HUME CITY COUNCIL
SUSTAINABILITY LEADERSHIP
2015-2019

hume.vic.gov.au
Sustainability leadership

Sustainability leadership allows an organisation to create positive and lasting social, environmental and financial change. It recognises the connection between the planet and human behaviour and impact, and how by making a conscious decision to act, positive environmental, social and financial change that supports the community and the environment can occur.

To be an effective sustainability leader Council as an organisation and a group of individuals will be guided by the commitment to create a sustainable Hume and the desire to minimise the environmental impact of operations and service delivery. Such leadership requires planning, decision making and action by all members of Council – Councillors, Executive Management, Senior Managers, staff, volunteers, the Hume community, partners and stakeholders.

Council has reconfirmed its commitment to leadership in sustainability in the Hume Horizons 2040 Community Plan:

“While sustainability means different things to different people, at its core is a common understanding that our social, financial and environmental resources will be utilised in a fair, responsible, transparent and efficient way.

Our commitment to sustainability will ensure that we are living within the limits of the systems on which we depend and that future generations can also enjoy a good quality of life and fulfill their potential.”

and in the *Pathways to Sustainability Framework 2015-2019*.

Council’s commitment to sustainability leadership requires a whole-of-Council approach. Council operates a diverse range of services and activities, providing an extensive range of opportunities to incorporate, integrate and embed a best practice sustainability approach into everything it does.

Guiding principles

Consistent with the *Pathways to Sustainability Framework 2015-2019*, the guiding principles of this Plan are to:

- Act as strong champions and advocates within and beyond Hume
- Demonstrate environmental best practice
- Integrate sustainability into short-term and long-term planning and decision-making
- Engage staff and the community
- Embed sustainability into systems, governance, plans and activities
- Regulate unlawful activity that impacts on our environment
- Build strong and lasting relationships with stakeholders and partners
- Develop an organisational culture of sustainability
Objective 1: Provide leadership across the organisation and community to deliver positive environmental outcomes

Target: TBC% of respondents report Council as being a leader of the community in sustainability issues
Measure: Community Satisfaction Survey (every two years; baseline data to be collected in 2015/16)

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| 1.1 | Develop a Sustainability Learning Guide to assist Councillors and EMT to better incorporate environmental considerations into short and long-term planning and decision making. | Lead: Sustainable Environment  
Support: Organisational Performance & Engagement | September 2016 |
| 1.2 | Councillors, Executive Management Team and Senior Managers actively seek both environmental and social outcomes from the development and implementation of Council policies, strategies, programs and activities. | Lead: Councillors, EMT, SMT  
Support: Sustainable Environment | Ongoing |
| 1.3 | Councillors, EMT and Senior Managers actively demonstrate and promote environmental concern and awareness in their work with the Hume community, government departments and agencies and internal and external stakeholders. | Lead: Councillors, EMT, SMT  
Support: Sustainable Environment | Ongoing |
| 1.4 | Continue to convene the Hume Sustainability Taskforce, enabling the exchange of information and advice between Council and community members. | Lead: Sustainable Environment  
Support: Councillors & departments as needed | Ongoing |
| 1.5 | Councillors lead by example and demonstrate Hume’s commitment to environmental protection and a sustainable community and organisation (through such actions as committee membership (e.g. NAGA, MCMC), attendance at regional environment and sustainability events (e.g. conferences and workshops), participation in sustainability events and festivals, program patronage). | Lead: Councillors, EMT, SMT  
Support: Sustainable Environment | Ongoing |
**Objective 2: Sustainability is integrated across the work of all Council departments**

**Target:** TBC% of staff report incorporating environmental sustainability into their planning and decision making

**Measure:** Hume Matters Survey (every two years; baseline data to be collected in 2015)

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| 2.1 | Provide information and support to Managers and Coordinators to ensure the ‘Environmental Sustainability Considerations’ and ‘Climate Change Adaptation Considerations’ sections of Council Reports and Briefing Notes is adequately addressed for planning and decision making by EMT and Councillors. | Lead: Sustainable Environment  
Support: EMT, SMT | June 2016 |
| 2.2 | Incorporate relevant environmental considerations and measures (for example, climate change adaptation, Environmentally Sustainable Design and Development, native vegetation protection) into Council’s strategic documents, policies and action plans. | Lead: Sustainable Environment  
Support: EMT, SMT, Organisational Performance & Engagement, organisation wide | Ongoing as strategies, plans and policies are reviewed |
| 2.3 | Ensure the full range of environmental considerations is embedded within the Service Planning process (for example, climate change adaptation, Environmentally Sustainable Design and Development, native vegetation protection). | Lead: Organisational Performance & Engagement  
Support: Sustainable Environment | When Service Planning process resumes |

**Objective 3: Advocate for greater focus on environmental protection and sustainability**

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| 3.1 | Support the ongoing advocacy and community engagement work of the Hume Enviro Champions and others in the community.                          | Lead: Sustainable Environment  
Support: Councillors | Annual and ongoing |
| 3.2 | Develop Advocacy Plan(s) for environmental sustainability issues in collaboration with the Grants Coordinator.                               | Lead: Sustainable Environment, Grants Coordinator | December 2015 |
| 3.3 | Use existing networks to advocate collaboratively for environmental protection (for example, MAV Environment Committee, Interface Councils networks, Biodiversity Planners Network, Northern Alliance for Greenhouse Action, One Million Homes Campaign, Council Alliance for a Sustainable Built Environment). | Lead: Sustainable Environment  
Support: EMT, SMT | Ongoing |
**Objective 4: Develop a culture of sustainability across the organisation**

**Target:** TBC% of staff who report greater empowerment and support to incorporate sustainability into their work practices

**Measure:** Hume Matters Survey (every two years; collect baseline data in 2015)

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<td>4.1</td>
<td>Deliver Green Team led behaviour change campaigns to improve workplace environmental outcomes through the Live Green Work Green program.</td>
<td>Lead: Green Team Support: Sustainable Environment, Services (Waste Management), EMT, organisation wide</td>
<td>Ongoing</td>
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<td>4.2</td>
<td>Enhance the Corporate Induction to emphasise Council’s commitment to sustainability (Green Team, Green Travel, Pathways to Sustainability).</td>
<td>Lead: Sustainable Environment Support: Human Resources</td>
<td>March 2016</td>
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<td>4.3</td>
<td>Explore options to review Position Descriptions to include a Key Selection Criteria focusing on environmental sustainability for staff, Senior Managers and the Executive Management Team.</td>
<td>Lead: Sustainable Environment Support: Human Resources</td>
<td>December 2016</td>
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<td>4.4</td>
<td>Explore options to review the My Hume Review form to incorporate an <em>environmental sustainability</em> objective and outcomes (for staff) and leadership objective and accountability (for supervisors).</td>
<td>Lead: Sustainable Environment Support: Human Resources, EMT, SMT</td>
<td>December 2016</td>
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<td>4.5</td>
<td>Explore options to review the Performance Review for Directors and Managers to include an <em>environmental sustainability</em> leadership competency.</td>
<td>Lead: Sustainable Environment Support: Human Resources</td>
<td>December 2016</td>
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Objective 5: Explore innovative ways of achieving social, environmental and financial sustainability outcomes for the organisation

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<td>5.1</td>
<td>Conduct research into and develop options for incorporating social, environmental and impact investment strategies into Council’s Investment Policy. Prepare and present a discussion paper to EMT and Councillors for their consideration.</td>
<td>Lead: Finance, Sustainable Environment</td>
<td>December 2016</td>
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<td>5.2</td>
<td>Based on the outcomes of the discussion paper, review Council’s Investment Policy and incorporate social, environmental and impact investment strategies into the Investment Policy.</td>
<td>Lead: Finance, Sustainable Environment</td>
<td>June 2017</td>
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<td>5.3</td>
<td>Explore options to position Council as a ‘sustainability’ employer of choice (including actions 4.1, 4.3 – 4.5, support for sustainable travel to work, ethical superannuation options etc.).</td>
<td>Lead: Human Resources, Sustainable Environment Support: Finance, Strategic Planning</td>
<td>December 2016</td>
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<td>5.4</td>
<td>Review Council’s Procurement Policy and procedures around capital works projects, contracts and tenders, to embed guidelines for environmental sustainability into procurement.</td>
<td>Lead: Finance &amp; Property Development and Capital Works Support: Sustainable Environment, Information Services</td>
<td>June 2017</td>
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<td>5.5</td>
<td>Finalise the Capital Works Approval Form and process to ensure capital works planning and decisions are made on an holistic cost basis (including for e.g. Environmentally Sustainable Design and Development outcomes, combined operational and capital cost considerations, social impact, maintenance, Return on Investment).</td>
<td>Lead: Capital Works Support: Sustainable Environment, City Infrastructure Division, Social Development, Finance</td>
<td>December 2016</td>
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<td>5.6</td>
<td>Incorporate sustainability and Environmentally Sustainable Design and Development outcomes into pre-sale processes for development of Council land for commercial purposes.</td>
<td>Lead: Sustainable Environment, Finance &amp; Property Development Support: Parks and Open Space, Social Development, Leisure and Youth Services</td>
<td>June 2017</td>
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