve	819–821 North Road	Murrumbeena
East Caulfield Reserve	Exeloo (PTno.19)	East Caulfield Reserve	15A Dudley Street	Caulfield East
EE Gunn Reserve	Exeloo (PTno.17)	EE Gunn Reserve, Beatty Crescent (corner Foch Street)	56 Malane Street	Ormond
EE Gunn Reserve	Exeloo (PTno.505)	EE Gunn Reserve, Beatty Crescent (corner Foch Street)	56 Malane Street	Ormond
Glen Huntly Reserve	Exeloo (PTno.23)	Glen Huntly Reserve	60 Neerim Road	Glen Huntly
Greenmeadows Gardens	Exeloo (PTno.24)	Greenmeadows Gardens Reserve	1 Green Street	St Kilda East
Halley Park	Exeloo (PTno.25)	Halley Park Reserve	73–95 Jasper Road	Bentleigh
Halley Park	Exeloo (PTno.250)	Halley Park Reserve	73–95 Jasper Road	Bentleigh

Harleston Park	Exeloo (PTno.26)	Harleston Park	49 Allison Road	Elsternwick
Hopetoun Gardens	Exeloo (PTno.28)	Hopetoun Gardens (Victoria Street — opposite 10 Victoria Street)	520 Glen Huntly Road	Elsternwick
Joyce Park	Exeloo (PTno.29)	Joyce Park	310–318 Jasper Road	Ormond
King George VI Memorial Reserve	Exeloo (PTno.30A)	King George VI Memorial Reserve	70 East Boundary Road	Bentleigh East
King George VI Memorial Reserve	Exeloo (PTno.30B)	King George VI Memorial Reserve	70 East Boundary Road	Bentleigh East
King George VI Memorial Reserve	Exeloo (PTno.506)	King George VI Memorial Reserve	70 East Boundary Road	Bentleigh East
Koornang Park	Exeloo (PTno.31)	Koornang Park	251A Koornang Road	Carnegie
Lord Reserve	Exeloo (PTno.32)	Lord Reserve — built into cream brick pavilion	15–49 Lyons Street	Carnegie
Marlborough Street Reserve	Exeloo (PTno.34)	Marlborough Street Reserve	77A Marlborough Street	Bentleigh East
McKinnon Reserve	Exeloo (PTno.350)in Playground	McKinnon Reserve (corner Tucker and McKinnon Road)	201–209 Tucker Road	McKinnon
Murrumbeena Park	Exeloo (PTno.507A)	Murrumbeena Park	37 Kangaroo Road	Murrumbeena
Murrumbeena Park	Exeloo (PTno.507B)	Murrumbeena Park	37 Kangaroo Road	Murrumbeena
Murrumbeena Park	Exeloo (PTno.570)	Murrumbeena Park	37 Kangaroo Road	Murrumbeena
Packer Park	Exeloo (PTno.041)	Packer Park	120 Leila Road	Carnegie
Packer Park	Exeloo (PTno.41)	Packer Park	120 Leila Road	Carnegie
Packer Park	Exeloo (PTno.410)	Packer Park	120 Leila Road	Carnegie
Princes Park	Exeloo (PTno.11)	Princes Park	277 Bamba Road	Caulfield South

Victory Park	Exeloo (PTno.44)	Victory Park	21 Patterson Road	Bentleigh
Wattle Grove Reserve	Exeloo (PTno.15)	Wattle Grove Reserve	15B Wattle Grove	McKinnon
PAVILION PUBLIC TOILETS				
Name	Type/number	Location	Address	Suburb
Bailey Reserve	Pavilion toilet (PTno.2)	Bailey Reserve	200 East Boundary Road	Bentleigh East
Bentleigh Pavilion	Traditional block (PTno.5)	Bentleigh Pavilion, Bentleigh Reserve	1–3 Higgins Road	Bentleigh
Mackie Road Reserve	Pavilion Toilet (PTno.33)	Mackie Road Reserve	58–60 Mackie Road	Bentleigh East
McKinnon Reserve	Traditional block (PTno.35) in Pavilion	McKinnon Reserve (corner Tucker and McKinnon Road)	201–209 Tucker Road	McKinnon
Packer Park	Pavilion Toilet (PTno.40)	Packer Park	120 Leila Road	Carnegie
Princes Park	Pavilion Toilet (PTno.42)	Princes Park	277 Bamba Road	Caulfield South
TRADITIONAL PUBLIC TOILETS				
Name	Type/number	Location	Address	Suburb
Carnegie public toilets (Carnegie Station)	Traditional block (PTno.7)	Koornang Road (near Carnegie Station)	Koornang Road	Carnegie
Carnegie Public Toilets Kookaribb Road	Public Toilet (PT 6)	In car park (near Woolworths)	15 Kookaribb Road	Carnegie
Caulfield Park	Traditional block (PTno.9)	Caulfield Park (Park Crescent near playground)	280 Balaclava Road	Caulfield North
Glen Huntly Public Toilets	Traditional block (PTno. 21)	Glenhuntly Station	1153 Glen Huntly Road	Glen Huntly
Katandra Road Carpark	Traditional block (PTno.39)	Katandra Road Carpark	12-14 Katandra Road	Ormond

McKinnon Station Public Toilets	Traditional Block (PTno.38)	McKinnon Station (Near McKinnon and Nicholson Roads)	156A McKinnon Road	McKinnon
Murrumbeena Station Public Toilets	Traditional block (PTno.37)	Corner Neerim and Murrumbeena Roads (near Murrumbeena Station)	445 Neerim Road	Murrumbeena
Staniland Grove	Traditional block (PTno.20)	Staniland Grove	2B Staniland Grove	Elsternwick
OTHER OPERATIONAL BUILDINGS				
Name	Type/number	Location	Address	Suburb
Glen Eira Town Hall	Operational Building	Ground floor close to customer service desk and next to lift	Corner of Glen Eira and Hawthorn Roads	Caulfield
Caulfield Library	Operational Building	Ground floor in library at Town Hall	Corner of Glen Eira and Hawthorn Roads	Caulfield
Elsternwick Library	Operational Building	Ground floor of library	4 Staniland Grove	Elsternwick
Carnegie Library	Operational Building	Ground floor of library	7 Shepparson Avenue	Carnegie
Bentleigh Library	Operational Building	Ground floor of library	161 Jasper Road	Bentleigh
McKinnon Satellite Library	Operational Building	Ground floor of library	1169A McKinnon Road	McKinnon
Glen Eira Sports & Aquatics Centre	Operational Building	Ground floor	200 East Boundary Road	Bentleigh East

APPENDIX THREE — NEEDS ASSESSMENT CHECK LIST

Check list: existing public toilet — need to upgrade; need to replace; need to decommission and not replace; need for a new toilet facility.

	Factor	Comment	Score
A	Siting		Yes/no
A1	Does another Public Toilet (PT) exist within 500 metres of the existing PT? Not necessarily a Council facility.	<p>If yes and other toilet provides a comparable service meeting current CPTED and DDA requirements, consider closing this toilet facility.</p> <p>OR</p> <p>If the other facility does not meet CPTED and DDA requirements it may be of advantage to choose to upgrade/replace either.</p>	
B	Usage		Yes/no
B1	High (regular or irregular)	If yes may consider upgrading or replacing PT.	
B2	Medium	If yes need to assess impact if decommissioned.	
B3	Low	If yes may decommission if another within 500 metres.	
C	Locality		Yes/no
C1	Does PT service a particular use e.g., playspace or is it included in a Parks Masterplan?	If yes, then may consider upgrading or replacing and overrides outcomes of yes to A1 and B3.	
D	Security — CPTED Principles		Yes/no
D1	Is PT located in trafficked area?	If no, then may consider upgrade or new facility.	
D2	Are access ways to PT facing trafficked areas?	If no, then may consider upgrade or new facility.	
D3	Is internal and external lighting adequate?	If no, then may consider upgrade or new facility.	
D4	Is graffiti an issue?	If yes, then may consider upgrade or new facility.	

D5	Is vandalism an issue (e.g. regular damage to fittings and structure)?	If yes, then may consider upgrade or new facility.	
D6	Is there known antisocial behaviour?	If yes, then may consider upgrade or new facility.	
D7	Is PT DDA access compliant?	If no, then may consider upgrade or new facility.	
D8	Does PT provide separate cubicle for disabled?	If no, then may consider upgrade or new facility.	
D9	Do users feel safe?	If no, then may consider upgrade or new facility.	
E	Structure		Yes/no
E1	Does current PT require structural maintenance?	If yes, then may consider upgrade or new facility.	
E2	Does current PT require cosmetic maintenance?	If yes, then may consider upgrade.	
E3	Does current PT require high maintenance?	If yes, then may consider upgrade or new facility.	
F	Historic significance		Yes/no
F1	Does the existing PT have any historical or architectural significance?	If yes, then may consider upgrade within limits of significance or decommission and build new facility at new location.	



GLEN EIRA
CITY COUNCIL

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Glen Eira arts, gallery and events:

www.facebook.com/gleneiraarts

Glen Eira Leisure:

www.facebook.com/GESACOnline

<https://www.instagram.com/gleneiraleisure>

www.twitter.com/GESACOnline

Glen Eira Libraries and Learning Centres:

www.facebook.com/GlenEiraLibraries

<https://www.instagram.com/gleneiralibraries>

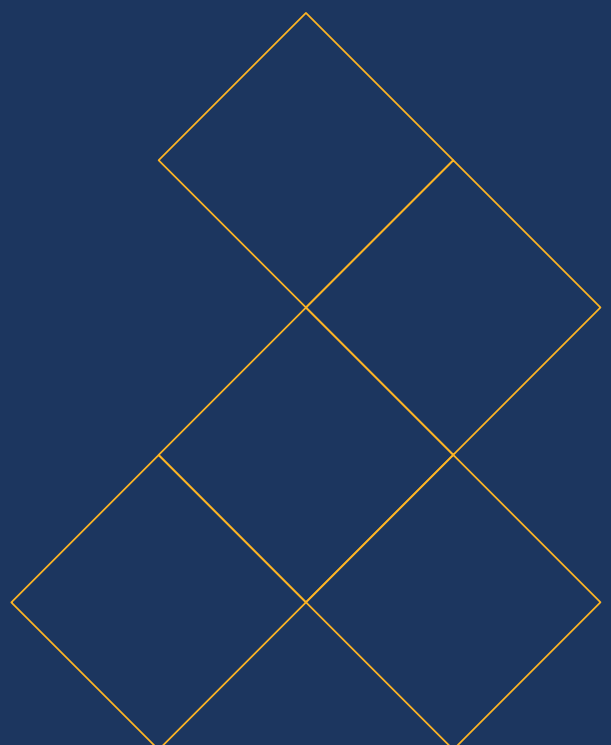
Glen Eira Youth Services:

www.facebook.com/GlenEiraYouthServices

www.instagram.com/gleneirayouthservices

Glen Eira sustainable living:

www.facebook.com/sustainablelivinggleneira



9. URGENT BUSINESS

10. ORDINARY BUSINESS

10.1 Requests for reports from a member of Council staff

10.2 Right of reply

10.3 Notice of Motion

10.4 Councillor questions

10.5 Written public questions to Council

11. CONFIDENTIAL ITEMS**RECOMMENDATION**

That pursuant to Section 66(1) and 66(2)(a) of the Local Government Act 2020, the Council resolves that so much of this meeting be closed to members of the public, as is required for Council to consider the following matters that are confidential in accordance with Section 3(1) of the Act:

11.1 VCAT matter - Consideration of without prejudice plans

This agenda item is confidential information for the purposes of section 3(1) of the Local Government Act 2020:

- because it is legal privileged information, being information to which legal professional privilege or client legal privilege applies (section 3(1)(e)); and
- To form a position on without prejudice amended plans provided in confidence following a VCAT Compulsory Conference

11.2 Open Space Strategy Project

This agenda item is confidential information for the purposes of section 3(1) of the Local Government Act 2020:

- because it is Council business information, being information that would prejudice the Council's position in commercial negotiations if prematurely released (section 3(1)(a)); and
- may unreasonably expose Council to a financial disadvantage

12. CLOSURE OF MEETING