CITY OF MONASH

Monash Climate Resilience Plan

2026-2030 (Draft)

Acknowledgement of Country

Monash Council acknowledges the Traditional Owners of this land, the Wurundjeri Woi Wurrung and Bunurong People, and recognises their continuing connection to the land and waterways.

We pay our respects to their Elders past, present and emerging and extend this to all Aboriginal and Torres Strait Islander People.

Contents

Glossary

Key definitions

Blue infrastructure: Includes systems or assets (natural or built) associated with the movement, retention, collection and use of water.

Biodiversity: The variety of living species in an environment, genetic differences within and between species and differences between the ecological systems.

Circular economy: A circular economy aims to reduce the environmental impacts of production and consumption by designing waste out (of a project or building), by retaining value in existing resources, and where designing new and upgrades, prioritising product as a service, reuse, repurposing, refurbishment, re-manufacturing and recycling.

Climate adaptation: The process of proactively adjusting to the actual or anticipated impacts of climate change. Adaptation strategies play a crucial role in reducing exposure and vulnerability to climate change, with approaches ranging from proactive to transformational.

Climate change: Changes in the state of the climate, including an increase in the occurrence of extreme weather events, long-term changes in weather patterns and sea level rise, attributed directly or indirectly to human activity.

Climate mitigation: The process of deliberately reducing or preventing greenhouse gas emissions and resource usage to limit the severity of future climate change. Mitigation strategies play a key role in limiting the extent of global warming and climate change impacts.

Climate resilience: The ability to withstand and respond effectively to hazardous events or disturbances related to a changing climate while maintaining core functions and structures. Increases through a combination of adaptation and mitigation measures.

Embodied carbon: The total carbon emissions associated with all stages of an asset's lifecycle, including material extraction, manufacturing, transportation, construction, maintenance, and end of life, but excluding operational carbon.

Environmentally sustainable design (ESD): Development that seeks to improve operational performance, reduce environmental impacts and resource use, and create healthy and liveable environments.

Green infrastructure: Includes elements related to vegetation, both natural and designed greening.

Greenhouse gas (GHG) emissions: Emissions from gases such as carbon dioxide and methane which contribute to climate change.

Indoor environment quality (IEQ): The quality of an indoor environment such as spaces within a building which is influenced by factors such as daylight access, air quality and thermal comfort of occupants.

Integrated water management (IWM): A planning and management approach which considers all elements of the water cycle including managing and protecting the health of waterways, wastewater management, alternative and potable water supply, and stormwater management.

Net zero emissions: No net release of carbon dioxide (or equivalent GHG emissions) into the atmosphere or balancing the GHG emissions emitted into the atmosphere and the GHG emissions removed from it.

Open space: Publicly owned land that is set aside for public use and access. This can include parks, gardens, reserves, trails, waterways, civic forecourts and plazas.

Operational energy: Energy used during the operational phase of a building.

Urban heat: Increased levels of heat in urban environments compared to non-urban areas, commonly resulting from large amounts of dark coloured and/or impermeable surfaces that absorb heat and reradiate it.

Water sensitive urban design (WSUD): A land planning and engineering design approach that integrates the urban water cycle – including stormwater, groundwater, and wastewater management and water supply – into urban design to minimise environmental degradation and improve aesthetic and recreational appeal.

Acronyms

ASRS – Australian Sustainability Reporting Standards

BRBC – Business Renewables Buying Group

CASBE – Council Alliance for a Sustainable Built Environment

CCRA – Climate Change Risk Assessment

CEFC – Clean Energy Finance Corporation

COAG – Council of Australian Governments

CRP – Climate Resilience Plan

EAC – Environmental Advisory Committee

EAGA – Eastern Alliance for Greenhouse Action

ESD – Environmentally sustainable design

EASL – Eastern Alliance for Sustainable Learning

ESS – Environmental Sustainability Strategy

EV – Electric vehicle

FRD 24 – Financial Reporting Direction 24

GBCA – Green Building Council of Australia

GCRC – Gardiners Creek (KooyongKoot) Regional Collaboration

GHG – Greenhouse gas

IEQ – Indoor environment quality

IWM – Integrated water management

IWMP – Integrated Water Management Plan

MW – Melbourne Water

UBS – Urban Biodiversity Strategy

VECO – Victorian Energy Collaboration

VCRC – Victorian Climate Resilient Councils

VPP – Victoria planning provisions

WSUD – Water sensitive urban design

ZNCAP – Zero Net Carbon Action Plan

Message from the Mayor

Climate change is no longer a distant prospect — it is here, now. Our climate is sending us a clear signal: action is no longer optional.

We're already feeling the impacts through more frequent and intense heatwaves and warmer nights, along with intense storms, flooding and other extreme weather that affect our community, and the services Council delivers. While bushfires are not a common local risk in Monash, the increasingly intense fires experienced across Victoria are a stark reminder of the changing climate.

Responding to climate change is a shared responsibility — between Council, our community and other levels of government. And while we must keep cutting emissions, we also need to prepare for the impacts that are already unfolding.

The Monash Climate Resilience Plan 2026-2030 sets out how we will work with our partners to deliver practical, evidence-based actions — shaped by community input and supported across Council — to help Monash be ready for what's ahead.

Our goal is simple: to ensure Monash is prepared for, can adapt to, and ultimately can thrive in a changing climate.

This plan builds on Council's 2025 net zero milestone and the strong foundations we've laid through on-ground action — and it complements our ongoing work to reduce greenhouse-gas emissions, expand renewable energy and support our community to do the same.

I encourage you to engage with this plan — to learn what Council is doing, and what you can do to reduce emissions and strengthen your own resilience at home, at work and in the broader community.

Together, we can ensure Monash remains a more sustainable, liveable and climate-resilient city.

Cr Stuart James
Mayor – City of Monash

Monash Climate Resilience Plan 2026-2030

Summary

The goal of this plan is to guide Monash Council's efforts to both reduce the cause, and respond to the impacts, of climate change in its assets, service delivery and operations and to support the Monash community to prepare for, adapt to, and thrive in a changing climate.

This requires an integrated climate response which delivers greenhouse gas (GHG) emissions reductions while responding to the impacts of climate change.

Aligned with the objectives of the Monash Council Plan 2025-2029, this plan builds upon years of climate and sustainability leadership by Council. Council's ongoing commitment has been demonstrated through the implementation of key strategic documents such as the Environmental Sustainability Strategy (ESS) 2016-2026 and Zero Net Carbon Action Plan (ZNCAP) 2020-2025. This plan supersedes these documents and will guide Council's climate response to 2030, bringing climate-related actions together under one coordinated framework.

With real impacts from climate change already being experienced, this plan will help embed good practice across Council's operations, investments and decision-making and will help Council deliver on legal and community expectations to act on climate change and respond to climate risk.

Climate action is a shared responsibility requiring Council, the community, businesses and partner organisations to work together.

Council's leadership and collaborative approach with its stakeholders is critical to respond, advocate share knowledge and facilitating change.

The five overarching priority areas of this plan are:

- Governance and partnerships
- People and communities
- Places and nature
- Net zero operations and circular economy
- Resilient assets and services

This plan's actions constitute a robust and comprehensive response to both the cause of climate change and its impacts. Grounded in evidence, shaped by community input and supported across Council, this plan sets a strong collaborative foundation for action to make Monash a more sustainable, liveable, and climate-ready city.

Climate action in Monash

Climate action in Monash

Our commitment to climate action

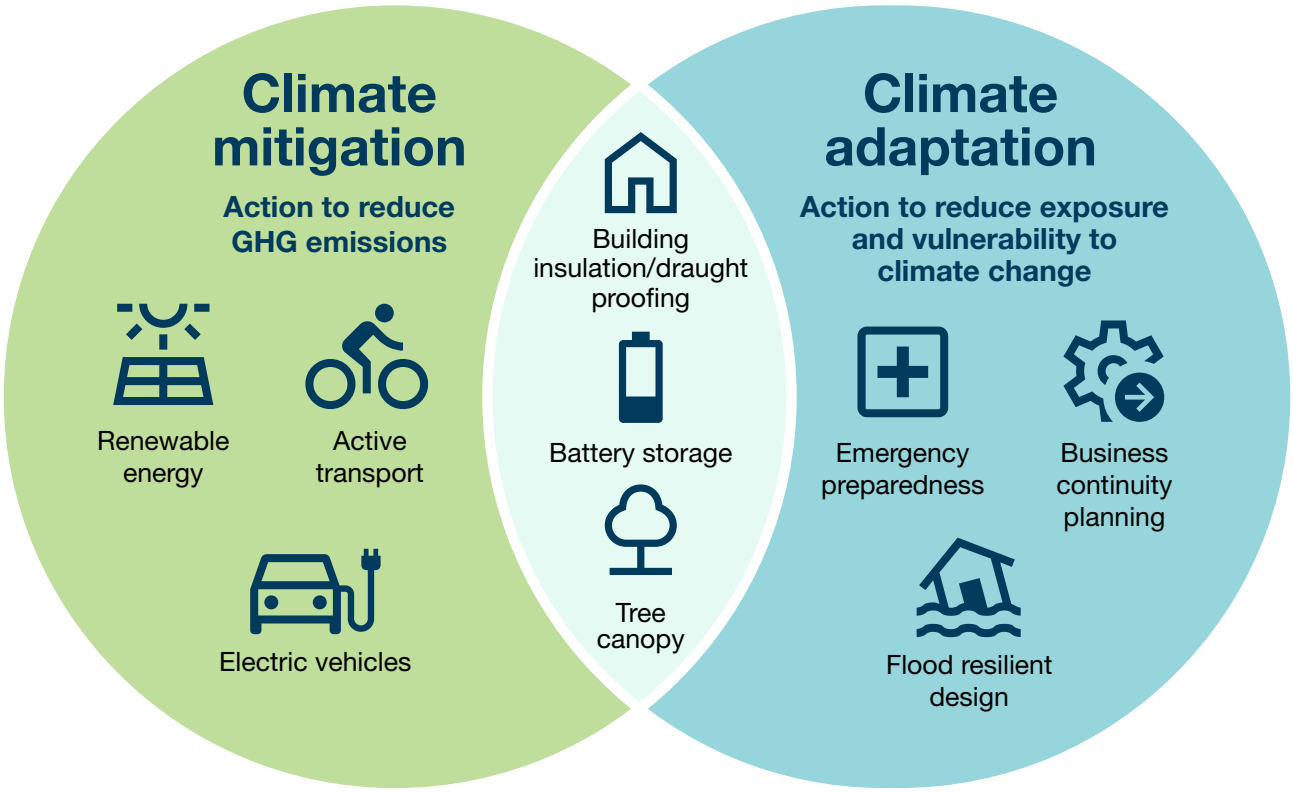
Monash Council has a long-standing commitment to delivering climate action to support our community, recognising climate change as a critical risk to people, places and prosperity.

Through this plan we will deliver a more sustainable, liveable, and climate-ready city by:

- Undertaking climate action directly through our operations, service delivery, and the design and management of the public realm and Council-owned assets.
- Partnering with other government agencies, stakeholders and the Monash community to enhance climate resilience in our region.
- Supporting and enabling the community to take action to reduce GHG emissions and limit the impacts of climate change on their lives.

For us, climate resilience means preparing for, adapting to, and thriving amid climate change.

It involves addressing the root causes of climate change by reducing GHG emissions where we have control or influence, as well as responding to the impacts of climate change, that include increased heat waves, lower rainfall and more intense storms.



Relationship between climate mitigation and adaptation action.

Our plan aligns with the Monash Council Plan 2025-2029, which sets out four objectives that guide the work of Council:

Objective 1

A healthy, safe and connected community

Strengthens community preparedness and resilience and prioritises infrastructure and services for diverse and vulnerable people.

Objective 2

A well-planned and future-ready city

Pursues more sustainable and resilient outcomes through the planning system, capital works and asset management.

Objective 3

A city that promotes environmental sustainability

Establishes clear climate intent, including mitigating and adapting to climate change through the development of this Climate Resilience plan, phasing out gas to achieve net zero operations, and increasing canopy cover and water sensitive urban design (WSUD).

Objective 4

Good governance, leadership and community involvement

Emphasises performance, risk management (including climate risk), strategic opportunities, partnerships and continued financial stewardship.

As the level of government closest to the community, we are at the frontline of climate action, acting on our duty of care to respond to climate risk, to promote safety and wellbeing in our community and to reflect its values.

Through this plan, we reaffirm our commitment to responding to climate change and look forward to partnering with the Monash community on this journey toward a more climate resilient future.

Legislative and policy context

Beyond our commitment to the Monash community, we are also bound by a range of national and state policies and legislation that compel us to act on climate change. This legislative and policy environment strengthens the case for climate action at the local level, including:

- The Federal Government's *Climate Change Act 2022*, which sets out Australia's overarching commitment to emissions reduction through a legislated national target.
- The Federal National Climate Risk Assessment and Adaptation Plans, which identify key risks and outline responses to improve national resilience to climate change.
- The Victorian *Climate Change Act 2017*, which establishes objectives and guiding principles for climate-related decision-making across the state. Under this Act, decision-makers must consider climate change within specified legislative contexts, such as the *Public Health and Wellbeing Act 2008.*
- The *Victorian Local Government Act 2020*, which sets out the roles and responsibilities of local government and requires councils to comprehensively and transparently consider climate risk in their planning, decision-making and actions.
- The *Planning and Environment Act 1987*, which guides the use, development and protection of land in Victoria. In 2023, the Act was amended to more explicitly recognise the role of planning in responding to climate change.

Roles, governance and integration

Roles in climate action

Climate action is a shared responsibility. Building a climate resilient Monash relies on everyone working together across Council, the community, businesses and partners. No single department or organisation can address the challenges of climate change alone.

Recognising the different spheres of Council's responsibility helps direct effort and resources where they can have the greatest impact, whether by leading change directly, enabling others to act, or advocating for systemic reform.

Partnerships with regional alliances, community organisations and the business sector remain vital in amplifying outcomes and sharing knowledge.

Sphere 1 — Control

What Council directly manages

Definition: Areas where Council has direct authority, responsibility, or ownership and can act independently to achieve outcomes.

Primary functions: *Provider, regulator, monitor*

Council's role includes:

- Delivering and managing its own buildings, infrastructure, fleet, and operations.
- Embedding climate resilience and emissions reduction into service delivery, procurement, and asset management.
- Tracking performance and reporting on progress.

Example: Electrifying Council's vehicle fleet, improving building energy efficiency, or integrating water sensitive design in Council-managed parks.

Sphere 2 — Influence

What Council can shape through partnership

Definition: Areas where Council can shape outcomes through collaboration, incentives, co-investment, or leadership with others.

Primary functions: *Partner, facilitator, funder, monitor*

Council's role includes:

- Working with community organisations, neighbouring councils, and regional alliances on shared climate initiatives.
- Co-funding or supporting climate resilience projects led by others (e.g. community grants, pilot programs).
- Facilitating knowledge-sharing, training, and participation to build local capacity.
- Embedding sustainability principles in partnerships, strategies, and advocacy platforms.
- Influence some planning decisions (but not totally control land use and development).

Example: Partnering with Melbourne Water on integrated water management projects or co-designing energy transition programs with local businesses.

Sphere 3 — Concern

What Council advocates for and enables

Definition: Areas where key decisions rest with other levels of government, the private sector, or industry, but where Council has an interest and can advocate, educate, or mobilise the community.

Primary functions: *Advocator, facilitator, monitor*

Council's role includes:

- Advocating to state and federal governments for policy reform, funding, and legislative change that supports climate resilience and rapidly reduces greenhouse gas emissions.
- Raising community awareness and empowering residents and businesses to reduce their greenhouse gas emissions and act on climate risks.
- Participating in state and regional forums to represent local needs and share insights.
- Monitoring broader trends and risks to inform local decision-making and preparedness.

Example: Advocating for zero emissions transport infrastructure or supporting regional climate adaptation policies.

Key partners

Council is part of broader networks actively working on climate action. We align our efforts with a range of climate-related organisations where shared goals and collaboration can accelerate progress. Some of those that we work with include (but are not limited to):

- The Council Alliance for a Sustainable Built Environment (CASBE), with a specific focus on improving climate and sustainability outcomes through planning policy and built environment tools.
- The Eastern Alliance for Greenhouse Action (EAGA), a network of local governments in Melbourne's east focused on progressing a shared climate advocacy agenda and delivering joint projects that benefit from pooled knowledge and resources.
- The Victorian Climate Resilient Councils (VCRC) program, a state-supported initiative that helps local governments across Victoria strengthen their capacity to understand and respond to climate change risks.
- The Green Building Council of Australia (GCBA), supporting Green Star certified buildings in Monash and the sustainable transformation of the built environment.

These legislative, policy and partnership drivers frame the scale of our challenge – one defined by the realities of a changing local climate.

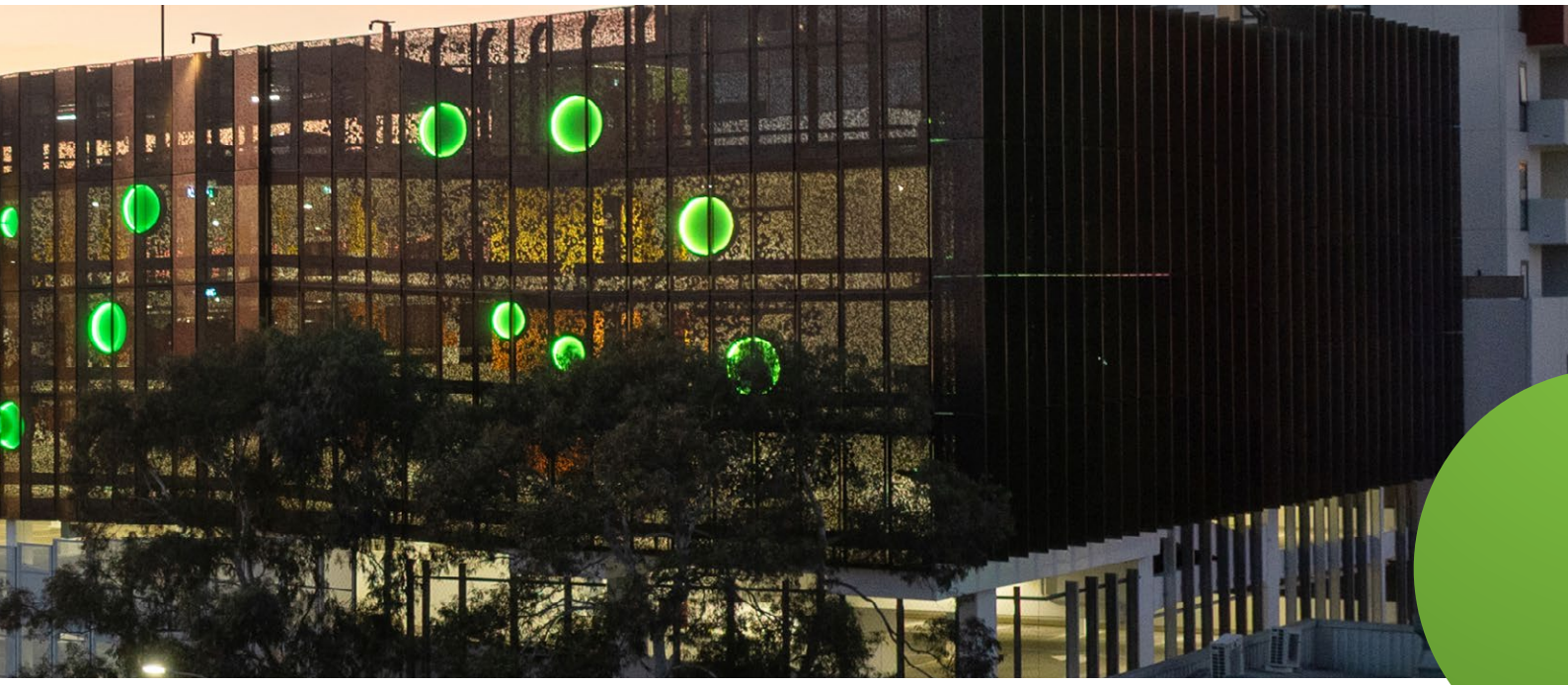
Achievements to date

Council has achieved a great deal through sustained efforts to reduce GHG emissions (climate mitigation), protect and enhance local biodiversity, and embed sustainability across our operations and services.

We will now build on these achievements to deliver a more comprehensive response to climate change – one that strengthens our resilience to identified climate risks through a coordinated and integrated approach.

Our climate and sustainability leadership is underpinned by a strong policy foundation, including:

- Environmental Sustainability Strategy (ESS) 2016-2026 – our comprehensive blueprint for embedding sustainability across all aspects of Council's decision-making and service delivery (future action is now brought together under this Climate Resilience plan).
- Zero Net Carbon Action Plan (ZNCAP) 2020-2025 – adopted by Council in response to global and local climate challenges, setting the pathway toward achieving carbon neutrality in Council operations (future action is now brought together under this Climate Resilience plan).
- Urban Biodiversity Strategy (UBS) 2018-2028 – providing a long-term framework for protecting and enhancing biodiversity across Monash.
- Integrated Water Management Plan (IWMP) 2014 – developed in 2014 and currently under review, setting out our long-term vision for water sensitive urban development.
- Council's Asset Plan 2025-2035 – a 10-year forward-looking Plan outlining our approach to asset management to address the future challenges and opportunities to maintain and manage our assets and services in a sustainable manner.
- Council Plan 2025-2029 with clear environmental priorities and several other strategies and policies to support our action including the Canopy Vegetation Strategy (CVS) and Council's Environmentally Sustainable Design (ESD) Policy.



With the benefit of these strategies, and successive enabling Council plans, we have made significant progress, including:

Whole-of-organisation climate leadership

Adoption of the ZNCAP established a coordinated, whole-of-Council approach to climate action, setting a clear pathway to achieve net zero organisational emissions by 2025.

Emissions reduction

Delivered a 45 per cent reduction in organisational greenhouse gas emissions since our 2018/19 baseline (from 20,503 tCO_2e to 11,281 tCO_2e in 2024/25), supported by efficiency upgrades, increasing renewables, and fleet optimisation.

100% renewable electricity

Achieved 100 per cent renewable electricity for Council operations through participation in the Victorian Energy Collaboration (VECO) — eliminating electricity as a major source of emissions.

Transition to energy efficient infrastructure and renewables

Upgraded majority of main road and residential street lighting to energy efficient LEDs, implemented energy efficiency and electrification works at key facilities (including aquatic centres), and installed over 740kW of rooftop solar on Council and community buildings.

Fleet electrification and low emission transport

Expanded Council's low emissions fleet with 16 electric vehicles, five plug-in hybrids and 23 charging stations, helping to reduce operational fuel use and emissions.

Strategic biodiversity and urban forest planning

Developed and implemented the UBS and CVS, backed by robust baseline assessments and ongoing annual planting of over 100,000 trees, shrubs and grasses.

Protection of local ecosystems

Ongoing management of 56 bushland sites, including 16 high-priority ecological sites and protection of eight regionally endangered vegetation classes, supported by a dedicated bushland management team and local seed bank.

Integrated water management leadership

Installed a major stormwater harvesting system at Mount Waverley Reserve (reducing potable water use by 80 per cent), implemented wetland rehabilitation projects, and introduced drought-tolerant turf across 15+ sports fields to save ~two million litres of water per hectare annually.

Regional and cross-sector partnerships

Strong partnerships with the Victorian State Government, and organisations including EAGA, VCRC, Melbourne Water, Yarra Valley Water, Parks Victoria, and research institutions including Monash University, have enabled regional collaboration on energy, water, and climate adaptation projects

Community education and engagement

Strengthened community climate preparedness, connection with nature, and emissions reduction through education programs, advocacy and demonstration projects such as Solar Savers and Wellington Reserve micro forest, empowering residents and schools to participate in local climate action.

This plan provides the opportunity to bring climate-related actions together under one defining framework, setting out a clear and coordinated path forward.

As the ESS and ZNCAP conclude in 2026, this Climate Resilience plan will carry forward their legacy of innovation, leadership, and whole-of-Council commitment to sustainability and climate resilience.

It will also operationalise the outcomes of a Climate Change Risk Assessment undertaken for the municipality in 2025, to focus on implementation, accountability, and continuous improvement.

Local climate impacts

Our Monash community is already experiencing real impacts from climate change across health and human services, the built environment, transport, the local economy, and biodiversity. As a service provider and asset owner in each of these areas, both Council operations and the broader community are at risk from climate change – that which is already occurring through increases in global temperature, and from what is forecast to occur through to the end of the century.

Hazards

Across Australia, and more locally in Melbourne, climate hazards are worsening. We are experiencing climate hazards such as increased average temperature and extremes such as heatwaves, drought and increasing aridity, and more frequent and extreme storm events.

These factors also contribute to secondary climate hazards such as flooding, bushfires and drought. Given our location, sea level rise has been excluded from the hazards analysis.

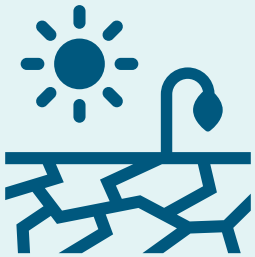
The graphic below demonstrates how our climate is likely to evolve over the coming years.

Heatwaves

Overall increase in average temperature, with more frequent and intense heatwave events.

Drought

Overall decrease in average rainfall with increasingly arid conditions leading to drought.



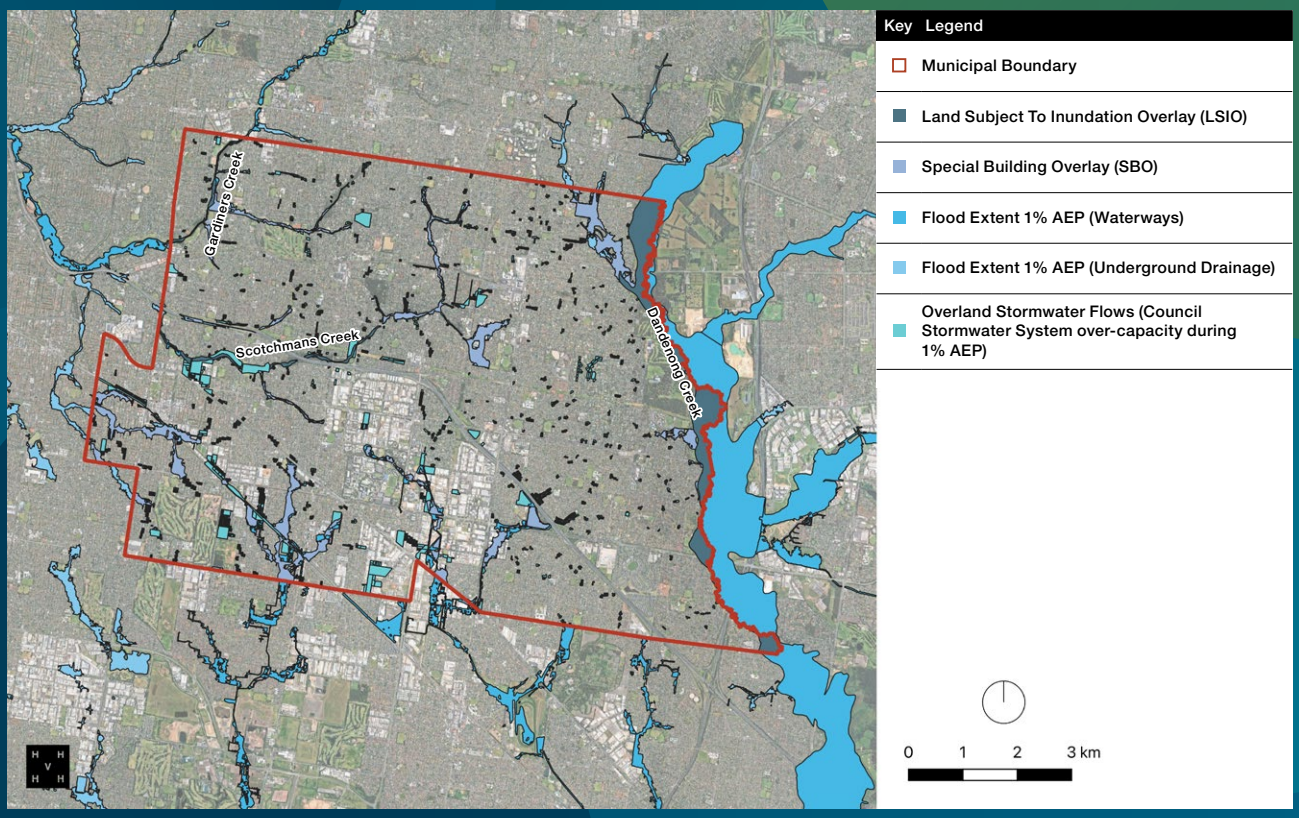
Flooding

More frequent and intense storms, including heavy periods of rainfall leading to flooding.

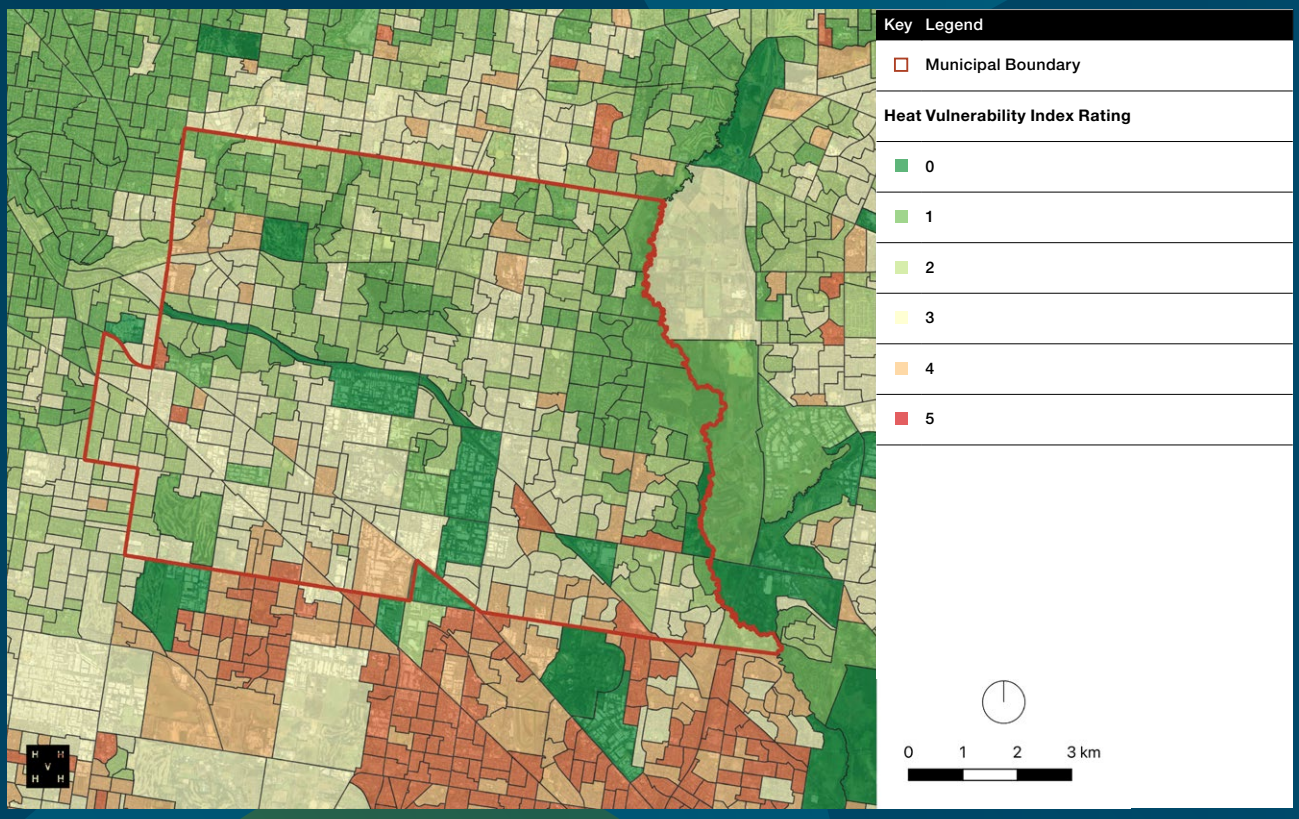
Exposure

People, the economy, natural systems and physical assets are most at risk when exposed to key hazards. In Monash, some areas are more prone to flooding than others, and urban heat is more severe in denser areas.

Community infrastructure, buildings, transport networks and open spaces across parts of Monash are all exposed to varying degrees, with these exposures expected to worsen as the climate continues to change.



The image above identifies land affected by a land subject to inundation overlay (LSIO) and special building overlay (SBO). This flooding data is supplemented by Melbourne Water datasets showing one per cent annual exceedance probability (AEP) flood extent related to drains and waterways. AEP is the chance of a flood (of that size) occurring in any one year.



The image above depicts a heat vulnerability index (HVI) which identifies which populations are most vulnerable to heat. The range of HVI ratings is from 0 (lowest vulnerability) to 5 (highest vulnerability). HVI ratings are a combination of area vulnerable to heat waves in combination with selected land cover attributes and demographic characteristics (e.g. population density, age, persons in need of care).

Vulnerability

Some members of our community are more vulnerable to climate impacts than others. Older people, young children, low-income households and linguistically diverse communities are typically more affected by acute and chronic climate impacts.

Additionally, Australia's National Climate Risk Assessment, which was released in September 2025, identifies that First Nations peoples will experience unique impacts from climate change. The report states that "the changing climate threatens the health of Country, access to Country and could challenge self-determination and have flow-on impacts on their social and physical health and wellbeing".

When vulnerability and exposure intersect with climate hazards, the resulting impacts are more severe. These can lead to short or long-term service disruptions, negative health and wellbeing outcomes, and significant economic costs.

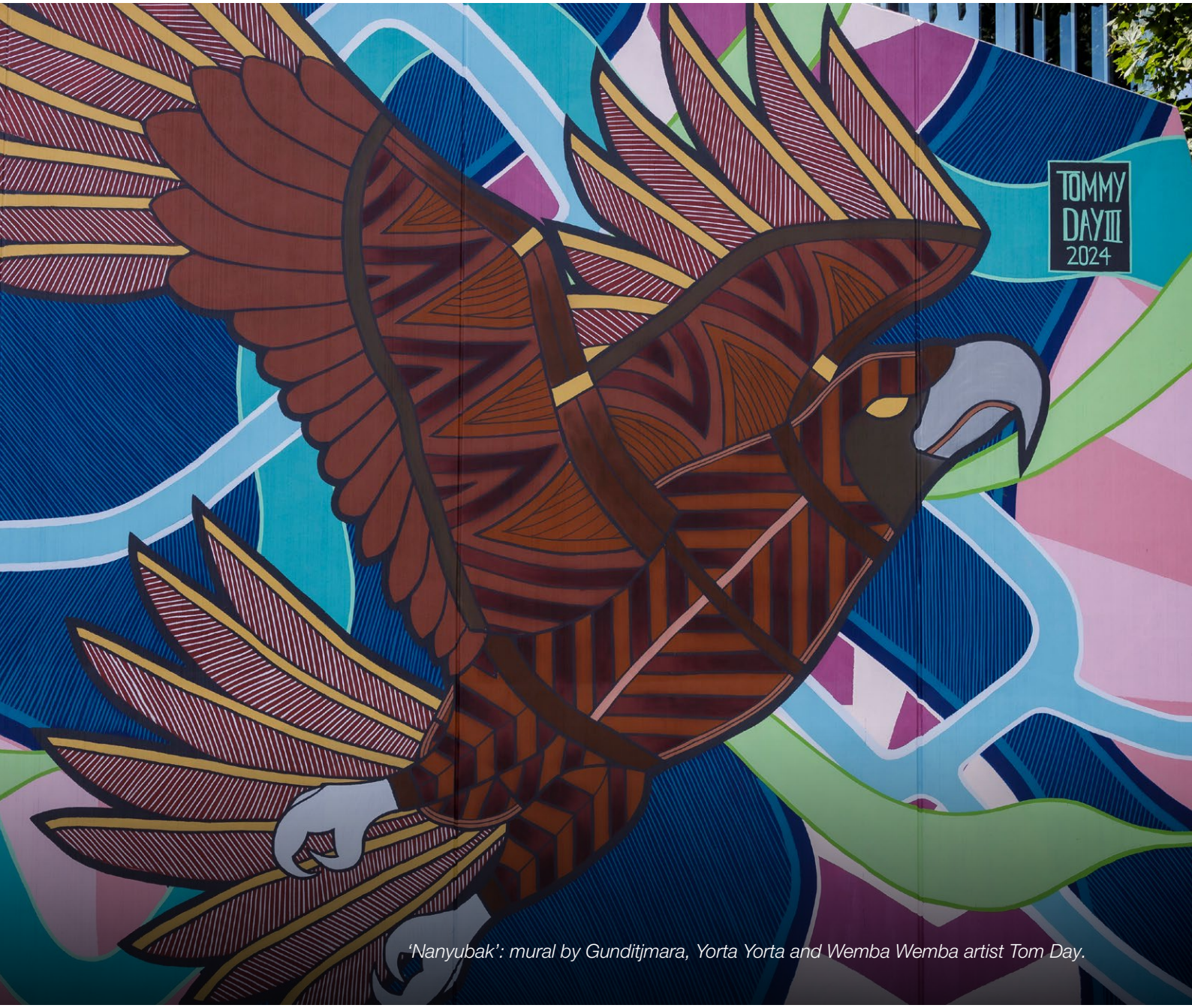
Diagram detailing the relationship between climate hazards, exposure and vulnerability.

The Climate Change Risk Assessment undertaken for Monash identified climate risks across five categories:

- Natural
- Physical
- Financial
- Human
- Social

A range of risks relevant to Monash were identified across the five categories, with examples including disruptions to critical services, reduced ability to provide and maintain assets, increased financial, legal and reputational exposure, and reduced ability to respond to community needs.

Reducing these risks is a primary focus of this plan. Actions aim to mitigate these risks and increase the resilience of Council's assets, operations and service delivery.



'Nanyubak': mural by Gunditjmara, Yorta Yorta and Wemba Wemba artist Tom Day.

Organisational and community emissions context

For Monash, emissions reduction occurs in two main ways. We can:

» Further reduce the GHG emissions generated by our Council operations (building on the progress already made).

» Continue to support the Monash community to reduce our broader municipal emissions footprint.

This plan focuses primarily on organisational emissions, recognising the enabling and support role of Council to help the community reduce their own emissions.

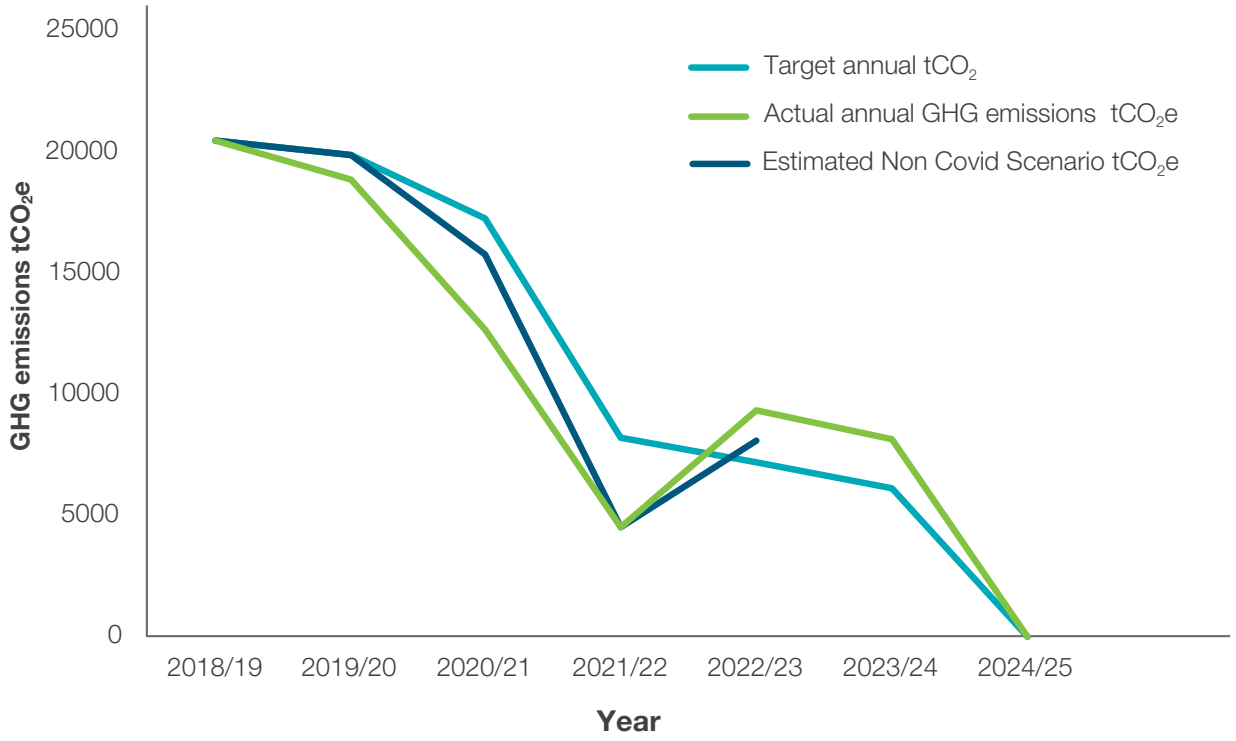
Organisational GHG emissions

We have been actively reducing our organisational GHG emissions for many years, achieving a 45 per cent reduction in emissions from the 2018/19 baseline, from 20,503 tCO_2e to 11,281 tCO_2e as of 2024/25. This milestone represents not only a major environmental achievement but also a tangible financial benefit, with operational cost savings resulting from energy efficiency upgrades, renewable energy sourcing, and more efficient fleet management.

Reducing our emissions matters because it demonstrates leadership by example.

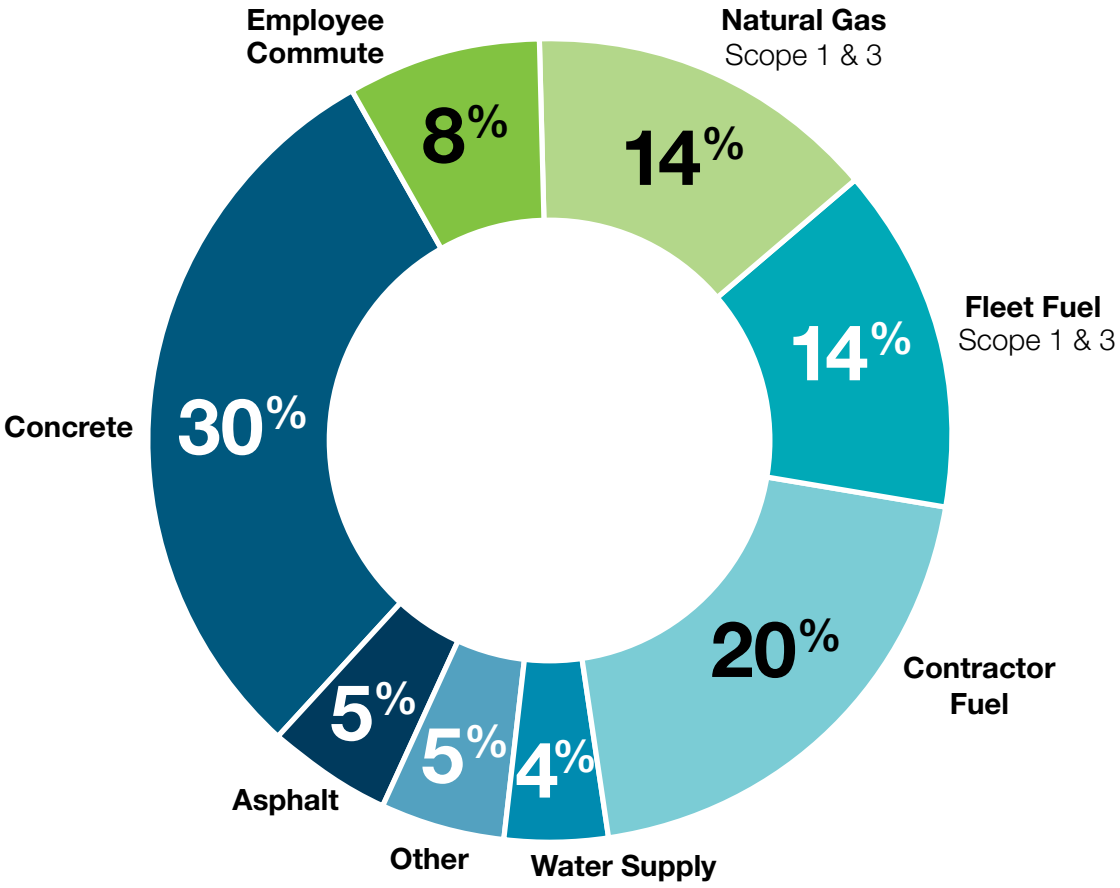
As one of the largest organisations in the municipality, Council's operational footprint provides a visible benchmark for climate responsibility. Each tonne of GHG emissions saved shows what is possible when sustainability is embedded into everyday decisions — from how we design and maintain our buildings to how we use, procure, and manage assets.

The graphic below shows how our emissions have steadily declined over the past seven years, including the achievement of net zero emissions in 2024/25.



Tracking annual Council GHG emissions.

The pie chart below demonstrates remaining residual organisational emissions before offsetting for 2024/25.*



Source of organisational GHG emissions in 2024/25 before offsetting.

Even though our remaining emissions have been fully offset in 2024/25, meaning our net operational impact is now net zero, our work to reduce emissions does not stop there. Achieving net zero marks an important milestone, but the next phase is about deepening emissions reductions.

Offsetting has allowed us to neutralise unavoidable emissions in the short term, but the long-term goal is to reduce the volume of emissions we create each year, saving money and demonstrating climate leadership to the broader community.

The largest sources of our residual emissions (before offsetting) are:

- Transport fuel, both from Council's operational fleet and major contractors' fleet.
- Embodied carbon in concrete, used in the construction of buildings and other Council assets.

These emissions sources are now key targets of this plan, which sets our actions to address these remaining sources through innovation, procurement, and collaboration with supplier and industry partners.

A further goal of this plan is to align mitigation and adaptation—to address shared sources of risk and impact. This integrated approach will help us strengthen organisation-wide resilience systems, building on what works well and addressing where gaps remain.

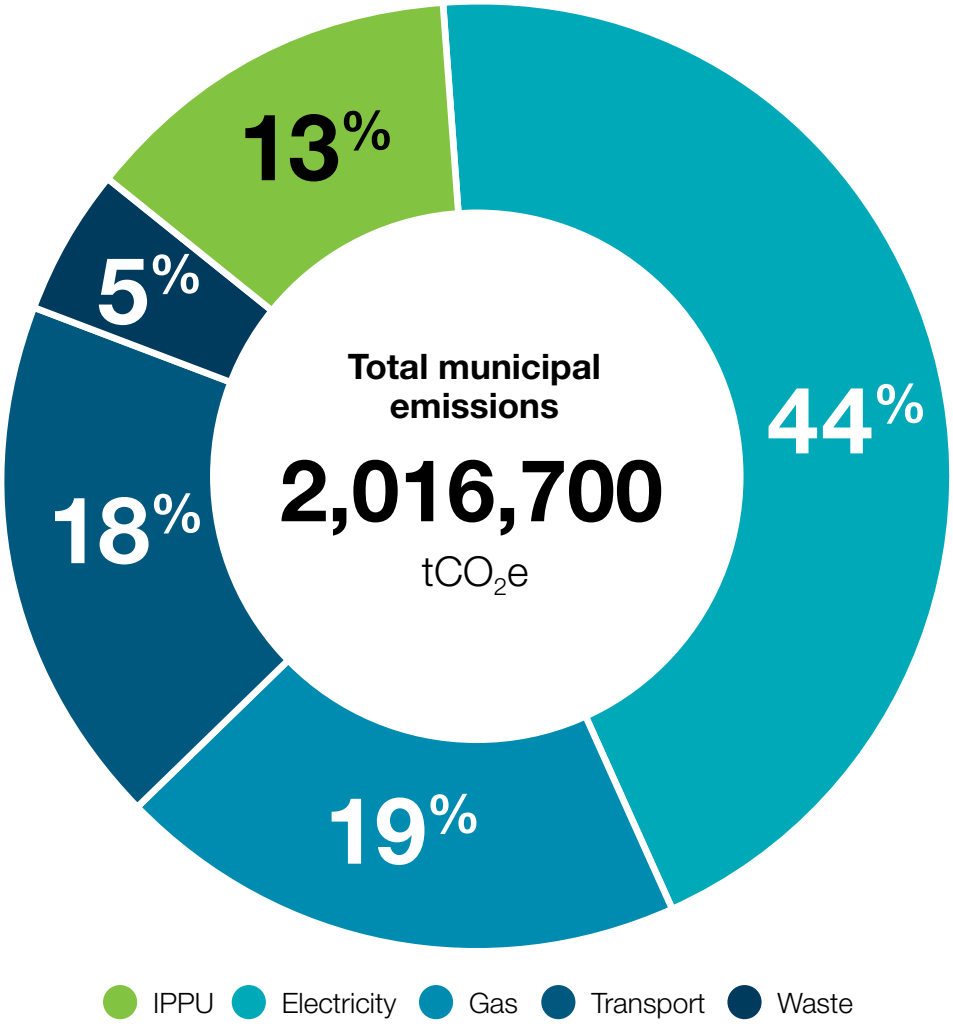
Carbon offsets are generated from activities that prevent, reduce or remove current GHG emissions from the atmosphere, and are used to compensate for emissions occurring elsewhere.

Community emissions

While Council's ability to directly reduce community emissions is limited, Council does have a role in supporting and enabling the Monash community to act. Council also has a role in demonstrating leadership in our response.

Based on the total municipal emissions detailed in the graph below, the vast majority of emissions in Monash are from sources such as businesses and homes – Council's organisational emissions only represent less than one per cent of the total emissions generated in Monash.

This highlights the shared responsibility between Council and community for reducing Monash's emissions together.



Monash's total municipal emissions 2023/24.

Opportunities and key priorities

Overview

Building on work already underway and responding to a changing climate, this plan focuses Council's efforts where they can have the greatest impact. It builds on strong foundations, using our resources wisely to deliver meaningful action across the organisation and community.

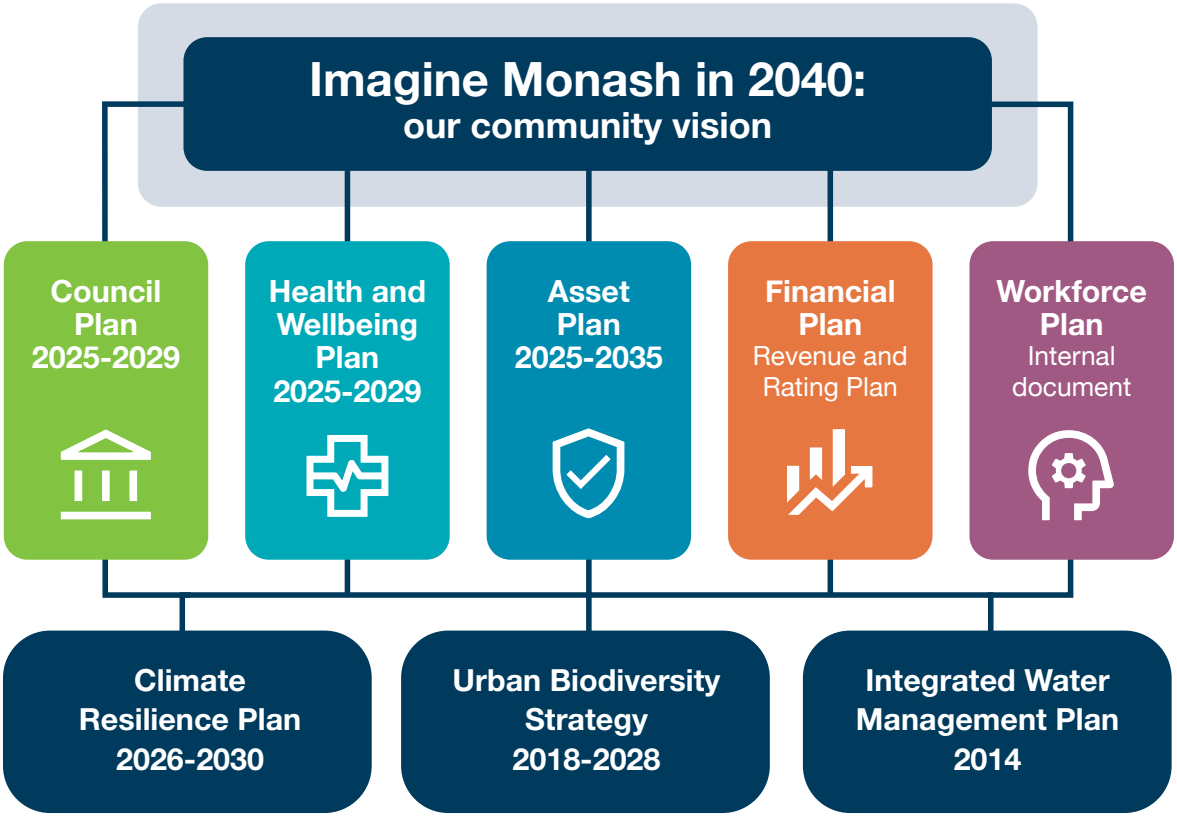
It marks the next phase in Monash's climate action journey and brings together the legacy of key strategies that have guided our progress to date, including the ESS and ZNCAP, which will both be superseded by this plan. It also aligns closely with and supports key strategies such as the UBS, IWMP and Asset Plan 2025-3035, ensuring efforts remain coordinated rather than duplicated.

These strategies have collectively shaped Monash's leadership in sustainability, helping embed good practice across Council's operations and decision-making.

This plan carries forward this legacy of innovation and whole-of-Council commitment, combining the strengths of these earlier strategies into one coordinated framework.

This coordinated approach connects emissions reduction, climate adaptation and supports biodiversity and integrated water management objectives to guide sound, evidence-based informed investment and decision-making. It will be supported by clear governance arrangements, including executive oversight, cross-department collaboration, regular reporting, and alignment with Council's corporate planning processes.

Together, these systems will ensure climate considerations are embedded in every decision and investment.



Council's integrated plans and supporting climate and sustainability strategic documents.

Opportunities

While this plan responds to real challenges, it also builds on Monash's many strengths. There are clear opportunities to build momentum, strengthen partnerships, and focus effort where it will have the greatest long-term impact.

Embed climate resilience in everyday work

By integrating climate thinking into existing policies, frameworks and processes, resilience becomes part of how Council plans, designs and delivers services, from capital works to procurement and daily operations.

Build capability and leadership

Continued investment in staff training, tools and systems helps build confidence and consistency, while strengthening governance to support long-term accountability and coordinated action.

Improve data and digital systems

Modernising data management and digital tools will make it easier to track emissions, understand climate risks and monitor progress, giving Council and the community clearer insight into outcomes over time.

Align mitigation and adaptation for shared benefits

Bringing together efforts to cut emissions and adapt to a changing climate delivers multiple benefits for the community, including improved health, cooler and greener neighbourhoods, and reduced costs as single measures deliver multiple outcomes.

Engage communities and partners

Working closely with residents, local organisations, businesses and institutions extends the reach of Council's efforts and builds shared ownership of a more resilient Monash.

Take a long-term view

Lasting climate resilience requires patience and persistence. By staging investment and focusing on foundational steps now, Council can build the capacity needed for generational improvement across the municipality.

Priority areas

To respond to the opportunities, five overarching priority areas have been developed. These priority areas also provide an organising framework for action.

Governance and partnerships

Evolve and strengthen governance structures and partnerships with agencies, institutions, and regional alliances to align roles, share responsibility, and drive coordinated, efficiently-resourced climate response.

People and communities

Continue empowering communities through education, demonstration, and support that fosters shared ownership of both emission reduction and resilience, recognising that a climate resilient community is a partnership between Council and broader community.

Places and nature

Continue to embed urban greening, biodiversity, and integrated water management as central tools for reducing urban heat, enhancing liveability and biodiversity, and supporting community wellbeing.

Net zero operations and circular economy

Continue transitioning Council operations toward net zero emissions and circular economy practices by improving procurement, asset resource efficiency, and an increased focus on upstream impacts of decision-making.

Resilient assets and services

Respond directly to high and extreme climate risks by further integrating climate risk into asset management, design, and service delivery, ensuring continuity of service delivery as climate impacts on the community continue to evolve.

How the actions were developed

This plan builds on many years of work by Council and the community to make Monash a more sustainable, liveable, and climate-ready city.

It brings together the important work already underway through key strategies, along with the findings of Monash's recent Climate Change Risk Assessment.

Together, these foundations have guided how we understand climate impacts, set priorities, and plan practical steps to strengthen resilience across our city.

Evidence base

The actions are grounded in robust research and local knowledge. Our Climate Change Risk Assessment and supporting reviews helped identify where Monash is most exposed to climate impacts, what measures are already in place, and where we can focus our efforts next.

Best practice review

Reflect current thinking and innovation, we looked at what other Councils and communities are doing across Australia and have leveraged those ideas where they are relevant to the Monash context.

Engagement process

Actions have been being shaped through collaboration across the organisation and with our community. Guidance is being sought from a variety of sources internally and externally from Council's Environmental Advisory Committee (including community members and Councillors). Further internal validation and community engagement are planned.

Iterative development

Throughout the process, we are testing and refining ideas through feedback and discussion — ensuring actions are practical, achievable, and reflects what matters most to our community and where our efforts can have the greatest impact.

Shared outcome

The result will be actions that connects Council as an organisation with the people, places, and priorities across the municipality, linking existing sustainability work with new priorities to respond to a changing climate.

These technical foundations and collaborative processes ensure actions are grounded in evidence, shaped by community input, and supported across Council – setting a strong foundation for action in the years ahead.

Monash Climate Resilience Plan 2026-2030 – Actions

Monash Climate Resilience Plan 2026-2030 – Actions

Each action has the following:

» An **Action Description** – a transparent commitment to delivery.

» A proposed **Delivery Timeframe** – acknowledging this is a four-year plan to 2030, actions are noted as ongoing, short-term (prior to 2028), medium-term (2028 onwards). No long-term actions are proposed.

Resourcing – actions are funded through existing Council resources. Actions that are subject to approval by Council as part of an Annual Budget Process are denoted with an *.

No.	Priority Area	Action	Delivery Timeframe
1	Governance and partnerships	Formally incorporate a climate risk lens into policy, procedure, service planning and strategy review processes and update reporting processes to give effect to this plan; including the development of an ASRS aligned climate scorecard.	Short (2026-2028)
2	Governance and partnerships	Embed the results of the Climate Change Risk Assessment into the operational risk register and establish responsibilities for monitoring high and extreme risks.	Short (2026-2028)
3	Governance and partnerships	Improve integration of climate resilience and ESD policy compliance in key stages of project delivery, including the consideration of operational savings, avoided future costs and co-benefits into business cases and project briefs.	Short (2026-2028)
4	Governance and partnerships	Develop and deliver climate training for all Monash staff, senior leadership team, and councillors as part of embedding the responsibility for delivery of this plan across the organisation, including improving skills around climate data interpretation, legislative responsibility and risk.	Short (2026-2028)
5	Governance and partnerships	Develop a practical resourcing plan to fund climate response, including providing long-term continuity for human and financial resources over the lifetime of the plan.	Short (2026-2028)
6	Governance and partnerships	Maintain active strategic partnerships with the SES, Melbourne Water, FRV, CFA, health organisations, and research organisations to ensure alignment and clear roles in climate adaptation planning and community services during extreme weather events.	Ongoing
7	Governance and partnerships	Continue to invest in regional initiatives and programs with partner organisations such as the Eastern Alliance for Greenhouse Action (EAGA) to assist with resource efficiency and knowledge sharing.	Ongoing

No.	Priority Area	Action	Delivery Timeframe
8	People and communities	Build and maintain climate resilience related information and resources on Council's website, with translated information available.	Short (2026-2028)
9	People and communities	Coordinate with relevant partners to deliver easy-to-understand health and safety messaging on key climate risks and support services, for both ongoing communication and during climate events (e.g. heat health messaging).	Ongoing
10	People and communities	Examine the impact of 'surge' protocols on the organisation, including how Council can accommodate significant increases in meeting community and customer service needs during extreme weather events.	Medium (2028-2030)
11	People and communities	Continue to support the business community in managing transition and physical climate risks through tailored guidance and capacity building for business-level climate resilience planning.	Ongoing
12	People and communities	Use Council's channels during extreme weather events to share information and advice that can reach people in community run groups on channels and networks such as Facebook and WhatsApp.	Ongoing
13	People and communities	Continue and broaden community education and engagement programs focused on emissions reduction to build capacity among schools, community groups, businesses and residents for climate resilience and risk reduction.	Ongoing
14	People and communities	Sponsor climate training for key community groups and champions and provide resources for these groups to assist others, including for multicultural communities.	Medium (2028-2030)
15	People and communities	Continue to support community circular economy initiatives to encourage reuse and repair.	Ongoing
16	People and communities	Continue to support the Monash community on sustainable gardening, nature strip planting, local biodiversity and water education and engagement programs and increased environmental stewardship.	Ongoing
17	Places and nature	Work with Traditional Owners and First Nations partners to embed cultural heritage education and nature-based solutions.	Medium (2028-2030)
18	Places and nature	Undertake an economic analysis on the costs and benefits of IWM and urban greening solutions to inform prioritisation and investment decisions.	Short (2026-2028)
19	Places and nature	Embed the financial value of blue and green assets including public realm canopy trees, understory vegetation and WSUD assets such as wetlands, swales, and raingardens, into Council's asset register to strengthen recognition of green infrastructure as critical assets.	Short (2026-2028)
20	Places and nature	Acknowledging the rapidly changing operational context for planning in Victoria, continue to work with the CASBE network to advocate for land use planning and policy reform which supports climate resilience, ESD and WSUD through the planning process.	Ongoing

No.	Priority Area	Action	Delivery Timeframe
21	Places and nature	Map and establish ongoing maintenance and condition audit schedules for blue and green assets and update asset maintenance plans accordingly, leveraging results.	Short (2026-2028)
22	Places and nature	Progressively drought-proof and enhance biodiversity across open space assets as part of scheduled renewals, incorporating understorey planting, WSUD and increased canopy cover, prioritising high heat areas and vulnerable communities.	Ongoing
23	Places and nature	Continue to investigate opportunities for stormwater harvesting and recycled water provision for high water use Council assets, including leisure centres and open spaces.*	Medium (2028-2030)
24	Places and nature	Partner with Melbourne Water to deliver ongoing drainage and waterway improvements.	Ongoing
25	Places and nature	Incorporate climate resilient design initiatives into the planning and delivery of activity centre projects, such as protected walking and cycling links, cool and green corridors, water sensitive urban design (WSUD), and the use of cool and porous materials.	Medium (2028-2030)
26	Places and nature	Undertake a review of existing Council biodiversity strategies, including the Urban Biodiversity Strategy 2018-2028.	Short (2026-2028)
27	Places and nature	Map and enhance walking, cycling and EV charging infrastructure to support climate resilience and low emissions transport.	Medium (2028-2030)
28	Net zero operations and circular economy	Work with tenants of Council facilities to deliver sustainable and climate resilient facility upgrades and operations.	Medium (2028-2030)
29	Net zero operations and circular economy	Expand the scope of the ESD policy to incorporate sustainability and climate resilience considerations across the full lifecycle of building, open space and civil infrastructure assets owned and managed by Council, with requirements updated to reflect best practice, align with Council targets, and improve clarity and consistency in the delivery of projects.	Short (2026-2028)
30	Net zero operations and circular economy	Update strategic asset planning and management processes to focus on optimising operational use, space efficiencies, and equitable multi-use access before expanding or upgrading facilities.	Medium (2028-2030)
31	Net zero operations and circular economy	Update asset maintenance and renewal products and processes to iteratively improve the efficiency of replacement systems, avoiding like-for-like when there is a less emissions intensive or more environmentally responsible alternative.	Medium (2028-2030)
32	Net zero operations and circular economy	Continue the transition to zero emissions fleet, including phased introduction of low emissions commercial and heavy vehicles where feasible, and develop a zero emissions fleet transition plan.*	Ongoing
33	Net zero operations and circular economy	Utilise procurement processes to incentivise the transition of contractors to lower emissions transport alternatives.	Short (2026-2028)

No.	Priority Area	Action	Delivery Timeframe
34	Net zero operations and circular economy	Continue to implement energy efficiency upgrades in Council buildings, leveraging audits of facilities and technological improvements around monitoring and operational optimisation.*	Ongoing
35	Net zero operations and circular economy	Continue and accelerate the transition away from gas, with specific attention to remaining aquatic centres, including the Monash Aquatic and Recreation Centre, and residual gas appliances in Council buildings.*	Ongoing
36	Net zero operations and circular economy	Investigate options for beyond the current VECO contract period and continue to procure 100 per cent renewable energy for Council's operational usage.	Medium (2028-2030)
37	Net zero operations and circular economy	Investigate remaining Scope 3 emissions in detail with a focus on significant upstream emissions from construction and operations, highlighting and utilising key strategies that can reduce them over time.	Short (2026-2028)
38	Net zero operations and circular economy	Update technical specifications for highly used infrastructure items to increase the use of recycled content and low embodied materials in parallel to the application the ESD policy for Council buildings and infrastructure, aligning testing of new products with other municipalities and networks.	Medium (2028-2030)
39	Net zero operations and circular economy	Review Council's investment policy and prioritise the integration of Council funds into green investment vehicles and collaborate with authorised deposit-taking institutions (ADIs) that maintain fossil fuel free portfolios.	Short (2026-2028)
40	Resilient assets and services	Undertake a municipal wide review of formal and informal refuge capacity and align asset planning to meet existing and community needs during extreme weather events.	Short (2026-2028)
41	Resilient assets and services	Continue to increase Council's renewable energy generation and improve energy resilience through the installation of solar PV and battery systems.*	Ongoing
42	Resilient assets and services	Partner with Melbourne Water to ensure up to date flood mapping for the municipality to influence drainage upgrades, planning scheme amendments and other development controls, communication to residents and businesses and inform investment and decision-making to improve flood resilience.	Short (2026-2028)
43	Resilient assets and services	Ensure consistent application of climate resilience principles across all capital works projects, supported by improved monitoring and evaluation of completed assets against original objectives and benefits.	Medium (2028-2030)
44	Resilient assets and services	Improve asset inspection and maintenance processes by adding checks for climate-related damage (e.g. heat stress, flood erosion, drought cracking, biodiversity loss) and conduct regular asset climate vulnerability assessments to prioritise resilience upgrades in maintenance and future capital works with an early focus on assets with high exposure identified through the Climate Change Risk Assessment.	Ongoing

No.	Priority Area	Action	Delivery Timeframe
45	Resilient assets and services	Progressively improve GIS data and processes so that design of new or upgraded assets fully account for mapped climate hazards and ensure staff can easily access and use this information in planning decisions.	Ongoing
46	Resilient assets and services	Embed consideration of the economic, social, and environmental value of green and blue assets within long-term asset management planning and budgets, to strengthen the case for investment in climate resilient infrastructure, build tree canopy and complex understory over time, and ensure blue and green assets are recognised alongside traditional asset types.	Medium (2028-2030)
47	Resilient assets and services	Investigate and progressively introduce technical solutions for monitoring and evaluation of assets and their performance, including utilities usage.	Medium (2028-2030)
48	Resilient assets and services	Showcase climate responsive asset design and management in major Council projects including Monash Aquatic and Recreation Centre and Glen Waverley Civic Precinct Project.*	Medium (2028-2030)
49	Resilient assets and services	Identify high-priority services (waste, childcare, online services) for detailed business continuity planning through extreme climatic events.	Short (2026-2028)

Monitoring and evaluation

Ongoing monitoring and evaluation are important for understanding progress on commitments, effectiveness of actions, and achievement of outcomes. Monitoring and evaluation will encompass the actions of the plan, as well as the continued tracking of Council's organisational GHG emissions.

Annual review

Monitoring and evaluation against each action will be undertaken each financial year. This will assess the status of each action to understand the implementation progress of the plan. The responsibility for monitoring and evaluation of individual actions is the responsibility of the delivery lead and overseen by the Sustainable Monash team.

Council's progress to net zero will be tracked in an annual emissions inventory. This inventory will be managed by the Sustainable Monash team.

Insights from the annual review process will be communicated to councillors and the community through an Annual Progress Report. Communication of the annual review ensures transparency from Council and helps to maintain an informed community.

CITY OF MONASH

Monash Civic Centre | 293 Springvale Road, Glen Waverley, 3150 | 8.30am to 5pm | Monday to Friday
Oakleigh Service Centre | 3 Atherton Road, Oakleigh, 3166 8.30am to 5pm Monday to Friday
9518 3555 www.monash.vic.gov.au mail@monash.vic.gov.au NRS 1800 555 660

Monash Interpreter Service

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廣東話	4713 5002	Ελληνικά	4713 5004	Italiano	4713 5008	සිංහල	4713 5020	Other languages	4713 5000