


TAMWORTH REGIONAL COUNCIL

OUR ENVIRONMENTAL SUSTAINABILITY STRATEGY & ACTION PLAN

2022 - 2026

Our Plan for a Sustainable Region

A photograph of a bushfire. In the foreground, a pile of green, elongated leaves and dry twigs sits on dark, charred ground. A plume of white smoke rises from the pile, drifting towards the left. The background is a blurred landscape of more smoke and distant trees.

Tamworth Regional Council would like to acknowledge the Gamilaroi/Kamilaroi people, who are the traditional custodians of this land. We would like to pay respect to Elders past and present and extend that respect to other Aboriginal and Torres Strait Islander peoples living in and visiting our Region.



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Acknowledgments:

Tamworth Regional Council has prepared Our Environmental Sustainability Strategy on behalf of our local community.

Thank you to our local community members, local businesses and staff who contributed to the community engagement process of the Environmental Sustainability Strategy. Your priorities and values have shaped the development of Our Environmental Sustainability Strategy, which was coordinated and developed by TRC's Sustainability Coordinator and TRC's graphic designer.

We would also like to acknowledge the following groups and organisations for contributing to the development of Our Environmental Sustainability Strategy.

- New Focus Pty Ltd for conducting the community survey used to inform the development of this Strategy;
- 100% Renewables for assisting with internal engagement through facilitating internal interviews and workshop; as well as
- Sustainability Advantage NSW, Environment and Heritage for their guidance throughout this process.

MESSAGE FROM THE MAYOR



Message from the Mayor – Environmental Sustainability Strategy and Action Plan 2022-2026

Welcome to Tamworth Regional Council's Environmental Sustainability Strategy and Action Plan 2022-2026 - it is our plan for a sustainable region. This is our second strategy of this type and comes as a result of extensive consultation and collaboration with our community.

It demonstrates we have heard our community's wishes for Council to prioritise sustainability, ensuring that our operations place a strong emphasis on maintaining the environment, whilst also remaining economically sustainable.

I am pleased to share with you how the starting point for creating this strategy and action plan was the 664 responses we received to our Environmental Sustainability Community Survey along with other consultation.

Council recognises that we must protect and enhance our natural and built environments if we want a healthy, connected and sustainable future. Our region is fortunate to have a diverse range of natural assets including rich agricultural soil, local waterways and significant native animal species.

Tamworth is one of most progressive and innovative regions in NSW with a strong local economy, and we want to ensure that we protect our economy through economically sustainable practices. We are also fortunate to be able to enjoy generous open space and a rural landscape with access to the services and facilities provided by a modern city, but we cannot take our way of life for granted.

Tamworth is experiencing steady population growth and this brings with it challenges for our natural environment. The ongoing demand for housing, increased resource use and waste production puts enormous pressure on our environment. Through our strategy and plan, this can - and will - be managed in a responsible way to not only preserve critical areas for biodiversity, but also facilitate economically sustainable development within our LGA.

I am confident this strategy and survey provides an integrated and coordinated approach to advancing sustainability in our region.

This strategy and plan demonstrates how we can work together to pursue environmental sustainability in our region. It identifies eight priority themes for action – Water, Waste, Energy, Circular Economy, Natural Environment, Transportation and Mobility, Sustainable Governance and Climate Change Mitigation and Adaptation. Our progress towards achieving individual targets will be regularly reviewed by Council and reported on as part of our usual corporate reporting requirements required by the NSW Government.

I and my fellow Councillors look forward to working alongside community members in achieving the actions detailed in the strategy and plan.

Russell Webb
Tamworth Region Mayor

1 INTRODUCTION

Tamworth Regional Council's Environmental Sustainability Strategy 2022 – 2026 (Our Sustainability Strategy), was developed in collaboration with the Community of Tamworth Local Government Area (LGA). The strategy has been formulated around the 664 community responses received from the Environmental Sustainability Community Survey, as well as with the consultation results from the Community Strategic Plan, providing an integrated and coordinated approach to advancing sustainability in the Tamworth region. Tamworth Regional Council's Environmental Sustainability Strategy 2022 – 2026 supports and builds upon Tamworth's previous Sustainability Strategy 2017 – 2021.

Based on the results from the Environmental Sustainability Community Survey, 9 out of 10 participants believe that Council should prioritise environmental sustainability in its operations and place a strong emphasis on maintaining and preserving the natural environment for the future. In addition to this, 8 out of 10 participants agree that there will be a cost to the local community if we don't act on climate change.

During the consultation stages for the Community Strategic Plan, the community told us that they would like to achieve the following outcomes in relation to sustainability:

- Prioritise water management
- Explore energy efficiency and renewable energy opportunities
- Protect and conserve local wildlife, habitat and biodiversity
- Pursue improved recycling and waste minimisation opportunities
- Improve options for public transport, including sustainable airport connection, servicing both travellers and businesses
- Pursue opportunities related to reducing our carbon emissions as well as finding local solutions to climate change impacts.

During the Environmental Sustainability Community Survey completed by New Focus Pty Ltd, the communities essential and very high priorities for developing the sustainability strategy were identified as:

- Water management and efficiency – Including access and drought
- Waste management and recycling
- Increased use of recycled materials in construction projects
- Stormwater Management
- Litter control and removal
- Reduction of single-use plastics
- Biodiversity
- Renewable energy uptake and energy efficiency
- Energy efficiency in Council buildings
- Urban green spaces
- Illegal dumping
(Refer to Figure 1)

Interviews and workshops were conducted with Council staff to identify what sustainability actions have previously been undertaken by Council and what opportunities exist to address community sustainability challenges and concerns. The main sustainability achievements from the last 5 years include:

- Incorporating energy-efficient lighting
- Improved water consumption efficiency
- Introduction of the Food Organic Garden Organic (FOGO) trial in select locations, and
- Improved landfill waste management practice.

Figure 1.

ENVIRONMENTAL SUSTAINABILITY PRIORITIES IDENTIFIED BY OUR COMMUNITY



Source: New Focus Pty Ltd Tamworth Regional Council Environmental Sustainability Community Survey Report

2 PURPOSE

Our Sustainability Strategy provides a framework to integrate sustainability throughout Tamworth Regional Council as an Organisation and to improve sustainability outcomes for the Community of the Tamworth LGA. Our strategy also plays a critical role in enabling Council to comply with state and federal legislation, including strategies and guidelines. The objectives, targets and actions outlined within Our Sustainability Strategy, highlights Council's commitment to embed Sustainability into our operations and aligns with our Environmental Policy. Council strives

to incorporate all four pillars of sustainability (environmental, economic, social, and governance) into core business activities of Council's directorates. This is demonstrated through integrating the four pillars within the sustainability Action Plan (Section 10). This is further supported by Chapter 3 of the Local Government Act 1993, which requires decision making processes to consider sound environmental management, which requires consideration of the four pillars.

3 ABOUT SUSTAINABILITY

Sustainable development refers to *the ability to meet current generation's needs, without compromising the ability of future generations to meet their needs*.

This was reinforced through the Environmental Sustainability Community Survey results, where local residents and businesses indicated environmental sustainability means "preserving the environment for future generations" and "maintaining the environment". The purpose of integrating a sustainable approach throughout the Tamworth Regional Council LGA is to reduce the impact our organisation and community has on the environment, whilst strengthening our economic, social, political and environmental resilience to future climate events. In order to affectively achieve this, the four pillars of sustainability are integrated within Our Sustainability Strategy.

Developing a sustainable region means:

Environmental Sustainability: living within the means of our natural resources, by using our natural resources, such as energy fuels, land, and water, at a sustainable rate, and making decisions to protect and maintain our natural environment. This also includes:

Economic Sustainability: ensuring the cost-effective delivery of works and services, and appropriate maintenance and renewal of our assets to ensure current and future financial sustainability for our region. This also includes encouraging the development of a prosperous region through encouraging economic growth and sustainable development.

Social Sustainability: building an inclusive, resilient and connected community. Achieving social sustainability requires inclusive community engagement to be undertaken during the decision-making process.

Sustainable Governance: embedding transparent, fair and ethical practices within the way our organisation functions. This includes managing goal-setting and reporting processes, strengthening relations with external stakeholders, and ensuring overall accountability, this is also important when attracting new investors to the Tamworth Region.

4 SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (SDGs) are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. The SDGs apply to all countries and promote action on climate change, economic inequality, innovation, sustainable consumption, peace and justice, among other priorities. The SDGs were agreed and adopted by the United Nations member states, including Australia, in September 2015 as part of the 2030 Agenda for Sustainable Development. Each of the 17 Goals are underpinned by targets.

Local Government plays a key role in identifying and implementing local actions that address the SDGs.

The SDGs provide a framework for integrating environmental, social, economic and governance components of sustainability into local government responsibilities. Tamworth Regional Council has mapped the key themes and associated focus areas of Our Sustainability Strategy against the 17 SDGs and 169 SDG targets, in order to align TRC to the global framework.

This is reflected in Section 9 of this document.

SUSTAINABLE DEVELOPMENT GOALS



OUR ALIGNMENT TO THE SUSTAINABLE DEVELOPMENT GOAL TARGETS

OUR THEMES

SDG TARGETS

WATER



WASTE



ENERGY



CIRCULAR ECONOMY



NATURAL ENVIRONMENT



TRANSPORTATION & MOBILITY



SUSTAINABLE GOVERNANCE



CLIMATE CHANGE MITIGATION AND ADAPTATION



5 SUSTAINABILITY VISION

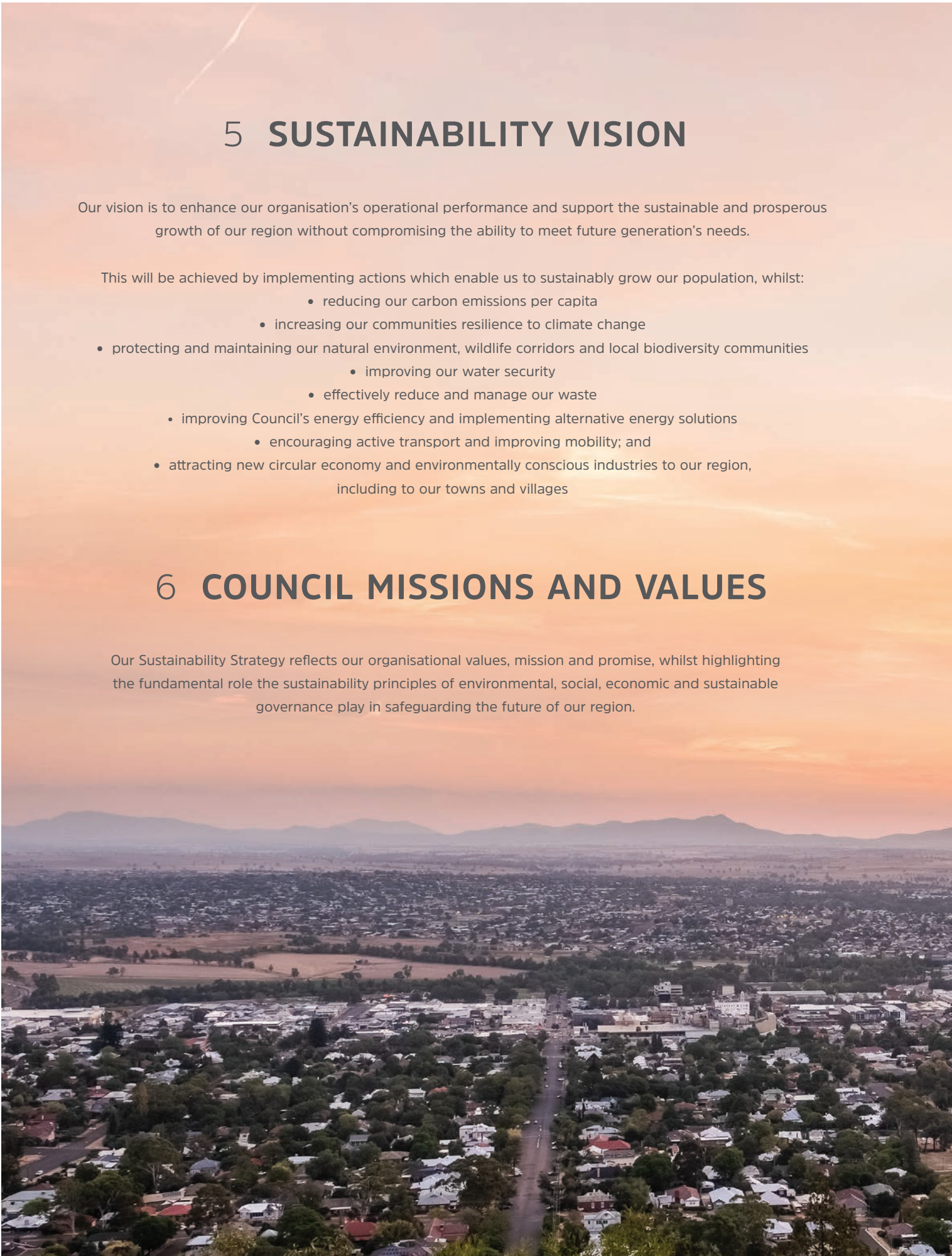
Our vision is to enhance our organisation's operational performance and support the sustainable and prosperous growth of our region without compromising the ability to meet future generation's needs.

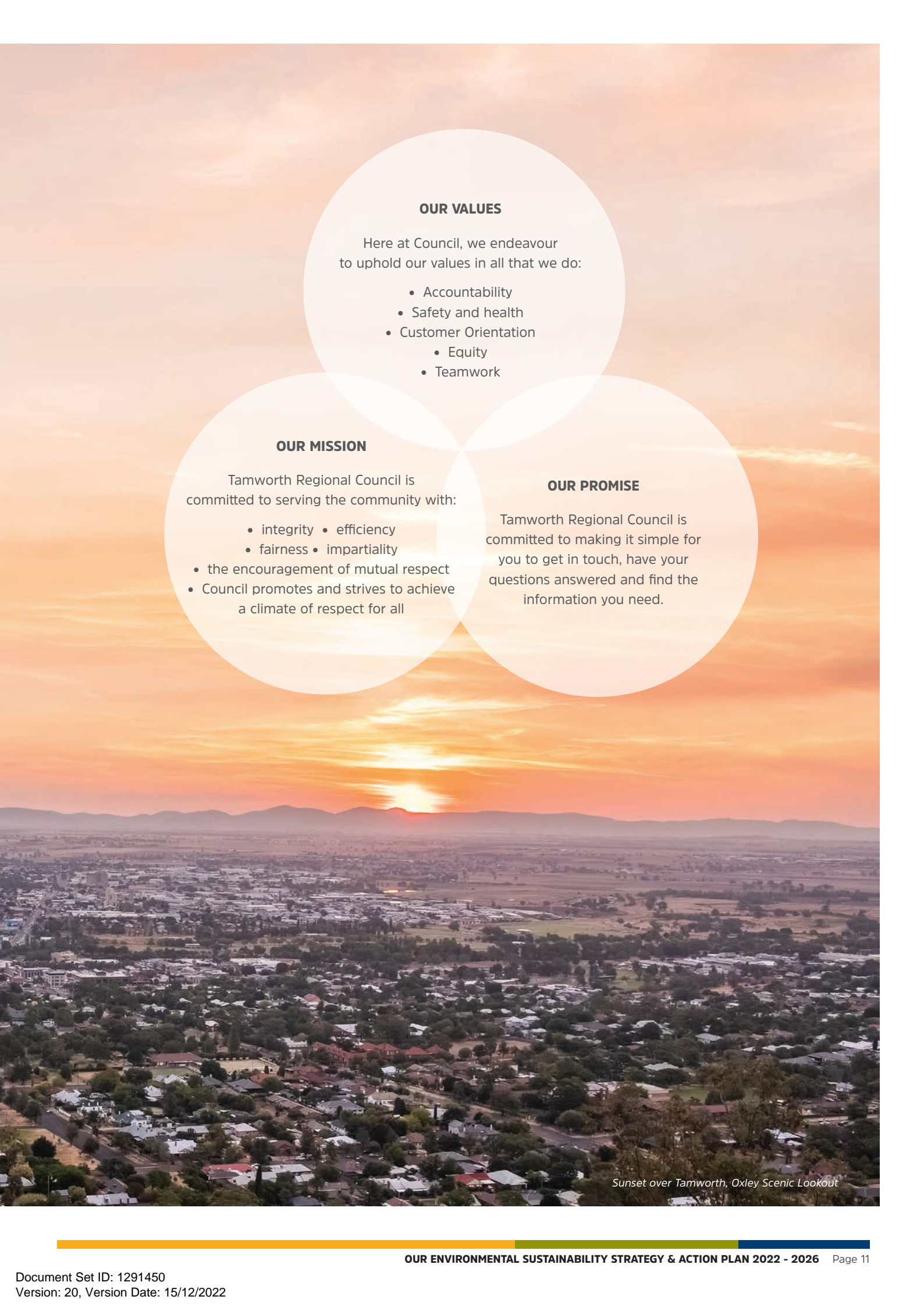
This will be achieved by implementing actions which enable us to sustainably grow our population, whilst:

- reducing our carbon emissions per capita
- increasing our communities resilience to climate change
- protecting and maintaining our natural environment, wildlife corridors and local biodiversity communities
 - improving our water security
 - effectively reduce and manage our waste
- improving Council's energy efficiency and implementing alternative energy solutions
 - encouraging active transport and improving mobility; and
- attracting new circular economy and environmentally conscious industries to our region, including to our towns and villages

6 COUNCIL MISSIONS AND VALUES

Our Sustainability Strategy reflects our organisational values, mission and promise, whilst highlighting the fundamental role the sustainability principles of environmental, social, economic and sustainable governance play in safeguarding the future of our region.





OUR VALUES

Here at Council, we endeavour to uphold our values in all that we do:

- Accountability
- Safety and health
- Customer Orientation
 - Equity
 - Teamwork

OUR MISSION

Tamworth Regional Council is committed to serving the community with:

- integrity • efficiency
- fairness • impartiality
- the encouragement of mutual respect
- Council promotes and strives to achieve a climate of respect for all

OUR PROMISE

Tamworth Regional Council is committed to making it simple for you to get in touch, have your questions answered and find the information you need.

Sunset over Tamworth, Oxley Scenic Lookout

7 OUR CHALLENGES

Our Sustainability Strategy is Council's strategic response to address community expectations, as well as current and future challenges. From a holistic point of view, the community of the Tamworth Local Government Area (LGA) faces a number of challenges including:

- Sustainable growth of the Tamworth LGA population
- Water security
- Climate change (adaptation and mitigation)
- Waste management
- Water and energy efficiency
- Biodiversity and habitat loss

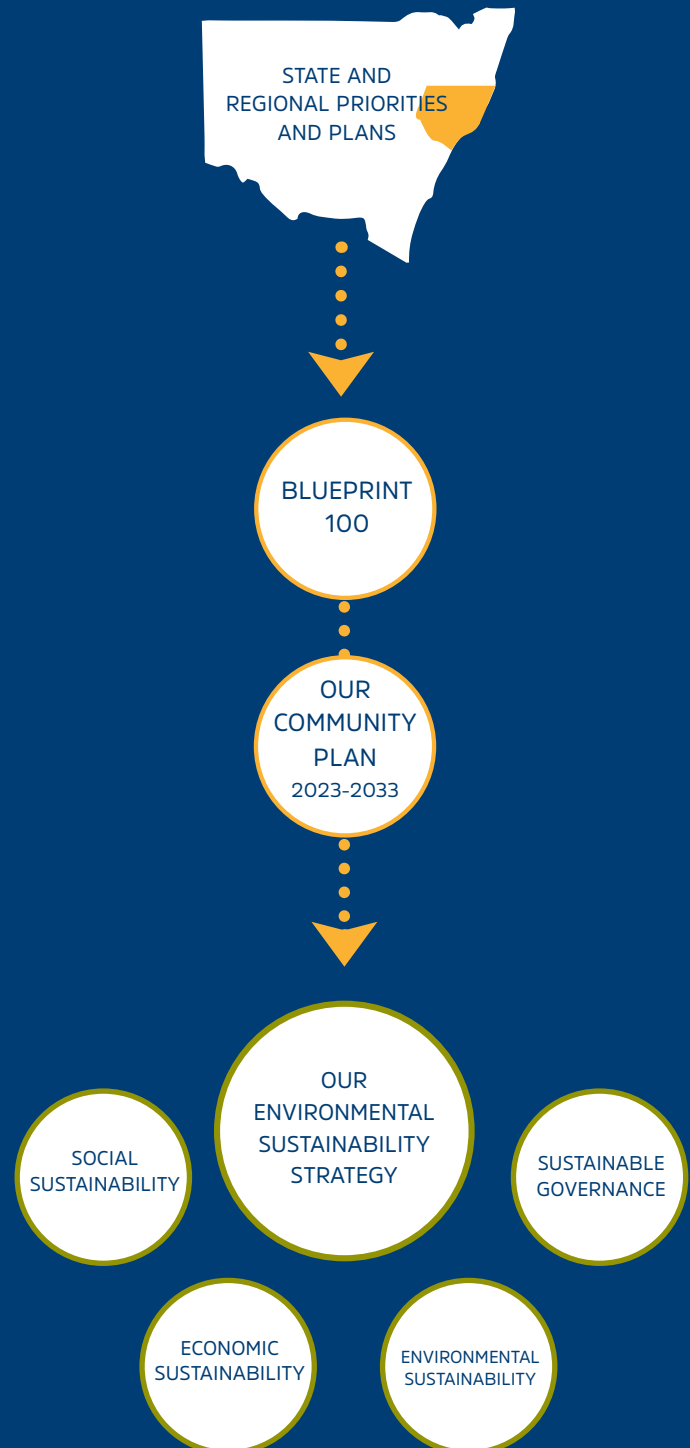
This was supported by the Environmental Sustainability Community Survey results which indicates that the top 5 challenges faced by the local community are:

- Water security, access to water and drought
- Waste recycling procedures
- Transparency of waste disposal
- Use of plastic packaging
- Non-renewable electricity sources

Examples of how the Council could assist the community are:

- Using recycled material in Council projects
- Maintaining a regular supply of water
- Providing rebates for implementing sustainable practices
- Providing community sustainability education
- Providing green bins for food waste
- More information around recycling procedures
- Improve energy efficiency of council buildings, and investigate alternate energy sources.

Our Sustainability Plan addresses these challenges, and fits into the organisational structure as shown below:



8 ALIGNMENT TO OUR COMMUNITY PLAN AND BLUEPRINT

The strategic themes of Our Sustainability Strategy were developed in alignment with the Blue Print 100 Focus Areas as seen below. The objectives, targets and actions contained within Our Sustainability Strategy are

a vital step to safeguarding the future of our region, and ensuring we can keep growing towards a vibrant, prosperous region that remains a great place to live, work and visit.

Blueprint 100	Our Sustainability Strategy
 <p>Our Water Security</p>	Water
 <p>A liveable built environment</p>	Sustainable Governance
 <p>Resilient and diverse communities</p>	Climate Change Mitigation and Adaptation
 <p>Connect our region and its citizens</p>	Transportation and Mobility
 <p>Working with and protecting our environment</p>	Waste Energy Natural Environment Circular Economy

Blueprint 100 Focus Areas





STRATEGIC THEMES



9 STRATEGIC THEMES

In consultation with our community, eight themes were identified in order to address the aforementioned priorities and challenges, to enable sustainable population growth, and to mitigate and adapt to the impact of climate change on our local community.

Associated objectives, targets and actions were developed for each theme as informed by the Environmental Sustainability Community Survey results, Community Strategic Plan, internal interviews and workshops with Council staff, and Councillor feedback. The objectives and targets are included under each theme, as well as within Tables 1 and 2.

These themes include:

- Water
- Waste
- Energy
- Circular Economy
- Natural Environment
- Transportation and Mobility
- Sustainable Governance
- Climate Change Mitigation and Adaptation

The associated Action Plan for each theme is located in section 10 of this document.

WATER



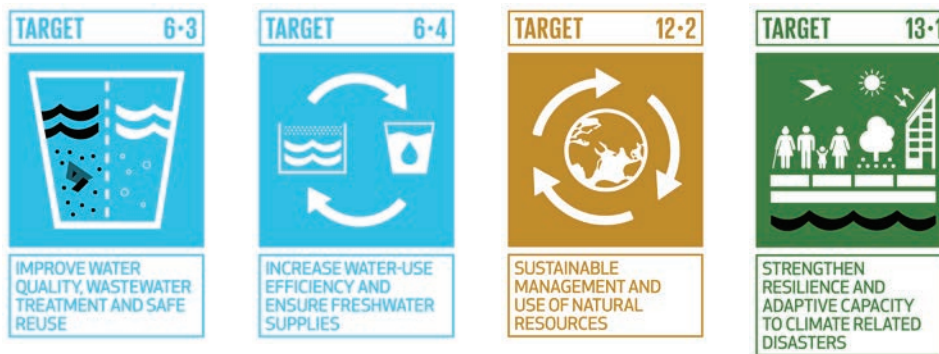
9.1 WATER

Water sustainability plays a key role within the future security of the Tamworth LGA, which has a history of severe drought. Locally, regionally and nationally we are faced with serious challenges in terms of quantity and quality of water, due to increasing human population, urbanisation and high demand for water in agriculture and some industries. With the increasing effects of climate change, it is critical to incorporate a sustainable approach to the current and future management of water and waste water. Council's

water strategic planning is essential in addressing these challenges and it is linked to a range of relevant planning initiatives from a regional and state level. Based on the Environmental Sustainability Community Survey results, water management efficiency, and stormwater management are amongst the highest priorities for the local community. These priorities have been addressed through the below objectives and targets, as well as the actions in Section 10 of this document.

Sustainable Development Goal Targets

The SDG targets aligned to the theme of Water, include targets 6.3, 6.4, 12.2 ad 13.1, as shown below.



Council Objectives

- W1.** Increase water security for the Tamworth LGA
- W2.** Embed sustainable practices through all stages of Infrastructure delivery
- W3.** Reduce reliance on potable water at large venues, in construction processes and in sport & recreation through investigating and adopting alternative solutions
- W4.** Guide land use planning to encourage the efficient use of potable water in residential development
- W5.** Continue community education around water sustainability

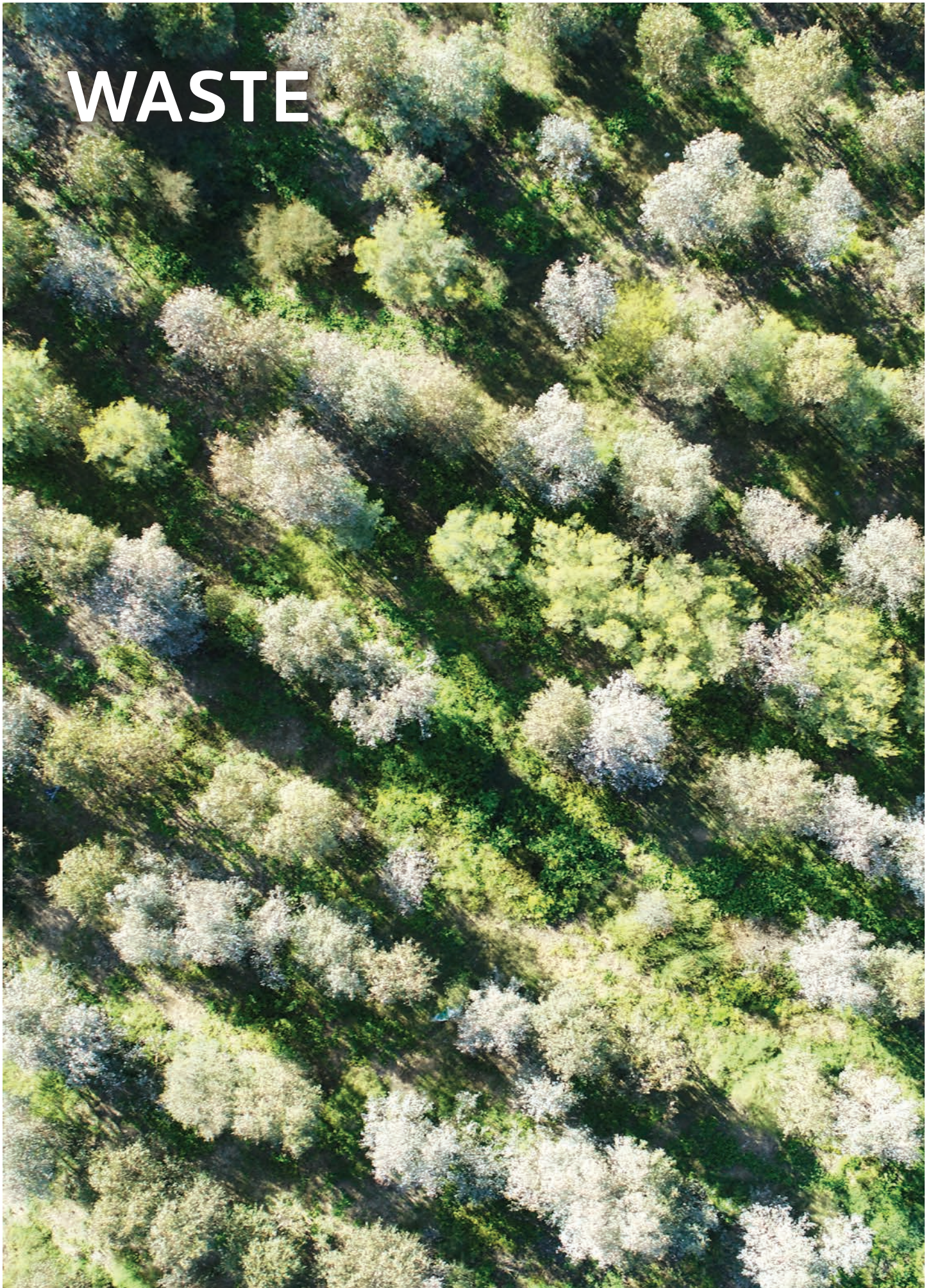
Council Targets

- Establish appropriate drought contingency measures in collaboration with the State Government
- Reduce industrial and commercial reliance on potable water supply through investigating and adopting alternative solutions
- Continued adoption and promotion of various demand management measures, including strong pricing signals to encourage efficient use of services
- Progress the implementation of risk-based decision making for infrastructure upgrades
- Using Automatic Meter Reader (AMR) data, improve timeliness of access to and use of data to improve accuracy of potable water baseline by 2026.
- Establish sustainable effluent management practices at all Council owned Waste Water Treatment Works (WWTW)

Key Focus Areas

- Water conservation, management and efficiency (water security)
- Waste water
- Stormwater and drainage
- Natural hazard resilience
- Water education

WASTE



9.2 WASTE

Tamworth Regional Council manages waste and recycling on behalf of residents and businesses across the LGA. Service functions include collection, treatment, and the recycling or disposal of waste materials. Council strives to provide high-quality services to the community whilst mitigating the potential for environmental harm. Council prioritises reducing the amount of waste going to landfills by increasing the recovery of materials for recycling, separating soft plastics, increasing education around

litter management and separating organic waste. These initiatives are aligned with the efficient management of assets and operating costs. Based on the Environmental Sustainability Community Survey results, waste management and recycling is amongst the highest priorities for the Tamworth LGA community. This priority has been addressed through the below objectives and targets, as well as the actions in Section 10 of this document.

Sustainable Development Goal Targets

The SDG targets aligned to the theme of Waste, include targets 11.6, 12.4, and 12.5, as shown below.



Council Objectives

- WE1.** Encourage the separation of unrecovered resources into useful components and establish markets for their beneficial reuse.
- WE2.** Increase transparency around waste disposal within the Tamworth LGA
- WE3.** Support businesses in reducing the volume of waste that goes to landfill
- WE4.** Guide land use planning to improve waste management outcomes
- WE5.** Organic waste and soft plastics are diverted from landfill
- WE6.** Implement an organics waste service for businesses and other entities that generate the highest volumes of food waste, including large supermarkets and hospitality businesses, by 2025.

Council Targets

- Divert 50% of waste from commercial and industrial sources away from landfill
- All Council tenders include specifications around recycled, reuse and sustainably sourced materials
- 100% of non-residential/ eligible DA's and fit outs are required to prepare a waste management plan to increase segregation of waste
- 80% of organic waste is diverted from landfill by 2026
- Recover 60% of soft plastics that go into the yellow bin
- Expand the residential kerbside waste collection service for rural and remote customers, by 3% per annum by 2026
- Achieve net zero emissions from organic waste by 2030, as laid out in the NSW Net Zero Plan Stage 1: 2020-2030
- Reduce litter by 60% by 2030, and plastics litter by 30% by 2025

Key Focus Areas

- Waste segregation
- Landfill waste minimisation (management and recycling)
- Waste operations
- Litter control
- Waste education

ENERGY



9.3 ENERGY

Energy sustainability, transitioning towards utilising energy generated by renewable resources as an alternative to fossil fuels and improving energy efficiency, is an increased focus for Australian government at all levels. The actions taken by Tamworth Regional Council to date, focus on implementing energy efficiency projects to reduce energy consumption and to utilise renewable energy sources where economically viable. Based on the Environmental Sustainability Community Survey results,

renewable energy uptake and energy efficiency, as well as uptake of energy efficiency within Council buildings and facilities is a key focus of Tamworth LGA community. This is supported by the survey results with 72% of businesses interested in increasing their energy efficiency. This priority has been addressed through the below objectives and targets, as well as the actions in Section 10 of this document.

Sustainable Development Goal Targets

The SDG targets aligned to the theme of Energy, include targets 7.2, 7.3 and 13.3, as shown below.



Council Objectives

- E1.** Increase energy efficiency of Council's major buildings. This may include incorporating renewable energy generation to support base load of high energy use buildings during day-light hours
- E2.** Reduce Tamworth Regional Council's carbon emissions from energy use (commencing with scope 2)
- E3.** Provide support to businesses located in the Tamworth Local Government Area in their transition to lower carbon emitting energy solutions
- E4.** Guide land use planning to encourage an increase in renewables, energy efficiency, and a reduction in carbon emissions from the built form
- E5.** Increase community knowledge around energy efficiency

Council Targets

- Audit conducted on 100% of Council Operational buildings and key sites (dams, pump stations, landfills etc.) with a load greater than 50MWh/yr to establish a baseline for energy and carbon emissions by 2024
- 70% of interested businesses feel they are doing their best to reduce their energy use by 2026
- Council is tracking all carbon emissions from Operational buildings and key sites associated with energy use (scope 2 emissions only) by 2024
- 90% LED lighting across operational Council owned building assets by 2026
- Council has improved the energy efficiency of it's key operational buildings by 2026
- Deliver educational programs for community on benefits of energy efficient practices

Key Focus Areas

- Energy efficiency and management
- Energy infrastructure
- Energy assessments and Audits
- Energy education

CIRCULAR ECONOMY



9.4 CIRCULAR ECONOMY

Circular economy is a systems approach to address challenges such as climate change, biodiversity loss, waste, and pollution¹. The underlying principles of circular economy are designed around: eliminating waste and pollution, circulating products and materials; and regenerating nature. Driving the transition to circular economy is beneficial not only from an environmental perspective, but also from a social, economic and governance perspective. At a local level the targets, objectives and actions under this theme are focused towards building greater resilience within the businesses and community, whilst encouraging a

focus on innovation and thoughtful leadership. Based on the Environmental Sustainability Community Survey results increasing the use of recycled content in Council construction Projects is a key priority of the Tamworth LGA community. Implementing actions relevant to circular economy will enable Tamworth Regional Council to mitigate the impact on the environment by managing resource recovery and materials recycling. This priority has been addressed through the below objectives and targets, as well as the actions in Section 10 of this document.

Sustainable Development Goal Targets

The SDG targets aligned to the theme of Circular Economy, include targets 9.2, 12.2, 12.5, 12.6 and 12.7 as shown below.



Council Objectives

- CE1.** Increase recycled content in Council projects
- CE2.** Attract sustainable and alternative events and business opportunities to Tamworth LGA, including in the villages and regions
- CE3.** Incorporate Circular Economy approach to existing Council management processes
- CE4.** Develop a Circular Economy Road Map for our local Community
- CE5.** Encourage local businesses and local residents to incorporate circularity within their operations and lifestyles

Council Targets

- 85% of Council construction projects include the reuse of materials by 2026
- 10% of new businesses to the region are within the field of circular economy or have a positive impact on sustainability including water, waste, energy, natural environment, and climate change mitigation and adaptation by 2026
- Develop circular economy education and engagement program by 2026

Key Focus Areas

- Innovation/ new opportunities
- Engagement
- Reuse of materials
- Circular Economy education

¹ Ellen MacArthur Foundation What is a circular economy? | Ellen MacArthur Foundation

NATURAL ENVIRONMENT



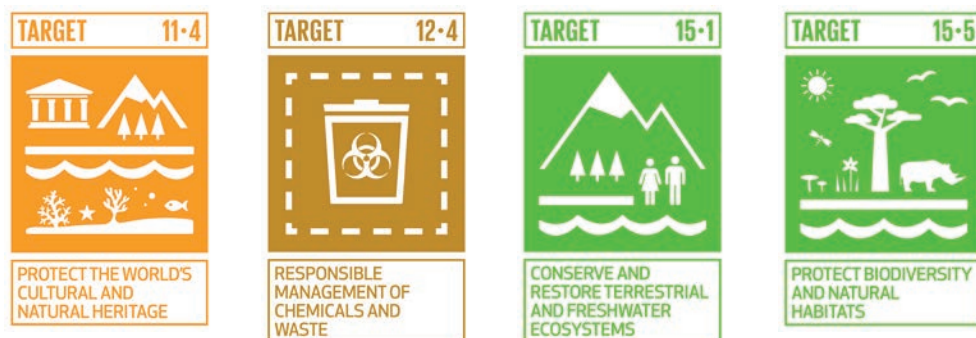
9.5 NATURAL ENVIRONMENT

Environmental contamination and land clearing leading to habitat and biodiversity loss are examples of effects humans have on our natural environment. It is essential for our health and wellbeing to maintain the integrity of our natural environment allowing us to continue to benefit from ecosystem services. This includes using natural resources in a sustainable manner, as well as protecting and maintaining our nature environment. Based on the Environmental Sustainability Community

Survey results protecting and maintaining our natural environment and managing our natural resources sustainably is a key priority of Tamworth LGA community. This priority has been addressed through the below objectives and targets, as well as the actions in Section 10 of this document.

Sustainable Development Goal Targets

The SDG targets aligned to the theme of Natural Environment, include targets 11.4, 12.4, 15.1 and 15.5, as shown below.



Council Objectives

- NE1.** Adopt land use practices that protect and maintain high ecological significant communities for future generations
- NE2.** Support the maintenance of connected biodiversity communities
- NE3.** Guide land use planning to protect biodiversity (including land and water resources)
- NE4.** Work with and protect our natural environment
- NE5.** Establish carbon and biodiversity credits/ offsets on Council owned and managed land where appropriate

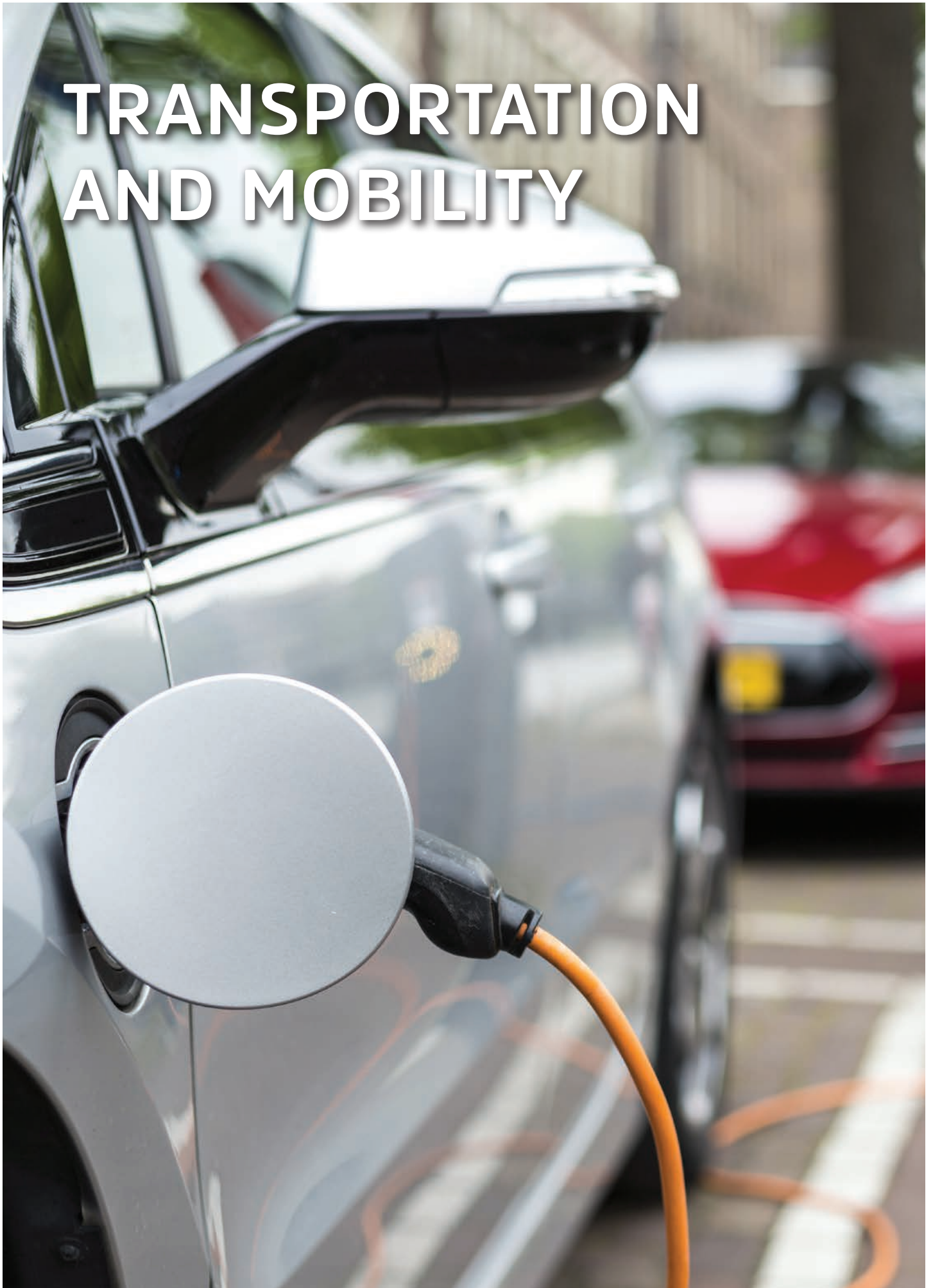
Council Targets

- Establish an updated regional ecological baseline by 2025 - focusing on key geographical areas of high ecological significant communities
- Improve and maintain the condition of public land with high ecological value compared to the baseline
- No net loss in connectivity of the 2025 baseline
- Through the baseline identify opportunities to 1) improve the quality of vegetation in key high ecological significant areas and 2) increase connectivity of corridors where required

Key Focus Areas

- Biodiversity
- Mapping
- Land use planning
- Stormwater and drainage
- Biodiversity and carbon offsets / credits

TRANSPORTATION AND MOBILITY



9.6 TRANSPORTATION AND MOBILITY

Transportation and Mobility looks to improve active and public transport, increasing the connectivity of our community whilst reducing carbon emissions. In order progress within this area, solutions need to be economically, environmentally and socially sustainable, operationally resilient, affordable and supports emissions reductions. This means reducing overall transport demand through integrated land use planning, lowering vehicle emissions, and transitioning to low-carbon fuels or electricity that is sustainability

generated. Based on the Environmental Sustainability engagement process, reducing carbon emissions from transport modes, increasing connectivity, and reducing reliance on single use vehicles are key priorities for the Tamworth Region. These priorities have been addressed through the below objectives and targets, as well as the actions in Section 10 of this document.

Sustainable Development Goal Targets

The SDG target aligned to the theme of Transportation and Mobility is 11.2, as shown below.



Council Objectives

- TM1.** Establish a road map for connecting our LGA to the wider EV network, and commence the transition toward reducing Council's fleet emissions
- TM2.** Guide land use and transport planning to support the development of a well-connected and low carbon generating LGA
- TM3.** Reduce traffic congestion in the CBD and at key locations
- TM4.** Encourage the community to use active transport options
- TM5.** Advocate for improved public transport and encourage the use of existing public transport
- TM6.** Improve the reliability and efficiency of the connection between the Airport and CBD for residents, airport tenants and visitors to the Tamworth Region

Council Targets

- For those living in a 5km radius to their workplace, 1 in 10 journeys to work will be done so by either walking or cycling
- Installation of additional electric vehicle charging infrastructure to adequately connect Tamworth LGA to the wider Electric vehicle network by 2026
- More than 5% of the community utilise public transport on a regular basis by 2026

Key Focus Areas

- Active Transport
- Public Transport
- Electric Vehicles

SUSTAINABLE GOVERNANCE



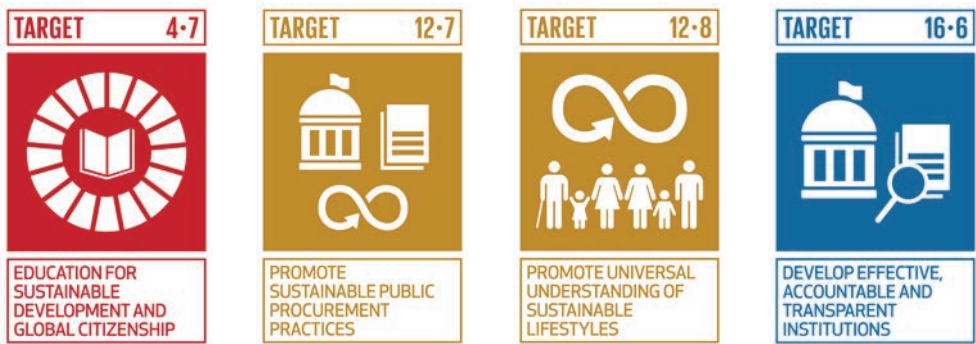
9.7 SUSTAINABLE GOVERNANCE

Sustainable Governance refers to embedding transparent, fair and ethical practices within the way our organisation functions. This includes managing goal-setting and reporting processes, strengthening relations with external stakeholders, and ensuring overall accountability, this is also important when attracting new investors to the Tamworth Region. Based on the Environmental Sustainability engagement process, amending this approach to project

management and procurement, as well as the types of investment we attract to the Tamworth LGA to increase our consideration of sustainability, will enable TRC to transition towards a more sustainable and prosperous region. This priority has been addressed through the below objectives and targets, as well as the actions in Section 10 of this document.

Sustainable Development Goal Targets

The SDG targets aligned to the theme of Sustainable Governance, include 4.7, 12.7, 12.8 and 16.6, as shown below.



Council Objectives

- SG1.** Support businesses reduce carbon emissions and increase their sustainability approach across water, waste and energy
- SG2.** Communicate sustainability information to the community in a way that supports and encourages them to make positive change
- SG3.** Integrate a sustainable approach within the work of all TRC directorates
- SG4.** Update the Local Environmental Plan (LEP) and Development Control Plan (DCP) to improve sustainability outcomes
- SG5.** Integrate sustainability elements within existing and planned Council assets
- SG6.** Work with Aboriginal communities to identify aboriginal cultural heritage

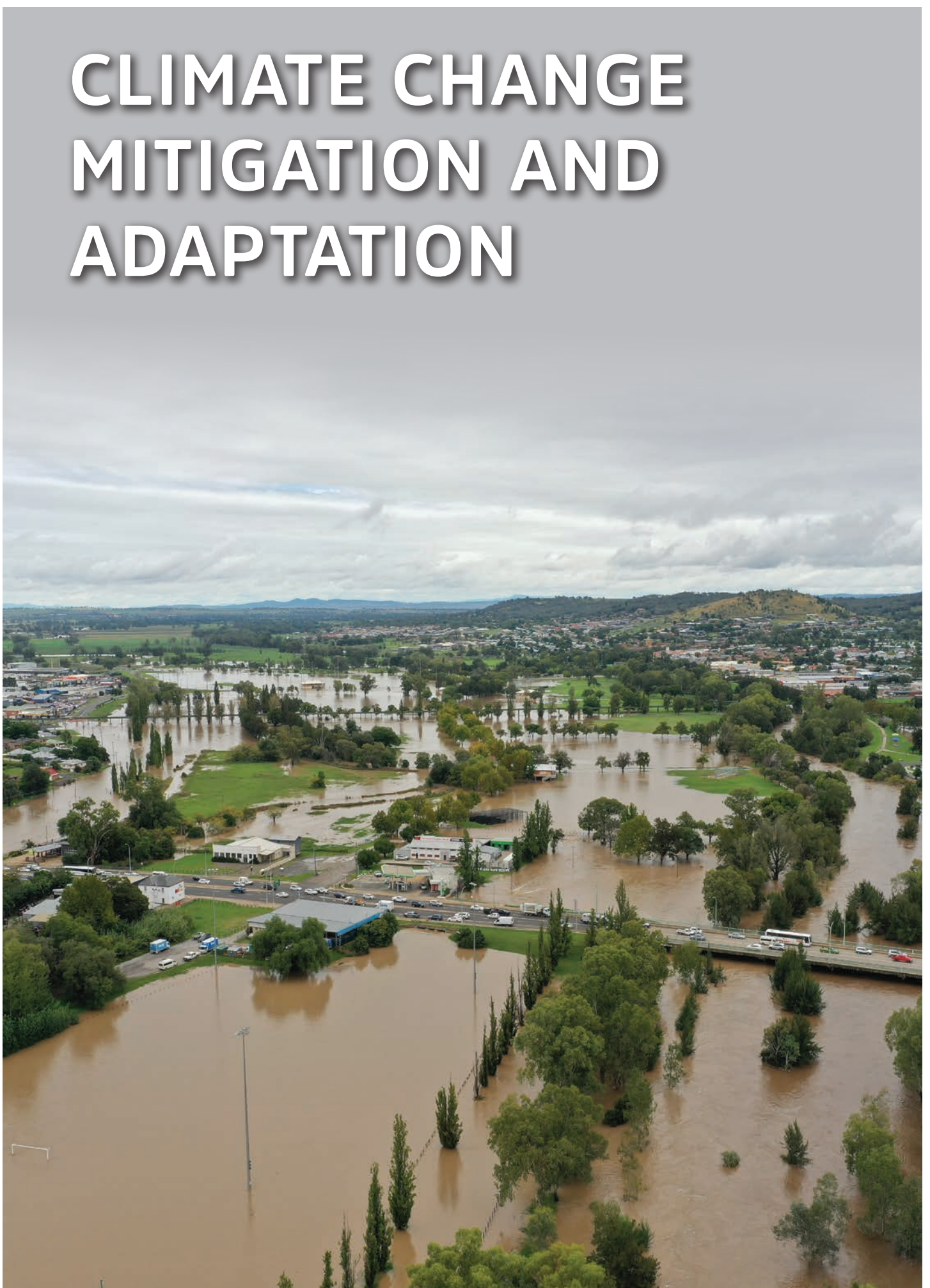
Council Targets

- 80% of small businesses interested in sustainability have been educated on sustainability including energy efficiency by 2026
- 100% of Project Management Framework users consider sustainability in their project plans by June 2023
- 100% of Council reports consider sustainability June 2023
- All Council procurement processes include sustainability as a key consideration by June 2024. This includes, all Council tenders include specifications around including recycled, reuse and sustainably sourced materials
- 70% of businesses that want to integrate sustainability within their organisation feel they have support to do so by 2026
- All large development applications are assessed against the DCP and LEP which considers sustainability
- Council capital works projects include 30% recycled and or resource recovered materials where viable

Key Focus Areas

- Project Management
- Procurement
- Governance
- Communication/ Collaboration

CLIMATE CHANGE MITIGATION AND ADAPTATION



9.8 CLIMATE CHANGE MITIGATION AND ADAPTATION

It is vital for Council to understand climate change impacts, risks, and the adaptation actions required to build capacity and strengthen resilience for the local community.

With an increasing number, frequency and severity of climate related events such as bushfires, floods, severe storms and droughts, building community resilience and taking action to build adaptive capacity and reduce carbon emissions is critical. As the closest level of government to the local community, Tamworth Regional Council Plays a vital role in enhancing the community's resilience to increased severity and intensity of natural disasters. By addressing this on a regional level, this will

enable increased purchasing and investment power for the member Council's to align with NSW state targets and objectives, such as those contained within the NSW Net Zero Plan 2020 – 2030.

Based on the Environmental Sustainability engagement process, participants expressed concerns regarding rising temperatures and identified addressing the impact of climate change on future generations as a key priority.

This priority has been addressed through the below objectives and targets, as well as the actions in Section 10 of this document.

Sustainable Development Goal Targets

The SDG targets aligned to the theme of Climate Change Mitigation and Adaptation, include 11b, 13.1 and 13.3, as shown below.



Council Objectives

- CC1.** Monitor and reduce the Tamworth LGA's carbon emissions - aiming to achieve net zero emissions by 2050
- CC2.** Guide land use planning to improve the resilience of the Tamworth LGA to better cope with expected increase in the frequency and severity of natural hazards
- CC3.** Guide land use planning to encourage the reduction in carbon emissions
- CC4.** Consider intergenerational equity and precautionary principles when assessing projects internally and within the Tamworth LGA
- CC5.** Consider changes in climate projections within the work of the Tamworth Regional Council and Community
- CC6.** Establish a Climate Change Mitigation and Adaptation Road Map

Council Targets

- Establish a carbon emissions baseline for TRC by 2024 (scope 1, 2 and 3 emissions)
- Establish and Implement an Emissions Reduction Plan (Net Zero Plan) by 2025
- Establish and Implement a Climate Risk and Adaptation plan by 2025
- 20% of residents who complete the next sustainability survey feel they have the knowledge to be prepared for future natural disasters
- Reduce carbon emissions by 50% of the 2005 baseline by 2030, and achieve net zero by 2050. Alternatively reduce emissions in accordance with TRC's Net-Zero Plan
- Track all scope 1, 2 and 3 carbon emissions from Operational buildings and key sites (dams, pump stations, landfills etc) by 2025.

Key Focus Areas

- Mitigation – carbon emissions
- Adaptation – Future climate projections
- Collaboration & Partnerships

OBJECTIVES – TABLE 1

Water	Waste	Energy	Circular Economy
W1. Increase water security for the Tamworth LGA	WE1. Encourage the separation of unrecovered resources into useful components and establish markets for their beneficial reuse	E1. Increase energy efficiency of Council's major buildings. This may include incorporating renewable energy generation to support base load of high energy use buildings during day-light hours	CE1. Increase recycled content in Council projects
W2. Embed sustainable practices through all stages of Infrastructure delivery	WE2. Increase transparency around waste disposal within the Tamworth LGA	E2. Reduce Tamworth Regional Council's carbon emissions from energy use (commencing with scope 2)	CE2. Attract sustainable and alternative events and business opportunities to Tamworth LGA, including in the villages and regions
W3. Reduce reliance on potable water at large venues, in construction processes and in sport & recreation, through investigating and adopting alternative solutions	WE3: Support businesses in reducing the volume of waste that goes to landfill	E3. Provide support to businesses located in the Tamworth Local Government Area in their transition to lower carbon emitting energy solutions	CE3. Incorporate Circular Economy approach to existing management processes
W4. Guide land use planning to encourage the efficient use of potable water in residential development	WE4. Guide land use planning to improve waste management outcomes	E4. Guide land use planning to encourage an increase in renewables, energy efficiency, and a reduction in carbon emissions from the built form	CE4. Develop a Circular Economy Road Map for our local Community
W5. Continue community education around water sustainability	WE5: Organic waste and soft plastics are diverted from landfill	E5. Increase community knowledge around energy efficiency	CE5. Encourage local businesses and local residents to incorporate circularity within their operations and lifestyles
	WE6. Implement an organics waste service for businesses and other entities that generate the highest volumes of food waste, including large supermarkets and hospitality businesses, by 2025.		

OBJECTIVES – TABLE 1

Natural Environment	Transportation and Mobility	Sustainable Governance	Climate Change Mitigation and Adaptation
NE1. Adopt land use practices that protect and maintain high ecological significant communities for future generations	TM1. Establish a road map for connecting our LGA to the wider EV network, and commence the transition toward reducing Council's fleet emissions	SG1. Support businesses reduce carbon emissions and increase their sustainability approach across water, waste and energy	CC1. Monitor and reduce the Tamworth LGA's carbon emissions - aiming to achieve net zero emissions by 2050
NE2. Support the maintenance of connected biodiversity communities	TM2. Guide land use and transport planning to support the development of a well-connected and low carbon generating Local Government Area	SG2. Communicate sustainability information to the community in a way that supports and encourages them to make positive change	CC2. Guide land use planning to improve the resilience of the Tamworth LGA to better cope with expected increase in the frequency and severity of natural hazards
NE3. Guide land use planning to protect biodiversity (including land and water resources)	TM3. Reduce traffic congestion in the CBD and at key locations	SG3. Integrate a sustainable approach within the work of all TRC directorates	CC3. Guide land use planning to encourage the reduction in carbon emissions
NE4. Work with and protect our natural environment	TM4. Encourage the community to use active transport options	SG4. Update the LEP and DCP to improve sustainability outcomes	CC4. Consider intergenerational equity and precautionary principles when assessing projects internally and within the Tamworth LGA
NE5. Establish carbon and biodiversity credits/ offsets on Council owned and managed land where appropriate	TM5. Advocate for improved public transport and encourage the use of existing public transport	SG5. Integrate sustainability elements within existing and planned Council assets	CC5. Consider changes in climate projections within the work of the Tamworth Regional Council and Community
	TM6. Improve the reliability and efficiency of the connection between the Airport and CBD for residents, airport tenants and visitors to the Tamworth Region	SG6. Work with Aboriginal communities to identify aboriginal cultural heritage	CC6. Establish a Climate Change Mitigation and Adaptation Road Map

TARGETS – TABLE 2

Water	Waste	Energy	Circular Economy
Establish appropriate drought contingency measures in collaboration with the State Government	Divert 50% of waste from commercial and industrial sources away from landfill	Audit conducted on 100% of Council Operational buildings and key sites (dams, pump stations, landfills etc.) with a load greater than 50 MWh/yr to establish a baseline for energy and carbon emissions by 2024	85% of Council construction projects include the reuse of materials by 2026
Reduce industrial and commercial reliance on potable water supply through investigating and adopting alternative solutions	All Council tenders include specification around recycled, reuse and sustainability sourced materials	70% of interested businesses feel they are doing their best to reduce their energy use by 2026	10% of new businesses to the region are within the field of circular economy or have a positive impact on sustainability including water, waste, energy, natural environment, and climate change mitigation and adaptation by 2026
Continued adoption and promotion of various demand management measures, including strong pricing signals to encourage efficient use of services	100% of non-residential/eligible DA's and fit outs are required to prepare a waste management plan to increase segregation of waste	Council is tracking all carbon emissions from Operational buildings and key sites associated with energy use (scope 2 emissions only) by 2024	Develop circular economy education and engagement program by 2026
Progress the implementation of risk based decision making for infrastructure upgrades	Expand the residential kerbside waste collection service for rural and remote customers, by 3% per annum by 2026	90% LED lighting across operational Council owned building assets by 2025	
Using AMR data, improve timeliness of access to and use of data to improve accuracy of potable water baseline by 2026.	Recover 60% of soft plastics that go into the yellow bin.	Council has improved the energy efficiency of it's key operational buildings by 2026	
Establish sustainable effluent management practices at all Council owned WWTW	80% of organic waste is diverted from landfill by 2026	Deliver educational programs for community on benefits of energy efficient practices	
	Achieve net zero emissions from organic waste by 2030, as laid out in the NSW Net Zero Plan Stage 1: 2020-2030		
	Reduce litter by 60% by 2030, and plastics litter by 30% by 2025		

TARGETS – TABLE 2

Natural Environment	Transportation and Mobility	Sustainable Governance	Climate Change Mitigation and Adaptation
Establish an updated regional ecological baseline by 2025 - focusing on key geographical areas of high ecological significant communities	For those living in a 5km radius to their workplace, 1 in 10 journeys to work will be done so by either walking or cycling	80% of small businesses interested in sustainability have been educated on sustainability including energy efficiency by 2026	Establish a carbon emissions baseline for TRC by 2024 (Scope 1, 2 and 3 emissions)
Improve and maintain the condition of public land with high ecological value compared to the baseline	Installation of additional electric vehicle charging infrastructure by 2026, across the Tamworth LGA	100% of PMF users consider sustainability in their project plans by July 2023	Establish and Implement an Emissions Reduction Plan (Net Zero Plan) by 2025
No net loss in connectivity of the 2025 baseline	More than 5% of the community utilise public transport on a regular basis by 2026	100% of Council reports consider sustainability by July 2023	Establish and Implement a Climate Change Risk and Adaptation plan by 2025
Through the baseline identify opportunities to 1) improve the quality of vegetation in key high ecological significant areas and 2) increase connectivity of corridors where required.		70% of businesses that want to integrate sustainability within their organisation feel they have support to do so by 2026	20% of residents feel they have the knowledge to be prepared for future natural disasters by 2026
		All large development applications are assessed against the DCP and LEP which considers sustainability	Reduce carbon emissions by 50% of the 2005 baseline by 2030, and achieve net zero by 2050. Alternatively reduce emissions in accordance a reduction aligned with TRC'S Net-Zero Plan
		All Council procurement processes include sustainability as a key consideration by July 2023. This includes all Council tenders include specifications around recycled, reuse and sustainably sourced materials	Track all scope 1, 2 and 3 carbon emissions from Operational buildings and key sites (dams, pump stations, landfills etc) by 2025
		Council capital works projects include 30% recycled and or resource recovered materials where viable	

10 SUSTAINABILITY STRATEGY ACTION PLAN

The action plans for the themes Water, Waste, Energy, Circular Economy, Natural Environment, Transportation and Mobility, Sustainable Governance and Climate Change Mitigation and Adaptation, are presented in the below tables.

These actions are current as of September 2022, and will be updated and tracked internally on a regular basis. The successful delivery of these actions is subject to budget and resource constraints.

Water Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Complete DCP review to consider opportunities to further improve water sustainability outcomes / water sensitive urban design in landscaping	✓	✓			Liveable Communities	Development & Development Engineering	Environmental Economic Social W4
Roll out of additional public water refill stations, as per the Walking & Cycling Program -2022/2023	✓	✓			Regional Services	Strategy Team	Environmental Social W4
Continue to maximise the use of raw water and recycled water in construction projects where possible	✓	✓			Regional Services	Operations & Construction	Environmental Economic W2
Convert more sports fields and open spaces to more sustainable or non-potable water supplies		✓	✓	✓	Regional Services	Sports & Recreation	Environmental Economic Social W1
Investigate opportunities to incorporate Sustainable Drainage Systems (SuDS) principles into existing and planned publicly owned buildings, integrate WSUD and SuDS.		✓			Regional Services	Stormwater Engineering	Environmental Economic Social W2, W4
Investigate opportunities to encourage water sustainability accreditation and ratings within the internal Council projects and within development applications approved by TRC i.e. NABERS		✓	✓	✓	Water and Waste	Sustainability Team	Environmental Governance W2
Continue education around reducing water consumption for each season i.e., summer - evaporative usage and maintenance	✓	✓	✓	✓	Water and Waste	Sustainability Team	Environmental Social W1, W5
Improve accuracy of water consumption data in Tamworth LGA through the use of the Automatic Meter Reader system by 2026 and use this to update the baseline for Tamworth's water usage	✓	✓			Water and Waste	Water and Environmental Operations	Economic W1
Annual water education programs, including Water Night and National Water Week	✓	✓			Water and Waste	Sustainability Team	Social W5
Investigate ways to incentivise water treatment systems and alternative water use options in new developments and subdivisions		✓	✓	✓	Water and Waste	Sustainability Team	Environmental Economic Social Governance W3

Water Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Communicate benefits of greywater reuse to community	✓	✓	✓	✓	Water and Waste	Sustainability Team	Environmental Social W5
Educate consultants, builders and internal project engineers on how to develop a water efficient landscaping		✓			Water and Waste	Joint partnership between Liveable Communities and Sustainability	Environmental Economic Governance W1, W5
Review water saving rebate list i.e., rebates for water dripper systems				✓	Water and Waste	Sustainability Team	Economic W5
Investigate completing water consumption study on evaporative air conditioners	✓	✓			Water and Waste	Sustainability Team	Economic W1, W5
Complete Integrated Water Cycle Management Issues Paper	✓				Water and Waste	Projects, strategy and infrastructure	Environmental W1
Complete Integrated Water Cycle Management Strategy	✓				Water and Waste	Projects, strategy and infrastructure	Environmental Economic W1
Complete Integrated Water Cycle Management Water Security Plan	✓	✓	✓		Water and Waste	Projects, strategy and infrastructure	Environmental Economic W1
Undertake Annual Pricing Review	✓	✓	✓	✓	Water and Waste	Projects, strategy and infrastructure	Economic W2
Create a process to measure the benefit of reducing reliance on potable water to better target Council's investments		✓			Water and Waste	Projects, strategy and infrastructure	Economic W2
Establish a Capital Planning Framework, which includes consideration of sustainability	✓	✓			Water and Waste and Regional Services	Projects, strategy and infrastructure. Recommended for all relevant teams across TRC	Economic W1, W2
Calibrate wastewater model and undertake Servicing Strategy Confirmation	✓	✓			Water and Waste	Projects, strategy and infrastructure	Environmental Economic W2
Update water model and undertake Servicing Strategy Confirmation	✓	✓			Water and Waste	Projects, strategy and infrastructure	Environmental W1, W2
Complete upgrade of Barraba WWTW Effluent Disposal System	✓	✓	✓		Water and Waste	Projects, Strategy and infrastructure	Environmental Economic W1, W2
Investigate opportunities in working with Namoi Unlimited around Sustainability, drought resilience, resilience, adaptation, and mitigation to combine resources	✓				Water and Waste	Sustainability Team	Governance W2
Work with Automatic Metre Reader developer to establish customer interaction with AMR's		✓	✓		Water and Waste	AMR working Group	Environmental W1, W2

Water Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Develop a Regional Drought Resilience Plan for Tamworth and Walcha as part of a state government pilot project	✓				Water and Waste	Sustainability Team	Environmental, Economic, Social W1
Implement actions from the Regional Drought Resilience Plan - This is reliant on state and federal funding		✓	✓		Water and Waste	Sustainability Team supported by other areas of the organisation	Environmental Economic Social Governance W1
Improve sustainable effluent management practices for all waste water treatment works	✓	✓			Water and Waste	Water and Environmental Operations	Environmental Economic W2
Assess alternative water use and water capture options for high use Council buildings. Risk assess and prioritise recommendations, and Implement key recommendations from assessment.		✓	✓		Water and Waste	Sustainability Team supported by Water and Environmental Operations and Asset Owners	Environmental Economic W2, W3
Investigate alternative water use options and water capture options for high use council assets such as roundabouts, residential parks, playgrounds etc. Work with Development Engineering to have engineering guidelines and standards reviewed for opportunities to implement recommended changes		✓			Water and Waste	Sustainability Team supported by Development Engineering	Environmental Economic W2, W3
Re-establish monthly sustainability and Operations meetings	✓				Water and Waste	Water and Environmental Operations	Environmental W2
Support appropriate sustainability community events relating to water	✓	✓	✓	✓	Water and Waste	Sustainability Team	Environmental Social W1, W3, W5
Investigate the construction of a water purification facility. Where feasible, pursue the construction of a water purification facility - reliant on state government support	✓	✓	✓	✓	Water and Waste	Projects, strategy and infrastructure	Environmental Economic Social W1, W3
Working with relevant Teams to investigate options for incentivising commercial businesses to invest in reducing their potable water use		✓	✓		Water and Waste	Sustainability Team	Environmental Economic W1, W3
Where requested, educate businesses and residents on ways to reduce their water footprint.			✓	✓	Water and Waste	Sustainability Team	Environmental Economic W5
Complete reviews of both the demand and drought management plans	✓	✓			Water and Waste	Sustainability Team	Environmental Economic Social W1
Implement actions from the Demand Management Plan			✓	✓	Water and Waste	Water and Waste Teams	Environmental Economic Social W1
Implement actions from the Drought Management Plan			✓	✓	Water and Waste	Sustainability Team supported by select Water & Waste Teams	Environmental Economic Social W1

Waste Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Investigate and where possible, create opportunities for new industries in Tamworth LGA around waste reduction and circular economy		✓			Across all directorates	Across directorates	Environmental Economic Social WE1
Investigate implementing "review printing release function" on all council printers to reduce paper waste	✓				Growth and Prosperity	IT	Environmental Social WE3
Incorporate controls in the DCP to require waste management plans to be developed and implemented at industrial and commercial sites (including construction and operation) – Templates will be provided		✓	✓		Liveable Communities	Development supported by Sustainability team	Environmental WE4
Incorporate a 2 yr. review requirement within the compliance checklist of selected facilities. Intent of this is to identify required improvements to waste management plan process.			✓		Liveable Communities	Compliance	Governance WE4
Incorporate controls in the DCP to require decommissioning plans for relevant non-state significant renewable energy projects		✓			Liveable Communities	Development	Economic WE4
Identify waste sustainability opportunities as part of the new building and refit process		✓	✓	✓	Office of the General Manager	Relocation Team	Environmental Economic Social WE1, WE3
Update Council's PMF project brief to detail the reuse of recovered materials in Council projects - implemented through updates to the PMF and sustainable procurement (under Part 4 & Part 5 of EP & A Act). This includes all Council tenders must include specifications around recycled, reuse and sustainably sourced material	✓	✓			Regional Services	Projects Team supported by Sustainability Team	Environmental Economic Social Governance WE1, WE2, WE3
Add a step into the PMF to conduct a lifecycle analysis where appropriate - i.e., focus on construction projects to determine how to reuse materials, with lower environmental impact	✓	✓			Regional Services	Projects Team supported by Sustainability Team	Environmental Economic Governance WE1, WE2, WE3
Add a sustainability section in the PMF (project plan) that requires the consideration of sustainability including the development of a waste management plan for Council projects.	✓				Regional Services	Projects Team supported by Sustainability Team	Environmental Economic Governance WE1, WE2, WE3
Investigate additional opportunities to encourage source separation at building sites		✓	✓		Water and Waste	Sustainability Team	Environmental Economic Social WE1
Conduct an internal audit across the Organisation TRC to understand how our Organisation manages waste	✓	✓			Water and Waste	Sustainability Team	Environmental Economic Social WE1, WE2, WE3
Implement recommendations from the waste audit. Prioritise actions that result in the implementation of required upgrades to waste infrastructure and waste processes		✓	✓	✓	Waste and Waste	Waste and Resource Recovery Team and Sustainability Team	Environmental Social Economic WE3

Waste Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Review the construction environmental management plan, to ensure waste management and segregation on work sites is occurring		✓	✓		Water and Waste	Sustainability Team, Environment Team and Waste Resources Recovery, Civil construction	Environmental Social Governance WE1, WE2, WE3
Add "waste" to the environmental inspection checklist for Council owned facilities, focus on waste segregation	✓				Water and Waste	Environmental Engineering	Environmental Governance WE3
Investigate implementing bins for FOGO, Soft Plastics, recyclables and landfill waste in all TRC Operational buildings where possible and in convenient locations in all office buildings			✓	✓	Water and Waste	Sustainability Team	Environmental Social Governance WE3, WE5, WE6
Introduction of the waste wagon service	✓	✓			Water and Waste	Waste and Resource Recovery Team	Environmental Social WE2
Review TRC's internal waste service contracts and consider creating a centralised contract under a service delivery agreement	✓	✓			Water and Waste	Waste and Resource Recovery Team	Economic WE2
Review TRC's external waste service contract to identify the additional cost of providing a weekly yellow bin service, and if this is supported by Councillors/the community		✓			Water and Waste	Waste and Resource Recovery Team	Economic WE1, WE2
Implement and provide community education around the Curby (soft plastics recycling) for residential dwellings of the Tamworth LGA	✓	✓			Water and Waste	Sustainability Team	Social WE5
Introduce FOGO system for Tamworth LGA		✓			Water and Waste	Waste and Resource Recovery Team	Environmental Social WE5
Design and implement the education campaign for FOGO	✓	✓			Water and Waste	Sustainability Team	Environmental Social WE5
Record and maintain accurate data associated with waste management receipt and resource recovery - Data reported as per license conditions	✓	✓	✓	✓	Water and Waste	Waste and Resource Recovery Team	Governance WE2
Improve Curby and FOGO participation, and decrease contamination percentage.			✓	✓	Water and Waste	Sustainability Team	Environmental Social WE5
Investigate responsible cafes programs; and seed cafes with reusable cups (i.e., Green Caffeine program)		✓			Water and Waste	Sustainability Team	Environmental Social WE3
Construction of the ORF		✓	✓	✓	Water and Waste	Waste and Resource Recovery Team	Economic WE5
Establishment of the Community Education Centre at TRC SMRF site	✓	✓			Water and Waste	Waste and Resource Recovery Team	Environmental Social WE1, WE2, WE3
Identify opportunities for further resource recovery internal to Council i.e., waste infrastructure	✓	✓	✓	✓	Water and Waste	Sustainability Team	Environmental Economic WE1, WE3

Waste Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Investigate the option to introduce community food organic and garden organic bins - Work with waste services and community groups to roll this out.				✓	Water and Waste	Waste and Resource Recovery Team	Social WE5
Commercial and residential - review pricing of construction & demolition waste and commercial and industrial waste	✓	✓			Water and Waste	Waste and Resource Recovery Team	Economic WE1, WE2, WE3
Investigate opportunities to incentivise select industries to improve source separation.		✓			Water and Waste	Sustainability Team	Economic Social WE3
Increase rollout of yellow bins in selected villages, and in public spaces.	✓	✓	✓		Water and Waste	Sustainability Team	Social WE2
Create waste management plan templates for construction works (building construction)	✓				Water and Waste	Waste and Resource Recovery Team and Sustainability Team	Environmental Governance WE4
Create waste management plan templates for the operational use (Commercial and industries premises)	✓				Water and Waste	Waste and Resource Recovery Team and Sustainability Team	Environmental Governance WE4
Investigate opportunities to improve the waste management plan process through compliance checks (EPA and Department)		✓			Water and Waste	Waste and Resource Recovery Team and Sustainability Team	Governance WE4
Where appropriate, create resource kit for events (including waste management plan template, source separation guidance)	✓	✓			Water and Waste	Sustainability Team	Governance WE1, WE2
Continue education around Community Recycling centre and problematic household waste	✓	✓	✓	✓	Water and Waste	Sustainability Team	Environmental Social WE2
Continue education around Illegal dumping	✓	✓	✓	✓	Water and Waste	Sustainability Team	Environmental Social WE2
Continue education around reducing Litter	✓	✓	✓	✓	Water and Waste	Sustainability Team	Environmental Social WE2
Develop a Litter Strategy for the TRC LGA		✓			Water and Waste	Waste & Resource Recovery, and Sustainability Team	Environmental WE2
Review the general waste receipt process to identify if it is possible to increase waste segregation rates		✓			Water and Waste	Waste & Resource Recovery Team and Sustainability Team	Environmental Social WE2
Review our current waste infrastructure to understand how we can improve it to change behaviour to increase source separation rates within the community, such as installation of bottle bins etc	✓	✓			Water and Waste	Waste & Resource Recovery and Sustainability Team	Environmental Social WE1
Investigate opportunities to introduce FOGO system and recycling at Council event and festival centres (currently not able to recycle at Town Hall)				✓	Water and Waste	Sustainability Team	Environmental Social WE5

Waste Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Support appropriate waste sustainability community events	✓	✓	✓	✓	Water and Waste	Waste & Resource Recovery Team and Sustainability Team	Environmental Social WE2
Investigate opportunities to encourage recycling in schools, such as adding additional yellow bins - dependent on funding	✓	✓			Water and Waste	Sustainability Team	Environmental Social Governance WE2, WE3
Investigate establishing a Community Waste Consultative Committee		✓			Water and Waste	Waste & Resources Recovery	Environmental Social WE1, WE2, WE5
Consult with food waste generators concerning a dedicated commercial organics waste collection service		✓			Water and Waste	Waste & Resource Recovery and Sustainability Team	Environmental Social WE6
Prepare a commercial food waste organics options report for Council and a commercial food waste service methodology statement			✓		Water and Waste	Waste & Resource Recovery Team	Governance WE6
Where possible, ensure commercial and residential OCC (cardboard) is diverted from landfill in Tamworth LGA		✓			Water and Waste	Waste & Resource Recovery and Sustainability Team	Environment, Governance WE1, WE2, WE3
Continue to develop and implement community and internal focused education initiatives around waste and recycling, including waste separation	✓	✓	✓	✓	Water and Waste	Sustainability Team	Environment, Economic WE2

Energy Action List	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Undertake energy audit of all key Operational buildings and key sites (dams, pump stations, landfills etc.) with a load greater than 50 MWh/yr to make recommendations for efficiency measures	✓	✓			Across all directorates	Asset Owners with Sustainability Team	Environmental Economic Social E1
Investigate installing a solar farm at the airport to enable airport to be self sufficient		✓			Growth and Prosperity	Aviation Team, supported by the Sustainability Team	Environmental Economic Governance E1, E2, E3
Investigate conducting assessment on townhall and TRECC air-conditioning system to reduce energy, chemical and water use (12 systems in town hall)		✓			Growth and Prosperity	Entertainment Venues supported by Sustainability Team	Environmental Economic Social E1, E2, E3
Conduct audit of commercial properties to understand opportunities to reduce energy cost		✓	✓		Growth and Prosperity	Economic Development supported by Sustainability Team	Economic E1
Update DCP to include energy efficient development controls for residential, commercial and industrial development. This should include whether new gas connections should continue to be permitted or not		✓			Liveable Communities	Development, Integrated planning, working with the Sustainability Team	Environmental Economic Social Governance E4
Review the current maintenance contract with asset owners in order to Implement and perform regular solar system maintenance program according to manufacturer's guidelines on all Council owned Solar PV systems	✓	✓			Regional Services	Projects Team & Service Team, will be handed over to Asset Owner	Economic E1, E2
Changing globes in Street lighting over to LED	✓	✓			Regional Services	Works Team	Environmental Economic E1, E2
Review Energy audit 2020 to determine if there is a feasible business case to transition to solar and LED lighting (such as on airport roof, and hangers)	✓	✓			Water and Waste	Sustainability Team Supported by Aviation and Project Team	Environmental Economic E1, E3
Investigate and identify grant opportunities to facilitate the transition to solar and LED lighting at key Council owned building locations (including the airport)	✓	✓			Water and Waste	Asset owners Supported by the Sustainability Team	Environmental Economic Social E1, E3
Install a gas fired generator for reuse of gas at Forest Roads Landfill			✓		Water and Waste	Waste and Resource Recovery Team	Environmental Economic E3

Energy Action List	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Develop and implement community and business education initiatives addressing energy efficiency, including guidance on how to reduce energy consumption (such as face to face sessions, online videos, pdf downloads, communication campaigns, innovation workshops)	✓	✓	✓	✓	Water and Waste	Sustainability Team	Environmental Economic Social E5
Develop energy efficiency program at workplace for staff		✓			Water and Waste	Sustainability Team	Environmental Economic Social E2, E3, E5
Investigate installing interval meters for more granular measurement of electricity usage		✓			Water and Waste	Sustainability Team supported Projects & Service Team	Economic E1, E2, E5
Investigate potential for installing sophisticated BMS for asset performance monitoring and optimisation - especially when conducted fit outs or constructing new buildings	✓	✓			Water and Waste	Sustainability Team and Asset Management Group	Environmental E1, E5
Investigate transitioning to an agreement that enables Council to increase renewable energy use from the current 20% composition of renewable (Small scale sites 1 July; large scale sites 1 Jan 2023) or installing behind the metre solar		✓			Water and Waste	Sustainability Team	Environmental Economic Social E2
Undertake lighting audit and upgrade to LEDs and smart lighting according to the audit findings	✓	✓			Water and Waste	Sustainability Team	Economic E1
Address Power Factor Correction in accordance with energy audit findings	✓	✓			Water and Waste	Sustainability Team	Economic E1, E2, E5
Perform solar PV feasibility study for Council facilities and sites based on energy audits guidance		✓	✓		Water and Waste	Sustainability Team	Economic E1, E2
Investigate if TRC should perform feasibility study for micro hydro power technology for water pipelines	✓				Water and Waste	Water and Environmental Operations	Economic E2
Based on energy audit outcome, identify suitable energy monitoring system (Smart meters, etc.)		✓			Water and Waste	Sustainability Team	Economic E1, E2
Investigate opportunities to implement distributed energy systems and energy storage solutions to increase council's uptake of renewable energy (solar, wind, hydro, geothermal, biomass, mechanical etc.)		✓	✓	✓	Water and Waste	Sustainability Team	Environmental Economic E1, E2
Conduct solar demand analysis of AELEC including determining capacity of roof, and aesthetic options - System big enough to support their base load		✓			Water and Waste	AELEC Precinct supported by the Sustainability Team	Environmental Economic E1

Energy Action List	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Support appropriate sustainability community events relating to Energy	✓	✓	✓	✓	Water and Waste	Sustainability Team	Environmental Economic Social E3, E5
Energy efficient options considered in relation to light and pump upgrades	✓	✓	✓	✓	Water and Waste	Projects Team & Service Team	Environmental Economic Social E1, E2
Investigate how Council can use LGC's under large scale renewable energy target scheme	✓	✓			Water and Waste	Sustainability Team	Environmental Economic Social E2
Conduct scope 2 carbon emissions tracking using energy data	✓	✓	✓	✓	Water and Waste	Sustainability Team	Environmental Economic E2
Investigate opportunities for establishing partnerships to advance the transition to best practice alternative energy and storage solutions within Tamworth LGA		✓	✓	✓	Water and Waste	Sustainability Team	Social Economic E3, E5
Insert a control in the DCP to encourage the use of sustainable design and the use of sustainable building materials to reduce energy use	✓	✓			Liveable Communities	Development and Integrated Planning	Environmental Economic Social E4
Identify which Council buildings may be able to comply with minimum 5* Nabers rating by 2026, and work towards achieving this			✓		Water and Waste	Sustainability Team	Environmental Economic E1, SG5
Using data from the energy audit and additional assessments, conduct a risk based options analysis to identify how to best improve energy efficiency across the Organisation and establish a project plan for implementing these energy efficiency recommendations.	✓	✓			Water and Waste	Sustainability Team	Environmental Economic E1
Implement energy efficiency recommendations in accordance with audit and project plan		✓	✓	✓	Water and Waste	Sustainability Team	Environmental Economic E1, E2
Determine whether an Energy Strategy or Energy Framework should be developed. Where it should, determine what would this look like and gain by in to implement this change		✓			Water and Waste	Sustainability Team	Governance E1, E3, E4, E5

Circular Economy Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Conduct an assessment to identify employment and economic growth opportunities linked to sustainability and circular economy as part of the towns and villages resilience plans		✓	✓		Liveable Communities	Place Management Team	Environmental Economic Social CE2
Investigate establishing reuse & repair centres for repurposing and rehoming used products	✓	✓			Water and Waste	Sustainability Team	Environmental Economic Social CE2, CE4, CE5
Develop a community engagement strategy for education on reducing items sent to landfill through repair, reuse and resale.		✓	✓		Water and Waste	Sustainability Team, supported by Communications Team	Environmental Economic Social CE4, CE5
Develop an education campaign on circular economy for schools and the general community		✓			Water and Waste	Sustainability Team	Social CE5
Run internal education campaign on utilising digital substitutes for paper - for examples QR codes at events, digital business cards and minimising printing of paper	✓				Water and Waste	Sustainability Team supported by IT and Records	Social CE3
Promote and develop sustainable procurement practices that contribute to a circular economy and encourage innovation in procurement processes.		✓			Water and Waste	Sustainability Team supported by Procurement Working Group	Environmental Economic Social Governance CE1, CE3
Work with NIRW to investigate opportunities to consult and collaborate with the broader region to understand the shared challenges and solutions around waste and circular economy. This includes using the NIRW regional materials flow analysis report 2019-2021 to identify opportunities for micro factories within our LGA; and regional processing collaborations		✓	✓	✓	Water and Waste	Waste & Resource Recovery supported Sustainability Team	Environmental Economic Social Governance CE2, CE4, CE5
Engage with industries around circular opportunities		✓	✓		Water and Waste	Sustainability Team	Environmental Economic Social Governance CE5
Review opportunities to link waste producers with businesses that require waste inputs		✓			Water and Waste	Sustainability Team	Economic Governance CE3, CE4, CE5
Improve the quality and accuracy of waste and resource recovery data	✓	✓			Water and Waste	Waste & Resource Recovery supported by Sustainability Team	Economic Governance CE3
Update and maintain Council's procurement policy and procedure to ensure 85% of Council construction projects incorporate reuse of materials by 2026.	✓	✓	✓	✓	Office of the General Manager	Procurement Working Group	Environmental Economic Social CE1, CE3
Develop a Circular Economy Road Map for and with our local community		✓			Water and Waste	Sustainability Team	Environmental Economic Social Governance CE1, CE3, CE4
Investigate developing a tool library		✓			Water and Waste	Sustainability Team	Social CE4, CE5
Determine the internal process to increase circularity within TRC. Where viable, lead the implementation of this process.	✓	✓			Water and Waste	Sustainability Team	Environmental Social CE1, CE3

Natural Environment Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Investigate using additional recycled water to improve landscaping at key Council locations where appropriate		✓			Across Council - Asset Owner	Asset owner supported by Water and Waste	Environmental Economic NE4, W1
Complete update of MiMaps to reflect high ecological significant vegetation			✓	✓	Liveable Communities	GIS & Spatial Services	Environmental NE1, NE2
Review and update the DCP and or the subdivision guidelines to ensure they consider and minimise negative environmental impacts during subdivision stage. This includes protecting and maintaining biodiversity & biodiversity corridors, as well as the integration of passive solar design, sustainable drainage systems and water use at subdivision stage where viable.	✓	✓			Liveable Communities	Development and Development Engineering Supported by Sustainability Team	Environmental Economic NE3
Identify where MiMaps requires updating to reflect high ecological significant vegetation and provide this information to the environmental engineering team	✓				Liveable Communities	Integrated planning	Environmental NE1, NE2
Using the updated biodiversity map, identify, develop and maintain wildlife corridors			✓	✓	Liveable communities	Integrated Planning; Development Environmental Engineering	Environmental Economic NE1, NE2
Update the DCP and LEP to protect high ecological significant biodiversity community and take the required steps to make these changes.			✓	✓	Liveable Communities	Integrated Planning; Development	Environmental Economic NE3
Update the LEP to increase protection of waterways and incorporate relevant sustainability measures	✓	✓	✓	✓	Liveable Communities	Development, supported by Sustainability Team and Environmental Engineering	Environmental Economic NE3
Update the DCP, to address the urban heat island effect.	✓	✓			Liveable Communities	Integrated Planning and Development	Environmental Economic NE1, NE2, NE3
Review the street tree management plan and where necessary update to include species tolerant to future climate projections.			✓	✓	Regional Services	Sports and Recreation Team with input from Environmental Engineering	Environmental Social NE4
Increase biodiversity through planting more local trees and shrubs in parkland	✓	✓	✓	✓	Regional Services	Sports and Recreation Team with input from Environmental Engineering	Environmental Social NE4
Support community groups to use more of TRC's Community land to green the region /plant more trees in line with the Urban Street Tree Management Plan	✓	✓	✓	✓	Regional Services	Sports and Recreation Team with input from Environmental Engineering	Environmental Social NE4
Support community groups in the establishment and maintenance of community gardens in accordance with the relevant TRC policy		✓	✓	✓	Regional Services	Sports and Recreation Team	Environmental Social NE4

Natural Environment Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Include stormwater quality targets in the DCP when undertaking subdivision		✓	✓		Regional Services & Liveable Communities	Development and Stormwater Engineering	Environmental NE1, NE4
Review current practice, and where appropriate develop and implement a strategic works program for the management of Council owned natural areas of Tamworth LGA (including biodiversity, bushfire hazard reduction and pest plant management)			✓	✓	Water and Waste	Environmental Engineering	Environmental Social Economic NE1, NE2, NE4, NE5
Design and implement conservation management plans for council-controlled land and reserves with biodiversity value.			✓	✓	Water and Waste	Environmental Engineering with input from Liveable Communities	Environmental NE1, NE2, NE4, NE5
Implement the Tamworth Bushfire Risk Mitigation Plan and investigate improvements to the plan	✓				Water and Waste	Environmental Engineering Team	Environmental NE1, NE2, NE4
Investigate monitoring ambient water quality to identify risks to ecosystem integrity (GW, linked to license conditions) and the source of contaminants		✓	✓		Water and Waste	Environmental Engineering	Environmental NE4
Investigate conducting additional air quality monitoring at key locations		✓			Water and Waste	Environmental Engineering	Environmental Social NE4
Update priority areas of the Tamworth Regional biodiversity study 2007 by 2024/25. This document will form the basis for relevant environmental planning and land management decisions.		✓	✓		Water and Waste, Liveable Communities	Environmental Engineering	Environmental Economic Governance Social NE1, NE2, NE4, NE5
Collaborate with researchers including UoN and UNE within their fields of expertise including natural environment, biodiversity, circular economy, resilience, mitigation and adaptation, water, waste and energy		✓	✓		Water and Waste, Liveable Communities	Sustainability Team and Environmental Engineering	Environmental Social NE2, NE4, CE5, E3, WE1,
Collaborate with researchers and key groups, to continue to provide support for local sustainable agricultural practices through communication, workshops and local exemplars	✓	✓	✓	✓	Water and Waste	Sustainability Team	Environmental Economic Social NE1, NE4

Natural Environment Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Identify critical locations to focus the investigation and implementation of carbon credits and biodiversity offsets (stewardship agreement)	✓	✓			Water and Waste	Environmental Engineering	Environmental NE5
Develop an environmental checklist to be used by developers where onus is on the developer to provide evidence, they are firstly avoiding impacts to the natural environment including high ecological significant communities		✓			Water and Waste, Liveable Communities	Sustainability Team Environmental Engineering, supported by Development	Environmental Social NE1, NE3
Investigate potential actions to improve connectivity of biodiversity corridors		✓	✓		Water and Waste	Environmental Engineering	Environmental NE1, NE2
Work with Aboriginal groups to improve management of Council owned land (Joint Management Agreements)			✓	✓	Water and Waste, Liveable Communities, Regional Services	Environmental Engineering; Sport and Recreation supported by Inclusive Communities Team	Environmental Social NE1, NE4
Aim to Improve existing stormwater quality through implementing appropriate solutions		✓			Regional Services	Stormwater Engineering	Environmental NE4
Explore the possibility of developing a holistic management plan for land management within the Victoria Park Precinct. This will be a pilot project. Components for consideration in this pilot project could include traditional landowner management practices, eco-tourism and visitor economy principles			✓		Regional Services and Water and Waste, supported by Liveable Communities	Sport and Recreation and Environmental Engineering, supported by Integrated Planning	Environmental NE1, NE4
Re-naturalise degraded waterways and undertake Peel River Environmental Improvement Works within Tamworth LGA		✓			Water and Waste	Environmental Engineering Sport and Recreation	Environmental Economic NE2, NE4
Consider how to improve the retention of existing native trees on private property, as well how to improve the number & quality of native trees used to replace trees removed on private property.	✓				Water and Waste	Sustainability Team	Environmental NE2, NE4

Transport & Mobility Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Develop and implement a high-level EV Roadmap/ Strategy. This document will detail how to connect Tamworth LGA to the wider EV network and how to reduce carbon emissions from TRC and private vehicles.	✓	✓	✓	✓	Water and Waste; Regional Services	Sustainability Team and Strategy Team	Environmental Economic Social Governance TM1
Investigate EV charging requirements for residential/commercial/ industrial carparking developments and how this can be integrated into the DCP		✓			Water and Waste; Regional Services	Sustainability Team and Strategy Team supported by Development	Environmental Economic Social TM1, TM2
Investigate options for implementing charging infrastructure for future uptake of electric vehicles	✓	✓	✓	✓	Water and Waste; Regional Services	Sustainability Team and Strategy Team supported by Development	Economic Social TM1, TM2, TM3
Investigate opportunities for incorporating integrated transport planning when assessing development applications and master plans	✓	✓			Liveable Communities	Development	Environmental Economic Social TM2
Investigate implementing a 1-year trial of e-scooters within the Tamworth LGA	✓				Regional Services	Strategy Team	Environmental Social TM3, TM4
Assess business case for providing end-of-trip facilities at selected TRC depots and offices for staff		✓	✓		Regional Services	Plant, Fleet and Building Services supported by Sustainability Team	Environmental Social TM4
Consider adding electric vehicles as an option to the approved leaseback list	✓				Regional Services	Plant, Fleet and Building Services	Environmental TM1
Investigate alternative parking arrangements to reduce congestion in Tamworth LGA, such as park and ride or similar systems		✓			Regional Services	Strategy Team	Social TM2, TM3
Under the Transport Master Plan, consider how to reduce the number of private vehicle trips, provide better access to active transport options and improve public transport.		✓	✓	✓	Regional Services	Strategy Team	Environmental Social TM4, TM5
Implement actions under the Active Transport strategy	✓	✓	✓	✓	Regional Services	Strategy Team	Environmental Social TM4
Implement actions under the CBD Movement Plan and CDB Parking Strategy including investigating use of smart phone applications for parking and smart signs		✓	✓	✓	Regional Services and Liveable Communities	Strategy Team supported by Compliance	Environmental Social TM3
Under the Bridge Street Precinct Transport Study look to improve the connection between the Airport and CBD.		✓	✓	✓	Regional Services and Liveable Communities	Strategy Team and Integrated Planning	Environmental Social TM6
Under the Active Strategy, risk assessments are undertaken to assess the safety and connectiveness of bike routes to identify and mitigate hazards to encourage active transport.	✓	✓	✓	✓	Regional Services	Strategy Team	Social TM4

Transport & Mobility Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
As part of the EV strategy, investigate viability for council to transition all new purchase of plant and commercial vehicles to EV (or hybrid if electric not fit for purpose/available)	✓	✓			Water and Waste	Plant, Fleet and Building Services in conjunction with Sustainability Team	Environmental Economic Governance TM1
Research and apply for appropriate grants in align with other Transport and Mobility strategies	✓	✓	✓	✓	Water and Waste; Regional Services	Strategy Team and Sustainability Team	Environmental Economic Social TM5
As part of the EV Roadmap/Strategy. Investigate options for implementing charging infrastructure for future uptake of electric vehicles, with input from Essential Energy	✓	✓			Water and Waste; Regional Services	Strategy Team and Sustainability Team	Environmental Economic Social TM1
Investigate existing load capacity and demand constraints of electrical infrastructure in order to prepare Tamworth LGA for the electrification of vehicles	✓	✓			Water and Waste; Regional Services	Strategy Team and Sustainability Team	Environmental Governance TM1
Investigate the opportunity to develop public private partnerships (PPP) to roll out EV charging stations in align with EV Roadmap/Strategy	✓	✓			Water and Waste; Regional Services	Sustainability Team Strategy Team	Environmental Economic Social TM1
Engage with large scale employers to develop and implement sustainable workplace travel plans	✓	✓			Water and Waste; Regional Services	Strategy Team with support from Sustainability Team	Environmental Social TM2, TM3
Investigate additional parking options on the fringe of the CBD options to reduce congestion in CBD		✓			Regional Services	Strategy Team	Social TM3

Sustainable Governance Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Include Sustainability Team within Project Control groups of all major significant construction projects or major event centre projects	✓	✓	✓	✓	All Council Directorates	All Council	Governance SG3, SG5
Update all asset management plans within the strategic alignment and climate change adaptation section to reflect sustainability	✓				All Council Directorates	Asset Management	Environmental Economic Governance SG3, SG5
Identify which commercial properties to audit in terms of aircon, water use, and electrical use and understand opportunities		✓			Growth and Prosperity	Economic Development	Environmental Economic SG5
Investigate how to Incentivise renewables energy, alternative fuel, alternative waste solutions and sustainability related industries coming to the Tamworth LGA emerging employment lands.		✓	✓		Growth and Prosperity	Economic Development & Investment supported by Sustainability Team	Environmental Economic SG1, CE2, CE5
Work with local Aboriginal community groups to develop a process to protect important Aboriginal features on Council owned land and celebrate Aboriginal heritage.			✓	✓	Liveable Communities	Integrated Planning supported by Inclusive Communities	Social Governance SG6
Review building and asset portfolio to identify what actions need to be taken to achieve sustainability objectives		✓	✓		Regional Services; Office of General Manager; Growth and Prosperity	Plant, Fleet and Building Services in conjunction with Finance and Economic Development	Governance SG3, SG5
After reviewing asset portfolio, review building maintenance budgets to ensure they are adequate for proposed change			✓		Regional Services; Office of General Manager; Growth and Prosperity	Plant, Fleet and Building Services in conjunction with Finance and Economic Development	Economic Governance SG3, SG5
Consider adding the heading "environmental sustainability" to the Council Report	✓				Office of the General Manager	Governance Team	Governance SG2, SG3
Implement sustainability actions outlined within the workforce management plan. This includes incorporating sustainability within the TRC induction process	✓	✓			Office of the General Manager	People and Culture	Environmental Governance SG1, SG3, SG5
Update and maintain Council's Procurement policy and procedure to ensure it incorporates sustainable procurement (including life cycle analysis, life of asset assessment, end of use disposal, environmental impact and requires all Council tenders to include specifications around including recycled, reuse and sustainably sourced materials where possible.)	✓	✓			Office of the General Manager	Procurement Working Group	Governance SG1, SG3, SG5
Investigate providing internal training on sustainable procurement	✓	✓			Regional Services	Procurement Working Group	Environmental Governance SG1, SG3, SG5

Sustainable Governance Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Insert a clause within the project brief that requires the PM to demonstrate the prioritisation of sustainable materials and design elements within their projects and consider how they can achieve a carbon neutral outcome where feasible. This includes the target of incorporating 30% recycled and or resource recovered materials in Capital Works projects where feasible	✓	✓			Regional Services	Projects Team and Sustainability Team	Environmental Governance SG1, SG3
Incorporate sustainability into the Integrated Management System - i.e., create a policy for selection of materials which specifies when to use recycled material (POEO Act)	✓	✓			Office of the General Manager	Risk And Safety supported by Regional Services	Environmental Governance SG1, SG3, SG5
In relation to enterprise risk and insurance associated with asset management, consider climate change		✓	✓	✓	Office of the General Manager	Risk and Safety supported by Sustainability	Environmental Governance SG3, CC2, CC5, CC7
Develop a sustainability panel which details preferred companies to formulate specifications and companies that can provide sustainability related services.		✓			Water and Waste	Sustainability Team	Environmental Governance SG1, SG3, SG5, CC2
Investigate the feasibility of re-establishing the Sustainability expo	✓	✓			Water and Waste	Sustainability Team	Environmental Social Governance SG2
Undertake a gap assessment of Council buildings to understand how to make our buildings carbon neutral		✓			Water and Waste	Sustainability Team	Environmental Governance SG3, CC1
Investigate opportunity to employ a grants assistance officer to assist Council staff prepare and obtain grants for sustainability and related initiatives		✓			Water and Waste, Growth & Prosperity	Sustainability Team	Environmental Social Governance SG3, SG5
Roll out Sonny sustainability curriculum to all schools within the LGA to increase sustainability uptake.		✓	✓		Water and Waste	Sustainability Team	Environmental Governance SG2
Investigate how to communicate sustainability information to consultants to lift the standard of DA's submitted to Council from a sustainability perspective		✓	✓		Water and Waste	Sustainability Team supported by Development	Environmental Governance SG1, SG2
Investigate adoption of an Environmental Upgrade Agreement approach to support local businesses to upgrade building to improve sustainability, reduce carbon emissions and reduce water and electricity costs			✓	✓	Water and Waste	Sustainability Team supported by Finance Team and Rates Team	Environmental Social Governance SG1
Investigate how to improve engagement with the community on sustainability topics		✓			Water and Waste	Sustainability Team with support from the Communications Team	Environmental Social Governance SG2
Develop a marketing strategy around communicating the good things community groups and businesses are doing in relation to sustainability, eco-system services and circular economy		✓	✓		Water and Waste	Sustainability Team with support from the Communications Team	Environmental Governance SG1, SG2, SG3, SG5

Sustainable Governance Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Develop an internal communication resource to distribute best practice ideas in relation to incorporating sustainability across our organisation	✓	✓	✓	✓	Water and Waste	Sustainability Team with support from the Communications Team	Environmental Social Governance SG2, SG3, SG5
During DCP and LEP reviews, consider opportunities to further incorporate sustainability into these documents, to improve the likelihood that large scale DA's submitted to Council include acceptable sustainability outcomes.		✓			Liveable Communities	Development and Integrated Planning	Environmental Governance SG4
Investigate finance options to support Council upgrade its buildings to improve sustainability, reduce carbon emissions and reduce energy and water costs	✓	✓			Water and Waste	Sustainability Team Supported by Finance Team; Rates Team Economic Development	Environmental Governance SG3, SG5
Review the Event planning documents to incorporate sustainability within events and festivals	✓				Water and Waste	Sustainability Team, supported by Events Team	Environmental Governance SG2, SG3
Investigate and implement life cycle training for all staff. Consider asset life and end of life in regards to infrastructure, material selection and project decision making/ risk assessment	✓	✓			Regional Services	Projects Team	Environmental Governance SG3, SG5
Investigate and where required develop a framework to set climate change adaptation in TRC's procurement procedure		✓			Water and Waste	Sustainability Team supported by Procurement Working Group	Environmental Governance SG3, CC6
Review all policies, strategies and procedures to develop a list of recommendations specific to climate change adaptation, mitigation and sustainability opportunities. This is key to ensuring TRC meets its sustainable governance objectives of integrating a sustainable approach through the work of all directorates.	✓	✓	✓	✓	Water and Waste	Sustainability Team supported by Risk Team and Office of the General Manager	Environmental Governance SG3, SG5, CC2, CC5
Work with the Risk Team to develop a process and checklist for REF		✓			Water and Waste	Environmental Engineering	Environmental SG3
Create a procedure for sustainable reuse of materials in Council projects, and add as a step into the REF		✓			Office of General Manager	Risk Team with Sustainability Team	Governance SG3, CE1, CE3

Climate Change Mitigation and Adaptation Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Engage a consultant to develop a carbon emissions baseline / Carbon Footprint for TRC (carbon emissions audit of council operations, services and infrastructure) - dependent on funding	✓	✓			Water and Waste	Sustainability Team supported by Asset Owners	Environmental Economic Governance CC1
Investigate opportunities to provide greater incentives to reduce urban heat island in private developments / to reduce heat in urban settings.		✓	✓		Liveable Communities Water & Waste	Sustainability Team working with Integrated Planning and Development	Environmental Governance CC2, CC4
Review the Emergency Management Plan to identify whether future climate projections are considered	✓	✓	✓	✓	Local Emergency Management Committee	Not Applicable	Environmental Social Governance CC5
Incorporate the consideration of future climate projections, intergenerational equity and precautionary principles into the decision making risk management framework		✓	✓		Office of General Manager, Water and Waste and Regional Services	Across Teams - Lead by Sustainability Team working with Risk Team	Environmental Governance CC4, CC5
Develop the Nundle and Woolomin early flood warning system and install associated infrastructure	✓				Regional Services	Stormwater Engineering	Environmental Governance CC5
Develop a Climate Change Mitigation and Adaptation Road Map to obtain agreement on our climate future. This Road Map is in addition to the studies, and plans listed in this Action Plan. This will be used to inform decision making processes where approved by Council.	✓	✓			Regional Services and Water & Waste Supported by OGM	Sustainability Team supported by Risk Team	Environmental Governance CC6
Investigate building a 'Disaster Dashboard' and establish early warning systems for key climate hazards - dependant on funding			✓	✓	Regional Services; Office of the General Manager	Sustainability Team, Stormwater team	Environmental Governance CC4, CC5
Investigate and establish the necessary tools and mechanisms to assist asset owners easily maintain carbon emissions tracking on an on-going basis		✓	✓		Water and Waste	Sustainability Team supported by Asset Owners	Environmental Social Governance CC1, CC4, CC5
Improve communication externally to ensure community is aware of the work occurring in relation to addressing natural hazards and sustainability (including water, waste, energy, natural environment, circular economy, and climate change).		✓	✓	✓	Water and Waste	Sustainability Team supported by the Communications Team	Environmental Social Governance CC4, SG2
Engage a consultant to develop and implement a climate change risk and adaptation plan - This is reliant on funding			✓		Water and Waste	Sustainability Team	Environmental Governance CC2, CC4
Establish the necessary tools, mechanisms and management structure for the effective implementation of climate risk and adaptation strategy - This is reliant on funding		✓	✓		Water and Waste	Sustainability Team	Environmental Governance CC5, CC6, SG3

Climate Change Mitigation and Adaptation Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Develop and implement an Emissions reduction plan (Net Zero) – This is reliant on funding and the completion of the carbon emissions audit		✓	✓		Water and Waste	Sustainability Team	Environmental Governance CC1, CC3, CC4, CC5, SG5
Engage a consultant to conduct a gap analysis, & 1st Pass climate assessment exposure assessment to inform the climate change risk assessment. Identify if a 2nd and 3rd pass assessment is required. These will be required if we intend to develop the Adaptation plan.		✓			Water and Waste	Sustainability Team	Environmental CC2, CC4, CC5
Collate existing emissions tracking data from TRC Operations and Offices.	✓				Water and Waste	Sustainability Team with assistance from Water & Environmental Operations	Environmental Governance CC1, SG3
Engage/ partner with other organisations and community groups to explore opportunities to improve performance in relation to urban greening, environmental sustainability clean energy, mitigation and adaptation	✓	✓	✓		Water and Waste	Sustainability Team	Environmental Social Governance CC4
Partner with other agencies to boost community awareness and education about biodiversity		✓			Water and Waste	Sustainability Team	Environmental Governance CC4, CC5, CC6
Advocate for funding for public private partnership opportunities related to climate change		✓			Water and Waste	Sustainability Team	Environmental Economic CC6
Where viable and where the land doesn't have significant biodiversity value, use identified Council land to generate Carbon credits		✓	✓	✓	Water and Waste	Environmental Engineering (input from Liveable Communities)	Environmental Economic CC1, NE5
Investigate employing a fulltime Resilience Officer to support council and community achieve tangible projects		✓			Water and Waste	Sustainability Team	Environmental Social Governance CC1, CC2, SG3
Investigate developing climate resilience community education initiatives, including adaptation to climate change and mitigation of climate change impacts		✓	✓		Water and Waste	Sustainability Team	Environmental Social Governance CC2
Investigate how to incorporate controls in the DCP relevant to reducing carbon emissions in the built environment			✓	✓	Liveable Communities	Development, supported by Sustainability Team	Environmental Governance CC1, CC3
Institutionalise climate resilience into all aspects of municipal operations and policies where feasible		✓			Water and Waste	Sustainability Team - working with all relevant teams	Environmental Social Governance CC2, CC4
Where beneficial, develop a process to review and consider carbon footprint of infrastructure over whole of life.		✓			Water and Waste	Sustainability Team - working with all relevant teams	Environmental Governance CC1, CC3

Climate Change Mitigation and Adaptation Actions	Year				Primary responsible directorate	Primary responsible Team	Alignment to Sustainability Pillars & Objectives
	2022-23	2023-24	2024-25	2025-26			
Review and update local-level policies, planning regulations, design standards and guidelines for future and new infrastructure development to ensure they consider and integrate climate projections and urban resilience in design and construction.		✓	✓		Water and Waste; Liveable Communities; Regional Services	Sustainability Team - working with all relevant teams	Environmental Social Governance CC4
Track all scope 1, 2 and 3 emissions from operational buildings and key sites across the organisation		✓	✓		Water and Waste	Sustainability Team	Environmental Governance CC1
Provide guidance and support to encourage businesses and industries located, or looking to locate to the Tamworth LGA, that are taking action to reduce their carbon emissions, or that are actively reducing their environmental impact		✓			Water and Waste	Sustainability Team	Environmental Social Governance CC2, CE2
Investigate rolling out resilience training to key internal staff to incorporate this into decision making processes	✓				Water and Waste	Sustainability Team	Environmental Social Governance CC2
Review flood mapping to confirm whether the current level is adequate to consider future climate projections and make relevant recommendations	✓	✓			Liveable Communities and Regional Services	Development Engineering, Stormwater Engineering	Environmental Economic Social Governance CC2

11 SUPPORTING DOCUMENTATION

This section details the internal and external documents supporting the objectives, targets, actions, as well as detailing other plans which contain supporting actions.

Water

- Tamworth Regional Council Sport & Recreation Strategic Plan
- Demand Management Plan
- Drought Management Plan
- Integrated Water Cycle Management Issues Paper
- Integrated Water Cycle Management Strategy
- Wastewater Servicing Strategy
- Water Servicing Strategy
- Development Servicing Plans
- Sport & Recreation Open Space Management Guide
- Sports & Recreation Strategic Plan

Waste

- National Waste Policy Action Plan 2019
- NSW Waste and Sustainable Material Strategy 2041
- NSW Waste Avoidance and Resource Recovery Act 2001
- National Plastic Plan 2021
- Australia's 2025 National Packaging Targets

Energy

- Net Zero Plan Stage 1: 2020 – 2030
- NSW Electricity Strategy
- Electricity Infrastructure Investment Bill (2020)

Circular Economy

- NSW Waste and Sustainable Material Strategy 2041
- NSW Circular Economy Policy Statement Too Good To Waste February 2019
- Plastic Reduction and Circular Economy Act 2021
- Sustainable Procurement Guide: A practical guide for Commonwealth entities
- NSW Visitor Economy Strategy 2030
- Tamworth Economic Development and Investment Strategy

Natural Environment

- Urban Street Tree Management Plan
- Sport & Recreation Open Space Management Guide
- Flood Risk Management Plans for Tamworth, Manilla, Barraba,
- Tamworth Regional Local Environmental Plan

- Tamworth Regional Development Control Plan

Transportation & Mobility

- TRC Active Transport Strategy 2021
- Tamworth City Wide Transport Model (Part 1 and Part 2)
- Transport Masterplan
- CBD Parking Strategy
- Calala Corridor Strategy
- Active Transport Strategy
- CBD Masterplan
- Proposed: EV strategy (Fleet transition and charging infrastructure) Road Map

Climate Change Mitigation and Adaptation

- Net Zero Plan Stage 1: 2020 – 2030
- Environmental Protection and Biodiversity Conservation Act 1999
- Biodiversity Conservation Act 2016
- Environmental Planning and Assessment Act 1979
- Tamworth City Wide Flood Risk Management Plan & Study
- Flood Risk Management Plans for Tamworth, Manilla, Barraba, Nundle & Woolomin
- Nundle & Woolomin Flood Early Warning System
- Tamworth Region Drought Resilience Plan
- Net Zero Emissions Guidance for NSW Councils
- Climate Adaptation Manual for Local Government Volume 2, RPS, CCBC, ACELG

General

- Net Zero Plan Stage 1: 2020-2030
- Draft New England North West Regional Plan 2041
- Our Community Plan
- Tamworth Regional Council Sustainability Strategy 2017-2021
- Tamworth Regional Council Asset Management Plans

12 GLOSSARY

Acronyms

AMR	Automatic Metre Reader
BMS	Battery Management System
DCP	Development Control Plan
FOGO	Food Organic Garden Organic
LGA	Local Government Area
LEP	Local Environmental Plan
MWh	Megawatt hour
MWh/yr	Megawatt hour/year
SMRF	Small Materials Recycling Facility
SDG	Sustainable Development Goal
TRC	Tamworth Regional Council

Other Terms

Carbon Emissions – Refers to greenhouse gas or substances that increase global warming, including carbon dioxide (CO₂), methane (CH₄), Nitrous Oxide and water vapour

Ecosystem Services – Functions of the environment and ecosystems that have a direct or indirect benefit to humans, such as the function of wetlands to filter water and act as a fish breeding habitat



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