





WHITEHORSE CLIMATE RESPONSE PLAN 2023-2026




Climate Response Strategy 2023-2030 target alignment is represented in the table below with the following legend:

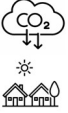


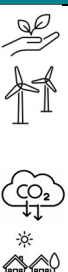
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|  | Maintain carbon neutral status for corporate emissions. |  | Achieve net zero corporate emissions by 2032. |
|  | Source 100 per cent renewable electricity for Council operations by 2025. |  | Aspire for net zero community emissions by 2040. |






Actions highlighted in the **colour grey** denote actions that cannot be delivered in full if the proposed resources are not committed. Instead, these actions will be documented as ‘opportunities’.





Acronyms:

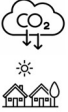
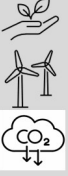


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| ALGA Australian Local Government Association | EASL Eastern Alliance for Sustainable Learning |
| BV Business Victoria | NELA North East Link Authority |
| CASBE Council Alliance for a Sustainable Built Environment | RV Recycling Victoria |
| DEECA Department of Energy Environment and Climate Action | SRLA Suburban Rail Loop Authority |
| DFFH Department of Fairness, Families and Housing | SV Sustainability Victoria |
| DoH Department of Health | VGA Victorian Greenhouse Alliances |
| DTP Department of Transport and Planning | WBG Whitehorse Business Group |
| EAGA Eastern Alliance for Greenhouse Action | YVW Yarra Valley Water |
| ERG Eastern Region Group | |
| MAV Municipal Association of Victoria | |




Ref	Strategy Target	Action Name	Action Description	Action Type	Timing	Indicative Budget	\$	Lead Department Officer	Support	External Partners
Community Vision Theme 1: Diverse and Inclusive Community										
1a		Integration of climate change information	Integrate climate change and sustainability information across all areas of Council's website and other communication platforms where appropriate (i.e. health, planning, transport) to increase visibility and understanding in the community.	Systemic	2023/24 then ongoing	<i>New staff resource</i> (0.2 FTE for 2 months)	Proposed Sustainability Project Officer *\$42,930 (\$21,465pa)	City Services (Environmental Sustainability), <i>Sustainability Project Officer</i>	Strategic Communications & Customer Service	
1b		Targeted assistance for vulnerable community members	Support vulnerable sub-sections of the community by: <ul style="list-style-type: none"> Proactively seek external funding (i.e. government grants or other investment). Identify segments of the community which are particularly vulnerable to climate change impacts and identify opportunities to support them to increase their resilience. Leverage existing and new community partnerships which can connect low-income, hardly reached and vulnerable households to sustainability programs and services (e.g. energy efficiency retrofitting schemes). 	Adaptation	2024/25 & 2025/26 then ongoing	<i>New staff resource</i> Consultant Budget: \$10,000 (once-off) + Engagement budget: \$10,000 per year	Proposed Sustainability Officer \$214,654 (\$107,327pa) + Budget \$30,000	City Services (Environmental Sustainability), <i>Proposed Sustainability Officer</i>	Community Engagement & Development; Health & Family Services	Health and community services providers; DEECA; DoH; DFFH; YVW; Service Authorities
1c		Traditional Owner opportunities	Create opportunities for the engagement of Aboriginal and Torres Strait Islander people to share knowledge relating to the natural environment, sustainability, and climate resilience.	Systemic	2023/24 and then ongoing	Existing staff resource and budget		City Services (Environmental Sustainability), <i>Sustainability Project Officer</i>	Community Engagement & Development; City Services (Waste Reduction & Recycling); Parks & Natural Environment	Wurundjeri Woiwurrung Cultural Heritage Aboriginal Corporation






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Community Vision Theme 2: Movement and Public Spaces										
2a		Coordinated process for public realm improvements	Develop a process (e.g. through updated Capital Works templates) for coordinating public realm improvements to maximise co-benefits and for the efficient delivery of works (e.g. improved water efficiency, urban forest, transport, biodiversity, and local amenity).	Systemic	2023/24	Existing staff resource and budget		City Services (Environmental Sustainability), <i>Sustainability Officer</i>	Service Excellence; Project Delivery & Assets; Parks & Natural Environment; Leisure & Recreation Services; Engineering & Investment	
2b		Increased electric vehicle uptake in the community	Undertake an opportunities assessment for Council's role in increasing the uptake of electric vehicles in the community and act on high value opportunities.	Mitigation	2024/25	<i>New staff resource + Consultant Budget: \$15,000 (once-off)</i>	\$15,000	City Services (Environmental Sustainability), <i>Proposed Sustainability Officer</i>	Engineering & Investment	EAGA; Electric Vehicle Council
2c		Sustainable transport connectivity	Identify, prioritise and advocate for opportunities to improve connections between sustainable transport modes, including cycling routes and public transport hubs.	Mitigation	Ongoing	Existing staff resource		Engineering & Investment (Transport), <i>Strategic Transport Planner</i>	Engineering & Investment (Major Transport Projects)	DTP; NELA; Parks Victoria; SRLA
Community Vision Theme 3: Innovation and Creativity										
3a		External partnerships and memberships	Establish and maintain partnerships and memberships that support fast-following of new emissions reduction, climate risk mitigation and sustainability technology and initiatives.	Systemic	Ongoing	Existing staff resource and budget for membership		City Services (Environmental Sustainability), <i>Sustainability Officer</i>	All service areas	ALGA; MAV; EAGA; SV; RV; VGA; ERG





Ref	Strategy Target	Action Name	Action Description	Action Type	Timing	Indicative Budget	\$	Lead Department Officer	Support	External Partners
3b		Innovation initiatives and research opportunities	Engage with tertiary education institutions and other groups (e.g. think tanks) to support and/or participate in relevant innovation initiatives and research opportunities.	Mitigation and adaptation	2024/25	<i>New staff resource</i>		City Services (Environmental Sustainability), <i>Proposed Sustainability Officer</i>		Deakin University; Monash University; Box Hill Institute; Industry experts
Community Vision 4: Employment, Education and Skill Development										
4a		Engagement of local businesses	Engage local businesses in low carbon and circular economy opportunities, such as accessing sustainability incentives and programs delivered by other levels of government, and understanding climate risk.	Adaptation	Ongoing	To be incorporated into the development of the Investment and Economic Development Strategy 2023-2027.		City Services		SV; BV; WBG; EAGA, Traders Associations
4b		Recognition of local businesses and their efforts to be sustainable and climate responsive.	Collaborate with the Whitehorse Business Group to recognise local businesses and their sustainability achievements.	Systemic	Ongoing	To be incorporated into the development of the Investment and Economic Development Strategy 2023-2027.		City Services		WBG
Community Vision Theme 5: Sustainable Climate and Environmental Care										
5a		Carbon Neutral status	Achieve and maintain Climate Active certification, including the purchase and retirement of the required carbon offsets.	Systematic	2023/24 and then ongoing	Existing staff resource and budget		City Services (Environmental Sustainability), <i>Sustainability Officer</i>		Climate Active
5b		Transition plan from gas to all-electric	Develop a business case to transition Council buildings and assets off gas to electric.	Mitigation	2024/25	Existing staff resource + Consultant Budget: \$50,000 (once-off)	\$50,000	City Services (Environmental Sustainability), <i>Sustainability Officer</i>	Project Delivery & Assets; Major Projects; and relevant service area	



Ref	Strategy Target	Action Name	Action Description	Action Type	Timing	Indicative Budget	\$	Lead Department Officer	Support	External Partners
5c		Zero emissions fleet	Develop a business case to transition Council's fleet to zero emissions.	Mitigation	2024/25	Existing staff resource + Consultant Budget: \$25,000 (once-off)	\$25,000	City Services (Environmental Sustainability), <i>Sustainability Officer</i>	City Services (Fleet & Workshop)	
5d		Pathway to net zero emissions	Develop and implement a Net Zero Emissions Reduction Plan for Council operations, including energy efficiency, electrification, on-site renewable energy and fleet opportunities.	Mitigation	2025/26 then ongoing	Existing staff resource + Consultant Budget: \$30,000 (once-off)	\$30,000	City Services (Environmental Sustainability), <i>Sustainability Officer</i>	Project Delivery & Assets; Major Projects; City Services (Fleet & Workshop); and relevant service area	
5e		Renewable electricity	Explore options for assets owned or operated by Council are powered by 100% renewable electricity. Refer to Council Meeting 23 October 2023.	Mitigation	2023/24	Existing staff resource		City Services (Environmental Sustainability), <i>Coordinator Environmental Sustainability</i>	Procurement & Contracts	Victorian Energy Collaboration group
5f		Embed and implement the Environmentally Sustainable Design Policy for Council Buildings and Infrastructure	Develop and deliver the ESD Policy Implementation Plan, including to: <ul style="list-style-type: none"> Monitor, evaluate and annually report on the Policy implementation. Maintain the ESD Guideline as a live document, by updating it to ensure it supports stakeholder needs, responding to climate risk and best practice. Refresh the ESD Policy in 2025/26 to align with the ESD Guideline. Provide support, training and resources for staff to effectively implement the ESD Policy to embed sustainable, climate resilient design into Council's assets.	Systemic	Ongoing Policy review 2025/26	Existing staff resource		City Services (Environmental Sustainability), <i>Sustainability Officer</i>	Project Delivery & Assets; Major Projects; and relevant service area	

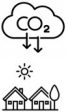
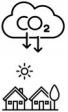
Ref	Strategy Target	Action Name	Action Description	Action Type	Timing	Indicative Budget	\$	Lead Department Officer	Support	External Partners
5g		Support occupants of Council buildings	Support occupants of Council's leased buildings to improve energy and water efficiency, recover resources, and access State and Federal sustainability grants and rebates.	Mitigation	Ongoing	Existing staff resource		City Services (Environmental Sustainability), <i>Sustainability Officer</i>	Property & Leasing; Community Engagement & Development; Health & Family Services; Leisure & Recreation Services	Occupants of Council's leased buildings
5h		Utility monitoring	Continue to monitor, analyse and report on utility and operational data (i.e. energy, water, waste and greenhouse gas emissions) for Council assets, with ongoing communication of progress against benchmarks and targets to internal and external stakeholders.	Mitigation	Ongoing	<i>New staff resource (0.6FTE)</i>	Proposed Energy Projects and Utilities Officer \$214,654 (\$107,327pa) See table below.	City Services (Environmental Sustainability), <i>Proposed Energy Projects and Utilities Officer</i>		
5i		Asset climate vulnerability assessment	Develop a climate vulnerability assessment framework for Council building and infrastructure assets essential for critical community services. Create a streamlined process to evaluate a selection of high-priority Council assets and determine their climate vulnerabilities.	Adaptation	2024/25	Existing staff resource + Consultant Budget: \$40,000 (once-off)	\$40,000	City Services (Environmental Sustainability), <i>Sustainability Officer</i>	Project Delivery & Assets; Parks & Natural Environment; City Services (Engineering Works); Engineering & Investment; Governance & Integrity	
5j		Asset climate vulnerability assessment	Implement the process to evaluate the selection of high-priority Council assets and determine their climate vulnerabilities. Address the identified vulnerabilities within the planned future Asset Management Plan of Works.	Adaptation	2025/26 and 2026/27	Existing staff resource		Project Delivery & Assets (Assets), <i>Coordinator Strategic Asset Management</i>	City Services (Environmental Sustainability, Engineering Works); Project Delivery & Assets; Parks & Natural Environment; Engineering & Investment	

Ref	Strategy Target	Action Name	Action Description	Action Type	Timing	Indicative Budget	\$	Lead Department Officer	Support	External Partners
5k		Embed climate change consideration in Asset Management Plan	Apply a climate mitigation, adaptation and resilience lens to the Asset Management Plan for each asset class.	Systemic	2023/24	Existing staff resource		Project Delivery & Assets (Assets), <i>Coordinator Strategic Asset Management</i>	Project Delivery & Assets (Other), Information Technology; City Services; Parks & Natural Environment; Leisure & Recreation Services	
5l		Elevating ESD targets	Participate in the Council Alliance for a Sustainable Built Environment's Elevating ESD Targets project.	Systemic	2023/24	Existing staff resource. Additional staff resource may be required subject to the approval of the Planning Scheme amendment.		City Planning & Development (Strategic Planning), <i>Coordinator Strategic Planning</i>	City Planning & Development (Statutory Planning); City Services	CASBE
Community Vision Theme 6: Whitehorse is an Empowered Collaborative Community										
6a		Community education and engagement programs	<p>Enhance community education and engagement on climate change and sustainability by:</p> <ul style="list-style-type: none"> Developing and implementing a communication and engagement plan to raise awareness about how climate change is affecting the Whitehorse community. Providing information on relevant sustainability topics such as reducing energy use and the circular economy. Promoting sustainability rebates, incentives and programs delivered by other levels of government. Providing expertise and direction to community queries to support greater community action. <p>Communicating progress made to implement the Climate Response Strategy and other sustainability achievements.</p>	Mitigation and adaptation	Ongoing	Existing budget and staff resource		City Services (Environmental Sustainability), <i>Sustainability Officers Sustainability Project Officer</i>	City Services (Waste Reduction & Recycling); Strategic Communications & Customer Service	DEECA; Solar Victoria; SV

Ref	Strategy Target	Action Name	Action Description	Action Type	Timing	Indicative Budget	\$	Lead Department Officer	Support	External Partners
6b		Support for local climate change projects	Collaborate with local groups to coordinate, accelerate and local climate change mitigation, adaptation and resilience projects.	Mitigation and adaptation	Ongoing	Existing staff resource		City Services (Environmental Sustainability), <i>Sustainability Officer</i>	Community Engagement & Development	
6c		Community energy advice service	Deliver an energy advice program to residents and businesses to provide the support they need to make decisions and improve the performance and comfort of their homes and buildings.	Mitigation	Ongoing	Existing staff resource and budget		City Services (Environmental Sustainability), <i>Sustainability Officer</i>	Engineering & Investment	
6d		Community bulk-buy schemes for emissions reduction	Seek opportunities to access community bulk purchase schemes for solar panels, energy-efficient appliances, renewable energy sources, electric vehicles and/or active transport options such as e-bikes.	Mitigation	2024/2025 then ongoing	<i>New staff resource</i> (0.2 FTE for campaign period) + New Budget: \$10,000 per annual campaign	\$20,000 See table below.	City Services (Environmental Sustainability), <i>Proposed Sustainability Officer</i>		
6e		Community Grants sustainability criteria	Establish support for 2024/25 Whitehorse Community Grant applicants to apply environmental sustainability practices to their proposed projects and initiatives.	Systemic	2023/24	Existing staff resource and budget		Community Engagement and Development, <i>Community Development Officer - Grants & Volunteering</i>	City Services (Environmental Sustainability, and Waste Reduction & Recycling)	
6f		Building community capacity and leadership	Pilot a program to build capacity and leadership within the community for local climate-related projects.	Systemic	2025/26	<i>New staff resource</i> (0.2 FTE for one year) + New Budget: \$20,000	\$20,000 See table below.	City Services (Environmental Sustainability), <i>Proposed Sustainability Officer</i>		

Ref	Strategy Target	Action Name	Action Description	Action Type	Timing	Indicative Budget	\$	Lead Department Officer	Support	External Partners
6g		Sustainability in schools and kindergartens	Continue to deliver a coordinated Sustainability in Schools and Kindergartens program to support participation in a variety of programs and projects.	Mitigation and adaptation	Ongoing	Existing staff resource and budget		City Services (Environmental Sustainability), <i>Sustainability Officer</i>		EASL
Community Vision Theme 7: Health and Wellbeing										
7a		Embedding climate change adaptation in the Municipal Public Health & Wellbeing Plan	Update the Municipal Public Health and Wellbeing Plan to include an explicit focus on climate change adaptation and resilience, highlighting the link between climate change and health & wellbeing.	Systemic	2025/26	Existing staff resource		Community Engagement & Development, <i>Health Planning & Promotion Officer</i>	City Services (Environmental Sustainability)	How Well Are We Adapting
7b		Leveraging community programs and networks	Leverage existing community programs and networks to raise awareness about the relationship between climate change and health & wellbeing, and promote opportunities to improve community resilience.	Systemic	Ongoing	Existing staff resource		City Services (Environmental Sustainability), <i>Sustainability Officer</i>	Home & Community Services; Community Engagement & Development; Arts & Cultural Services	Health and community service providers; Libraries; Community Groups; Neighbourhood Houses
Theme 8: Governance and Leadership										
8a		Sustainability and climate priorities embedded in Council Plan, relevant strategies, policies and guiding documents.	During scheduled reviews, update relevant plans, strategies and policies to ensure they deliver on environmental sustainability and climate response.	Systemic	Ongoing	Existing staff resource		City Services (Environmental Sustainability), <i>Coordinator Environmental Sustainability</i>	Corporate Planning & Performance; and relevant service areas	

Ref	Strategy Target	Action Name	Action Description	Action Type	Timing	Indicative Budget	\$	Lead Department Officer	Support	External Partners
8b		Climate considerations embedded in risk registers	Facilitate the monitoring and reporting of Council's strategic risk register to minimise vulnerability to climate risk.	Systemic	Ongoing	Existing staff resource		Governance & Integrity (Risk & Insurance), <i>Coordinator Risk & Insurance</i>	Executive Leadership Team (ELT); relevant service area	
8c		Financial impacts of significant weather events covered by Council insurance.	Purchase building insurance that is informed by: <ul style="list-style-type: none"> The risk transfer/share treatment option taken to reduce the financial impact of severe weather events on council building assets. The annual cost risk trade-off assessments to determine insurance market conditions. Building valuations. Appetite of insurers.	Systemic	Ongoing	Existing staff resource		Governance & Integrity (Risk & Insurance), <i>Coordinator Risk & Insurance, Risk & Insurance Advisor</i>	Property & Leasing; Project Delivery & Assets	Insurance Brokers (Underwriters) MAV Insurance
8d		Climate change embedded in emergency management	Update Municipal Emergency Management Plan to more strongly reference and plan for climate change and associated risks.	Adaptation	2023/24	Existing staff resource		Community Safety (Municipal Emergency Management), <i>Coordinator Emergency Management</i>	City Services (Environmental Sustainability)	
8e		Sustainable procurement improvements	Increase Council's influence on sustainability throughout the supply chain by: <ul style="list-style-type: none"> Conducting an impact assessment of sustainable procurement content in the Procurement Policy 2021 - 2025 and the sustainability weighting for tender evaluations. Updating the Procurement Policy, manual, and staff training. 	Systemic	2024/25	Existing staff resource		Finance (Procurement & Contracts), <i>Coordinator Procurement</i> City Services (Environmental Sustainability), <i>Coordinator Environmental Sustainability</i>		

Ref	Strategy Target	Action Name	Action Description	Action Type	Timing	Indicative Budget	\$	Lead Department Officer	Support	External Partners
8f		Improve staff induction	Review staff induction program and update to include greater education on sustainability and climate change.	Systemic	During next review	Existing staff resource		People & Culture, <i>Coordinator Human Resources</i>	City Services (Environmental Sustainability)	
8g		Climate response communication and training program for staff and Councillors	Develop and implement a climate response communication and training program for staff and Councillors to embed action throughout Council's operations.	Systemic	2024/25 & 2025/26	New budget: \$10,000 per year	\$20,000	City Services (Environmental Sustainability), <i>Sustainability Officer</i>	People & Culture	
8h		Advocacy for a stronger climate response	Advocate to Federal and State governments for a stronger climate response and increased adaptation funding for Councils. Ensure climate change is embedded into related areas of advocacy (e.g. transport, social and affordable housing).	Systemic	Ongoing	Existing staff resource		City Services (Environmental Sustainability), <i>Sustainability Officer</i>	Strategic Communications & Customer Service	ALGA; MAV; EAGA; RV
8i		External funding for Council action	Proactively seek external funding (i.e. government grants or other investment) to support Council to more rapidly reduce emissions and adapt to climate change.	Systemic	Ongoing	Existing staff resource		City Services (Environmental Sustainability), <i>Sustainability Officer</i>	Strategic Communications & Customer Service	DEECA; SV; Melbourne Water

Additional staff resources and operational budget

This Climate Response Plan 2023-2026 includes additional indicative budget for new staff resources, ongoing and once-off operational costs to implement these actions.

Table 1 below summarises additional staff resources required to implement the Plan.

*\$21,465 per annum is identified against Action 1a as additional operational budget is required to make the current casual Sustainability Project Officer position permanent.

Table 1. Proposed summary of required staff resources.

Position Title	Actions to be delivered	Proposed Band, FTE	Proposed Tenure	From 2024/25 and then ongoing	Priority if not all positions can be funded	Comment
Energy Projects and Utilities Officer	5h	Band 6 1 FTE	Permanent	\$107,327 per annum	1	Current resource of 0.4 FTE does not continue to 2024/25
Sustainability Project Officer	1a	Band 6 0.6 FTE	Permanent	Additional \$21,465 per annum to existing budget	2	Current resource of 0.6 FTE does not continue to 2024/25
Sustainability Officer	1b, 2b, 3b, 6d, 6f	Band 6 1 FTE	Permanent	\$107,327 per annum	3	New resource
Total Operational Cost (\$) from 2024/25 and then ongoing				\$236,119		

Table 2 and **Table 3** below show the additional indicative operational budget required to implement the Plan with and without the additional staff resources.

Table 2: Additional indicative operational budget with additional staff resources.

Indicative Budget	2023/24	2024/25	2025/26	Total
Once-off	-	\$140,000	\$30,000	\$170,000
Reoccurring	-	\$30,000	\$50,000	\$80,000
Staff resources (ongoing)	-	\$236,119	\$236,119 (plus EBA increases)	\$472,238
Total Indicative Budget for full implementation with new staff resourcing.	-	\$406,149	\$316,119	\$722,238

Table 3: Indicative new operational budget without additional staff resources.

Indicative Budget	2023/24	2024/25	2025/26	Total
Once-off	-	\$115,000	\$30,000	\$145,000
Reoccurring	-	\$10,000	\$10,000	\$20,000
**Total Indicative Budget without new staff resources and additional operational costs.	-	\$125,000	\$40,000	\$165,000

NB: Under this scenario, Plan Actions 1a, 1b, 2b, 3b, 4a, 4b, 5h, 6d and 6f cannot be implemented as identified in **Table 1**.