



HUME CITY COUNCIL
**PATHWAYS TO
SUSTAINABILITY**
AN ENVIRONMENTAL
FRAMEWORK
2009–2013
ACTION PLANS

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Hume City Council's commitment to the environment and sustainability is long-standing. Council seeks to not only continue this tradition but to continuously improve its performance. Council also recognises the community's concerns about sustainability and seeks to lead the community to a future which is truly sustainable. These are not easy tasks, and this Framework will assist Council and the community as we make decisions which will affect not only us but future generations.

2009–2013 ACTION PLANS

Council has a strong and enduring commitment to environmental sustainability, and prides itself on its leadership on a range of environmental issues. The Pathways to Sustainability framework is a key Council document which guides Council's decision-making and delivery of services and programs. It outlines five Pathways – key directions that will guide us through all future scenarios towards our vision for Hume City to be a leader in sustainability.

The four-year Action Plans determine the actions and resource requirements for implementation of the Pathways to Sustainability Framework for each Council electoral cycle.

The structure and types of actions reflect the roles and powers of Council to:

- **Demonstrate** what can be achieved in sustainability through Council's own actions.
- **Engage and Support** households, businesses and community organisations and Council staff to become sustainable.
- **Influence** the actions of other agencies and organisations in support of our sustainability goals.
- **Advocate** where necessary to improve the policy and regulatory environment that will support sustainability in Hume City.

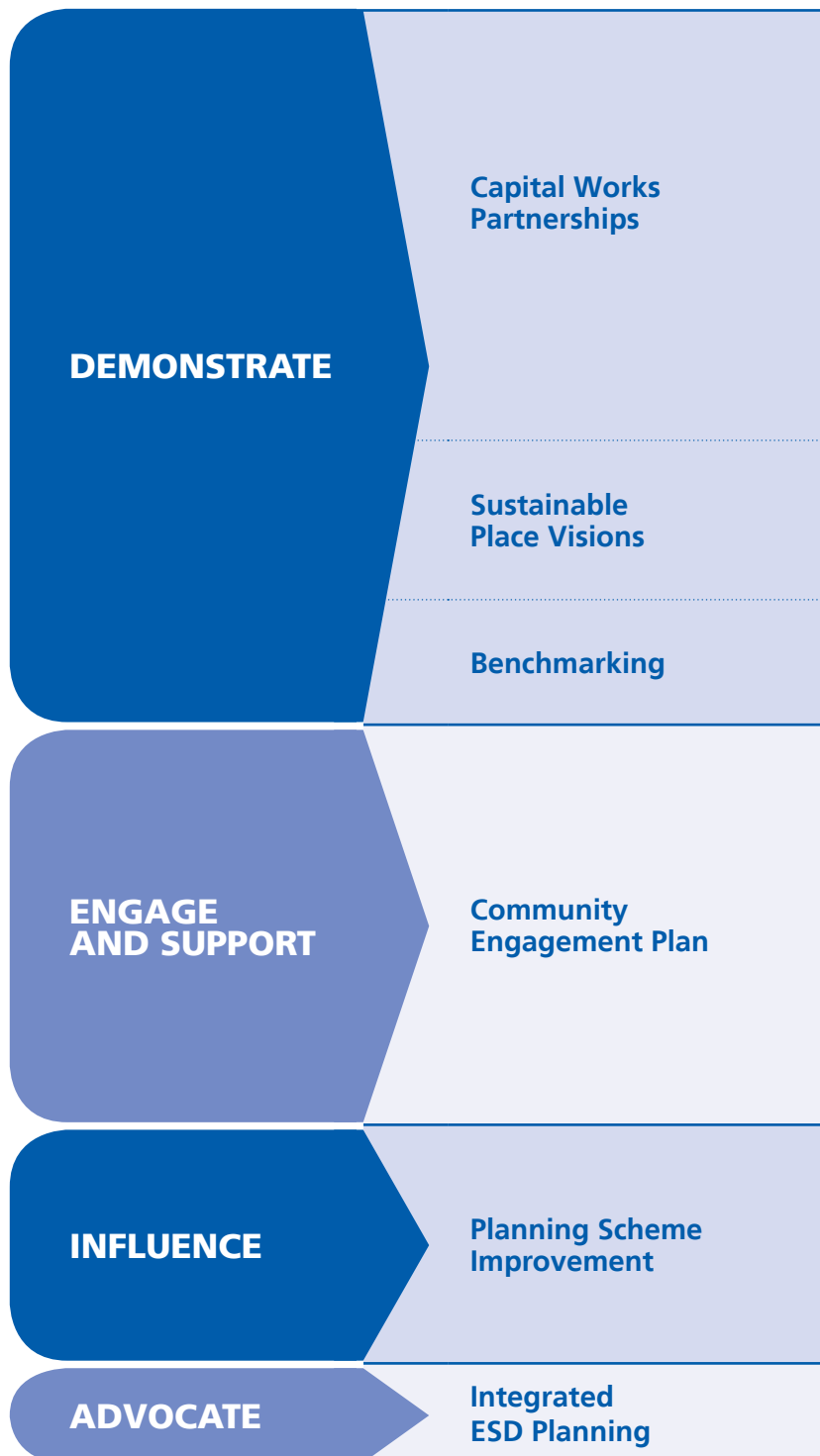
These roles are not mutually exclusive – Council will need to combine these roles to achieve environmental sustainability objectives.

1. CREATE SUSTAINABLE PLACES

2013 Targets

Completion of at least 1 major sustainable place development in each area, including:

- Broadmeadows Central Activity District, including
 - Hume Central Precinct
 - Town Park Precinct
 - Hume Central Secondary College (K-9)
 - Dallas-Upfield Primary School
 - Conversion of Dallas
 - Eco-community – Goulburn St.
- Neighbourhood activity centres.
- Merrifield.
- Racecourse Rd – Council owned land.
- Jacksons Hill.
- Craigieburn renewal project and community gardens.
- Craigieburn Town Centre.
- Rural sites linked to the Natural Heritage Strategy with opportunities for integration of land rehabilitation, food growing, nature conservation and renewable energy (e.g. Deep Creek Catchment biodiversity habitat zone).



Objectives

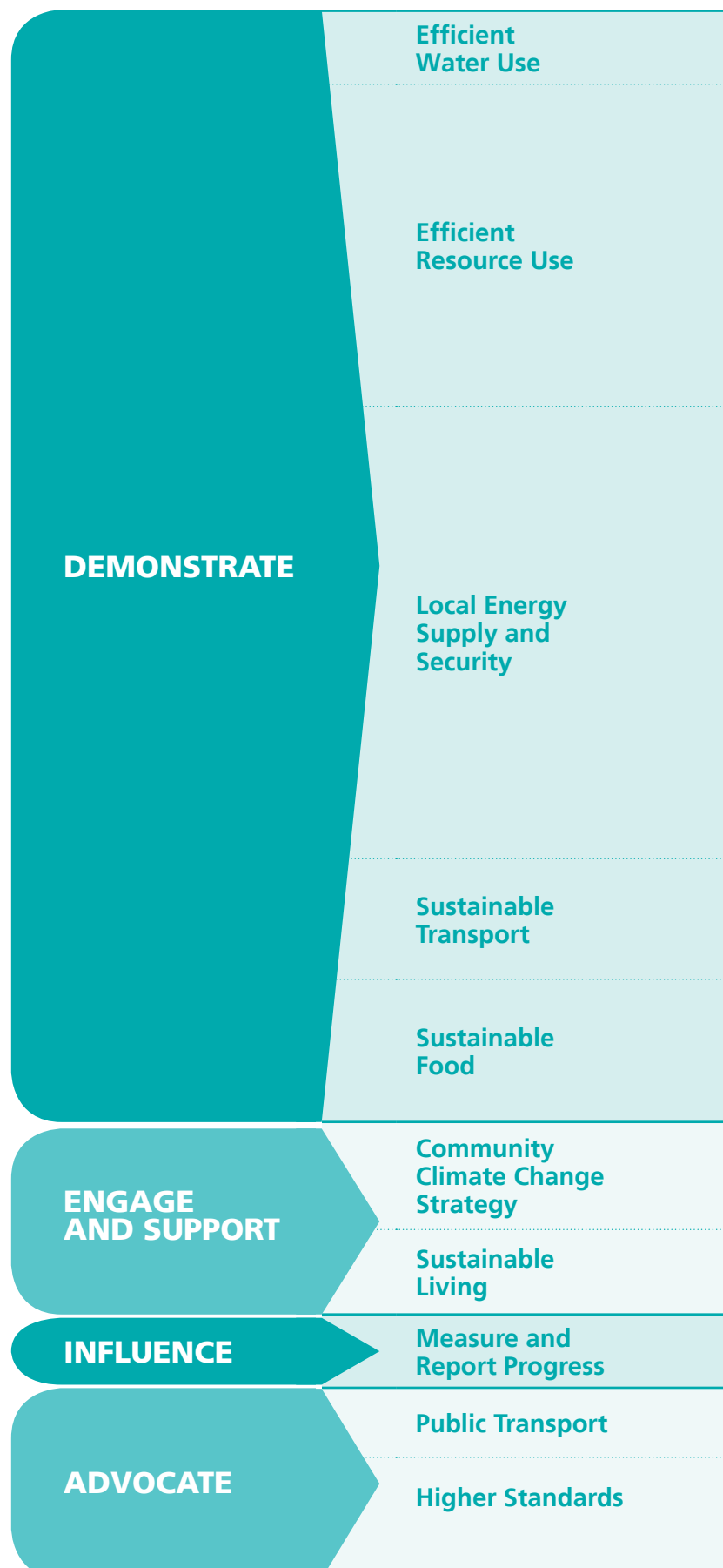


Action	Responsibility	Timing	Outcomes
<p>Identify and develop a number of sites across the municipality that demonstrate models of sustainable city development.</p> <p>Selection based on the following criteria:</p> <ul style="list-style-type: none"> ▪ Already proposed (in the pipeline). ▪ Are of a large scale. ▪ Possibilities for leverage. ▪ Potential partners/networks. ▪ Potential for community engagement. ▪ Opportunity for learning – leading to initiatives being adopted. ▪ A mix of different models of land/housing ownership. 	<p>Sustainable Environment Transit City and Urban Design Strategic Planning</p>	<p>Sites selected and preliminary projects developed Dec 2009</p> <p>Implementation as development proceeds (2010–2013)</p>	<ul style="list-style-type: none"> ▪ Increased supply of sustainable housing, businesses and institutions. ▪ Innovation towards a sustainable built environment. ▪ Places that demonstrate sustainability in practice, diverse and inclusive communities with a high quality of life and intrinsically linked to the natural environment. ▪ Position Hume as a place that supports green business. ▪ Stimulate a diverse and green economy. ▪ A range of eco-efficient and affordable transport choices.
<p>Develop in conjunction with the community and stakeholders a sustainability vision and checklist for each place to guide planning and development process.</p>	<p>Sustainable Environment Transit City and Urban Design</p>	<p>Dec 2009</p>	<ul style="list-style-type: none"> ▪ Community needs and aspirations incorporated into sustainable places. ▪ Community engaged in understanding broader sustainability parameters and implications of city development.
<p>Establish benchmarks for Ecologically Sustainable Development (ESD) principles and practices for the development of sustainable places.</p>	<p>Sustainable Environment Transit City and Urban Design</p>	<p>Dec 2009</p>	<ul style="list-style-type: none"> ▪ Benchmarks established to enable consideration of Ecologically Sustainable Design (ESD).
<p>Develop with partners a Sustainable Places Engagement Plan that seeks to:</p> <ul style="list-style-type: none"> ▪ Promote and build awareness of Sustainable Places initiatives. ▪ Position Hume as a preferred supplier and destination for sustainable built environments. ▪ Influence the investment community, potential partners and the supply chain. ▪ Grow the knowledge and capability of stakeholders and staff to provide sustainable built environments. ▪ Enhance the understanding of the natural environment. 	<p>Sustainable Environment Transit City and Urban Design Public Relations and Learning</p>	<p>June 2010</p>	<ul style="list-style-type: none"> ▪ Community and developer awareness of Hume as a sustainable city. ▪ Influence broader personal, business and government decision-making. ▪ Learning for the community, staff and supply chain.
<p>Continually improve the Hume Planning Scheme based on lessons of Capital Works Partnerships and from best practice elsewhere (e.g. LEED).</p>	<p>Strategic Planning Sustainable Environment Projects and Contracts Management</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> ▪ ESD principles in major new works programs. ▪ Stronger partnerships with government, business, community in delivery. ▪ Continuous improvement.
<p>Document practices, assess learning and translate into Sustainable Built Environments Practice Guidelines. Review on a regular basis.</p>	<p>Sustainable Environment Transit City and Urban Design</p>	<p>June 2010 Ongoing</p>	
<p>Work with other Councils and the Municipal Association of Victoria (MAV) to further develop integrated ESD planning tools and applications.</p>	<p>Sustainable Environment Strategic Planning</p>	<p>Ongoing</p>	<p>More effective policy and regulatory environment in support of sustainable city development.</p>

2. SUPPORT COMMUNITIES TO LIVE AND WORK SUSTAINABLY

2013 Targets

- 5% decrease in the ecological footprint of the Hume community on a per capita basis.
- 25% of households report participating in sustainable living and/or working program within Hume.
- 10% of businesses report participating in sustainable living and/or working program within Hume.
- 50% of community organisations involved in or delivering a sustainable living and/or working program.



Objectives

Create low carbon communities

Create resource efficient communities

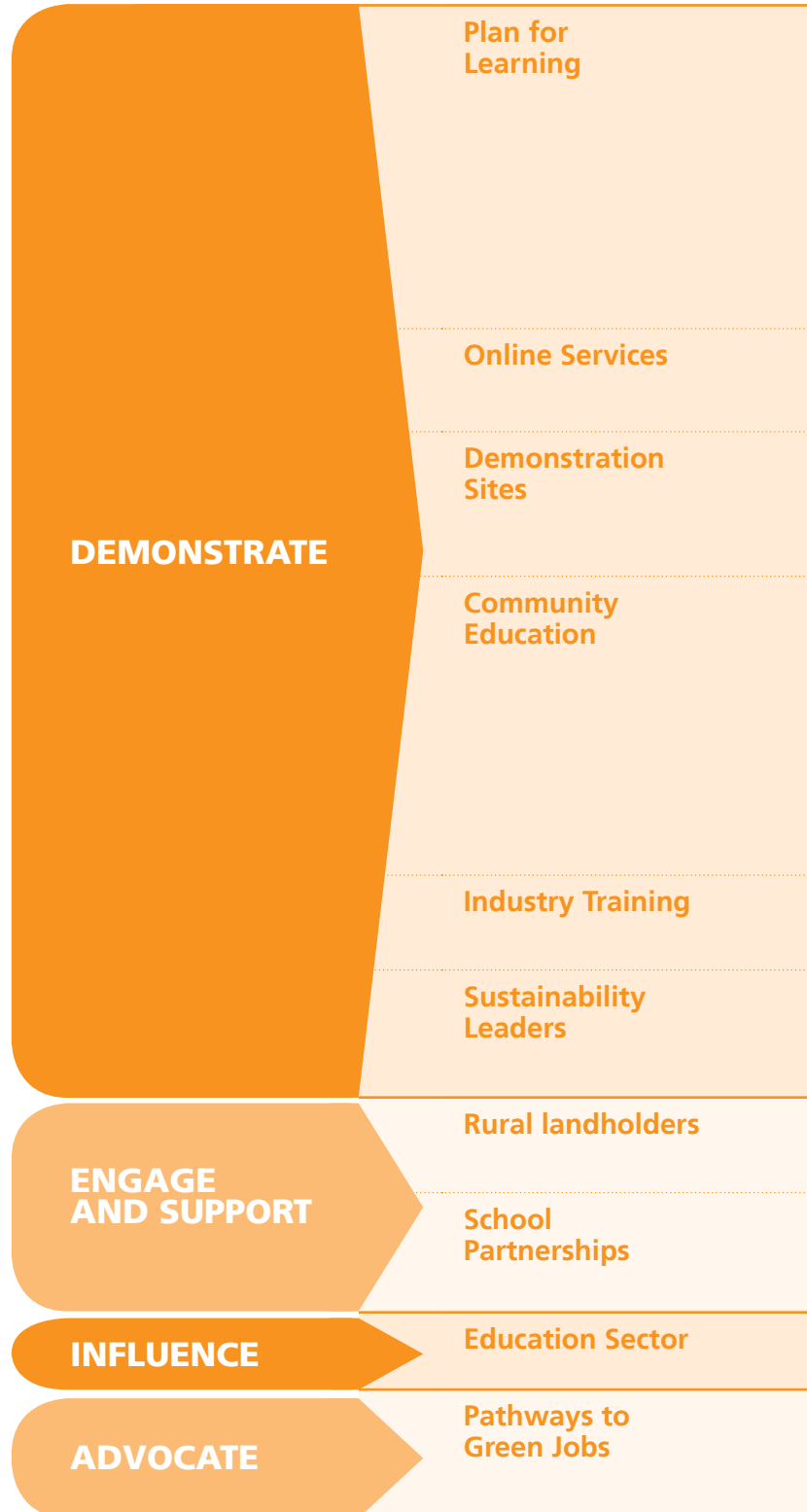
Provide socially just and inclusive solutions

Action	Responsibility	Timing	Outcomes
Develop and Implement Water Action Plan to support the community in reducing water consumption, in collaboration with water agencies.	Sustainable Environment	June 2009 Ongoing	<ul style="list-style-type: none"> Reduced water use and increased water efficiency.
<p>Develop a Hume Living Sustainably Program focussed on reducing consumption of natural resources, water, energy and waste. Features of the program include:</p> <ul style="list-style-type: none"> Linkages with programs and messages that highlight the health, business, financial and higher quality of life opportunities from living and working sustainably. Partnerships with community organisations, schools, businesses and other government agencies (e.g. water authorities). Targeted approach and benchmarks for different sectors including business (through the Business Efficiency Network), community organisations, schools and households. Mechanisms to address issues of diversity, access and equity. 	Sustainable Environment	June 2011	<ul style="list-style-type: none"> Integrated approaches to reducing community ecological footprint. Reduced waste – increase re-use of materials. Equity of solutions.
<p>Develop a local energy production and energy program as part of a Community Climate Change Strategy that seeks to improve the supply and security of renewable energy to the local community and businesses, including:</p> <ul style="list-style-type: none"> Mechanisms to enable residences, business and community organisations to reduce energy use, become more energy efficient and purchase renewable energy (e.g. bulk purchasing, use of community buildings for demonstration, giveaways, etc.). Developing targeted sector based programs, in collaboration with other agencies, to address issues of diversity, access and equity. Identifying and facilitating opportunities for renewable energy production at community scale in rural and urban settings. Mechanisms that support the Hume community in its transition from carbon based to renewable based energy supply. A Peak Oil response plan for the Hume community. 	Sustainable Environment	Dec 2010	<ul style="list-style-type: none"> Increase local renewable energy supply and security of supply. Achieve best practice in energy efficiency across Hume – residential, commercial/ industry, and transport. Significant reduction in carbon intensity of industrial, commercial and residential sectors.
Develop a Sustainable/Integrated Transport Plan focussed on enabling residents and workers a broader choice of affordable sustainable transport options and the sustainable transport of goods.	Strategic Planning	2009/10	<ul style="list-style-type: none"> More community services, facilities and work accessible by sustainable transport options. Increased efficiency of transport system. Reduced environmental impacts of transport.
Develop a program to support local food production, including community gardens, food production in the green wedge etc. and increase the capacity of the community to purchase food grown and processed in the local region.	Sustainable Environment Strategic Planning Economic Development	June 2011	<ul style="list-style-type: none"> Reduced environmental impacts of food provision.
Develop and implement a Community Climate Change Strategy to address both mitigation and adaptation.	Sustainable Environment	Dec 2010	<ul style="list-style-type: none"> Community engagement in the benefits of reducing carbon emissions from a liveability perspective as well environmental perspective.
Develop or sponsor demonstration sites that promote sustainable living options – linked to the sustainable places program and located in both new and existing areas.	Sustainable Environment	June 2010	<ul style="list-style-type: none"> Sustainability made easier for the community to engage and learn from.
Establish community baselines and reporting mechanisms.	Sustainable Environment	June 2010	<ul style="list-style-type: none"> Improved quality of information for planning and program design purposes.
Advocate for public transport options that provide frequent and extensive services across the City and are cost effective for commuters.	Strategic Planning	Ongoing	<ul style="list-style-type: none"> Reduced environmental impact of transport. Cheaper transport options for residents.
Advocate for and participate in the development of other mechanisms (e.g. improved urban and building design standards) to achieve reduced emissions over the longer-term.	Sustainable Environment Strategic Planning Urban Design	Ongoing	<ul style="list-style-type: none"> Reduced environmental impact of transport. Improved city functioning and reduced emissions.

3. SUPPORT COMMUNITY LEARNING AND ACTION

2013 Targets

- 20% of residents report (in annual learning community survey) having participated in a sustainability-learning program.
- 5% of businesses report having participated in, sponsored or delivered a sustainability learning program.
- 50% Council staff complete a sustainability learning program.



Objectives

Improve
community
sustainability
literacy

Develop
sustainability
leaders and
teachers

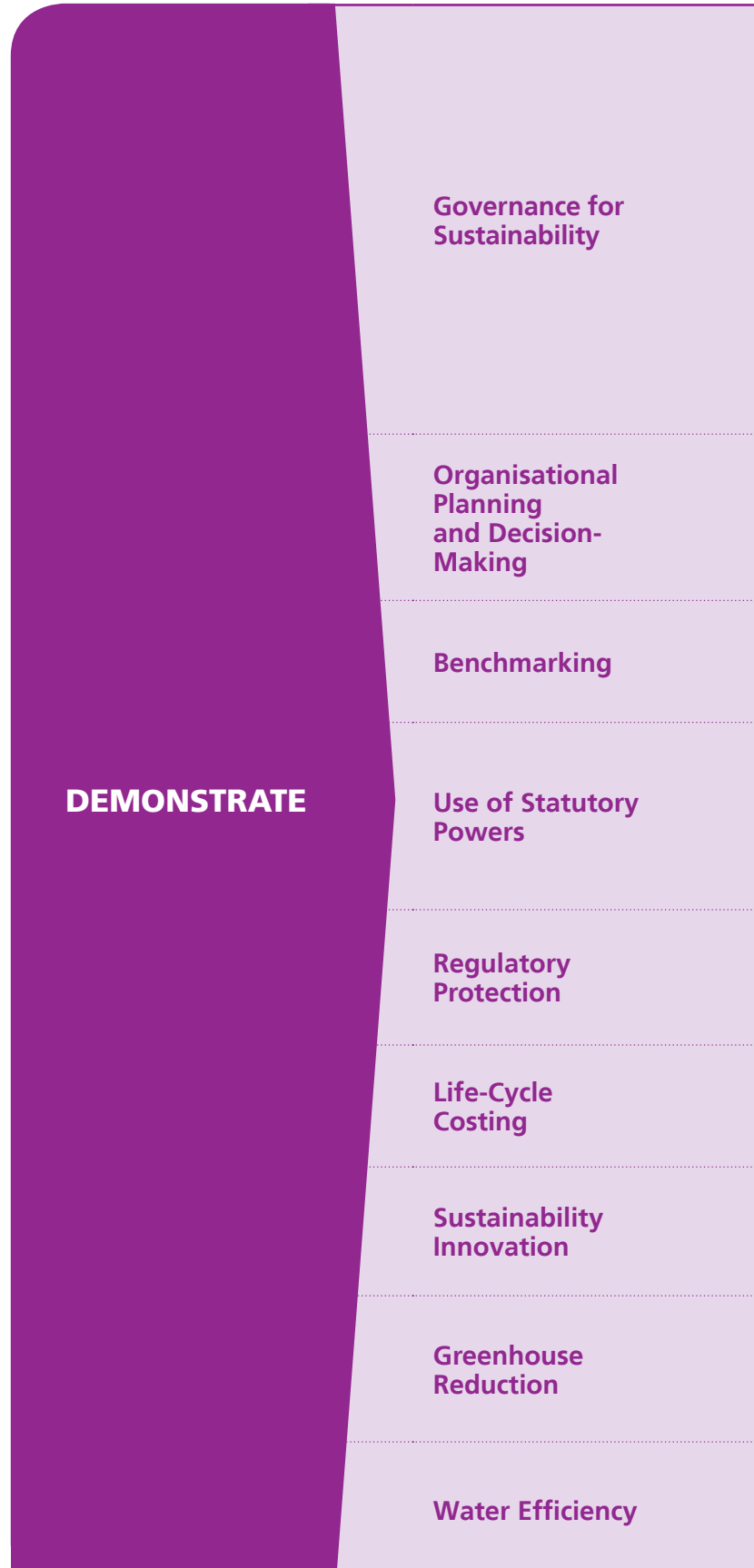
Enable
community
action

Action	Responsibility	Timing	Outcomes
<p>Develop a Sustainability Learning and Action Plan that is integrated with Council's Learning Together Strategy, and includes:</p> <ul style="list-style-type: none"> ▪ Identification of targets and means of capturing and communication of sustainability learning. ▪ Opportunities for leaders and program managers to initiate or integrate sustainable learning activities. ▪ Opportunities for stand alone sustainability learning activities and integration with existing programs and activities (e.g. Festival of Learning). ▪ Opportunities for learning with each major Council. 	<p>Sustainable Environment Learning community Marketing and Communications Facilities managers</p>	<p>Dec 2009 Ongoing</p>	<ul style="list-style-type: none"> ▪ Enables people to take actions.
<p>Build environmental education and access to information into Council's internet site to provide a conduit for the community to reliable information.</p>	<p>Sustainable Environment Organisation Planning and Improvement</p>	<p>June 2010</p>	<ul style="list-style-type: none"> ▪ Increased access to high quality information about environmental action.
<p>Develop demonstration sites and linked learning programs that address sustainability through the key themes of housing, transport, food, workplaces and industry, community places and rural and natural areas. This should link strongly to, but not be limited by, the Sustainable Places Action Plan.</p>	<p>Sustainable Environment Learning Community</p>	<p>June 2010 and Ongoing</p>	<ul style="list-style-type: none"> ▪ Sustainability made easier for the community to engage and learn from.
<p>Develop and sponsor community sustainability education campaigns – features of the program include:</p> <ul style="list-style-type: none"> ▪ Engage and educate through demonstration of what works and enables people to take action. ▪ Partnership approaches with community organisations, business, schools taking the lead. ▪ Integration with Sustainability Living Programs. ▪ Targeting to and within different sectors to ensure efficient use of resources. 	<p>Sustainable Environment City Communities Economic Development</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> ▪ Increased opportunities for lifelong learning throughout the community. ▪ Targeted well researched campaigns. ▪ Increased resources devoted to sustainability education. ▪ Sustainability education integrated with other learning. ▪ Grow a community that is literate in sustainability.
<p>Through the Business Efficiency Network develop a workplace sustainability learning program including: speakers, workshops, online resources etc..</p>	<p>Economic Development Sustainable Environment</p>	<p>June 2010</p>	<ul style="list-style-type: none"> ▪ Industry participation in sustainability learning.
<p>Develop community leaders and teachers through implementation of a sustainability leaders program.</p>	<p>Sustainable Environment Learning Communities</p>	<p>June 2011</p>	<ul style="list-style-type: none"> ▪ Sustainability learning a recognisable feature of community activity. ▪ Sustainability learning and action on a broader front.
<p>Educate and support rural landholders to manage land sustainably.</p>	<p>Sustainable Environment</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> ▪ Healthy rural land maintaining ecological processes and a sustainable level of productivity.
<p>Partner with local schools to develop a Hume Schools Sustainability program at appropriate year levels (including primary and secondary) that fosters both learning and responsibility and utilises a range of education providers.</p>	<p>Sustainable Environment Learning Communities</p>	<p>June 2010 and Ongoing</p>	<ul style="list-style-type: none"> ▪ Sustainability thinking in mainstream curriculum.
<p>Further develop relationships with primary, secondary and TAFE sector to develop greater integration of sustainability learning.</p>	<p>Sustainable Environment Learning Communities</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> ▪ Sustainability thinking in mainstream curriculum.
<p>Seek to establish a tertiary course with a sustainability focus in Hume focused on pathways to green jobs and industries within Hume.</p>	<p>Economic Development Sustainable Environment</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> ▪ Support for green jobs and industries in Hume. ▪ Local skills and career pathways in green jobs.

4. BUILD COUNCIL SUSTAINABILITY LEADERSHIP

2013 Targets

- 10% reduction in energy use and greenhouse gases emissions.
- 5% reduction in water use.
- 5% reduction in waste and material use.



Objectives



Action	Responsibility	Timing	Outcomes
<p>Review procedures to keep Councillors informed and engaged in sustainability, including:</p> <ul style="list-style-type: none"> Environmental considerations in all Council reports. Environmental sustainability implications of decisions including life cycle costing. Continue the Sustainability Taskforce, with Councillor representation, providing strategic sustainability assessments and monitoring Council performance. Ways to develop Councillor understanding of sustainability issues such as briefing notes, use of guest speakers. Regular sustainability and State of Environment reporting – possibly integrated into an annual Sustainability Report. Involvement of Councillors in Hume sustainability events and programs. Community feedback and reporting. 	<p>Sustainable Environment Corporate Services</p>	Commence 2009 and ongoing	<ul style="list-style-type: none"> Councillors confident in discharging their responsibilities. More strategic and integrated approach to environmental sustainability.
<p>Establish and assess processes to ensure that sustainability is incorporated into Council's planning and decision-making.</p>	<p>Executive Management Team Organisation Planning and Improvement Infrastructure Planning Finance Sustainable Environment</p>	Dec 2009	<ul style="list-style-type: none"> Integrated approaches to planning and program delivery.
<p>Establish environmental sustainability benchmarks for new developments, redevelopments, programs and service delivery to drive innovation in sustainability.</p>	<p>Transit City and Urban Design Sustainable Environment Strategic Planning</p>	June 2011	<ul style="list-style-type: none"> Improved planning, monitoring and evaluation. Increased leadership role and innovation.
<p>Include environmental sustainability benchmarks in the Hume Planning Scheme to ensure sustainability is incorporated in developments at both strategic and statutory planning stages. Benchmarks include: urban design, building design and construction, transport provision, energy use and generation, water use and treatment, provision of local services and integration with the natural environment.</p>	<p>Strategic Planning Sustainable Environment</p>	Dec 2010	<ul style="list-style-type: none"> Rapid uptake of sustainability. Reduction of barriers. Consistent approaches.
<p>Utilise appropriate regulatory powers to ensure environmental protection.</p>	<p>Sustainable Environment Statutory Planning Services Subdivisions</p>	Ongoing	<ul style="list-style-type: none"> Meet community expectations for environmental protection.
<p>Establish procedures for life-cycle costing of all major Council investments that includes assessment of up-front capital and ongoing maintenance and servicing costs and benefits on all options.</p>	<p>Projects and Contracts Management Infrastructure Planning Sustainable Environment</p>	June 2010	<ul style="list-style-type: none"> Long term approach to city development. Sound financial management.
<p>Develop methods internally and with external agencies to develop integrated approaches service and program delivery including sustainability innovation workshops, competitions and awards and Incentive programs.</p>	<p>Executive Management Team Sustainable Environment</p>	Ongoing	<ul style="list-style-type: none"> Rapid uptake of sustainability. Reduction of barriers. Increased leadership role.
<p>Implement and regularly update Council's Greenhouse Action Plan to reduce emissions from Council's services and programs to the community.</p>	<p>Sustainable Environment</p>	June 2009 Ongoing	<ul style="list-style-type: none"> Reduce greenhouse gas emissions. Council operations to work towards zero net emissions by 2020.
<p>Council facilities and parks to demonstrate best practice in terms of water use and reuse through the incorporation of specifications in tenders, contracts and management.</p>	<p>Sustainable Environment Parks Leisure Projects and Contracts Management</p>	Ongoing	<ul style="list-style-type: none"> Leadership in water management.

4. BUILD COUNCIL SUSTAINABILITY LEADERSHIP CONTINUED

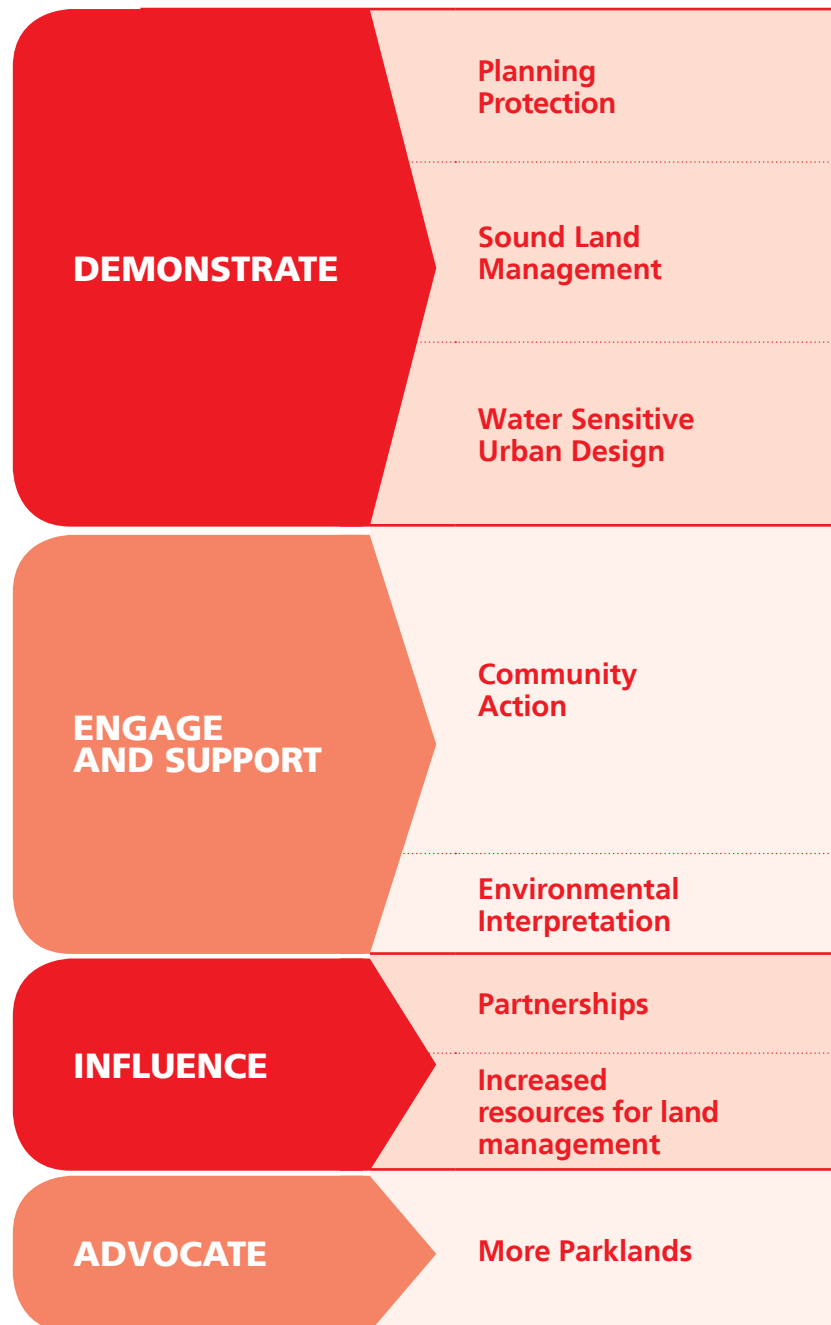


Action	Responsibility	Timing	Outcomes
Develop Council's EcoBuy program, including, targets, awareness raising and training on environmental purchasing.	Sustainable Environment Finance Human Resources	June 2009 Ongoing	<ul style="list-style-type: none"> Reduced resource consumption.
Review staff travel program (to and from work and for work purposes) to enable staff to use more sustainable transport options.	Sustainable Environment Services Human Resources Strategic Planning	Dec 2010	<ul style="list-style-type: none"> Reduced environmental impact from staff travel.
Investigate and implement sustainability opportunities in the design and development of civil infrastructure including: drains, road design, reserves, parks and reserves, recycled water, energy conservation, street lighting, materials re-use etc..	City Infrastructure Division Sustainable Environment	Dec 2010 Ongoing	<ul style="list-style-type: none"> Measurable reductions in environmental impact of infrastructure development and operations.
Review the role of Sustainable Environment Department to support an integrated approach, including role in: <ul style="list-style-type: none"> Leading change and driving innovation. Developing and conducting internal and external environmental programs and service delivery. Cross-organisational (project) teams. Monitoring whole of Council performance. 	Director City Sustainability	2009	<ul style="list-style-type: none"> Clarity of roles for leading and delivering sustainability change agenda. More effective program and service delivery.
Incorporate Sustainability objectives into the Human Resources Strategy including consideration of: <ul style="list-style-type: none"> Reward and recognition of sustainability initiatives and achievements. Sustainability outcomes within KPI's. Sustainability within selection criteria and position descriptions. Induction program and procedures, including an online induction module. Training and development programs. Strategic sustainability HR advice and planning. 	Human Resources Sustainable Environment	Dec 2009	<ul style="list-style-type: none"> Staff capability to deliver on sustainability commitments. Processes and systems in place to support sustainability initiatives. Positioning Human Resources as a key driver in environmental sustainability.
Identify and support sustainability champions across all parts of Council.	CEO EMT	Dec 2009	<ul style="list-style-type: none"> Greater prominence of sustainability agenda. Increased take up of sustainability initiatives.
Include questions on environmental sustainability performance in annual staff survey and other staff feedback fora.	Research	2009	<ul style="list-style-type: none"> Regular staff feedback and input into sustainability directions.
Integrate sustainability into Council's internal communications strategy.	Marketing and Communications Sustainable Environment	Dec 2009	<ul style="list-style-type: none"> High level of staff engagement and knowledge of sustainability initiatives.
Include high environmental standards and measures in all contracts.	Projects and Contracts Management Sustainable Environment	Ongoing	<ul style="list-style-type: none"> Influence on the supply chain.
Prepare a regular State of the Environment Report for Council and the community to monitor and evaluate Hume's performance in caring for the natural environment and reducing environmental impact. The report is based on an annual audit of quality of environment component of all programs and services against established benchmarks.	Sustainable Environment	Ongoing	<ul style="list-style-type: none"> Detailed knowledge of environmental performance.
Develop an Annual Environmental Sustainability Report that includes current SoE reporting, plus measurement of the Environmental Sustainability Framework and incorporate within Council's Annual reporting.	Sustainable Environment Research Marketing and Communications	June 2010 Ongoing	<ul style="list-style-type: none"> Fuller picture of the State of the Environment and measures to reduce Hume's ecological footprint as well as care for the natural estate.
Engage with neighbouring Councils and relevant agencies to improve the use of regulatory powers and programs to improve environmental protection within Hume.	Sustainable Environment	Ongoing	<ul style="list-style-type: none"> More effective and efficient use of resources and outcomes. Better outcomes for the environment.
Advocate, through collaborative projects, legislative and policy proposals etc. for outcomes that deliver high environmental standards and adequate environmental protection.	Sustainable Environment	Ongoing	<ul style="list-style-type: none"> Increased likelihood of long term sustainability.

5. PROVIDE STRONG ENVIRONMENTAL STEWARDSHIP

2013 Targets

- Improvement in water quality.
- Maintenance of Biodiversity values.
- 5% increase in membership of community groups engaged in environmental stewardship.



Objectives



Action	Responsibility	Timing	Outcomes
Review environmental controls within the Hume Planning Scheme and undertake amendments to ensure that natural values, including waterways, habitat zones and landscape values, are adequately protected across the City (within and beyond the UGB).	Strategic Planning Sustainable Environment	Dec 2010	<ul style="list-style-type: none"> ■ Hume Planning Scheme protects natural values.
Develop and implement management plans that accord with the principles in the Natural Heritage Strategy and Sustainable Land Management Strategy, including the strategic establishment of habitat.	Parks Sustainable Environment	Dec 2009 Ongoing	<ul style="list-style-type: none"> ■ Protection of biodiversity, landscapes (geological features, views, waterways, groundwater, etc) and ecological services (clean water, clean air, soil functioning etc.).
Apply water sensitive urban design to all developments to protect water quality.	Subdivisions Statutory Planning Strategic Planning Sustainable Environment Projects and Contract Management	Ongoing	<ul style="list-style-type: none"> ■ Waterways protection. ■ Improved water quality.
Support the community (friends groups, schools, Landcare groups, etc.) in activities that foster a greater understanding and care of natural heritage with information and resources (community grants). Engage residents, schools, businesses, community organisation in the physical protection, restoration and upkeep of the natural environment, re-vegetation works, walks and talks, tree plantings etc.. Support the formation or expansion of community groups that encourage greater CALD community involvement in understanding and caring for the natural environment.	Sustainable Environment Social Development	Ongoing	<ul style="list-style-type: none"> ■ Increased community understanding and appreciation of the natural environment. ■ Greater community involvement and partnership with Council.
Prepare and implement an Interpretation strategy for Hume's natural heritage to enable the community to engage with Hume's natural heritage in a meaningful way.	Sustainable Environment Marketing and Communications	June 2011 Ongoing	<ul style="list-style-type: none"> ■ Increased community understanding and appreciation of the natural environment.
Seek external funding and support for landholders to undertake management works that protect and enhance natural values and ecological systems.	Sustainable Environment	Ongoing	<ul style="list-style-type: none"> ■ Partnership approach to land management.
Educate and support rural landholders to manage land sustainably.	Sustainable Environment	Ongoing	<ul style="list-style-type: none"> ■ Healthy rural land maintaining ecological processes and a sustainable level of productivity.
Advocate for regional parklands for Hume that provide both open space and protect natural values with appropriate management arrangements and funding.	Sustainable Environment Strategic Planning Leisure and Youth Services	Ongoing	<ul style="list-style-type: none"> ■ Increased environmental protection. ■ Greater opportunities for community to participate and benefit from natural values.

