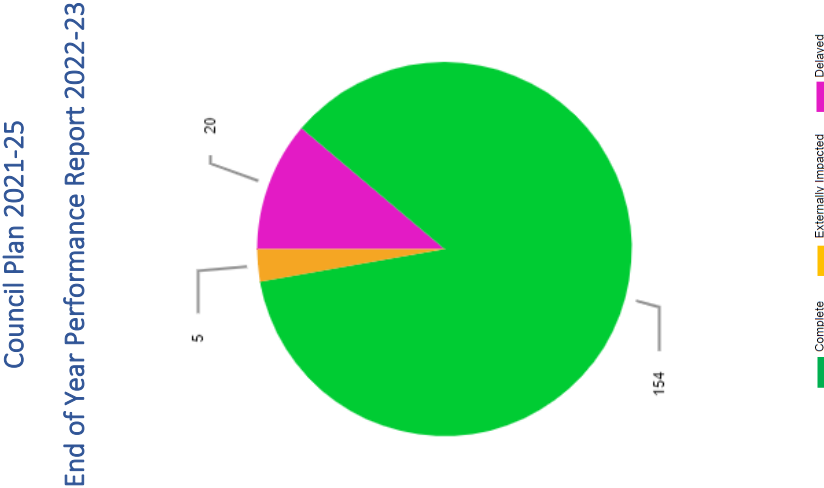


4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)



4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)



4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Strategic Objective 1: A socially connected, safe and healthy city

Action	Annual Comment	Status
Deliver initiatives that raise young people's awareness of drug and alcohol related harms	Youth and Family Services conducted many activities including Party Safe Workshops, Alcohol and other drug awareness campaigns, and partnerships with Monash Health, Quit, Cardinia Council and the City of Casey. In total 8,417 contacts were made throughout the year.	
Enhance strategic partnerships and collaboration to address negative impacts of alcohol use and sales	Quotations and design drafts have commenced on Council's NO Drinking Alcohol In Public campaign which will be launched at the end of the year in conjunction with the repeal of public drunkenness offences. Council has assisted South East Links to produce a draft of the new Catchment-based AOD Three-Year Action Plan, to commence implementation in July 2023, and also progressed the review of its Alcohol Management Policy in consultation with VicHealth and the Alcohol and Drug Foundation. The national stakeholders Online Alcohol Advertising Community of Practice that Council is represented on has developed advocacy position papers to increase industry compliance with online advertising targeting young people.	
Partner with health organisations such as Monash Health and Quit Victoria to increase access to smoking cessation supports and deliver initiatives to support people to quit or reduce smoking	Greater Dandenong worked in collaboration with Monash Health, Cardinia Shire Council and Casey Council to deliver an educational webinar on the impacts of vaping. The webinar was held in June 2023 with over 400 registrations. The session successfully covered up-to-date and accurate information, trends and risks of e-cigarettes/vaping, ways to support young people, as well as practical strategies to address this priority area. Council also supported Quit Victoria's Geo-targeting Anti-Smoking Campaign messaging with partners and community organisations.	
Coordinate tobacco control activities to meet service and funding requirements in accordance with the Municipal Association of Victoria service agreement	The annual program is finalised and there were only three purchases in the sales to minor scheme showing distinct improvement on the previous 11 sales. This is an expected outcome given the extensive education and advice provided to businesses this quarter. Breaches identified at Hospitals were reported to on-site security as directed.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Support liquor licensees and collaborate with other authorities to implement policy and legislation to reduce alcohol harms in the community	The Greater Dandenong Liquor Accord met on 6 June and discussed producing an information and referral resource card on gambling and alcohol support services to be available for distribution to patrons in their venues. Council also attended a forum held by the new Victorian Liquor Commission (VLC) for Accord organisers. Council has commenced building linkages with the VLC's compliance and education units to provide more comprehensive responses to liquor compliance breaches in CGD. Council also undertook 14 social impact assessments of liquor license planning permit applications during 2023.	
Update Council's Local Law, when required, to ensure it is meeting the community's expectations regarding alcohol controls in the public realm	This action was completed in September 2021. Council is reviewing alcohol controls in the public realm within a current Local Law review.	
Advocate and support local residents with a disability to successfully find paid employment through participating in the Australian Network on Disability (AND)'s "Stepping Into" paid internship program and any other associated disability employment initiatives that can then be promoted to the local business community	Council hosted the ninth intern through the "Stepping Into" paid internship program that provides valuable work experience to a person with a disability as well as increasing understanding of disability in the workplace. Employment opportunities inclusive of people with a disability as well as those specifically seeking people with lived experience of disability have been promoted through networks. Additionally, access to programs that support employers as well as the person with a disability, such as Job Access, have promoted to local businesses and the community with Council able to demonstrate experience in this area. Council has also been successful in partnering with Sport4All (part of Get Skilled Access) in a program funded by the Australian Government to support mainstream clubs and schools to build awareness around disability inclusion. The motto 'any sport, anywhere, for anyone' guides Sport4All's vision of giving people with disability the opportunity to participate in sports when, where and how they choose.	
Provide and profile supports to the carers of people with a disability	Council has completed a project funded by the Victorian State Government focusing on how best to support carers of all ages including significant consultation with carers. Frontline staff have completed training and Council is now designated as a Carer Friendly Council. Information about supports for carers has been updated and improved on Council's website.	

Complete Externally Impacted Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Provide support and information to residents on how to access the NDIS to help maximise their understanding and knowledge	Council provides regular information to members of the Disability Advisory Committee on any NDIS service changes for members to disseminate to their own networks and groups and publishes a regular Disability e-news to over 300 subscribers that provides updates on all disability issues including the NDIS. The Community Inclusion Officer (Disability) attends and coordinates several local meetings of disability support groups and organisations to share information and support locally based initiatives and activities. Council also works with the NDIS advocating for accessible information for our local residents. Community Care has received additional funding to assist people to transition to the NDIS or to utilise their plan and this additional funding has helped over 50 people to apply for the NDIS.	
Complete and execute outstanding and new Joint Use Agreements between the Department of Education and City of Greater Dandenong.	Council has four facilities used by community clubs that are located on Department of Education and Training land. For the use of these sites a Community Joint Use Agreement is required between Council, the School and the Department. One agreement has now been finalised and executed with another agreement almost at execution stage. The last two agreements are with the same school but on different campuses, and a draft agreement has been prepared for one and the other is currently being reviewed by the school.	
Implement the year three actions of the 'Make Your Move' (MYM) Greater Dandenong Physical Activity Strategy to improve health outcomes for our diverse and multicultural community	Highlights include: - Endorsement of a MYM Gender Equity Guide and education with sporting clubs - Three year action plan to increase participation in walking and cycling is complete - Completion of health analyses for all major sports - Engagement activities to increase the participation in MYM initiatives of young families, new parents and communities where English is a second language - Staff initiatives to increase physical activity including sports equipment and lunchbox sessions with South East Leisure.	

 Complete
 Externally Impacted
 Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Expand Council volunteering opportunities through enhanced promotion of the program and positive community impact	Volunteering opportunities were successfully promoted through a range of digital and social media marketing. Greater Dandenong Volunteer Resource Service, engagement with Council staff, and participation in Greater Dandenong's first Volunteering Expo. The focus was on highlighting the importance and positive impact of volunteering, which has generated increased volunteer enquiries and participation. Wide stakeholder engagement in the development of Council's First Volunteering Strategy has further assisted with raising awareness and promoting Council's commitment and support to volunteering.	
Support initiatives that promote meaningful volunteering opportunities in the community	The Greater Dandenong Volunteer Resource Service (GDVRS) has continued to provide information, matching and referral services including ongoing face-to-face, phone and online support to community members and potential volunteers. The service operates five days per week and continues to be promoted online, through social media, and with in-person availability at Springvale Hub every Wednesday. 122 agencies are registered with, and supported by, GDVRS and a total of 341 interviews were conducted, coupled with 27 training sessions attended by 212 participants. The First Volunteer Expo was organised in May.	
Support, train and recognise Council volunteers through diverse mediums	All volunteers were provided with one-on-one support, online and group sessions to complete mandatory Child Safe Standards training. Regular training sessions were conducted, with individual and group support available. Two volunteer appreciation events were organised to celebrate the contribution of Council volunteers. All volunteers can access Council's new benefit scheme which provides discounted rates to local leisure centres.	
Utilise volunteers to help raise community awareness on the positive impact of physical activity	Make Your Move Ambassadors are volunteers from the community selected through an EOI process to represent the community and encourage healthy living. Ambassadors from the 2022-23 campaign were farewelled in Q4 and a new group of ambassadors from the community selected and introduced. The ambassador program awareness is growing and with an increase in exposure across the municipality in the coming year, it's hoped this will bring more campaign awareness also to 'Make Your Move'.	
In partnership with Launch Housing and other sector stakeholders implement a 'Functional Zero' model of homelessness support in Greater Dandenong	Council has continued its partnership with Launch Housing on the Dandenong Zero Rough Sleepers Project. The By Name List (BNY) has played an important part in engaging with rough sleepers and understanding their needs and challenges. Advocacy to the State Government and local housing agencies continues to increase the availability of long-term and secure housing for this cohort of people.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Finalise and commence implementation of the Climate Change Community Engagement and Mobilisation Plan (CEMP)	This project has progressed however has been delayed as a result of a Councillor Notice of Motion that required an additional round of community consultation. As such, the intention is to finalise the CEMP by the end of 2023 and commence implementation in early 2024.	
Partner with Melbourne City FC and City in the Community to develop and deliver aligned programs that focus on community outreach, engagement, participation and business networking	Ongoing collaboration between Council and the MCFC/CITC continues to identify and deliver aligned programs in Greater Dandenong that focus on community outreach, engagement, participation and networking.	
Promote and support, via strategic partnerships, the delivery of community initiatives that encourage healthy and sustainable lifestyles for people to achieve positive physical and mental wellbeing	The Community Advocacy Team contribute to the South East Food and Nutrition Network, Healthy Sports Club program and map activities with the South East Public Health Unit planning team, as well as working with the Department of Health and the South Metro Health Planners working group. These efforts have included strategic planning and the promotion of healthy eating and active living initiatives and messages, through internal and external health and wellbeing networks, with health stakeholders and community groups/organisations.	
Support engagement, transparency and accessibility of Council's grant programs	A total of 133 Community Response Grants Program and 149 Community Support Grants applications were received and processed. Regular contact and support continues to be extended to grant recipients and prospective applicants. The Community Funding Program Review is currently underway to assess each of Council's community funding-related policies and their appropriateness, and to propose improvements for the future. The Outcomes engine was utilised in Council's application and acquittal forms and the outcomes and metrics on funded projects will be shared shortly through the first Impact Report.	
Support the establishment and transition of South East Leisure in the management of Council's major aquatic and recreation facilities	South East Leisure has now completed its first year of management of Council's four major leisure facilities. The transition from the previous facility operator to South East Leisure has been completed.	

Complete Externally Impacted Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Support the implementation of the Greater Dandenong Social Prescribing Network Pilot initiatives through regular network meeting attendance and linkage with other Council service programs	Regular referrals from the Network have continued and quarterly meetings conducted. A number of referrals have complex issues which has required additional engagement and support. The Social Prescribing Officer at Springvale Neighbourhood House and Council's Community Connector officer liaise and where possible access other specialist agencies to assist. Concerns have been expressed regarding the availability of support options for people seeking asylum who are not eligible for federal government support and through the Mayoral Taskforce Council continues to advocate at the federal government level seeking to address these inequalities. General Practitioner referrals began slowly in the first half of the reporting year however more now are being received.	
Commence implementation of the newly created Community Safety Plan	Formal endorsement of the draft Community Safety Plan 2023-26 is delayed awaiting an external consultant's review of other Council's safety models and structures. The consultant's report and recommendations will be available for Councilor discussion in late August.	
Implement the Domestic Animal Management Plan and associated Cat Strategy	The Domestic Animal Management Plan (DAMP) was completed along with the Cat Management Strategy. Improved initiatives include: - Increased education program to further encourage responsible pet ownership and increase pet registrations - Review of off leash parks - Subsidised pet desexing - Development of a cat curfew - Subsidised pet registrations and free first time registration.	
Manage and maintain Council's CCTV Safe City program	Council's Public Space CCTV system and program underwent an internal and external review and audit which highlighted areas for improvement. Suggested changes to the policies have also now been submitted for review. Further innovations and improvements to the system will be actioned in accordance with the available budget for the next financial year.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Promote physical and social activity in local streets including the roll out of the Street Parties Framework	The 1000 Play Streets campaign has been launched and a number of events held. Place making initiatives, particularly in Noble Park, are successfully utilising streets/car parks and laneways. A video promoting 1000 Plays Streets was released and a partnership with the Toy Library included within the material. The grant with Play Australia resolved.	
Update Council's Local Law to include anti-social and criminal behaviour	A full review of Local Law No2 is due to commence in July 2023.	
Participate in consultations with the Commonwealth Government and the Aged Care sector regarding the design of the new Support at Home Program that is being developed in response to the Royal Commission into Aged Care Quality and Safety to ensure that the needs of Greater Dandenong older residents are considered	The Commonwealth Government has provided regular opportunities for consultation with the aged care sector, clients and other key stakeholders in the further development and refining of the Support at Home model over the past year. Council officers have participated in a range of consultations at the national, state and regional level with representatives of the Commonwealth Department of Health and Ageing where they have provided feedback. In response to concerns raised by the aged care sector regarding the need for significant lead time to transition successfully to the new model of In-Home Support Services the Commonwealth Government has announced that the new model of In-Home Support will now commence in July 2025. Council will continue to participate in any further consultations and meetings about the new model to assess what the changes mean for both Council as a provider and for the community and provide feedback any concerns Council has on the proposed new model.	
Report back to Council on the key recommendations coming out of the Future Directions for Community Transport project to inform the redevelopment of Council's Community Transport Program into the future	The day trip program continues to be well received by older residents with the milestone 100th day trip occurring in 2023. Varied day trips continued to be offered including local luncheon and health and well-being activities as well as longer full day trips. Following the completion of the Social Connections in Older People survey, several local, educational activities have been implemented and have proven very popular. The survey also verified that access to safe, reliable and appropriate transport is a significant factor for older people participating in a community activity. Whilst the Bus Loop trial has commenced, utilisation of this new initiative has not been as high as anticipated, therefore further consultation will be undertaken with the community on their Community Transport needs. This will form part of the consultations about to commence regarding the current and future needs for aged services that will inform the development of the Options Paper regarding Council's future role in aged services. Councillors will be updated in July as to the initial findings of the Bus Loop Trial.	

 Complete  Externally Impacted  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Support and encourage older residents to understand the importance of maintaining social connections, assist senior's clubs and groups to recommence club activities together and increase the range and number of social activities provided by Council	Council has increased the number and range of activities for older people, including leisure activities, day trips and educational sessions to address the need for social connection. Council has promoted the importance of maintaining social connections through the introduction of the "Living Well - Positive Ageing in Greater Dandenong" bimonthly newsletter which highlights a range of Council programs focused on social connections for older people as well as information about services and supports for older people at a local, state and national level. Council has recently undertaken a consultation with our older residents, focused on how older people make and maintain social connections and what types of activities they would like Council to offer. This consultation has formed the basis of the Seniors Festival and ongoing activities focused on health and wellbeing. Additionally, Council has been supporting Seniors groups to resume meeting together, and for some groups supporting the development of alternative models for social connection by linking them to neighbourhood houses, libraries and other services and programs.	
Undertake a review into the impacts of the new Support at Home Program Model, once announced, on both the community and Council's role as a service provider for Council's consideration post June 2023	Due to delays in the finalisation of the Support at Home model there has also been a delay in commencing the review. Council has however resolved to undertake a significant consultation process with our community, staff and other key stakeholders to identify the current and future needs of our community for aged care services. The results of these consultations will then inform the development of an Options Paper which will be presented to Council for their consideration. The Commonwealth Government has announced a further 12-month delay in the implementation of the new Support at Home model until July 2025 and the final details of the new model are now not due until late 2023. Consideration is now being given to extending the timelines for the completion of the Options Paper so that the final details of the model can assist the development of the Options presented to Council.	
Complete the business case and concept design for Dandenong Community Hub	The Dandenong Community Hub business case was completed and Option Two of the concept designs was endorsed at the Council Meeting on Tuesday 11 April. The project will now proceed to the detailed design stage and further community consultation is currently scheduled for 2023-24. Construction will be subject to funding. Council's website maintains a Hub project information page: https://www.greaterdandenong.vic.gov.au/works-and-projects/dandenong-community-hub-project	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Develop a Keysborough South Community Hub Strategy and Action Plan	The draft Strategy has been prepared, however public consultation for the Strategy has been delayed to coincide with the commencement of the construction of Keysborough South Community Hub.	
Implement and renew the Springvale Community Hub Action Plan	The new Springvale Community Hub Action Plan was finalised in August 2022 after community and internal consultation. A range of actions are currently being completed, including support for local community groups to implement small events at the Springvale Community Hub.	
Progress the construction of the Keysborough South Community Hub	Council is still awaiting a building permit which is expected to be issued in the next month. The awarded contractor has commenced site establishment and is pre ordering long lead materials. The construction is expected to be completed by end of June 2024.	
Oppose electronic gambling machine applications to the Commission for Liquor and Gambling Regulation, where instructed by Council	No applications were received for new electronic gambling machines or venues in Greater Dandenong during this year, with the result that no action other than maintaining background information was required.	
Support community-based initiatives to address gambling harm and inform residents about the impacts of gambling and sources of assistance	Throughout the year support has been provided to Gambler's Help Southern in the conduct of initiatives to inform the community and staff at local welfare and community agencies about the nature and hazards of gambling, and sources of assistance. This includes a major forum conducted in Dandenong for multicultural workers which addressed how information may be disseminated amongst cultural communities within Greater Dandenong.	
Support the Alliance for Gambling Reform with its advocacy campaigns and data on gambling trends	The Alliance has been supported through advocacy to the State Government in favour of compulsory precommitment, and through the provision of up-to-date information about gambling losses, Electronic Gaming Machine densities, club community contributions and other information relevant to its advocacy programs.	
Deliver programs and services that support vulnerable families, including those at risk of or experiencing family violence	Family Services engaged 187 families, providing 11,931 contact hours of support. An additional 645 contacts through additional programming including drop in engagement sessions and resilience building programs.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Support parents and their children to access the Supported Playgroup program and community playgroups	Since the COVID-19 lockdowns attendance is slowly rebuilding and in 2023, due to the free three year old kindergarten, most older children started kindergarten. Most playgroup attendees are babies and toddlers. Across the supported playgroups and community playgroups, the total attendance has dropped to become small groups.	
Deliver Council-led initiatives in the community to prevent and address family violence	1,237 contacts were made across a range of initiatives including workshops on cyber abuse and consent, network meetings and promotion of online resources.	
Document and inform the community about the nature and impacts of family violence and sources of assistance	Information concerning the nature and impact of family violence and sources of assistance were disseminated as brochures at events and to targeted agencies, as videos on the Council screens, through the Council website and in the promotion and conduct of the annual Greater Dandenong Walk against Family Violence.	
Support community projects to address and prevent family violence	Council has supported community projects through its grants program, through its support to Women's Health in the South-east, in its work to advance gender equality and prevent family violence throughout the region, and by the distribution of information about family violence trends and gender inequality to local government and community partners.	
Continue the delivery of the Sleep and Settling Initiative extending to all funded age groups	All families are invited to attend a Sleep and Settling Session for their infants/children at the newborn, 6-8 months and 18-24 month sessions. Groups are offered both online and face to face and families requiring additional support are offered Outreach visits in their home.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Deliver preventative health activities to Aboriginal and Torres Strait Islander families through the New Directions project	Annual activities included: - four Balit Booboo Narkwarren (Baby Makes Three Adaptation) training days completed; - Four Balit Booboo Narkwarren Communities of Practice sessions completed with newly trained facilitators; - Swimming for Bubup sessions completed across Casey Race, and Frankston PARC (8 weeks at both centres, approximately 25 children with adults attended); - NAIDOC week and Reconciliation Week events attended and supported - 3 Community events in partnership with Community Partners, Health Yarners and Mums, Dads and their families; - Antenatal & Lactation Yarning group sessions with health yarners, Mums and Dads (6 weeks); - Postnatal Mental health and wellbeing yarning group at Nairn Marr Djambana (6 weeks). All groups and activities included cultural engagement activities and were supported by primary health care health yarners to receive information about maternal and child health, immunisation, lactation, postnatal and antenatal care, tackling indigenous smoking, dental and hearing checks.	
Expand the Enhanced Maternal and Child Health program to include service offerings to address identified gaps in mental health and family violence	A total of 3,366 hours of service delivery were provided. Staffing shortages, ongoing COVID-19 leave and sick leave impacted the ability of the team to reach the funded total hours. A Mental Health Clinician commenced with the program in June and planning is underway to recruit a family violence worker in 2023-24.	
Implement the VicHealth Local Government Partnership health promotion modules Vic Kids Eat Well and Healthy Kids Advisor initiatives, to improve mental wellbeing, increase healthy eating and physical activity levels of children and young people	The implementation of the VicHealth Local Government Partnership health promotion modules is well underway with several projects complete. Council has incorporated the VicKids Eat Well initiatives into this program by supporting the Healthy Kids Advisor.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Monitor and report on the percentage of children fully vaccinated according to their age, through to five years old, according to the Australian Immunisation Register (AIR)	Vaccination coverage rates have remained relatively stable. Council has commenced a project funded by South Eastern Melbourne Primary Health Network to look at children showing as overdue for vaccination in CGD from July 2023. This will provide more information on the reasons children are not up to date with vaccinations and aims to bring their vaccination status up to date. The most recent data for immunisation rates is: Cohort 1. (12-15 months age group) 92.97% (up from 92.27% at previous quarterly measure). Cohort 2. (24-27 months age group) 88.59% (down from 89.11% at previous quarterly measure). Cohort 3. (60-63 months age group) 92.42% (down from 93.15% at previous quarterly measure).	
Monitor the State Government response to the recommendations of the Royal Commission into Victoria's Mental Health System	A final report was presented to the Executive Team and Councilors regarding Council's promotion of local mental health services and supports; prospective funding opportunities; as well as the appointment of additional funding and services to support the Greater Dandenong Community and South East Melbourne. Youth and Family Services will continue to monitor the implementation of the recommendations of the Royal Commission into Victoria's Mental Health System and maintain regular updates to key services and supports captured on Council's website.	
Support the mental health of young people and families through providing flexible and responsive interventions and raising awareness of available supports	Family Services: - engaged 187 families providing 11,931 contact hours of support - responded to 467 intake enquiries - ran social media campaigns which reached 14,891 contacts Youth Services engaged 269 contacts through activities including phone check ins and social media messaging.	

Complete Externally Impacted Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Advocate to food charities for improved supply of affordable, healthy and culturally appropriate food supplies	Council continues to partner with Foodbank to bring additional food to the community. Since the Partnership began an additional 1,000 families have received culturally appropriate food. Foodbank are connected to six additional agencies within the municipality. Food relief agencies within Dandenong are stretched beyond capacity and agencies report having difficulties raising donations. In partnership with Foodbank and Anti-Poverty consortium agencies Council is exploring sustainability for future food relief initiatives.	

 Complete
 Externally Impacted
 Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Strategic Objective 2: A city that respects and celebrates diversity, our history and the arts

Action	Annual Comment	Status
Implement Council's Reconciliation Action Plan (RAP)	Council has supported the coordination of two Aboriginal Community Forums across the year, hosting the Koorie Statewide Netball and Football Carnival, as well as the Statewide NAIDOC Koorie Junior Basketball Carnival. Further support has been provided with the development of public arts projects, such as the award winning LGPro Waa and Bulln Bulln Ceremonial Firepit, the Dandenong Cultural and Art Creek Trail projects and the Muderra Way project. Council is in the process of coordinating the completion of outstanding RAP deliverables, which include the Aboriginal Employment Strategy and the Procurement Policy in partnership with Bunurong Land Council. A significant and positive partnership with the Bunurong Land Council has been forged and they will commence discussions pertaining to a service agreement arrangement with Council, which will align with the Victorian Local Government and Traditional Owner Framework.	
Provide support to Early Years Services to develop their own Reconciliation Action Plan (RAP)	The number of early years services and schools increases each quarter. 11 early years services and two primary schools continuing to implement Reconciliation Action Plans registered with the Narragumawall Reconciliation Online Platform.	
As Chair of the Local Government Mayoral Taskforce Supporting People Seeking Asylum advocate for the rights of people seeking asylum	A delegation of Mayors and Councillors met with a number of ALP, Greens and Independent MPs in Canberra to push for greater supports to be made available to people seeking asylum. The trip to Canberra was also used as a recruitment exercise to expand the Taskforce's membership to include more Councils during the Australian Local Government Association's General Assembly. Earlier on in the year the Taskforce refined its Terms of Reference to be more suited to its current needs and objectives and has once again participated in the annual Walk for Justice for Refugees March.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Deliver arts and heritage programs and events which celebrate the diversity of cultures within our community	Highlights include: - Annual NAIDOC and Reconciliation Week programs, workshops and events. - Artists from culturally diverse backgrounds engaged and supported through exhibiting their artwork, workshop facilitation, rehearsal space and technical support and artist residency programs. - Community participation of over 500 people through the SHE writing competition, community photography competition and 9 by 5 exhibition. - Expansion of Our Beat program to include dance and visual artists. - Visitation of the community to a range of Heritage exhibitions, discussions and workshops.	
Deliver preventative health activities during National Aborigines and Islanders Day Observance Committee (NAIDOC) Week and Reconciliation Week activities	New Directions supported three activities for Reconciliation Week: - Nature Playgroup at Alex Wilkie - approximately 50 children and adults attended, partners included Family Day Care, Maternal & Child Health, Parks & Gardens Bush Crew, Bunurong Bush Crew and Children's Services (New Directions). Activities included a bush tucker walk, Welcome to Country and Smoking Ceremony and storytelling session with Shane Junior from Bunurong Land Council. - The Springvale Reconciliation community event was supported by New Directions, Libraries team and Kids Own Publishing to deliver a storytelling session with Uncle Shane Senior and a hotdog book making session with Auntie Lucy Boothey, Annaika Havea, and Anna Dollard from Kids Own Publishing. This supported 24 children and 15 adults to participate in storytime and Kids Own Publishing Hotdog books. - Bay Mob Health Event Frankston was also attended to provide New Directions health messaging and collateral to Community and other Aboriginal and Torres Strait Islander health organisations and programs. Approximately 400 people attended the event.	
Deliver the annual Children's Forum	Children's Services hosted its seventh annual Children's Forum with 86 students in grades five and six from 19 primary schools attending. The day was planned by the Children's Advisory group. Six teams from across Council ran interactive workshops, and Youth Services and South East Leisure ran sessions. The student's ideas and feedback will help inform all team's future work.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Deliver the following major events, meeting set targets: - Springvale SnowFest - Children's Festival - Little Day Out - Carols - New Year's Eve - Australia Day - Open Air Movies - Keysborough Big Picnic	Festivals and Events delivered 10 Council major festivals and events: - Springvale Snow Fest - Little Day Out - Greater Dandenong's Children Festival - Carols in Dandenong Park - New Year's Eve - Australia Day events - Open Air Movies - Noble Park Community Fun Day and - Keysborough Big Picnic A total of 81,507 people attended these events.	
Support community led festivals and events which celebrate the diversity of cultures within our community	Festivals and Events supported 69 community led festivals and events which celebrated the diversity of cultures within our community. Festivals and Events also supported a total of 20 internal Council departments that were planning and delivering festivals and events which celebrated the diversity of cultures within our community.	
Implement findings from the Victoria University Anti-Racism research project to provide support services to those wishing to report incidences of racism	Having now completed the 'Anti-Racism Research Report', Greater Dandenong will work alongside Casey Council and the Anti-Racism Network to implement the six recommendations that were included in the final report.	
Deliver initiatives which support young people and families to feel safe and included in the community	A total of 29,754 contacts were made this year through programs such as school holiday activities, school presentations and engagements, social media campaigns, and promoting positive youth stories and achievements.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Promote social cohesion and harmony through significant days of celebration and advocacy	Refugee Week and Harmony Day celebrations were some of the great celebrations that Council took part in this year, with support from multiple internal and external stakeholders. Advocacy was also conducted by Council to the Federal Government to make available greater supports for Sri Lanka and its people due to the economic fallout that has occurred in the country.	
Inform the community about gender equity issues and sources of assistance	Information has been communicated to residents through the website, Council screens, distribution of printed materials, and the conduct of the annual Walk against Family Violence. At the same time, efforts are being made to support the conduct of gender impact assessments by Council business units, thereby more strongly focusing their planning and service development upon the needs and circumstances of women and men in our community.	
Support community initiatives to advance gender equality	Community initiatives have been supported through Council grants to relevant programs, the application of gender impact assessments to Council planning, support for professional education and similar activities conducted by Women's Health in the South-East, and by the dissemination of information about gender-related social and economic conditions to regional service providers and Councils.	
Promote visibility and inclusion of LGBTQIA+ communities through significant days of celebration and advocacy	Council promoted visibility and inclusion of LGBTQIA+ communities by celebrating a number of events: - Staff took part in the Midsumma Pride March for a second year in a row, whilst also celebrating Wear it Purple Day earlier on in the year. - IDAHOBIT Day and Trans-Awareness Day were acknowledged by Council as significant days of celebration through the raising of the Pride Flag, illumination of the Drum Theatre, and promotion via socials.	
Deliver on the Library Service Needs and Feasibility Study to ensure local library service requirements are met into the future	Keysborough South Community Hub construction planning is continuing. The installation of Library Lockers at Dandenong North (Menzies Avenue) has commenced, which will provide a new outreach service to the community.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Launch the Dandenong New Art Gallery	The new gallery construction is delayed due to contractual issues with the builder. Council has now retaken the site, appointed new contractors and works are progressing. current effort is being applied to the internal aspects of the old building. The preparation of departmental policies, procedures and an operational framework continues to ensure ease of transition into the new gallery when construction is completed.	
Progress the Precinct Energy Plan Creative Industries Hub development	The Creative Industry Space Business Plan is complete and \$950,000 of funding was received from State Government for interim activation works and to progress the detailed design of the project.	
Undertake a feasibility study for Civic Archive capacity expansion	The Feasibility Study is on hold at this time as it has not been approved to commence in the current Long Term Financial Plan.	
Deliver a vibrant, inclusive and high quality performing arts offering through the Drum that is celebrated for its role in arts development and engagement with our community	The Drum Theatre is well positioned to deliver high quality performing arts and continues to build on its community engagement. Work is underway to devise new ways to broaden the Drums positive impact to the city. This year the Drum has connected and supported local artists through programming and strengthened partnerships throughout both Council and Arts peak bodies. Events have included children's theatre, comedians, Afghan popstars, end of year school concerts and dance school performances.	
Deliver an accessible, inspiring and high quality visual arts offering through the Dandenong New Art exhibition and public program	The Dandenong New Art project is delayed due to construction challenges however exhibitions, programming, promotions and digital content continued through delivery at Walker Street Gallery and Arts Centre and other venues where appropriate. This included six exhibitions and over 56,000 views of digital content and workshops.	
Develop and implement the Arts and Cultural Heritage Strategy 2022-25	Key highlights include investing and supporting local creative practitioners through: - connection to funding and employment opportunities - professional development, networking and training opportunities for 100+ creatives - artist in residence program and venue support for more than 15 individual artists and arts groups - delivery of arts and cultural exhibitions and programs across the arts, culture and heritage facilities, outdoor spaces and online - development and growth of a digital arts presence	

Complete Externally Impacted Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Commence a review of the Heritage Overlay within the Planning Scheme	The review of the Heritage Overlay has commenced with the appointment of heritage consultants in May. An estimated completion date for the project is August 2023.	
Record, protect, and promote local heritage through support of the historical societies and related groups	Highlights of the year include: - Relocation of Springvale and District Historical Society to Springvale Community Hub, enabling the heritage team to work in partnership with the Dandenong and District Historical Society in partnership to promote and build a greater connection to heritage in the area. - Successful delivery of and good attendance at exhibitions at Heritage Hill. - Successful improvements to the Heritage website and development of a Greater Dandenong Heritage branding.	
Implement year one of the Library Services Strategy 2022-26	Annual Library Strategy highlights include: - Progressing on the Keysborough South Community Hub. - Review, design and development of Library Lockers at Dandenong North. - Updated public PCs made available at Dandenong. - New co-designed programs focusing on access and inclusion being held with the community - Review and allocation of collection spending to meet community targets and needs.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Strategic Objective 3: A city of accessible, vibrant centres and neighbourhoods

Action	Annual Comment	Status
Advocate to the State Government to create a State and Local Government Task Force to address inconsistencies in the standards of social housing providers	Establishing a task force for rooming houses has begun and the required legislative changes will be driven by the task force, to influence the State Government to make changes. This action will continue to be a priority in to 2023-24.	
Activate and promote safe and accessible public spaces and facilities for young people and families	A number of activations occurred during the school holidays at Noble Park Skate Park, Springvale Hub, Libraries and Dandenong Park and an Indoor Basketball and Volleyball Tournament was held in Q4. 23,213 contacts were made over the 2022-23 year.	
Activate public spaces through public art initiatives; delivering, facilitating, maintaining and promoting public art in the city	Over 30 outdoor activations and public exhibitions have been programmed across the municipality including opportunities for community participation, viewing and performance experiences. Approximately 40 per cent of content represented on outdoor large screens across the municipality is arts and culture based.	
Construct stage one of the Vanity Lane pedestrian link in central Dandenong	Progress on the construction of Vanity Lane has been delayed due to building demolition complexities. Officers continue to work through the regulated process with the intent to commence demolition within Q1 of 2023-24. Following demolition, Stage 1 of construction will commence to tender with the construction due to commence thereafter.	
Create safer public spaces through applying Crime Prevention Through Environmental Design (CPTED) principles such as prompt removal of graffiti and litter, the use of targeted CCTV, and public lighting	Council continues to collaborate with Victoria Police through deployment of a Mobile CCTV Trailer in public space hotspots. Businesses report that instances of anti-social behaviour decrease when the trailer has been positioned in a hotspot. Lighting and CCTV upgrades for Council's Community Safety Infrastructure Grant have been completed and are being finalised after stakeholder feedback for the Hemmings Street Precinct Building Safer Communities Grant. Council's Engineering Unit are aiming to now develop a criteria matrix to prioritise installation of appropriate lighting in CGD laneways.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Continue renewal of quality streetscapes such as Douglas Street, Noble Park and Railway Parade, Noble Park	The streetscape project for Douglas Street, Noble Park is complete and the streetscape project for Railway Parade, Noble Park is nearing completion.	
Improve information and communications relating to parking in accordance with Council's Activity Centre Parking Precinct Action Plan	- Parking sensors have been installed in Springvale. - Postcards have been distributed used in Springvale to link to the website and advise businesses about a number of matters including Balmoral 8 permits and parking sensors. - Council's Parking Precinct Plans and Action Plans have been updated to incorporate revised timeframes due to reduced income since 2020.	
Review and monitor 10 Year Infrastructure Plans for the Dandenong, Springvale and Noble Park activity centres	The 10 year Infrastructure Plan for Activity Centre's is being reviewed to align with future budget impacts associated with major projects. Benchmarking against four other Local Government areas across Melbourne has been undertaken to collect key insights on systems and processes. Interviews with seven internal stakeholder departments has been undertaken to identify and document issues, gaps and opportunities for improvement. This work will continue in 2023-24	
Facilitate the Development Victoria/Capital Alliance investment project in the Revitalising Central Dandenong Foster Street Precinct	Capital Alliance completed a second round of consultation on the draft Master Plan in October 2022 following advocacy from Council to undertake further engagement. Capital Alliance submitted an application to the Minister for Planning to introduce a Development Plan Overlay into the Greater Dandenong Planning Scheme which has been informed by the Master Plan. This is currently with the Minister for consideration.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Work in partnership with the State Government to facilitate the Noble Park Revitalisation project	- The lan Street streetscape project has been completed. - Transformed projects were delivered in Douglas Street, Leonard Avenue, Frank Street, Commonwealth Bank lane, on various electrical boxes and a Ukrainian mural was delivered with the Ukrainian community. - A shop local campaign was successfully delivered in October and a popular promotional bag, post card and social media campaign featured. - The community were engaged on the design of Leonard Avenue and streetscape construction works commenced in May. - Council partnered with the Bunurong Land Council Aboriginal Corporation to deliver the Muderra Way Asphalt Artwork. Artists have been engaged with the artwork design in development. - A calendar of 'Our Street' activations is in planning with themes established. - Laneway activations have been scoped and are currently being prepared for delivery. - A shop front uplift and improvement program within lan Street is currently in development, with delivery expected by October 2023. - Council partnered with Garage 35 Studio to deliver a community-led mural in lan Street. a video was also developed and shared widely across Council's communication channels.	
Commence the Environmentally Sustainable Design 2.0 Planning Scheme Amendment	The Environmentally Sustainable Design 2.0 Planning Scheme Amendment was submitted to the Minister for Planning for authorisation in July 2022. The Minister for Planning has advised that the Planning Scheme Amendment remains under active consideration although further time will be required prior to a decision by the Minister.	
Complete the Dandenong North residential rezoning Planning Scheme Amendment	The Dandenong North residential rezoning Planning Scheme Amendment was approved by the Minister of Planning on 30 May 2022. The approval of the Planning Scheme Amendment completes the project.	

Complete Externally Impacted Delayed

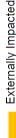
4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Complete the Noble Park Activity Centre Structure Plan Planning Scheme Amendment	In February 2023 Officers recommended that Council receive the Planning Scheme Amendment C224 Panel Report and its recommendations, adopt Planning Scheme Amendment C224 incorporating the Panel Report recommended changes to Amendment C224 and forward the Amendment C224 documentation to the Minister for Planning for approval. In mid-June 2023 it was confirmed with DTP that the Planning Scheme Amendment remains under active consideration by the Minister.	
Continue to plan and advocate for the proposed Dandenong Sports and Events Centre, as south east Melbourne's home for elite sporting competitions, major events, concerts and community festivals	The Business Case for the Dandenong Sports and Events Centre was completed in partnership with the Victorian Government and provides a compelling case for investment. Continued advocacy with key stakeholders is required to advance the project, in addition to further planning.	
Continue to plan for the development of a new table tennis centre in Greater Dandenong in partnership with key stakeholders	The Greater Dandenong Table Tennis Centre Feasibility Study is complete but not yet endorsed by Council. The detailed design process is on hold until the Feasibility Study and associated recommendations (or a suitable alternative) can be endorsed by Council. Further planning is required in collaboration with key stakeholders.	
Continue to progress the development of a new aquatic and wellbeing centre to replace Dandenong Oasis at Mills Reserve	The contract documentation phase of the design process is nearing completion following comprehensive planning, design and consultation processes. The project is on track for procurement and construction to commence in 2023-24.	
Deliver the Springvale Boulevard construction for stage one	This project is complete.	
Advocate for greater social and affordable housing through membership with the Regional Local Government Homelessness and Social Housing Charter group of Councils	Council has continued advocating for increases in affordable and social housing via the Regional Local Government Homelessness and Social Housing Charter. Advocacy efforts have concentrated on State Government and philanthropic supports.	

Complete
 Externally Impacted
 Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Implement the Dandenong Visitor Attraction Plan	Implementation of the Dandenong Visitor Attraction Plan (DVAP) continued. Key achievements include: - new promotional flags in Lonsdale Street - Activity Centre's Business Audit and Analysis completed and results published on the website, pedestrian counters reported monthly and published on the website - food and cultural tours operated with new themes introduced to expand the offer, tours were reviewed and improvements identified - television promotion on Postcards featured Springvale and Dandenong, professional guide Maeve O'Meara hosted a tour of 50 people - a desktop review of implemented DVAP actions was undertaken and a project control group established to recommend changes and ensure the DVAP's objectives are being met - partnerships have been maintained with key stakeholders, hospitality and accommodation industries.	
Implement the Greater Dandenong Regional Food Strategy	- 219 individual business enquiries have been managed - covering topics such as staff requirements, permit enquiries (existing businesses), overseas trade missions, exporting information, rules/regulations for new initiatives and training. - 48 introductions were made for businesses across industry with connections made to various other organisations. - 35 site visits were conducted with local businesses. - Discussions continue to be held with FIAL for a global platform for the food manufacturing industry to attract overseas buyers and provide opportunities for local businesses to export to new overseas markets.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Implement the Tourism Strategy and updated Action Plan 2020-24	Highlights include: - Connections made across the hospitality and accommodation industries with the Arts and Culture and Drum Theatre teams to deliver an overall visitor experience. - Discussions continued with external media to strengthen the experience and presence across the three major activity centres. - Planning for a segment for a shopping/cooking experience for Springvale is being scoped with the aim to attract a younger demographic to the area. - Investigations have begun to develop a tourism website independent of Council's website. - Food and cultural tours were held to encourage staff to promote Greater Dandenong and highlight the area to visitors from a tourism perspective. - A food and cultural tour for 50 Rotarians in Springvale was hosted.	
Advocate for a major upgrade to Dandenong Station	Council continues to advocate for improvements to Dandenong station as opportunities arise in accordance with the Public Transport Advocacy Statement. This includes ensuring any projects which may impact future station upgrades consider their project implications on the station.	
Advocate for and deliver improved active transport networks	Advocacy has occurred to the Level crossing Removal Project for inclusion of active transport infrastructure as part of level crossing design work.	
Advocate for new and enhanced public transport services	Council continues to advocate for public transport improvements in accordance with the Public Transport Advocacy Statement as opportunities arise and are also working with the Eastern Transport Coalition to bring issues to the attention of the State Government and appropriate Ministers.	
Advocate for the State's priority arterial projects including the Dandenong Bypass Extension, Cranbourne - Dandenong Shared User Path, Glasscocks Road duplication and Dandenong South East-West Link and Bangholme Road Bridge	Throughout the year Council formally advocated for a number of arterial road projects, including focussed advocacy in the lead up to the Victorian election and budgets. This included several key projects of regional significance such as the extension of Thompsons Road, construction of Glasscocks Road and the Westall Road extension.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Expand the use of streets for uses other than through-movement	The 1000 Play Streets campaign has been launched and a number of events have been held. Place making initiatives (particularly in Noble Park) are successfully utilising streets/car parks and laneways. A video promoting 1000 Plays Streets has been released and a partnership with the Toy Library included within material. There has been some uptake though most enquiries ended up using nearby parks. The grant with Play Australia has been resolved.	
Implement the Active Transport Infrastructure Priority program improving pedestrian and cycling infrastructure	The active transport infrastructure program was delivered: - Clow St bridge path widened with TAC grant support. - Concept work, with TAC grant, completed the Hammond Rd cycle link for the remaining length south of Logis Blvd. - New paths delivered on sections of Chandler Rd, Westall Rd, Stud Rd and Queens Ave - Line marking with bike lanes provided on Gladstone Rd	
Improve access to, from, and within major Activity Centres, including the extension of the Djerring Trail to the Dandenong Activity Centre	Multi-modal plans have been drafted for all major activity centres to support the activity centre plans. Djerring trail has functional concept plans completed and is advocacy for funding is being undertaken as opportunities arise. This project was also included as part of the election advocacy.	
Maintain performance in management of heavy vehicle permits and freight networks	Council officers assessed a total of 796 Heavy Vehicle Applications throughout the year. This ensured movements by these larger vehicles was managed in a way which minimised risk to other road users and protected Council's assets by keeping these vehicles routed to appropriate parts of the network.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Roll-out a high priority local road program within Dandenong South, including the Dandenong South Industrial Area Extension Structure Plan's Transport Network, and Abbots Road widening and associated infrastructure	The Abbots Road widening project along with the Victorian Government managed Pound-Remington overpass project were predominantly completed and have provided much needed improvements to the road network within the area. Works to seal the first 300m of Glasscocks Road from the Frankston-Dandenong Road end were also completed, whilst discussions with relevant key developers continue regarding sealing the remainder of the road.	
Review the Municipal Early Years Infrastructure Plan to accommodate the rollout of three-year-old kindergarten	The Municipal Early Years Infrastructure Plan has been reviewed and realigned to show the infrastructure needs across each suburb to accommodate the roll out of three year old kindergarten. This takes into account the planning of new private services opening across the municipality to provide further places for both three year and four year old kindergarten.	
Advocate for enforcement and deliver infrastructure and education to reduce the number of fatalities on local roads	Throughout the year, Council officers continually shared relevant traffic speed data of known 'hot spots' for anti-social (hoon) driving behaviours with Victoria Police for their information and advocated for action as necessary. Council also assisted Police with locations for the Speed Alert Mobile (SAM) trailer at specific sites to provide road safety messaging.	
Advocate for safety improvements on and across arterial roads	Council formally advocated for a number of arterial road projects, including focussed advocacy in the lead to the Victorian election and Budgets. Road safety projects (Stud Road near Dandenong Stadium, Jacksons Road, Heatherton Road roundabout) and active transport projects (Djerring Trail extension, Eastlink Trail Bridge, Dandenong Trail sealing) were included. In the lead up to the state election further formal and major roads projects advocacy was undertaken as part of Council's role with Greater South East Melbourne (Thompson's Road, Glasscock's Road, Westall Road extension). Transport officers are working with the Department of Transport and Planning to finalise detailed design plans for Stud Road however construction funding is yet to be announced.	
Launch and undertake actions with a new Road Safety Strategy	Councils Road Safety Strategy is in development. Stakeholder consultation (DTP, TAC, RoadSafe, and VicPol) and preparation of a background report has been undertaken. Community consultation on the background report and adoption is proposed in 2023-24.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Promote road safety success stories and road safety awareness to manage perceived road safety risks	During the year Council developed a partnership with Victoria Police to improve community safety in Greater Dandenong through a Safer Streets program. The primary objective is to address concerns raised by local businesses, such as speeding and poor driving behaviour. Additionally, Council's Speed Alert Mobile (SAM) trailer was used to assist Victoria Police and Roadsafe SouthEast with promoting road safety messaging during long weekends and school holidays. Several road safety awareness articles were published within the Greater Dandenong News. These articles covered improved traffic safety in Springvale, advice for young people getting their driving licence and information about new road rules which were introduced to reduce distracted driving.	
Provide ongoing funds for road safety treatments to address priority locations, where the greatest road safety risks are identified	The Local Area Traffic Management program continues to develop and deliver traffic calming improvements on a prioritised basis. Council obtained approximately \$1m for three Blackspot projects for the 2022-23 program to address safety issues based on historical crashes. Outcomes for applications submitted for 2023-24 Blackspot projects are still to be determined. Council is also awaiting more information regarding Road Safety Victoria's IP43 program. Expressions of interest have been submitted to be part of the first funding round and to be a member of the reference group for the Safer Local Road and Street Program which will provide \$2m of funding for road safety improvements.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Strategic Objective 4: A green city committed to a sustainable future

Action	Annual Comment	Status
Commence implementation of the Electric Vehicle Transition Plan	The implementation of the EV transition plan is underway with EVs being considered where business needs allow. Multiple chargers have been installed in anticipation of the influx of EVs and electrical plant.	●
Work with partners and key stakeholders to support increased community awareness of climate change risks and their ability to respond	Sustainability officers continue to work with key partners such as schools, Enliven, Jesuit Social Services, Wellsprings for Women, Friends of Refugees, and Neighbourhood Houses to improve the community's awareness and ability to respond to climate change risks. Highlights this year included: - the 2022 Little Day Out event where Council gave away approximately 300 children's' books focusing on preparing for days of extreme heat and heat waves - delivery of a Disability Inclusive Emergency Planning workshop - the 2023 Sustainability Festival during which attendees received advice on how to access energy savings and rebates, availability of solar grants for homes and business, growing food from home, free seedlings for planting in their gardens and resources in multiple languages on a variety of climate and sustainability topics.	●
Deliver the Sustainability Festival	The 2023 Sustainability Festival was completed on 26 February and was a great success. More than 3,000 people attended with 55 per cent of survey respondents from Greater Dandenong, meaning a significant impact on our local community. More than 600 free seedlings were given away by the Parks and Horticulture teams. 79 people received consultations regarding grants or rebates for solar for their home or business, and 241 people participated in a community consultation voting 'game' informing development of our Community Climate Change Engagement and Mobilisation Plan (CEMP). The feedback from both visitors and stallholders was very positive.	●
Implement the Climate Emergency Strategy, Sustainability Strategy and climate emergency declaration	Implementation of the Climate Emergency Strategy, Climate Emergency Declaration and Sustainability Strategy continues. Key activities this year included the Climate Changes forum, 2023 Sustainability Festival, completion of the Gas Transition Feasibility Report, participation in the 2022 Children's Forum, and completion of the Sustainability Strategy 5 Year Refresh.	●

■ Complete
 ■ Externally Impacted
 ■ Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Implement the Sustainable Buildings Policy for new buildings	Implementation of the Sustainable Buildings Policy continues, with major work this year including feedback on the environmentally sustainable design (ESD) measures of the Dandenong Weilbeing Centre during the detailed design and tendering phases, as well as receipt of the official Green Star 6 Star plaque for the Springvale Community Hub, demonstrating Council's commitment to achieving excellence in the sustainable design of its buildings.	
Develop a Local Law Tree Protection Policy	This policy is complete and is due for endorsement at the 10 July 2023 Council meeting.	
Implement year one of the Biodiversity Action Plan	Adopted by Council in April, work has begun to deliver ongoing and immediate actions such as developing an internal biodiversity working group, onsite educational works signs, bushland management and revegetation projects. Other actions in the strategy are short (6-18 months) and medium term (18months - 3 years) which will be delivered over the following years. A second iteration of Growing Nature Together will be developed in 2025 in line with its parent strategy Greater Dandenong's Sustainability Strategy 2016 -2030.	
Update Council's Local Law to include tree protection	The Tree Protection Local Law report is scheduled for the 10 July Council meeting. A full review of Local Law No2 will begin in July 2023.	
Advocate to the Environment Protection Agency to undertake regular air and water quality assessments to protect the health of our community	This item has been completed and will now be replaced by ongoing work associated with the establishment of a task force to investigate air and water quality within the Keysborough and Dandenong South areas. This task force was in response to Notice of Motion 6 from an April 2021 Council meeting. Scientific data will begin to be gathered by the EPA within the first quarter of 2023-24 which will assist in establishing the next steps of the task force.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Audit the industrial and commercial areas with a focus on hazardous materials and waste storage identification and elimination	Council has inspected/reinspected several hundred sites throughout the year and continues to strengthen relationships with State Government Agencies, primarily the EPA, working together to protect the community of hazardous industrial uses. Talks have been held with the EPA in relation to the scope of EPA involvement in air quality especially around the Keysborough precinct. Regular meetings are now held with the new EPA Regional Manager to update our knowledge. EPA has advised of the deployment of new air monitoring vehicles in problem areas and data will be provided to Council to assist with knowledge and investigations of odour emitting sites. Waste storage facilities continue to be audited identifying non compliant operators ensuring they are brought back into compliance with permit or license conditions.	
Complete the Open Space Contributions Plan Planning Scheme Amendment	The Open Space Contributions Plan Planning Scheme Amendment was gazetted into the Planning Scheme on 24 March 2023. This is now an active consideration for all relevant planning applications.	
Continue development and implementation of improvements to open space reserves such as Ross Reserve, Frederick Wachtler Reserve, Greaves Reserve and the program of park projects in the adopted budget	95 per cent of open space projects have been delivered in accordance with the design intent meeting community expectation. The new and improved assets are now available for the community to use and enjoy increasing the range of recreational opportunities available to residents throughout the municipality.	
Implement year five of the Greening Our City: Urban Tree Strategy 2018-28	The completion of year five of the Greening Our City: Urban Tree Strategy 2018-28 marks the halfway point for the action plan's term. Overall core activities such as; tree planting programs, cyclic pruning, reactive tree management and compliance with regulations/legislation are on track and progressing well. Significant work was completed in the first two years of the action plan to deliver many earlier actions which are now embedded into everyday tree management practices. Many of the year five actions, and upcoming year 6-10 actions, are reliant on up to date technology, accurate data and systems able to quantify, report and strategise the works management and asset managements records on hand which Council is still working towards delivering.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Implement the Open Space Strategy, Urban Forest Strategy, Green Wedge Management Plan, and Neighbourhood Activity Centre Strategy	Key highlights include: Open Space Strategy: - Planning for implementation of the 10 Year Tree Planting plan. - Concept plans completed partially implemented for Kenneth Street Reserve, and Parkland Court Reserve. Urban Forest Strategy - Urban Forest Group meetings conducted - Five schools/kindergartens participated in the adopt a park program - Grant funding for Herbert street upgrade was delivered - Tree planting and protection guidelines for developers was developed and implemented. Green Wedge Management Plan - Annual newsletters distributed with future newsletters available electronically. - Ongoing involvement in the Living Links group, \$220,000 of grant funding (OCOC via Living Links) for revegetation projects to enhance biodiversity along Dandenong Creek Corridor to be delivered in 2023-24 - National Tree day events were held in July 2022 at Tatterson Park and Tirhatuan Reserve. Neighbourhood Activity Centre Strategy - The activity centre streetscapes renewal in Ian Street, with detailed design on the Leonard Avenue and Buckley Street Streetscape projects, is underway.	
In partnership with the Metropolitan Waste Resource and Recovery Group participate in the procurement for advanced waste processing services and recycling receival and sort services	MWRRG has now become Recycling Victoria. The SEMAWP procurement process is still on going and a tenderer will not be selected until December 2023. Council is still part of SEMAWP however is currently in tier two. Council can still commit to being a tier one participant at a later date whilst the process is ongoing.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Develop and deliver an annual waste education program inclusive of litter prevention	The waste education program, inclusive of litter prevention, has been completed and key highlights include: - Completion of the Follow Your Waste Tours video which be formally launched next year. - A total of 83 Early Learning Centre and Primary School programs were conducted reaching 1,788 children and students. - Two Re-Use and Recycle Drop Off Days attracted over 1,597 vehicles, with a resource recovery rate of over 64 per cent. - Two HomeCycle events were held with 2,293 bins collected with more than 28,900 kilograms of material recovered. - The Detox Your Home event had the highest recorded number of registrations - 400. - The Waste services team supported the Sustainability Festival engaging with over 250 attendees. - Clean Up Australia Day had 14 Community and Business groups collect 130 bags of waste weighing over 800 kilograms.	
Work with key partners to increase awareness of climate change impacts on our community's more vulnerable groups and possible ways to mitigate these impacts	Council continues to liaise with enliven (now EACH) and other community agencies in increasing communities' awareness of climate change and mitigation strategies to increase resilience. The outcomes of the Municipal Health and Wellbeing Scan research project, undertaken with Jesuit Social Services and Mornington Peninsula Shire Council, was presented at a Department of Health Forum and featured in the Climate Change and Public Health newsletter for Local Government. As part of Council's Climate Change Community Engagement and Mobilisation Plan consultation, a survey enquiring what community support is needed from Council to respond to climate change was promoted at Greater Dandenong's Refugee Week event. The importance of increasing awareness of climate change in our community was presented to the Multicultural and People Seeking Asylum Advisory Committee and further consultation will occur with the committee on the draft Mobilisation Plan.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Work with key partners to provide older residents with information on the impacts of climate change and possible ways to mitigate these impacts	Community Care has now embedded into service planning and provision how Council can work at the local level to better mitigate the impacts of climate change on the most vulnerable members of the community. Work in partnership with Council's Emergency management and Sustainability staff continued on the Climate Change and Community Engagement and Mobilisation Plan, the Minderoo Community Climate Resilience Project and the Disability Inclusive Emergency Planning Community Workshop.	

Complete Externally Impacted Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Strategic Objective 5: A city that supports entrepreneurship, quality education and employment outcomes

Action	Annual Comment	Status
Advocate for the establishment of a Revitalising Central Dandenong Taskforce/Board with representation from Government, agencies and other influential stakeholders, to identify, support, and deliver targeted renewal initiatives for improved economic and social outcomes	Discussions have been held with Government representatives on the findings of the Central Dandenong Investment Attraction report and further advocacy arrangements are being prepared. The "Brand Dandenong" project was selected from the action plan to utilise the \$40,000 investment remaining for implementation. This has been matched by Council in the 2023-24 budget that was adopted on 26 June. This project will be undertaken in the new financial year.	
Facilitate Playgroup Training Vocational Pathways for local community members	32 community playgroup facilitators attended the Playgroup Facilitator Training and 17 facilitators received a certificate of training. A further three facilitators have gained employment as a paid playgroup facilitator - some were planning to study further to gain a Certificate III in Childcare paid traineeship. The rest of the facilitators were involved in local community playgroups as volunteer playgroup facilitators.	
Through a collaborative co-design process, deliver an action plan to guide the next phase of the Community Revitalisation project and Strengthen Pathways to Economic Participation (SPEP)	GameChange is community-led, through the five Priority Action Groups (PAGS), Jobseeker Reference Group (JRG) and GameChange Leadership Table (GLT). Through this structure, communication loops have been strengthened between jobseekers, PAGS and community, issues have been researched and discussed in regular PAG meetings and bi-annual forums, with various potential solutions created and trialled through PAG project funding. Jobs have been found for many of the jobseekers participating in the program and there is evidence of local support services communicating more regularly amongst themselves, indicating both jobseekers and the support services are moving towards a better, more sustainable system. Under the Governance of the Taskforce, the GC Backbone team continues to provide much of the support for all PAGs, program activities and research. A target for the next year is to facilitate deeper communication between all GC groups and stakeholders, aiming to crystallise a plan that will transition away from reliance on the Backbone team and towards a more sustainable, community-led system.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Through the "Ignite Program" support local entrepreneurs who have recently started their business or are looking to get a business idea off the ground	The Ignite program concluded in September 2022 and supported 15 new entrepreneurs in their journey to start a business. A review of the program was commenced in early 2023 with feedback sought from past participants, mentors and workshop facilitators. Research was undertaken to understand the other business support programs available and was included as part of the review to understand the gaps and requirements for new entrepreneurs. The new program will launch in August 2023 with a shorter and sharper four-week program aimed at providing people with essential information when starting up a business. Whilst the review was being undertaken, small businesses and entrepreneurs have continued to be supported with receiving information about free government funded training opportunities to encourage continued development and business growth. In collaboration with local providers, Transcend and the Australian Tax Office, Council continued to provide free training opportunities. These initiatives have provided valuable resources, knowledge, and skills to the business and startup community.	
Deliver key events that showcase women in business including International Women's Day	An International Women's Day Event was held in March at The Drum Theatre. Fewer Showcasing events have been held primarily due to resource challenges; however, the quality of what has been delivered has been strong and considerable work has been undertaken to reposition both the key activities and the Women in Business network.	
Facilitate the SEBN Women in Business network	The past year has been a challenge post-COVID-19, priorities have changed and how people engage has changed. SEBN has been able to adapt and create an environment for the Women in Business network to come together and explore 'new horizons' in what they want. This group continues to focus on supporting each other and using the talent and expertise that lies within.	
Review the Family Day Care Business and Marketing Plans to maintain market share and community expectation	The Family Day Care business and marketing plans are now complete.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Facilitate and deliver the fundraising event "Take a Swing for Charity" Golf Day with industry partners	This year's CGD-Industry Take a Swing for Charity golf day was held once again at Victoria Golf Club with more than 100 participants. Just over \$52,000 was raised for This is IT Schools (TIIS) - equalising education by repurposing laptops. This amount will enable TIIS to purchase between 150 and 200 repurposed laptops for local secondary students. This is one of the largest amounts in the 14 year history of the event which has raised more than \$650,000 and contributed significant benefits to the local community through a diverse range of recipient charities. Work has already begun for the 15th Anniversary Celebration to be held in February 2024.	
In partnership with SELLEN, host the annual key education-industry event, "Lunch with the Winners"	This year's Lunch with the Winners was again delivered with SELLEN and was the first 'face-face' event in nearly three years. It was a highly successful and well attended event which featured the journeys of local young employees as well as a presentation from the CEO of The Creature Technology Company showcasing the arts and theatre sector and the breadth and depth of jobs and skills required including manufacturing and construction.	
Support and facilitate the "This is IT Schools" program in collaboration with SELLEN and industry partners	SEBN has continued to support TIIS throughout the year, attending meetings and supporting their strategic intent and is delighted that the CGD-Industry golf day funds raised will enable 150-200 repurposed laptops to be donated to local secondary students. The demand continues to increase and TIIS is focussed on promoting this need to larger corporates as well as local business and local government - some of whom have been able to donate end-of-lease laptops. The TIIS quest is to 'equalise education for all' and has donated 426 laptops over the past financial year to local students.	
Support the Market Street Child Care Centre with a sustainable business model to expand market share and community expectation	Market Street are providing quality, competitive childcare and kindergarten to the community. Occupancy for kindergarten in at 103 per cent and childcare is at 45 per cent. A forensic analysis brief has been sent to providers to assess the sustainability of the service post the grant period.	

Complete Externally Impacted Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Deliver a range of networks, common interest groups and targeted activities that have relevance and impact for local manufacturers	The past 12 months has been extremely challenging for business with shortages in staff and raw materials, together with myriad supply chain issues and their focus has been on ensuring production commitments are met. All these issues have been addressed over the year and having the opportunity to once again meet face-to-face to discuss these and support each other has been paramount. The topics addressed have ranged from using technologies (including AI) for process improvement to leadership, safety and premium management and understanding and developing your people. Keeping abreast of 'what lies ahead' as well as covering the spectrum of management, people, shop floor improvements, sustainability, leadership and global influences, is essential to maintaining relevance. This year has also included a workshop series, several site visits and events.	
Develop activities and events that offer exposure to local and international opportunities and new thinking on global issues and trends	The key focus of SEBN activities the past year has primarily focused on the domestic market and the challenges it has - and will continue to have - on business and its growth and development. The annual Economic Update with the NAB was delivered which incorporates the global environment and a delegation from the Netherlands was hosted which showcased global 'best practice' in sustainability and the global economy. SEBN has also engaged with companies, universities, government and others to understand and keep abreast of global issues and best practice on a diverse range of topics from sustainability to skills.	
Deliver leadership and skill development programs for young people	Youth and Family Services facilitated a range of programs to build young people's leadership capacity and enhance community participation and made 1,283 contacts: - Holiday Activities Committee, supporting young people to plan and deliver the holiday program. - Young Leaders program - Noble Park Youth Committee - Youth Soccer Committee - FReeza Events Committee	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Maintain support, collaboration and board participation of South East Melbourne Manufacturers Alliance (SEMMA)	SEMMA has experienced considerable change over the past year and recently appointed a new CEO. One of the highlights of the year was the delivery of their government funded Welding Course, delivered in conjunction with Chisholm TAFE. This has been a solid advocacy piece for SEMMA and talks continue in an endeavour to get this and other courses relevant to manufacturing embedded in standard training options. It is also exploring new ways to expand its membership base. The SEMMA Annual General Meeting is scheduled for August 2023.	
Promote and share successes and best practice, and deliver key events to the manufacturing sector, including the Christmas Industry Breakfast	Many companies and good practice have been showcased across a range of topics from recruitment to flexible workplace models and GameChange. Events across the year have included a Mock Court, Economic Update with the NAB, SEBN Christmas Industry Breakfast, Great Safety Debate and Lunch with the Winners which promotes manufacturing and associated industries.	
Deliver welcoming library services and increase engagement opportunities to enhance learning, reading and literacy, digital and technology skills at all life stages	Library services ran more than 1,600 programs, with 24,554 attendees. The variety of sessions are either run as stand alone, in partnership, or part of themed events all aimed at increasing engagement opportunities to enhance learning, reading and literacy, digital and technology skills at all life stages.	
Drive the ongoing implementation of the Local Economic and Employment Development Strategy	EDU continues to work with the principles of the LEED strategy and has continued its focus on education and training this year. EDU has formed partnerships with Business Victoria, Melbourne Innovation Centre, ATO, Chisholm TAFE and the libraries to further deliver workshops and programs. Businesses have been supported through the Business Permit Support Service and EDU has partnered with providers of the Self Employment program to assist those looking to start a business. During the year, EDU has also supported the Game Change program facilitated by SEBN and promoted the Work Local Jobs Portal to support pathways into employment.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Manage and chair the Greater Dandenong Regional Employment Taskforce and associated projects	During the past year, the role of the Greater Dandenong Regional Taskforce has primarily focused on adopting a stronger and more expansive role of the CR #2 'GameChange' funded project as it has transitioned from project-based work to the new phase of 'Community Led' change in the employment landscape. The Taskforce agreed to incorporate the 'GameChange Leadership Table' as part of its remit, whilst continuing to be an independent and collaborative body seeking to improve employment opportunities for all. Governance of GameChange has increased over the past few months with the change in focus of the State Government and the winding up of the program within the Department. CGD has however received a contract to deliver the project over the next two years until June 2025.	
Support initiatives which provide opportunities for young people to gain skills and experience that enhance their employment	Young people were supported through volunteering. The FReeZA Youth Committee supported young people to plan and support the deliver of community events including the Noble Park Community Fun Day and the Street Style Soccer Tournament in partnership with Melbourne City Football Club. A total of 4,324 contacts were made throughout the year.	
Support local creative industry development and showcase local arts, creativity and innovation	Highlights include: - Development of a professional development program for local arts practitioners - Employment of 250+ creative practitioners - \$3,750 worth of artwork sales from the 9 by 5 exhibition - Supporting local artists to sell their works through two Our Beat Maker's Markets and artist participation in Our Beat programs - Supporting local artists to apply for council funding through information sessions, resulting in a substantial increase in arts grants applications.	
Through library services facilitate and champion activities and partnerships that support the community to participate in work, entrepreneurship, education, training, social and civic life	Highlights include: - The Libraries and Jobs Victoria partnership saw 1,401 community members receive literacy help to assist with employment seeking. - Partnerships with council departments, external organisations and government have contributed to the community having access to programs and services that would not otherwise be delivered.	

Complete Externally Impacted Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Facilitate and promote the ASPIRE platform and engage business through SEBN networks and other sustainability activities	There has been considerable focus on Lean principles which supports waste reduction however Council is working with the ASPIRE organisation to ensure the platform continues to strengthen the mindset and collaboration to accelerate circularity. Council has also worked closely with Monash University on their Circular Economy programs and hosted the delegation from the Netherlands which provided 'best practice' learnings for the ASPIRE platform.	
Strengthen capability and increase awareness of new technologies and opportunities around waste, energy and the circular economy	Sustainable practices incorporating the Circular Economy, resources and waste continue to be a challenge for many businesses in the community. Council has worked with and supported Monash University in their CE endeavours and hosted a Waste to Resource delegation from the Netherlands which showcased a diverse range of technologies and opportunities for local business to take advantage of in their progress towards the CE. A series of workshops has also been held focussing on Lean principles which are the fundamentals of reducing waste. A new framework of activities towards sustainability is being developed for 2024.	
Support local business efforts to respond to their climate change risks by informing them of relevant State and Federal Government policies and programs	Council has continued to support businesses via sharing information on sustainability initiatives, programs and grants to assist businesses. Initiatives such as the Single Use Plastic Ban, Solar programs and the Aspire platform have been promoted through EDU's database and other Council channels.	

Complete Externally Impacted Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Strategic Objective 6: A Council that demonstrates leadership and a commitment to investing in the community

Action	Annual Comment	Status
Continue to work with agencies on COVID-19 response and recovery efforts	As well as responding to COVID-19 case numbers, Council has supported many community members by providing material aid and support to people isolating at home.	
Develop an investment attraction program to encourage investment within the Dandenong, Springvale and Noble Park activity centres	The Innovation Investment Attraction report (Dandenong) by NAVIRE was completed. The priority action being to develop an investment attraction program around a Brand Development Marketing Plan and promotion to enhance perceptions of Greater Dandenong. A consultant brief to develop a brand for Greater Dandenong Investment Attraction is being prepared and will go out for submissions in Q1 2023-24. An Economic Dashboard has been developed to allow internal and external audiences, such as our community, investors, and developers, the ability to quickly access information regarding how the City of Greater Dandenong economy is performing.	
Complete key capital works across the city	The delivery of Council's capital works program is progressing with over 85 per cent of projects in the final stages of construction or completed.	
Review and update the Asset Management Strategy for Council	The Asset Management Policy is ready to present to the Executive Team and the NAMAF Assessment is complete. The Asset Management Strategy is in draft with further work to progress in 2023-24.	
Seek State Government funding to assist with educating businesses and community groups on COVIDSafe practices	This program was completed on 30 June 2022.	
Upon successful receipt of funding, implement a program to provide COVIDSafe education across all businesses within Greater Dandenong	This program was completed on 30 June 2022.	

 Complete
 Externally Impacted
 Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Complete a Workforce Management Plan and other workforce requirements under the Local Government Act 2020	The Workforce Management Plan was completed by 31 December 2021 in line with the requirements of the <i>Local Government Act 2020</i> and has been communicated to all staff.	
Develop and implement an innovation program for Council	Work continues on three innovation working groups: recruitment, internal cross-Directorate communication and decision making. A workshop is being held in July to further progress this work among the leadership group.	
Enhance Council's efforts to achieve a united corporate culture responding to the climate emergency through a continuous improvement program that aims to increase awareness of responsibility for and capability around climate change impacts and risks	Filming and editing of the Climate Change Staff Induction Module has now been completed. Implementation will occur in the 2023-24 financial year.	
Coordinate and conduct four Municipal Emergency Management Planning Committee (MEMPC) meetings with key stakeholders and agencies	MEMPC meetings have occurred every quarter and sub committees for municipal fire protection, flood and storm mitigation and risk and Intelligence sharing working groups have been facilitated.	
Implement, monitor and review progress on mitigation strategies to risks identified via the Community Emergency Risk Assessment (CERA) - Heat/Health, Floods and Storms, and Pandemic	The Municipal Emergency Management Plan (MEMP) is due to be updated by May 2024 and work has commenced to review the existing plan. The CERA process is due to be completed in August 2023 and an Extreme Heat Health exercise is due to be held on 19 September 2023.	
Comply with the auditing and reporting requirements of the Gender Equality Act 2020 including the implementation of the Gender Equality Action Plan	The People Matters survey was undertaken in June 2023 and Council is awaiting the results. Council is also preparing for the next Gender Equity Audit which will identify where Council has made progress and where to focus efforts. A new anonymous reporting tool is currently being configured for implementation in August 2023. This will provide staff who may be reticent about making a report the confidence to do so.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Continue to embed consideration of climate change into Council's policies and decision making processes	Council officers continue to provide feedback and support within the framework of the Council Plan to embed consideration of the climate emergency in all decision-making processes. Key activities this year included review of climate change consideration in the Long Term Financial Strategy, completion of the filming of climate change induction training to be rolled out to all staff in the 2023-24 financial year, completion of the Sustainability Strategy 5 year refresh and input into climate change within the Council Plan and Service Planning framework.	
Develop an organisation-wide Conflict of Interest framework and policy	Capacity and resource challenges have delayed this work but it is a key priority of the Governance unit.	
Update the Legislative Compliance program across the organisation	This work is heavily impacted by capacity and resource challenges. Significant work is still required to bring the reporting system in line with the <i>Local Government Act 2020</i> .	
Develop and deliver a communications program to enhance the digital literacy of staff, the community and stakeholders	This year has seen an increase in the delivery of digital literacy support for Council staff through working groups and help/tech sessions. A consultation was undertaken to make improvements to the staff intranet 'The Source' and some amendments have been made following staff suggestions. Various campaigns to encourage community members to report issues, pay pet registrations and receive Council information online have been undertaken, aimed at increasing the number of residents who do business with us digitally. These campaigns have been rolled out via flyers and articles in newsletters, on social media, digital screens and the website. The Better Approvals/Business Permit Support Service project was launched to ensure easy access to information for local business operators.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Strengthen Council's digital governance through a continuous improvement program to ensure digital solutions meet the business needs of Council	- The Customer Portal is ready to Go Live with residents being notified in the next Rates notice in August. - RapidAP has been implemented to assist the Finance team to streamline Accounts Payable in their ability to process invoices requiring less manual intervention when processing invoices. - BPoint is currently being implemented to replace SecurePay as Council's payment gateway. This will allow for more integrations with existing systems including allowing Customer Service to process transactions without the need for an Eftpos terminal. BPoint implementation will also bring costs savings to Council in reducing the per transaction costs. - Oracle CRM replacement is progressing along however it has had further delays due to data migration issues with the implementation partner. Target Go Live is now September to ensure suitable time for testing and training. - A total of 90 new online forms have been built this year. There as been an increase in form requests in the last 12 months for bigger processes instead of simple submit and complete forms.	
Increase awareness of, availability and capability around modern and smart technologies	The parking sensor installation in Springvale activity centre is complete adding a further 557 sensors to the 1,117 already installed within the Dandenong activity centre in previous years. This will now allow officers to prepare for future stages which will include utilising this data to provide real-time information to motorists regarding parking availability, subject to available funding in subsequent financial years.	
Implement a people-centred approach to how safety is managed across the organisation	A number of projects and programs aimed at injury prevention and enhanced health and wellbeing are progressing well. Employee participation and feedback is very positive.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Increase Council's awareness and understanding of a changing climate's impacts on its assets and operations and, continue to integrate recognition of climate change into financial and budget processes	Key work in this space this year includes embedding climate change into the Long Term Financial Strategy and Annual Budget, as well as work to incorporate climate impacts on assets into Council's existing asset management platform. Additional work in this space is expected to occur in 2023-24.	
Review Council's Long Term Financial Plan	A ten year Long Term Financial Plan (LTFP 2022-31), prepared in accordance with the <i>Local Government Act 2020</i> , was adopted by Council on 25 October 2021. The annual review and update of the LTFP was undertaken following the 2023-24 Budget process and the LTFP 2023-32 (annual update) was adopted by Council on 26 June 2023.	
Strengthen governance capacity of Council grant and funding partners	A Good Governance pilot project has been underway with support provided to the pilot project participants and an annual good governance workshop conducted. Liaison across different Council departments has been established to foster collaboration and to optimise resource utilisation.	
Develop and document the organisational Customer Service Experience (CSX) Strategy to optimise customer's interactions with Council	Stage one of the CX Strategy development has been completed with a comprehensive desktop review of strategies from other Councils and similar organisations. A project plan has also been prepared. Community and staff consultation will now commence next quarter in order to form the basis of the strategy document.	
Encourage the voice of children through the facilitation of the Children's Advisory Group in planning and policy development	The Children's Advisory Group provided an opportunity for 100 students to share their ideas and feedback to teams across Council to help inform their work - providing consultation to better understand issues that are important to children and to hear it from their perspective and in their language, demonstrating Council's commitment to being a Child Friendly City.	

 Complete
  Externally Impacted
  Delayed

4.3.1 Council Plan End of Year Performance Report 2022-23 (Cont.)

Action	Annual Comment	Status
Implement the updated Community Engagement Framework	The Community Engagement Framework was reviewed by Council and went out for public consultation in May 2022. Council officially endorsed the updated Framework at the 27 June 2022 Council meeting. The Community Engagement Framework is available on Council's website for the community to view, and complements Council's Community Engagement Policy and Toolkit, all of which will be reviewed regularly. A new Community Engagement position has been funded to officially establish a community engagement function for the first time at Council. This position will lead and advise on the best external strategies to successfully connect and empower our culturally diverse community and work internally to educate and upskill staff to deliver effective community engagement activations.	

Complete Externally Impacted Delayed