



Australian Government



NATIONAL AWARDS

FOR LOCAL GOVERNMENT



2019 Winners

LOCAL GOVERNMENT – BUILDING AUSTRALIAN COMMUNITIES

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ISBN 978-1-925843-03-3
JUNE 2019/INFRA3763

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Minister's Message



Local governments serve as strong voices for local communities. They help deliver positive changes on the ground, making the lives of ordinary Australians better, today and every day.

The Australian Government values our long term partnership with local governments. We are proud to support councils of all shapes and sizes across Australia. Good work is being done all around the country, and it brings me great pleasure to shine a light on some of the leaders and innovators among these councils through the National Awards for Local Government.

The Awards celebrate projects that promote innovative and resourceful solutions to local needs and have positive impacts in local communities. Recognised projects typically have the potential to be rolled out across the country and to make a meaningful difference to many people's lives.

Presented with so many entries of such high calibre, it was challenging for our judging panel to choose a winner. Nevertheless, this year's National Winner is something special.

This year's winner of the National Award for Excellence in Local Government, is the City of Stirling for its Kaleidoscope Initiative. This initiative is an outstanding example of how the business community can come together with local government to improve employment and

economic participation outcomes for migrants. The City of Stirling's entry was a truly deserving National Winner and nothing short of visionary.

This year saw many innovative projects, and I'd like to extend my congratulations to all 10 category winners, as well as the 13 inspiring projects that were highly commended by the judging panel. The resourcefulness and variety of these projects is a testament to local government wisdom and practice and a reflection of the outstanding quality of the applications received.

Once again, I congratulate and applaud our 2019 winners. Your exceptional efforts within your communities are an inspiration and a credit to local governments all around Australia.

The Hon Mark Coulton MP

Minister for Regional Services, Decentralisation and Local Government

**Assistant Trade and Investment Minister
Federal Member for Parkes**

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About the National Awards for Local Government

The National Awards for Local Government celebrate Australian local government achievements each year. The Awards spotlight the important role of local governments in delivering targeted quality services to Australians in urban and regional communities.

Through the Awards, the Australian Government celebrates local government projects that demonstrate leading practice, deliver better outcomes for communities, have the potential to be rolled out across the country and make a meaningful difference to their regions. The Australian Government recognises that local governments play a critical role in maintaining and developing the nation's social and economic fabric and building stronger communities into the future, as the closest tier of government.

The National Award for Excellence in Local Government is chosen by a national judging panel from the winners of the following ten categories:

- **Arts Animates—creating vibrant and cohesive communities through the Arts**
Sponsored by the Department of Communications and the Arts
- **Boosting Productivity through Infrastructure**
Sponsored by the Department of Infrastructure, Transport, Cities and Regional Development
- **Contributing to Regional Growth**
Sponsored by the Department of Infrastructure, Transport, Cities and Regional Development
- **Disability Access and Inclusion**
Sponsored by the Department of Social Services
- **Excellence in Road Safety**
Sponsored by the Department of Infrastructure, Transport, Cities and Regional Development
- **Multicultural Australia—Cohesive Communities**
Sponsored by the Department of Home Affairs
- **Prevention and Community Safety**
Sponsored by the Department of Social Services
- **Promoting Indigenous Recognition**
Sponsored by Woodside Energy Ltd. in partnership with the Department of Communications and the Arts
- **The Susan Grace Benny Award—Women in Local Government and Community**
Sponsored by the Department of Infrastructure, Transport, Cities and Regional Development in partnership with the Australian Local Government Women's Association
- **Workforce Planning and Development—Attracting and Retaining Tomorrow's Workforce**
Sponsored by the Department of Infrastructure, Transport, Cities and Regional Development in partnership with Local Government Professionals Australia



National Award for Excellence Winner





WINNER



Photographer: Andrew Ritchie – Community News



KALEIDOSCOPE

City of Stirling, WA

Kaleidoscope Initiative

As the winner of the 2019 National Award for Excellence in Local Government, the City of Stirling's Kaleidoscope Initiative is an outstanding example of local government commitment to a multicultural Australia, as well as leading practice that delivers better outcomes for its community.

The City of Stirling has one of the most diverse local governments in Australia and has the highest migrant intake in Western Australia. Finding their migrant community experienced high unemployment, the City undertook to address the issue with a targeted approach that drew upon an internationally leading program.

The Kaleidoscope Initiative is helping newcomers to the City of Stirling become job-ready through a range of activities. It actively matches newcomers with mentors from similar backgrounds, helping break down the barriers they may face in gaining employment. The Initiative is also building a strong network of multicultural communities and

professional immigrant associations that have the commitment, connections and capacity to develop their members' job readiness.

The Kaleidoscope Initiative provides an online employment hub and a meeting place for migrants helping those new to the city to avoid the risks of social isolation, mental health issues and disconnect from the broader community. The Kaleidoscope Initiative is also helping businesses to harness the benefits of a culturally diverse workforce.

This project is addressing the unique needs of their community and the issues they are facing. They are building bridges between local government, business and multicultural communities in an Australian-first approach to the issue. The project is well designed, replicable and scalable for other councils.





CATEGORY

Arts Animates—Creating Vibrant and Cohesive Communities through the Arts

Australian Government Policy

The Australian Government believes all Australians, whether in regional areas or major cities, should have access to artistic and cultural activities.

Award Category

The Arts Animates Award recognises local government projects which support:

- creating vibrant, cohesive communities that use arts and culture to support community wellbeing;
- embracing diversity and encouraging social inclusion through community participation in artistic activities; and
- leveraging arts and culture to improve community sustainability and increase local economic opportunity.

Community Outcomes

Arts and culture add value to Australia and benefit our economy, health and wellbeing, society and education by:

- fostering opportunities for the enjoyment of the arts through broad community engagement;
- establishing local arts hubs for community arts, performances and exhibitions; and
- supporting arts initiatives that foster inclusion and skill development.

Sponsor

The Department of Communications and the Arts develops and administers programs and policies that encourage excellence in the arts, helps to protect our cultural heritage and supports public access to and participation in arts and culture in Australia.



Arts Animates—Creating Vibrant and Cohesive Communities through the Arts



City of Belmont, WA

The Adventures of the Belmonsters

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The Project

The arts and culture enrich communities and encourage innovation and inclusion. The City of Belmont's *The Adventures of the Belmonsters* is a community based arts and wellbeing project that sees local residents working together to create a book about their community on the theme of acceptance and diversity. The project involved 14 members of the community collaborating with an author and an illustrator to develop a picture book to showcase the City's local attractions through story telling. Suitable for children aged between 6 and 11 years, *The Adventures of the Belmonsters* was published in 2016 and is now widely available at local schools, the public library and on Google Books.

Community Outcomes

The initiative was a first for the City of Belmont, and potentially unique across the local government sector. In addition to showcasing the incredible parks and facilities, the book allows the reader to imagine them through a child's eyes. The book acknowledges and celebrates that it has been made by the community, for the community and can be adapted to each local government to represent their unique assets.

Next Steps

There is the potential for further incorporation of Belmonsters into existing school and library programs, a preschool picture book targeted at preschool children and a sing-along album.



Arts Animates—Creating Vibrant and Cohesive Communities through the Arts



Moreton Bay Regional Council, QLD

Cultivate the Arts Program

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Cultivate the Arts is a project designed to develop the creative industry and economy of the Moreton Bay region. The project involves delivering a suite of professional development programs for individual artists as well as arts and cultural organisations, helping them cultivate both their artistic practices and business development.

Through the program, artists and arts organisations can access business development workshops, masterclasses, creative studios and mentoring programs; Moreton Bay's creative industry receives targeted investment; and

locals are offered new opportunities for cultural expression and development through participation in a variety of cultural programs and activities.

Strategic investment helps revitalise the creative economy and creative tourism potential of Moreton Bay, boosting its creative profile. Cultivate the Arts participants continue to engage with the Council's creative programs and opportunities, including through exhibitions, performances, applying for and receiving grant funding, and facilitating workshops. The project leads to greater creative industry collaboration throughout the region, as well as new employment and development opportunities.





Arts Animates—Creating Vibrant and Cohesive Communities through the Arts



Manningham City Council, VIC

Powerful Stories

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Powerful Stories is a series of four short videos that tell the stories of local women in Manningham. As representation of one of the most culturally diverse communities in Melbourne, 10 women share their personal stories on key issues, reflect on their journeys, achievements and their hopes for the future.

Featuring women aged 18 to 80 and from a range of culturally diverse backgrounds, this video series focuses on their similarities rather than their differences.

The series was released in line with International Women's Day, Mother's Day, Manningham Women Inspiring Business and 16 Days of Activism.

The four part series can be found online at manningham.vic.gov.au/powerful-stories





CATEGORY

Boosting Productivity through Infrastructure

Australian Government Policy

The Australian Government makes significant investments in infrastructure with the aim of improving national and local productivity and increasing the economic, social and sustainable well-being of Australian communities.

The Government believes infrastructure investment and planning is essential for managing growth and enhancing productivity.

Award Category

The Boosting Productivity through Infrastructure Award recognises local government projects which:

- better utilise technological innovations or regulatory changes;
- consider sustainability, liveability and productivity in investment strategies and planning; and
- address long-term infrastructure priorities and offer clear economic productivity benefits.

Community Outcomes

Australia's infrastructure and transport systems make a positive impact through:

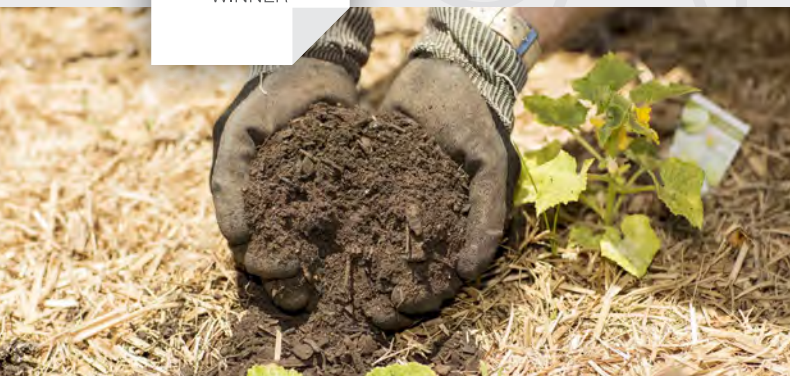
- connecting cities and regions in a way which supports population growth;
- providing safe and efficient transport links and service delivery; and
- strengthening and diversifying regional economic bases by better connecting industries to markets and customers.

Sponsor

The Department of Infrastructure, Transport, Cities and Regional Development contributes to the wellbeing of all Australians through planning and investing in infrastructure, facilitating local partnerships between all levels of government and local communities, and investing in regional economies.



Boosting Productivity through Infrastructure



Lake Macquarie City Council, NSW

Lake Macquarie Organics Resource Recovery Facility

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The Project

With the environment a high priority, this community-led project is on track to divert 44,000 tonnes of organic material from landfill. Lake Macquarie City Council in partnership with REMONDIS, one of the world's largest recycling companies, constructed vital recycling infrastructure at its Awaba Waste Management Facility. The multi-million dollar facility, which opened in July 2018, is the centerpiece of Lake Macquarie Council's three-bin waste management system.

Community Outcomes

The project created significant job opportunities and is strengthening the local economy, enhancing service delivery and reducing the area's environmental footprint. It is a leading example of partnership between government, community and business as well as incorporating an education component through tours, an education centre and linkages to behavioural change campaigns.

Next Steps

The project has been so successful that Lake Macquarie City Council has been approached by councils across Australia and internationally to share their tender documents and experiences.



Boosting Productivity through Infrastructure



Lismore City Council, NSW

Optimised IDEA – South Lismore Sewage Treatment Plant Upgrade

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South Lismore's Sewage Treatment Plant, built in 1938, was at capacity, dilapidated and required an upgrade to support future population growth. A feasibility investigation identified a modern technology plant as the best option for the upgrade, and a procurement process designed to extract innovation from the market has led to a cutting-edge plant and processes which significantly reduce chemical and power consumption costs.

The upgrade has led to cleaner water, healthier waterways, less chemicals and a reduction of odours. The decommissioned plant has been demolished and landscaped to provide 5000 square meters of prime, flood-free land that is ready for development. The project created an estimated 274 jobs during construction and was a huge boost to the local economy.

The project exemplifies leading practice and the intersection of economic considerations with beneficial environmental outcomes. The plant's 334kW solar system will continue to service the plant and reduce power consumption and costs, and the construction used 2,000 tonnes of recycled glass sand as pipe bedding. The new standard established by the Lismore plant of an efficient, economical, high-quality regional sewage treatment, as well as how to retrofit existing plants will be an excellent role model for other regional councils.



CATEGORY

Contributing to Regional Growth

Australian Government Policy

The Australian Government is committed to investing in our regions, as they are central to Australia's economy and future. The Government works in partnership with communities, government and the private sector to support the growth of vibrant and sustainable regional economies and communities.

Award Category

The Contributing to Regional Growth Award recognises local government projects which:

- maximise economic growth and harness regional competitive advantages including physical assets, transport linkages, amenity and human capital to drive region-specific innovation;
- empower vibrant and connected regional communities that promote diversity and inclusion; and
- demonstrate collaboration on a regional basis to strengthen investment and development opportunities, share resources, build local capability and create jobs.

Community Outcomes

The Australian Government's approach to regional development helps communities by:

- improving productivity, employment and workforce skills throughout the regions;
- valuing, protecting and promoting diversity, in particular Aboriginal and Torres Strait Islander knowledge, culture and tradition; and
- fostering the development of self-reliant communities and regions with strong economic futures.

Sponsor

The Department of Infrastructure, Transport, Cities and Regional Development works together with regional, rural, remote and Indigenous communities to help regions realise their potential and manage their own futures, thus contributing to economic prosperity and the wellbeing of all Australians

Improved performance can be achieved through greater efficiency by adopting innovative management practices, exploiting the potential of technology, developing more customer-focused service delivery arrangements, and collaborating with other councils in the region.

Contributing to Regional Growth



George Town Council, TAS

Bell Bay Initiative

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The Project

Bell Bay is Tasmania's largest industrial precinct. The Bell Bay Initiative brings together local, state and federal governments and the private sector to address skills shortages, provide pathways for employment and promote industry growth through marketing and resource sharing opportunities.

Community Outcomes

Seven job-seekers aged between 18 and 25 were selected for internships with Bell Bay businesses. Following these placements, three of the interns secured full time employment and one was offered an apprenticeship. As a result of this successful pilot project, there are ongoing discussions to extend the employee incentive program to the northern Tasmanian migrant communities.

Next Steps

The initiative encourages future investment in Bell Bay. New employment opportunities are expected as a result of this investment, and the region is being promoted as a great place to live, work and play.





Contributing to Regional Growth



Murweh Shire Council, QLD

Managing Economic Diversity

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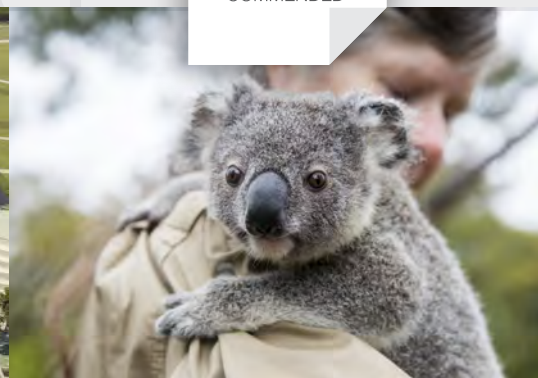
Murweh Shire is a large but sparsely populated area of south-west Queensland now entering its eighth year of drought. Murweh Shire Council is committed to making the region an economically sustainable, resilient and liveable environment. Strategic planning for regional growth over the last three years has been purposeful, methodical and meticulous.

A framework for sustainable diversification of income has been established for the region, as well as increased investment in transport corridors and transport infrastructure, such as the Charleville Air Terminal and the \$1.2 million

Cosmos Centre Upgrade and New Planetarium which are supporting the local tourism industry and businesses. Other initiatives include planning for a \$200 million solar power station and the local export processing facility is undergoing an \$8 million expansion. This investment in infrastructure will help provide opportunities and the capacity for a diversified and sustainable export income for years to come.



Contributing to Regional Growth



Moreton Bay Regional Council, QLD

The Mill

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The Moreton Bay Regional Council is transforming the former industrial site of the Petrie Paper Mill into an innovation and knowledge precinct delivering a new full-service university campus. It is expected to create more than 6,000 local jobs, support up to 10,000 university students by 2030 and generate \$950 million in economic benefit for Queensland.

The site's redevelopment around a core education and employment hub will contribute significantly to many sectors of the local and state economy. Revitalisation of the Petrie District Centre will enhance and increase the range and mix of businesses and commercial activities in the centre. Development will also deliver vast conservation areas of high environmental value and important ecological function, with more than 110 hectares across the site conserved for wildlife and environmental corridors. Smart city technologies will be incorporated into the precinct's construction.

Moreton Bay will benefit from an increase in community-owned cultural, sporting, recreational and environmental facilities. The local economy will benefit from the creation of new jobs and expansion into the knowledge industry.





CATEGORY

Disability Access and Inclusion

Australian Government Policy

Endorsed by the Council of Australian Governments in 2011, the National Disability Strategy 2010–2020 seeks to improve the lives of people with disability by driving a more inclusive approach to the design of policies, programs and infrastructure.

Award Category

The Disability Access and Inclusion Award recognises local government projects which:

- address barriers for people with disability, their families and their carers;
- promote and facilitate participation of people with disability, their families and their carers in the social, cultural, religious, recreational and sporting life of communities; and
- promote or facilitate partnerships between government, business and communities that achieve improved access and inclusion of people with disability in any sphere or capacity.

Community Outcomes

The Australian Government's approach to disability access and inclusion will:

- improve access to mainstream services and support;
- give people with disability a greater voice within their communities and the capacity to influence the design of services, programs and infrastructure that affect their lives; and
- enable people with disability to participate in all areas of Australian life and have the same opportunities as other Australians to fulfil their potential as equal citizens.

Sponsor

The Department of Social Services is working to improve the lifetime wellbeing of people and families in Australian communities by responding to needs across their life course, encouraging independence and participation and supporting a cohesive society.

Disability Access and Inclusion



Moreton Bay Regional Council, QLD

Backstage Pass

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The Project

Libraries are increasingly becoming community lounge rooms, and Backstage Pass ensures that children with a disability can engage in the diversity of library programs. Backstage Pass is the first partnership between Sensory Souls and Moreton Bay regional council libraries to assist children who require low sensory environments to participate in library learning and literacy programs. Sensory Souls was developed to support children on the autism spectrum and their families to have fun, positive experiences in a safe judgement-free environment.

Community Outcomes

The program is building confidence and skills for families who were previously unable to access council spaces, collections and programs and has increased community understanding of issues facing special needs families and improved staff skills. It is also preparing libraries for the future in an affordable, creative and sustainable way by building knowledge and experience.

Next Steps

Backstage Pass has grown from a one-off event to an annual program of monthly events. The Moreton Bay Regional Council is working to increase accessibility of other council-led cultural programs and exhibitions. The Backstage Pass Program will continue to develop in response to feedback from participants across the community.





Disability Access and Inclusion



Wangaratta Rural City Council, VIC

Same Same, But Different

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“Same Same... but different” is a short documentary film featuring young people from Wangaratta discussing their experiences of disability. It was initiated by the Regional/Rural Advocacy for Disability youth reference group, which identified stigmas and misconceptions as a key issue faced by young people living in Wangaratta with a disability.

The documentary’s premier screening – a community-wide celebration aimed at promoting the contributions people with disability make to the community – provided an opportunity for people to think, talk about and acknowledge

people with disability positively. The young people interviewed, along with their families, appreciated the opportunity to tell their stories and share their experiences. The documentary is being used as an educational resource within schools and other local organisations.

The documentary will continue to increase understanding of young people living with a disability within the Wangaratta community. It will promote access and inclusion throughout various institutions including health organisations, employment agencies and schools. The Wangaratta community will become an increasingly inclusive community for young people living with a disability.





CATEGORY

Excellence in Road Safety

Australian Government Policy

The Australian Government is committed to improving road safety and works with the state and territory government through the National Road Safety Strategy (NRSS) 2011–2020 to establish national priorities for action. The Australian Government's key areas of road safety responsibility are administering and improving vehicle safety standards, investing in road infrastructure improvement, and monitoring statistical and implementation performance under the NRSS.

Award Category

The Excellence in Road Safety Award recognises local government projects which:

- improve road or roadside infrastructure with a focus on safety benefits;
- address the specific safety needs of vulnerable groups such as novice drivers, older road users, motorcyclists, cyclists or pedestrians; or target specific road user risk factors;
- improve road safety for Indigenous Australians;

- address safety issues relating to heavy vehicle transport; and
- improve emergency medical response services for those involved in road crashes.

Community Outcomes

The Excellence in Road Safety Award recognises projects which positively impact communities by:

- addressing specific risk factors and creating innovative road safety solutions;
- making communities safer and more liveable; and
- contributing to reductions in deaths and serious injuries from road crashes.

Sponsor

The Department of Infrastructure, Transport, Cities and Regional Development contributes to the wellbeing of all Australians through facilitating local partnerships, planning and investing in infrastructure and fostering safe and efficient transport systems.



Excellence in Road Safety



City of Stirling, WA

Moorland Street Bicycle Boulevard

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The Project

In a mature suburban environment, creating new cycle paths becomes problematic. The Moorland Street Bicycle Boulevard project is the first 'Complete Route' to be planned under the City of Stirling's Integrated Cycling Strategy. It has involved creating a safe bike route connecting two major activity centres and is designed to provide a safe riding environment for all levels of experience.

Community Outcomes

The bike route has created a shared road riding environment, servicing almost 6,000 properties accessible from connecting streets. The movement of bicycles has been given priority over the movement of vehicles. Following upgrades to infrastructure and intersection priorities, travel by bicycle on this route will become safe, direct and convenient with minimal impediment from traffic or pedestrians.

Next steps

The next stages of this bike route's construction will be completed over the coming two budget years. The City will continue to work in conjunction with the state government, to support and encourage community members to adopt cycling as a preferred mode of transport, using education, skills-training and associated services, by providing high quality strategic bike routes.



Excellence in Road Safety



City of Ryde, NSW

Safety Around Schools

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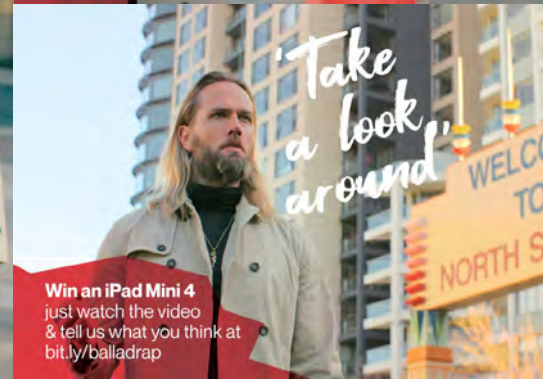
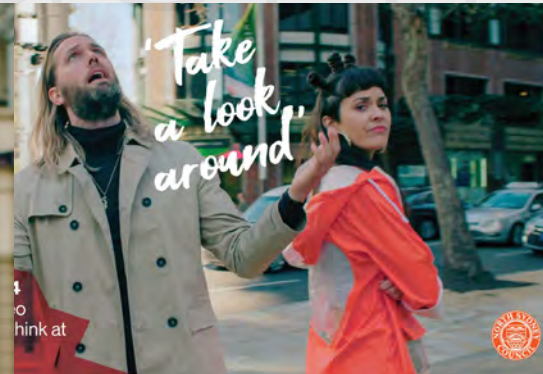
The project focuses on improving children's safety around schools by upgrading pedestrian crossings to incorporate safety infrastructure such as fencing, footpath improvements, raised crossings, kerb extensions and new signs at nine schools in the City of Ryde. The result is children are now safer in school zones, and the built environment around the schools encourages independence while still maximising safety.

Future traffic projects can draw from the success of the 'Safety around schools' project and its inclusive decision-making strategy, which incorporated data that came from regular communications with school communities. The 'school pedestrian risk model' underpinning the project's focus can continue to be used to assess pedestrian safety around schools. The success of the project can be used as an example for other local governments seeking to make similar changes.





Excellence in Road Safety



Win an iPad Mini 4
just watch the video
& tell us what you think at
bit.ly/balladrap

Win an iPad Mini 4
just watch the video
& tell us what you think at
bit.ly/balladrap

North Sydney Council, NSW

'Take a Look Around' – Ballad Rap Pedestrian Campaign

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This project targets the pedestrian community in North Sydney, a community with too many casualties, in the view of North Sydney Council. Based on strong research, including evaluations of past campaigns, the Council chose to target younger generations through a social media campaign which aimed to change risky behavior – asking people to put down their electronic devices on busy roads and 'take a look around'.

The result of this research was to create a humorous retro music video featuring a 'ballad guy' and a 'rapper girl' on location on North Sydney roads. The video was launched via social media channels in November 2018, ahead of the busy Christmas period in the North Sydney CBD. The campaign has been well received, as surveyed by over one hundred respondents.

Pedestrian safety on our roads is of particular concern to North Sydney. Take a Look Around is an innovative approach to influencing pedestrian behaviour, particularly with youth.





CATEGORY

Multicultural Australia—Cohesive Communities

Australian Government Policy

Australia is united by a shared commitment to our nation and our democratic institutions and values. The Australian Government is committed to sustaining and celebrating the cultural, linguistic and religious diversity of our society. Multicultural Australia — United, Strong, Successful is the Government's public statement of ongoing strong commitment to multicultural Australia; setting both priorities and strategic directions for the coming years.

Award Category

The Multicultural Australia – Cohesive Communities Award recognises local government projects which:

- foster a sense of belonging, identity and shared values;
- promote civic rights and responsibilities;
- encourage participation in the local community;
- develop innovative approaches to connecting the local community and building community harmony;

- celebrate the cultural, linguistic and religious diversity of the community;
- drive sustainable change to attitudes and behaviours that may negatively impact on social cohesion; and
- foster an inclusive and respectful community.

Community Outcomes

The Australian Government is committed to building stronger, more cohesive and prosperous communities, guided by our shared values.

Sponsor

The Department of Home Affairs brings together Australia's federal law enforcement, national and transport security, criminal justice, emergency management, multicultural affairs and immigration and border-related functions, working together to keep Australia united, prosperous and safe.



Multicultural Australia—Cohesive Communities



Photographer: Andrew Ritchie – Community News

City of Stirling, WA

Kaleidoscope Initiative

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The Project

The Kaleidoscope Initiative aims to help newcomers to the City of Stirling achieve employment outcomes that enable them to contribute their skills and experience to the local economy. It is achieving this goal through working in partnership with a broad cross-section of stakeholders including businesses, professional immigrant networks, community organisations and other tiers of government. Through providing an online information hub, access to networking opportunities and mentoring the project is supporting newcomers to become job ready and helping businesses to harness the benefits of a culturally diverse workforce.

Community Outcomes

Eighteen job-ready workshops have been held with over 350 newcomers participating. Over 600 professionals, employers and business leaders have participated in 13 networking

and training events. Established professionals have registered to become mentors and ties between businesses, industry and multicultural communities continue to expand. Newcomers are being further empowered and connected through economic participation, enabling them to feel more confident as members of the City of Stirling community as well as part of Australian society.

Next Steps

The Kaleidoscope Initiative continues to help newcomers become job-ready, leading to positive individual outcomes as well as a more integrated, cohesive community. Community consultation, research and engagement activities continue to better identify the barriers and gaps to employment for migrants, and ways to overcome these. Partnerships with other councils are expanding the reach of the project and creating more opportunities for newcomers. The City of Stirling is benefitting from a diverse workforce, enabling it to better understand and respond to the needs of its diverse community.

Multicultural Australia—Cohesive Communities



Willoughby City Council, NSW

MOSAIC Multicultural Centre

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For over 25 years the MOSAIC Multicultural Centre has been instrumental in building a stronger and more cohesive community and celebrating diversity. Of course, MOSAIC is an acronym and the full name explains its purpose – the Multicultural One Stop Assistance and Information Centre.

MOSAIC works closely with over 30 community groups to ensure Culturally and Linguistically Diverse (CALD) voices are heard and responded to, as well as playing a leading role in providing information, support and services for migrants settled in the Lower North Shore. MOSAIC offers

54 regular activities and over 21,000 people attended activities and sessions organised by MOSAIC in 2018.

These services are delivered by a pool of over one hundred volunteers, who are recruited, trained and supervised by the Centre supervisor. This volunteer base ensures that MOSAIC is truly a community-based service provider – one with ongoing support from Willoughby City Council.





CATEGORY

Prevention and Community Safety

Australian Government Policy

The Australian Government is working with all levels of government, business and communities to implement the National Plan to Reduce Violence against Women and their Children 2010–2022, to deliver a significant and sustained reduction in violence against women and their children in Australia.

Award Category

The Prevention and Community Safety Award recognises local government projects which:

- are relevant to the community's specific needs, composition and diversity in addressing violence;
- promote local cross-community leadership and increase engagement in prevention and community safety; and
- foster a safer and more respectful community culture, with strategies to maintain and improve this culture into the future.

Community Outcomes

The Australian Government's commitment to improve community safety will benefit communities by:

- driving sustainable change in community awareness, attitudes and behaviours related to the prevention of domestic and family violence and sexual assault;
- supporting at-risk individuals and helping prevent violence before it happens;
- supporting local communities to take effective action to reduce domestic and family violence and sexual assault.

Sponsor

The Department of Social Services provides leadership in Australian Government policy to ensure all Australians are safe in their communities and live free from violence.

Prevention and Community Safety



Wollongong City Council, NSW

I Belong in the Gong

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The Project

I Belong in the Gong is a project designed to make Wollongong CBD a safer place for local residents of all backgrounds, particularly at night. A core part of the project is to enable positive community action that provides appropriate assistance to those needing support or protection. Local businesses that sign up to the program sign a charter, receive training, collect statistics and display a decal in their shopfront to indicate it is a safe place. The project also focuses on raising awareness of the importance of preventing and reducing violence against women through education and training as well as promotional materials.

Community Outcomes

The project has recorded changes in behaviour and an increase in bystander interventions. Participating retailers in the CBD said they were more likely to talk with people who appeared distressed, instead of feeling unequipped to help. Wollongong's night-time economy and community

spirit has benefitted from the perception that Wollongong at night is an increasingly safe place to be.

Next Steps

A lighting and wayfinding audit will be conducted to identify the darkest areas of the Wollongong CBD followed by a report on how to improve these places and help pedestrians feel safer. Statistics will be collected from participating retailers, café and bar staff as well as police officers from Wollongong Police District, to help inform future campaigns. Alcohol-fuelled abuse is expected to reduce because abuse by patrons will no longer be tolerated and may be reported more readily to police.





Prevention and Community Safety



City of Canterbury Bankstown, NSW

Sophea's Story

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This project offers a novel approach to workforce planning. It utilises a story-telling approach to develop a character-based narrative — Sophea's story — to promote understanding of the Canterbury Bankstown Council's four strategic workforce objectives, as set out in their Workforce Strategy 2018-21.

Using a relatable character and familiar language, Sophea's story seeks to educate the workforce about the strategy and how they can be assisted to grow and develop their skills. The measures of success for the strategy are clearly defined around

engagement, empowerment, planning, culture and leadership and will be tracked over time against agreed benchmarks.

The development of Sophea's story drew upon a strong body of research and an understanding of the Council's diverse workforce, with its differing needs and expectations. The narrative style used enabled the Council to clearly address the question – what does success look like, if the workforce objectives are met – by describing Sophea's professional growth from apprentice to leader.





Gannawarra Shire Council, VIC

ReSpark the Park

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This project saw the transformation of an under-utilised local park, McCann Crescent Park, in Kerang, Victoria into a thriving community asset, with input from local residents.

The project was kicked off by consultation at a community event in 2016, which featured a children's garden, a pop-up playground, live music and art activities. Attendees at this event were invited to suggest ideas for the perfect park. This was an innovative engagement process and in the following months residents helped guide

the design of the finished park. Work to implement the design was funded and undertaken by Council and completed in 2018.

By collaborating with other stakeholder groups and directly with residents, the Council has ensured that McCann Crescent Park is now better utilised thanks to the installation of play equipment and a half basketball court. Local residents have embraced the outcome and the ReSpark the Park project has instilled a sense of community pride and ownership in this area.

CATEGORY

Promoting Indigenous Recognition

Australian Government Policy

The Australian Government recognises the unique contribution of Aboriginal and Torres Strait Islander peoples to Australia's economic and social life and to working alongside Indigenous communities. We also acknowledge the important place of Indigenous history, cultures and languages in local communities and to the nation.

Award Category

The Promoting Indigenous Recognition Award recognises local government projects which:

- raise awareness and understanding of the importance of Aboriginal and Torres Strait Islander languages and culture in Australia's contemporary society;
- build positive relationships between Indigenous and non-Indigenous Australians through events and activities; and
- implement innovative community-building strategies in partnership with local Indigenous communities.

Community Outcomes

The Australia Government's commitment to Indigenous recognition benefits communities that:

- promote initiatives which bring together the Indigenous and non-Indigenous community on a regular basis to share skills and experiences;
- undertake projects that support the revival, strengthening and promotion of Aboriginal and Torres Strait Islander languages in partnership with local communities and authorities; and
- enable Indigenous residents to inform local government activities and policies.

Sponsor

Woodside Energy Ltd. is an Australian oil and gas company with a global presence, recognised for its world-class capabilities as an explorer, a developer, a producer and a supplier. The company recognises the importance of cultivating meaningful long-term relationships with communities wherever it operates.



Promoting Indigenous Recognition



City of Fremantle, WA

One Day

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The Project

For Aboriginal Elders, Fremantle is a place of ceremonies, significant cultural practices and trading. One Day is an annual event, run in consultation with local Aboriginal community members, which aims to acknowledge, celebrate and promote this rich heritage and culture. This high-profile community event in the City of Fremantle encompasses a variety of cultural activities including language and song and encourages community conversation about reconciliation.

Community Outcomes

The One Day event not only provides a focus for showcasing the richness and significance of the Aboriginal culture and heritage of Fremantle, but also contributes to Fremantle's economy through significant visitor numbers. As well as providing a spotlight for Indigenous artists, it helps to introduce a broader audience to local cultural activities and traditions.

Next Steps

The One Day event is evolving, with regular annual debriefs including feedback from Aboriginal groups. Now, after three years, a broader review which incorporates analysis of post-event surveys will ensure this event remains current and attuned with community aspirations. The successful example of One Day can become a model for other local governments of a peaceful, positive event based around reconciliation.





Promoting Indigenous Recognition



Shire of Northam, WA

Bilya Koort Boddja – Centre for
Nyoongar Culture and Environmental
Knowledge

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The Bilya Koort Boodja Centre provides a platform for the promotion and preservation of Aboriginal culture in the Northam area. The Centre Manager is an Aboriginal community member and other jobs for Aboriginal people will be provided at the Centre, as well as assistance to plan and implement new Aboriginal enterprises.

Located on the foreshore of the Avon River in Northam's CBD and supported by the Shire of Northam, the Centre has become a tourism focal point for culture in the Wheatbelt region of WA. Visitors to the Centre are encouraged out into the region to explore 'on country' experiences. Schools are also bringing groups through teaching young people about Aboriginal culture and fostering understanding and acceptance of difference.

The Bilya Koort Boodja Centre was developed with extensive consultation from the Shire of Northam Aboriginal Advisory Group, whose oversight will ensure a focus on culture is appropriately maintained, with the Centre continuing to represent and connect with the Aboriginal community.



CATEGORY

The Susan Grace Benny Award – Women in Local Government and Community

Australian Government Policy

The Australian Government is committed to boosting women's participation in local government and community decision-making.

Award Category

The Susan Grace Benny Award recognises local government projects which:

- support local women interested in representing their communities;
- implements projects which help to improve women's representation; and
- establishes programs to support women, including mentoring and networking opportunities for emerging local government decision-makers.

Community Outcomes

The Australian Government's commitment to women's participation in local government will:

- help promote greater roles for women in leadership, both as elected representatives and officers;
- develop strategies and programs to support women of all ages in community engagement; and
- support advocacy for women's rights and representation.

Sponsor

The Department of Infrastructure, Transport, Cities and Regional Development assists local government in growing their capability to continue delivering vital services and infrastructure projects across Australia. The Australian Local Government Women's Association advocates for women's increased participation, rights and representation in Local Government.



The Susan Grace Benny Award – Women in Local Government and Community



Willoughby City Council, NSW

Ms Holly Cowdery
Project Manager – Gore Hill Park
Redevelopment

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The Project

Gender diversity in leadership delivers stronger outcomes for organisations, including for local governments. Recognising this, the Willoughby City Council identified Ms Holly Cowdery as an emerging female leader in an area traditionally dominated by males and offered tailored career development. This saw Ms Cowdery build on her skills as a landscape architect to become an accomplished project manager, delivering a complex infrastructure project – the \$10.5 million Upgrade of the Gore Hill Park facility in St Leonards – on time and on budget.

Community Outcomes

The completed redevelopment has provided the community with new artificial sports grounds to increase capacity, a new outdoor gym and a walking track, encouraging access for people of all abilities. For Willoughby City Council, active support for developing the leadership skills of an existing employee is crucial to workforce stability and succession planning while demonstrating the Council's active commitment to gender equality in the workplace.

Next Steps

The experience has led to a systemic change in the Council through improved contract and project management governance, and an increased awareness of women in project management. The learnings have also been shared as a case study with the seven other members of the Northern Sydney Regional Organisation of Councils.





CATEGORY

Workforce Planning and Development – Attracting and Retaining Tomorrow's Workforce

Australian Government Policy

The Australian Government supports local governments which attract, retain and upskill workers in the face of changing workforce needs and demographics.

Award Category

The Workforce Planning and Development Award recognises local government projects which:

- identify needs and skills gaps and create opportunities to reskill or skill up employees;
- support creative working arrangements for mature age or newly retired workers; and
- develop innovative ways to attract young talent to join local government, especially in regional areas.

Community Outcomes

The Australian Government's commitment workforce planning and development will:

- support programs to attract people to local government and develop them once there;
- celebrate local governments that have effectively developed their workforce; and
- foster training and development approaches that are unique or innovative.

Sponsor

The Department of Infrastructure, Transport, Cities and Regional Development is committed to the prosperity of the economy and the wellbeing of all Australians. Local Government Professionals Australia represents the local government professionals, senior managers and emerging leaders across Australia.



Workforce Planning and Development – Attracting and Retaining Tomorrow's Workforce



Wollongong City Council, NSW

Eyes on the Future – Wollongong City Council Libraries School Based Trainee Program

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The Project

Eyes on the Future is a workforce development initiative that offers school-based traineeships that support transition to employment for students who are at risk of disengagement from their final years of schooling. They undertake a school-based traineeship while completing the Higher School Certificate, working in Wollongong City Libraries and undertaking a relevant Certificate II or Certificate III AQF qualification. This project has a particular focus on building the capabilities, confidence and employability skills of participants.

Community Outcomes

For the Council, this program addresses the challenge of an ageing workforce, by encouraging younger people to consider a career in the local government sector, particularly in local libraries. For the community, the program harnesses the talents of this diverse group of young people, who assist in the delivery of library programs

and services, from digital literacy programs for technologically-challenged older people, through story-times for children and families, to the annual Comic Gong Festival.

The six students who participated in the pilot of Eyes on the Future (between 2016-2018) achieved 100 per cent success – all of them completed their traineeship, before moving into higher education and paid work, including continuing work with Wollongong City Libraries.

Next Steps

Wollongong City Council has reviewed, improved and now adopted the school-based traineeship pathway as an ongoing program, with seven new starters commencing their traineeship in November 2018.

Workforce Planning and Development – Attracting and Retaining Tomorrow's Workforce



City of Swan, WA

Resource Sharing in the Resources Capital

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At the heart of this project is an agreement between two very different local councils in Western Australia – the City of Swan and the Shire of East Pilbara – to help each other address their workforce needs, via a secondment program for professional employees.

For the City of Swan, the need is to provide professional development opportunities for employees through working on unique, challenging, large-scale projects in regional WA. Thereby broadening their understanding of what

a local government career can offer, with a view to increasing retention rates, particularly among young professionals and women.

For the Shire of East Pilbara, which is Australia's largest local government area but has a small population and revenue base, there is the opportunity to access professional skills on a more flexible, project-by-project basis to provide high-quality community outcomes. This can otherwise be difficult for local government in an area where the resources sector is a significant competitor.





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