

Council Plan 2021-2025

Draft Annual Action Plan 2024-25

Currently
42 actions



Photograph Elizabeth Peddie

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Goal1: Our Planet

1. Goal Statement

As custodians, we will lead, act and advocate on the critical issues of environmental sustainability and climate emergency, and on our shared responsibility to care for and protect Earth's vitality, diversity, beauty and the community of life.

Major initiatives for Goal 1 include:

- Further implementation of the Climate Emergency Action Plan,
- Further implementation of the Biodiversity Action Plan,
- Construction of the Yalukit Willam Nature Reserve: Wetlands
- Progression of the Highett Grassy Woodland Masterplan

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actions

1.1. Strategic objective - Lead and influence change to address the Climate Emergency and strive to reduce its impact on the health of our community, environment and the planet.

Strategic Indicators	Target
Community satisfaction that Council is meeting its environmental responsibilities	Maintain or improve Good rating (6.5 - 7.25)
Maintain Council’s status as Certified “Carbon Neutral”	Council’s is certified as ‘Carbon Neutral’ against the Climate Active standard

Council Plan Strategies	Annual Actions	Director responsible Manager responsible
1.1.1.Adopt and champion innovative ways of working and evaluate policy against its climate impact to reduce harm.	Implement Climate Emergency Action Plan (CEAP) including: <ul style="list-style-type: none">Investigate the feasibility of extending the current solar installation program from Council buildings to other Council assets, including carparks and footpath shading.Continue the roll out of electric vehicle charging infrastructure across the municipality.	Director, Environment, Recreation and Infrastructure Manager Climate Waste and Infrastructure
1.1.2.Lead and foster awareness to encourage Bayside residents and visitors to think and act in ways that preserve and enhance environmental sustainability and connection to place.	Implement the <i>Love Bayside</i> campaign including the Solar Savers program, to enable the community to reduce their carbon footprint, in-line with Council’s community emissions net-zero target.	Director, Environment, Recreation and Infrastructure Manager Climate Waste and Infrastructure

1.2. Strategic Objective - Protect and enhance our natural and coastal environments, biodiversity and unique ecosystems.

Strategic Indicators	Target
Community satisfaction with the appearance of the beach and foreshore, including bushland	Maintain or improve Excellent rating (7.75+)
Number of trees planted on public land	More than 2,000 trees per year
Community satisfaction on the provision and maintenance of street trees	Maintain or improve Good rating (6.5 - 7.25)
Number of formal and informal partnership agreements with government agencies to protect local green spaces, foreshore and marine environments, biodiversity, and habitat health	1 agreement in 2023 /24

Council Plan Strategies	Annual Actions	Director responsible Manager responsible
1.2.1. Protect and enhance the biodiversity and health of our natural space and foreshore.	Implement Biodiversity Action Plan for 2024-25.	Director, Environment, Recreation and Infrastructure Manager Open Space and Recreation
	Complete development of a Native Vegetation works program.	Director, Environment, Recreation and Infrastructure Manager Open Space and Recreation
	Progress implementation of Wetlands under the Yalukit Willam (Elsternwick Park) Masterplan 2020.	Director, Environment, Recreation and Infrastructure Manager Open Space and Recreation
1.2.2. Enhance vegetation (including the tree canopy) through accelerated tree planting and tree protection on public and private land.	Commence implementation of the Highett Grassy Woodland Masterplan.	Director, Environment, Recreation and Infrastructure Manager Open Space and Recreation

Council Plan Strategies	Annual Actions	Director responsible Manager responsible
	<p>Advance vegetation protection and the Urban Forest Strategy including:</p> <ul style="list-style-type: none"> • undertake a Planning Scheme Amendment to introduce the Significant Tree Register into the Bayside Planning Scheme • investigate and seek to progress a municipal wide Vegetation Protection Overlay (seeking to shift controls from the Local Law into the Bayside Planning Scheme) • partner with key community groups to implement Urban Forest outcomes to support enhance ground cover. 	<p>Director City Planning and Amenity Manager Urban Strategy</p>
<p>1.2.3. Partner with and influence government agencies and other entities about our shared responsibility to protect local green spaces, foreshore and marine environments, biodiversity and habitat health.</p>	<p>Complete the Coastal and Marine Management Plan.</p>	<p>Director, Environment, Recreation and Infrastructure Manager Open Space and Recreation</p>

1.3. Strategic objective - Improve environmental sustainability through a circular economy approach to waste management, recycling and energy use.

Strategic Indicators	Target
Maintain community satisfaction with waste and recycling services: <ul style="list-style-type: none"> - Rubbish - Recycling - Hard rubbish - Food and Green Waste 	Maintain or improve Excellent rating (7.75+)
	Maintain or improve Excellent rating (7.75+)
	Maintain or improve Excellent rating (7.75+)
	Maintain or improve Excellent rating (7.75+)
Diversion of waste from landfill	Target – More than 70%

Council Plan Strategies	Annual Actions	Director responsible
1.3.1.Reduce the amount of waste generated and disposed in landfill through initiatives to prevent, reduce, recycle and reuse waste.	Implement the Recycling and Waste Management Strategy 2018-27, including <ul style="list-style-type: none"> • In partnership with Sustainability Victoria, deliver the 'Small change, big impact' campaign to reduce contamination in the kerbside recycling and organics bins. • Review and update Bayside's Recycling and Waste Management Strategy to reflect the transition to the 'circular economy'. • Implement a community waste avoidance and education program to reduce waste generation and improve recycling outcomes. 	Director, Environment, Recreation and Infrastructure Manager Climate Waste and Integrated Transport
	Continue the collaborative procurement process for an advanced waste processing facility in the South East of Melbourne.	Director, Environment, Recreation and Infrastructure Manager Climate Waste and Integrated Transport

Goal 2: Our People

2. Goal Statement

We will plan and advocate for a Bayside where our diverse communities and people can thrive, live healthy and active lives, fostering inclusion and participation through holistic, innovative approaches to economic and social wellbeing.

Major initiatives for Goal 2 include:

Development of the Municipal Health and Wellbeing Plan,
Develop the Innovate Reconciliation Action Plan,
Expansion of Aged Care Services

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actions

2.1. Strategic objective: Nurture healthy people and resilient communities ensuring services and programs are adaptable to meet diverse and changing needs.

Strategic Indicators	Target
Community satisfaction with services provided <ul style="list-style-type: none">for children from birth to 5 years of age	Maintain or improve Excellent rating (7.75+)
<ul style="list-style-type: none">for older people	Maintain or improve Very good rating (7.25- 7.75)
<ul style="list-style-type: none">for youth	Maintain or improve Very good rating (7.25- 7.75)
Percentage of children enrolled who participate in the maternal child health service	Maintain or improve Target – 80%
Percentage % of Aboriginal children enrolled who participate in the maternal child health service	Maintain or improve Target – 80%
Percentage of residents who volunteer ‘sometimes’ or ‘regularly’ (once/month or more)	Maintain or improve target - 20%
Number of formal and informal partnerships with external and/or government agencies to support resilience initiatives.	2 agreements
Community Satisfaction with library services .	Maintain or improve Excellent rating (7.75+)

Council Plan Strategies	Annual Actions	Director responsible
2.1.1.Partner with community, agencies and other levels of government to	Commence development and engagement process for the Municipal Health and Wellbeing Plan in 2025-29.	Director Community and Customer Experience

Council Plan Strategies	Annual Actions	Director responsible
deliver fit-for purpose services and facilities so all people in Bayside can feel safe and live healthy, resilient, active lives at all ages and stages of their life.		Manager Family, Youth and Wellbeing
	Promote and expand access to aged care services to support residents to age safely at home in the community.	Director Community and Customer Experience Manager Community Care
2.1.2.Facilitate opportunities for people to participate in community life, through volunteering, civic leadership, sport, artistic, cultural and social programs, to enable inclusion, social connection, creative expression and wellbeing.	Deliver diverse arts, culture and library infrastructure, services and programs in accordance with Bayside Arts, Culture and Libraries strategy.	Director Community and Customer Experience Manager Arts, Culture and Libraries
	Implement the Billilla strategic business plan to conserve and activate Billilla.	Director Community and Customer Experience Manager Arts, Culture and Libraries
	Deliver a range of initiatives to continue to implement Bayside's Volunteer Recruitment, Retention and Recognition Plan (2022-26), including with community groups and sports clubs.	Director Community and Customer Experience Manager Family, Youth and Wellbeing
2.1.3.Respect and care for our First Nation's cultural heritage to build inclusion, celebrate diversity and enhance connection to place.	Develop and commence implementation of Council's second Innovate Reconciliation Action Plan.	Director Community and Customer Experience Manager Family, Youth and Wellbeing

2.2. Strategic objective: Engage with our diverse communities to improve access and inclusion in Bayside.

Strategic Indicators	Target
Community satisfaction for services provided for people with a disability	Maintain or improve Very good rating (7.25-7.75)

Council Plan Strategies	Annual Actions	Director responsible
2.2.1. Build social policy and strategy to improve accessibility, diversity, equity and inclusion in our community, including accessible housing to meet the changing needs of people of Bayside.	Actively participate and represent Bayside on the regional Homelessness and Social Housing Charter group to ensure progress on our Affordable Housing Strategy goals.	Director Community and Customer Experience Manager Family, Youth and Wellbeing
	Commence the development and engagement process for the Disability Action Plan in 2025-29.	Director Community and Customer Experience Manager Family, Youth and Wellbeing

2.3. Strategic objective: Foster economic vitality, facilitating innovation and investment in our local economy

Strategic Indicators	Target
High level of satisfaction from members and participants at BBN (Bayside Business Network) events	85%+
Community satisfaction of the availability of parking around business and shopping strips/commercial areas.	Maintain or improve Good rating (6.5 - 7.25)
Number of community driven events supported by Council	5 events per year

Council Plan Strategies	Annual Actions	Director responsible
2.3.1.Improve the amenity, accessibility and unique sense of place of local shopping strips to enhance community connection.	<p>Implement the following first year actions from the Economic Development, Tourism and Placemaking with a focus on -</p> <ul style="list-style-type: none"> • Explore opportunities to implement tour bus operator permits and fees as part of better management of the foreshore. • Investigate the ability to undertake digital marketing and social media assistance programs to support local businesses with low online presence. • Identify opportunities to introduce mural art and lighting to enhance the appearance of activity centres. 	<p>Director City Planning and Amenity</p> <p>Manager Urban Strategy</p>
2.3.2.Foster economic activity and local employment, within Bayside.	Review the membership offering and value proposition of the Bayside Business Network.	<p>Director City Planning and Amenity</p> <p>Manager Urban Strategy</p>

Goal 3: Our Place

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actions

3. Goal Statement

Our open spaces and foreshore, our facilities and the built environment are highly valued, shared and enhanced to ensure their use, liveability, character, sustainability, and amenity for current and future generations.

Major initiatives for Goal 3 include:

Completion of the Beaumaris Arts Studio
Development of the Wangara Road Masterplan
Commence the Billilla Mansion and precinct restoration.
Construct the Third Street Black Rock Drainage upgrade
Construct the Boss James Pavilion upgrade

3.1. Strategic objective: Open space is increased, and the foreshore is cared for, to support diverse use and connect to community

Strategic Indicators	Target
Community satisfaction with the provision and maintenance of parks, reserves	Maintain or improve Excellent rating (7.75+)
Community satisfaction score for sports grounds and ovals	Maintain or improve Excellent rating (7.75+)
User satisfaction score for sportsgrounds and ovals	Establish benchmark

Council Plan Strategies	Annual Actions	Director responsible
3.1.1.Our foreshore, open space and amenities deliver enhanced functionality for a wide range of uses.	Continue to progress the disabled accessibility to Hampton Life Saving Club.	Director, Environment, Recreation and Infrastructure Manager Open Space and Recreation
3.1.2.Focus on increasing open space within key residential growth areas in major activity centres.	Finalise the Open Space Strategy review for adoption by Council.	Director, Environment, Recreation and Infrastructure Manager Open Space and Recreation
3.1.3.Manage our open space and public places to balance the different	Commence implementation the Rehabilitation Plan for Wangara Road (multi-year plan).	Director, Environment, Recreation and Infrastructure Manager Open Space and Recreation

Council Plan Strategies	Annual Actions	Director responsible
needs of people who visit, live or work in Bayside.	Subject to community consultation, implement off leash dog parks at Banksia Reserve and William St Reserve.	Director, Environment, Recreation and Infrastructure Manager Open Space and Recreation
	Undertake research and engagement to inform the review (in 25/26) of dog restrictions in Ricketts Point and all beaches in accordance with the DAMP.	Director City Planning and Amenity Manager Amenity Protection

3.2. Strategic objective: Infrastructure and assets are sustainable, accessible and fit for purpose now and for the future

Strategic Indicators	Target
Maintain 100% of asset renewal as a percentage of depreciation	Maintain 100% of asset renewal
Community satisfaction with public toilets	Maintain or improve Good rating (6.5 - 7.25)
Community satisfaction with maintenance and repair of assets and facilities:	Maintain or improve Good rating (6.5 - 7.25)
<ul style="list-style-type: none"> Sealed local roads 	
<ul style="list-style-type: none"> Drains 	Maintain or improve Good rating (6.5 - 7.25)
<ul style="list-style-type: none"> Footpaths 	Maintain or improve Good rating (6.5 - 7.25)
Increase activation of Council pavilions during non-sport allocated hours in line with Council's resolution of 16 August 2022 regarding Sportsground Pavilion utilisation.	Number of hours of community use/ Number of hours available. Establish benchmark

Council Plan Strategies	Annual Actions	Director responsible
3.2.1. Plan for and implement effective stewardship of all Council assets to ensure our infrastructure is safe, activated, accessible, adaptable, cleaner, fit-for-purpose and environmentally sustainable.	Progress the development approvals process for the Warm Water Pool.	Director, Environment, Recreation and Infrastructure Manager Open Space and Recreation
	Undertake a Conservation Management Plan for Higinbotham Hall.	Director Corporate Services Manager Commercial Services
	Deliver Council's adopted program of capital works projects, across diverse categories (major projects, capital projects, replacement and renewal).	Director, Environment, Recreation and Infrastructure Manager Project services
	Undertake deliberative consultation of Council Asset Plan (2022-32).	Director, Environment, Recreation and Infrastructure Manager City Assets and Presentation
	Progress development approvals process for Gateway building at YWNR.	Director, Environment, Recreation and Infrastructure Manager Open Space and Recreation
	Commence Billilla Mansion restoration works and toilet facilities.	Director, Environment, Recreation and Infrastructure Manager City Assets and Presentation

3.3. Strategic objective: Land use will enhance Bayside’s liveability and protect the distinctive heritage and character of our various localities

Strategic Indicators	Target
Increase Council and delegate planning decisions upheld at VCAT	Target 60%
Community satisfaction with appearance and quality of new developments in their area	Maintain or improve Good rating (6.5 - 7.25)
Community satisfaction with aspects of planning and housing development (averaged)	Maintain or improve Good rating (6.5 - 7.25)
Planning applications decided within 60 days	Target – 70%
Average time taken to decide planning applications	Target 65 days
Community satisfaction with protection of local heritage	Maintain or improve Good rating (6.5 - 7.25)

Council Plan Strategies	Annual Actions	Director responsible
3.3.1.Strategic planning and controls protect and reflect the diverse environmental and heritage values of Bayside.	Undertake a review of the Heritage Action Plan 2020.	Director City Planning and Amenity Manager Urban Strategy
3.3.2.Encourage the planning of well-designed new development that is appropriately located and consistent with the preferred neighbourhood character and residential amenity.	Conduct the Built Environment Awards to promote excellence in design incorporating principles of environmental sustainability.	Director City Planning and Amenity Manager Urban Strategy

3.4. Strategic objective: Transport planning and infrastructure facilitates a well-connected, accessible, safe and convenient transport system that contributes to a zero carbon future and wellbeing

Strategic Indicators	Target
Community satisfaction with on and off-road bike paths (including shared paths)	Maintain or improve Very good rating (7.25 - 7.75)
Community satisfaction on the availability of parking on residents' streets in the local area	Maintain or improve Good rating (6.5 - 7.25)

Council Plan Strategies	Annual Actions	Director responsible
3.4.1. Integrate our transport planning and traffic management, and employ smart solutions to address changing demand, transport trends and community needs	Implement the Integrated Transport Strategy 2018-2028, including: <ul style="list-style-type: none"> Continue delivery of the accessible parking upgrade program. Deliver initiatives, including capital projects and education campaigns, to encourage active and sustainable transport modes. 	Director, Environment, Recreation and Infrastructure Manager Climate Waste and Integrated Transport
	Actively participate and represent Bayside residents in the Suburban Rail Loop and LXRP (Highett and Wickham Road) projects to ensure quality outcomes for Bayside residents are achieved, particularly in the precinct planning process.	Director City Planning and Amenity Manager Urban Strategy
	Work proactively with the Municipalities of Kingston and Glen Eira; and the Victorian Planning Authority to ensure quality outcomes for Bayside residents and business community in the Moorabbin Activity Centre (Hampton East) to ensure quality outcomes and influence the development of the State Government Structure Plan.	Director City Planning and Amenity Manager Urban Strategy

Goal 4: Our Promise

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actions

4. Goal Statement

We will engage with and represent all in our community, and provide ethical, open and accountable stewardship of the Bayside municipality and deliver sustainable services that meets the vision and needs of the current and future generations of Bayside.

Major initiatives for Goal 4 include:

- Review of the 10 year Financial Plan
- Implementation of the 2024/25 Annual Action Plan
- Conduct the LG 2024 Elections
- Complete the Councillor Mandatory Induction program

4.1. Strategic objective: Identify an agreed program of advocacy to secure funding and policy reform to be a leading voice for change

Strategic Indicators	Target
Community satisfaction with Council’s representation, lobbying and advocacy	Maintain or improve Good rating 6.5-7.25

Council Plan Strategies	Annual Actions	Director responsible
4.1.1. Identify an agreed program of advocacy, build relationships with government and partner with others to optimise our effort.	Deliver the advocacy program that focuses on Council priorities aligned the agreed Advocacy Strategy and Council Plan goals.	Director Community and Customer Experience Manager Communications, Engagement and Customer Experience

4.2. Strategic Objective: Ensure flexible and transparent decision making through open and accountable governance.

Strategic Indicators	Target
Community satisfaction with Council	Maintain or improve Good rating (6.5 - 7.25)
<ul style="list-style-type: none"> • Consultation and engagement • Responsiveness to community needs • Maintaining trust and confidence of local community 	Maintain or improve Good rating (6.5 - 7.25)
	Maintain or improve Good rating (6.5 - 7.25)
% Council decisions made at meetings closed to the public	> 5% (average rating for similar Councils)

Council Plan Strategies	Annual Actions	Director responsible
4.2.1. Engage with our community, consider all views and make transparent, evidence based decisions, to build trust in our leadership .	Deliver the mandatory Councillor Induction Program to all Councillors to ensure 100% compliance of all modules.	Director Corporate Services Manager Governance
	Undertake a deliberative engagement process for the development of the 2025-2029 Council Plan and other strategic documents as identified within the Local Government Act 2020.	Director Corporate Services Manager Governance

4.3. Strategic Objective: Provide customer focussed and effective service delivery and value in all we do.

Strategic Indicators	Target
Improve percentage of Council's facilities with current tenancy agreements	Target 92%
Community satisfaction that Council provides important services that meet the needs of the whole community	Maintain or improve Very good rating (7.25 - 7.75)
Community perception averaged rating for overall aspects of customer service	Maintain or improve Very good rating (7.25 - 7.75)

Council Plan Strategies	Annual Actions	Dept responsible
4.3.1.Ensure integrated planning and sound financial management while allocating resources to meet community needs.	Develop the 2025 - 2029 Council Plan in collaboration with the newly elected Council.	Director Corporate Services Manager Governance
	Review the 10 year Financial Plan.	Director Corporate Services Manager Finance
4.3.2.Provide enhanced services to our community, placing the customer at the centre of everything we do.	<p>Deliver a program of work that responds to our customers' changing needs, including: *</p> <ul style="list-style-type: none"> • Expand the Voice of Customer program to include additional Council services. • Develop processes to keep customers informed about every stage of their request. • Improve the knowledge and information shared on our website about Council services. • Review internal processes to improve customer resolution of service requests. 	<p>Director Community and Customer Experience</p> <p>Manager Communications, Engagement and Customer Experience</p>