

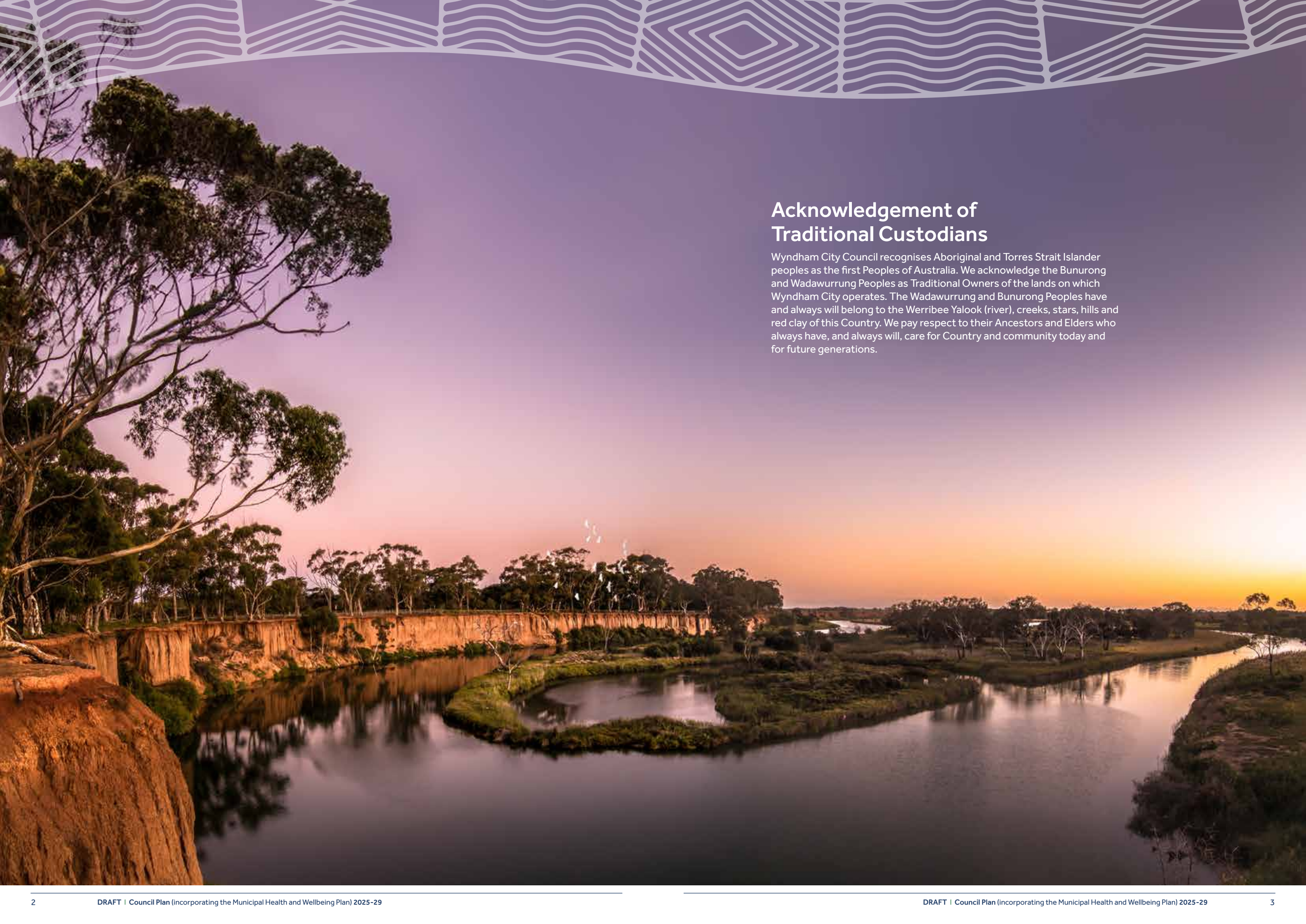
Draft

Council Plan

(incorporating the Municipal Health and Wellbeing Plan)

2025-29





Acknowledgement of Traditional Custodians

Wyndham City Council recognises Aboriginal and Torres Strait Islander peoples as the first Peoples of Australia. We acknowledge the Bunurong and Wadawurrung Peoples as Traditional Owners of the lands on which Wyndham City operates. The Wadawurrung and Bunurong Peoples have and always will belong to the Werribee Yalook (river), creeks, stars, hills and red clay of this Country. We pay respect to their Ancestors and Elders who always have, and always will, care for Country and community today and for future generations.



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Message from the *Councillors*

Dear Wyndham Community,

As your elected representatives, we are proud to share the Wyndham City Council Plan for 2025-2029 – a roadmap that reflects our shared vision for a thriving, connected, and sustainable future.

This plan is more than just a document; it is a commitment to strategic leadership, responsible planning, and delivering real outcomes that benefit our community today and for generations to come.

At the heart of this plan is you: the people of Wyndham. Your insights, aspirations, and feedback have helped shape our priorities, ensuring that this plan truly reflects the needs of our growing and diverse city.

Through community consultation, we have listened to your voices, and we take seriously our role in translating your ideas into meaningful action.

Over the next four years, we will focus on investing in infrastructure, parks, transport, and services that support a high quality of life; enhancing access to health, education, social programs that empower all residents, and strengthen community connection and safety.

We'll also support local businesses, job creation, and innovation.

Ensuring good governance and accountability will be at the centre of this four-year plan, making informed, transparent decisions that put our community first.

This plan is a partnership. We are committed to keeping the conversation going, working collaboratively, and ensuring Wyndham continues to be a great place to live, work, and thrive.

Thank you for your ongoing engagement and passion for our city. Together, we will build a stronger Wyndham for the future.

Your Wyndham City Councillors



Message from the *Chief Executive Officer*

I am proud to be part of delivering on a second Council Plan for Wyndham City Council.

Over the next 25 years, it is projected that an additional 200,000 people will call the City of Wyndham home, bringing our population close to half a million. This means that we, as the tier of government closest to the community, need to plan strategically for the services, policies and infrastructure that delivers for our community. That's what this plan does.

People are the centre of what we do as a Council.

With a rapidly growing community comes the need to be more strategic in the way we prioritise service and infrastructure delivery to ensure we're building a liveable community our residents are proud to call home. This extends to planning for new growth corridors, but also maintaining services and infrastructure in established areas.

The community are at the heart of shaping this plan, and as the person in charge of Council's operations, this fills me with confidence and pride. I value what the community have told us is most important to them.

This Council Plan is critical in guiding what Council will deliver.

As an organisation we are continuously improving to deliver the best possible services to the community. As we navigate a financially challenging environment, this plan focuses our efforts on strengthening our organisational capability and processes to ensure we understand the social and financial impact of our decisions, keeping us accountable for our organisation's performance, and ensuring we're directing resources to the right areas.

Through the strategic objectives of this plan, we will also work with all levels of government, and our key partners and stakeholders on the ground to take a lead role in working towards the community's vision for Wyndham.

I am passionate about the work of local government. As the closest level of government to the community, Council can make a significant impact to the health and wellbeing of its residents, and I look forward to continuing to work hard to do our bit to ensure Wyndham residents thrive in a supportive, connected and equitable community.

Stephen Wall

Chief Executive Officer



About this Plan

Council takes a holistic view of health and wellbeing and recognises that the way in which individuals and the whole community experience physical, mental, emotional, and social wellbeing is determined by the circumstances and the places in which people are born, grow, live, work and age.

Council, with its broad range of responsibilities, has a role and can make an impact across a wide range of things that contribute to the health and wellbeing of its residents.

The role of the Council Plan (incorporating the Municipal Health and Wellbeing Plan) is to describe how the currently elected Council will work towards delivering the community's priorities, in line with the long-term aspirations for Wyndham described in the Wyndham 2050 Community Vision.

In addition, the Health Focus Areas will guide the work we do together with our partners to support the health and wellbeing of our community.

In implementing the commitments within this plan, Council is working to provide residents with an environment that affords them the opportunity to achieve a good quality of life.

Wyndham City Council undertook a Gender Impact Assessment (GIA) as part of the development of this Plan in accordance with the Gender Equality Act 2020., which states that a GIA needs to be undertaken when developing or reviewing any policy, program or service that has a direct and significant impact on the public.

The aim of a GIA is to ensure fairer outcomes and to provide equitable access to opportunities and resources for all people and promote gender equality. When setting priorities, an intersectional approach was considered on how gender inequality can be compounded by disadvantage or discrimination that a person may experience on the basis of other factors such as age, disability, sex, and or ethnicity.

In implementing the commitments within this plan, Council is working to provide residents with an environment that affords them the opportunity to achieve a good quality of life.

Introduction

Located in the western suburbs of Melbourne, Wyndham is one of Australia's fastest-growing municipalities. The City is renowned for its dynamic blend of urban development, natural landscapes, and vibrant community spirit. The region is home to thriving suburbs, a beautiful coastline, and agricultural land that provides almost three quarters of the state's supply of cauliflower, broccoli and lettuce.

As a meeting place for people of the Kulin Nation, Wyndham has a rich and diverse Aboriginal cultural heritage. The Wadawurrung and Bunurong were the first people to occupy the area now known as Wyndham. Today, the City of Wyndham is rich in cultural diversity, and is home to the most multicultural population in the country according to the most recent Census.

Each year, more and more people choose to make Wyndham their home. Our current population of 320,000 people is set to soar to more than 500,000 by 2050.

As the tier of government closest to the community, Wyndham City Council plays a significant role in providing the services and infrastructure required for a liveable community. Council takes seriously our role in representing and understanding community needs and focusing on what matters most.

While such a high rate of growth presents great opportunity, it also presents significant challenges.

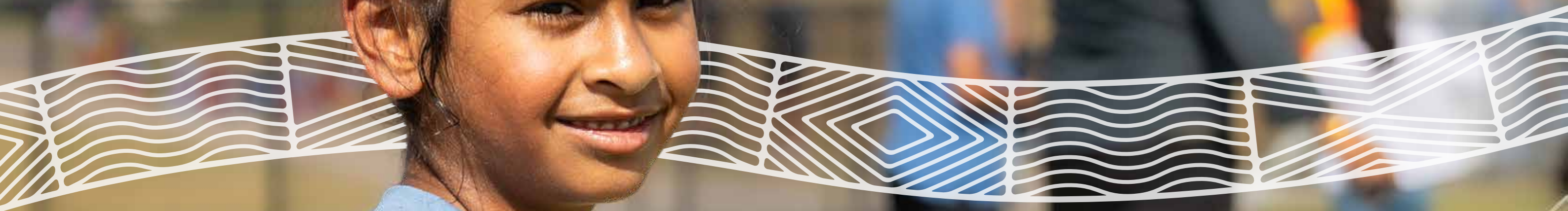
These challenges extend to delivering the infrastructure and services that meet the needs of new and emerging communities, but also established communities that already call Wyndham home – while remaining financially sustainable.

As a Council, we understand the factors that affect resident's health and wellbeing.

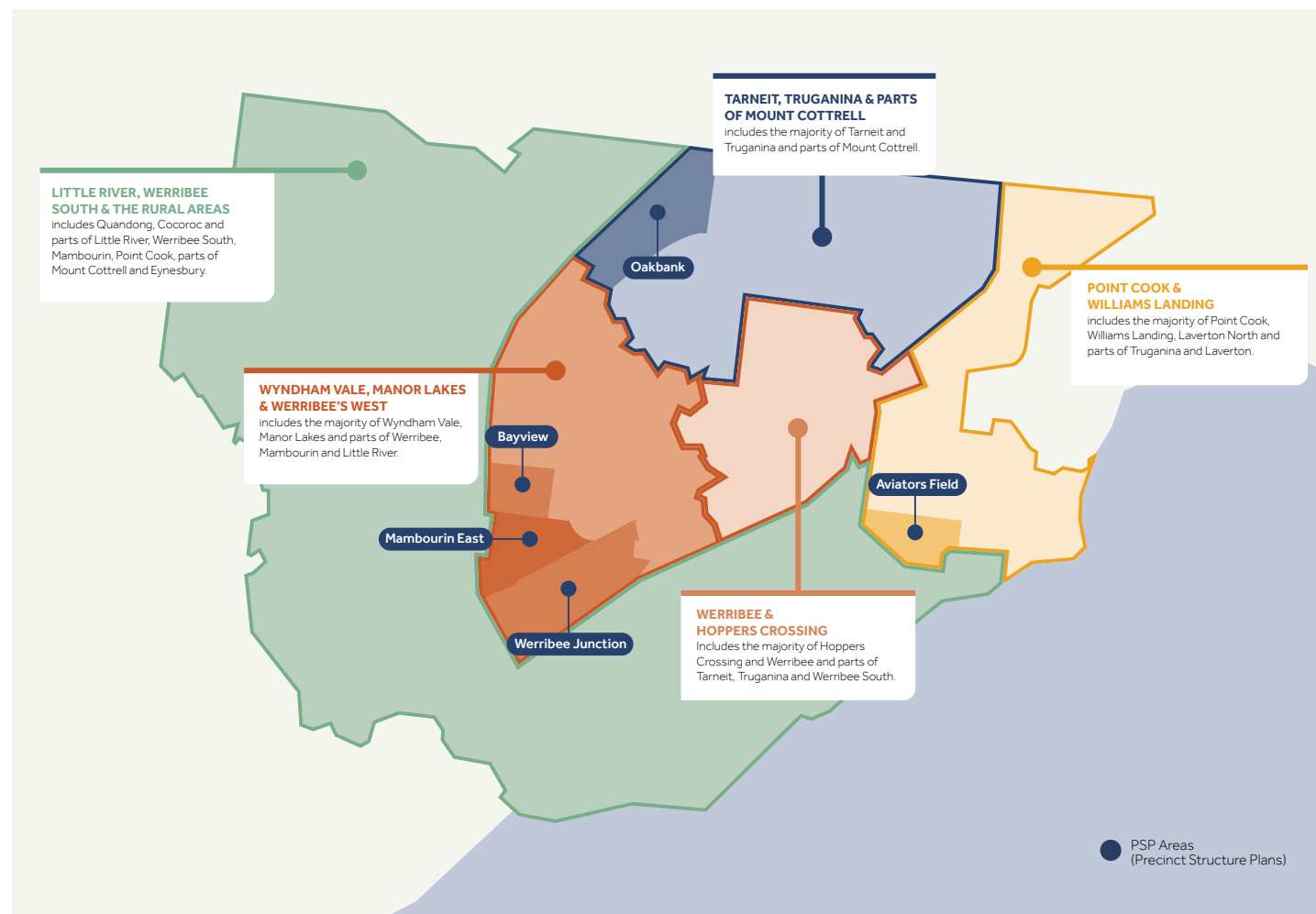
Delivering many services to support our community, Council works to ensure we are fostering a liveable community our residents are proud to call home. Council has the ability to work in partnership with many stakeholders to make a significant impact to the environments in which our residents live influencing positively factors including community development, economic growth, environmental sustainability, health and wellbeing, transport and access, and arts and culture –, all of which play a critical role in creating a supportive, connected and equitable community where our residents can thrive.

Together, we will create a healthy, inclusive, and prosperous community where everyone has the chance to succeed.

Our *Wynndham*



Wyndham continues to grow



Located on the western edge of Melbourne, mid-way between Melbourne's Central Business District and Geelong, Wyndham covers an area of 542 square kilometres.

As projected by the State Government's housing targets, **an additional 99,000 homes are estimated to be built in Wyndham by 2051.**

This is on average 4,000 homes per year, which will see us grow to be larger than Canberra is today.

Currently, Point Cook has the highest share of the City's population, while Little River has the smallest share. The main population growth to 2050 and beyond will be in Tarneit, Manor Lakes, Wyndham Vale, and Mambourin.

This growth will be on the fringes of the municipality as presented within Precinct Structure Plans (PSPs) which are detailed plans that guide the development of new suburbs. These plans are created by the Victorian Government in collaboration with local councils, government agencies, and developers. They show where homes, shops, schools, parks, roads, and other essential infrastructure will go,

ensuring that growing areas are well-planned and have the services and facilities needed.

In November 2024, the Victorian Government released its 10-year plan for the delivery of PSPs, those for Wyndham include:

- Oakbank (Tarneit), to commence between 2025/26 and 2028/29, with completion by 2033
- Mambourin East and Werribee Junction (to the west of Werribee) both employment PSPs, to commence between 2029/30 and 2033/34
- Aviators Field (Point Cook), to commence between 2029/30 and 2033/34
- Bayview (to the west of Werribee), to commence between 2029/30 and 2033/34

In addition to these, the East Werribee Employment Precinct PSP remains under review by the Victorian Government.

Council relies on developer contributions to help fund new infrastructure in growing areas.

A **developer contribution** is money that property developers provide to help pay for community infrastructure, like roads, parks, or community centres, or recreation spaces in the area they are building. It ensures new developments have the necessary facilities for the people who will live there.

This growth is not only slated to take place on the fringes of the City. Wyndham's established areas are also expected to welcome more residents, with redevelopment focused on the major activity centres of Werribee, Hoppers Crossing, Williams Landing, Tarneit and Manor Lakes. These areas, close to jobs, community services, shops, and transport hubs, will continue to thrive and evolve.

One of Wyndham's key strategic advantages is its location.

It is located as a critical gateway to greater Melbourne for the whole southwestern portion of Victoria. Into the future there will be a continuing reliance on Wyndham and the western-northern growth areas of Melbourne and surrounding regional cities to accommodate a large portion of Victoria's future housing needs.

Wyndham is also critical to the productive capacity of Victoria.

It is the engine room of Victoria's future economic productivity, with significant growth and output in the transport, warehousing, and construction sectors. If the productivity of Wyndham and the western region of Melbourne is enhanced, the productivity of Victoria will also be considerably enhanced.

Wyndham is a key gateway that links Metro Melbourne with Victoria and the world.

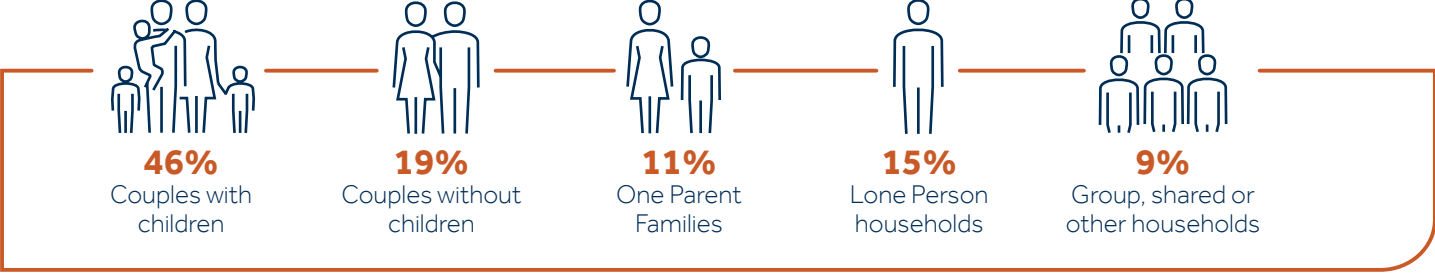
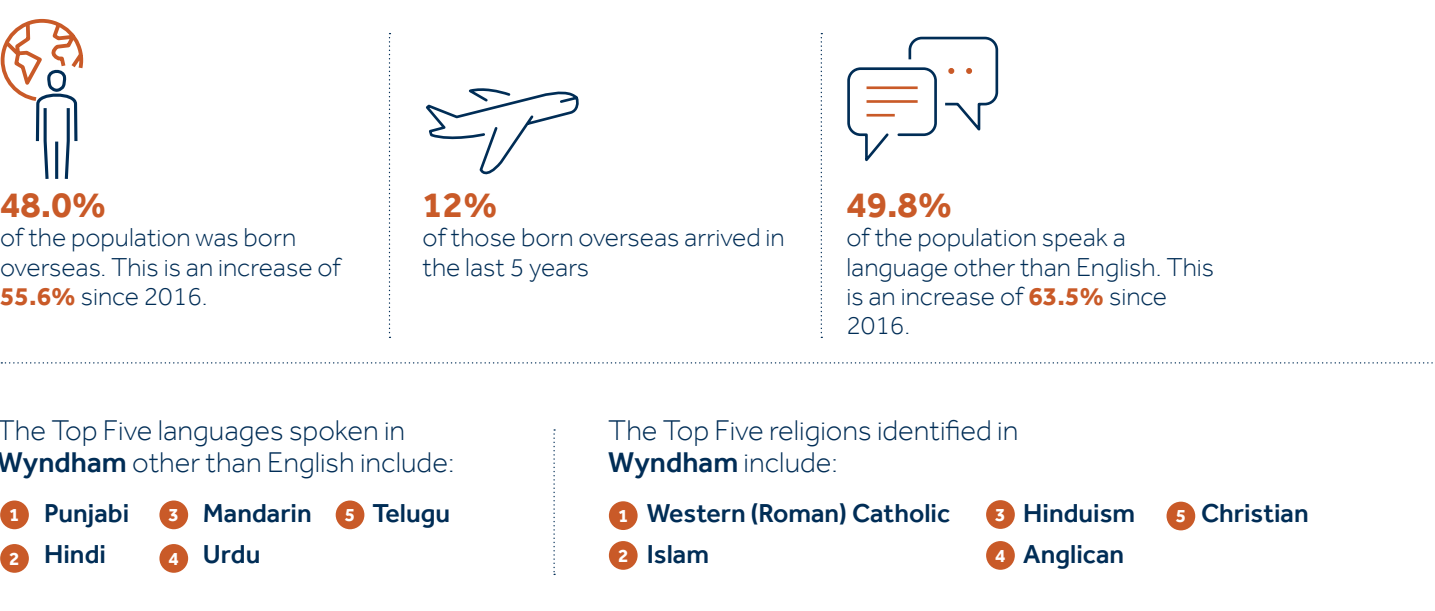
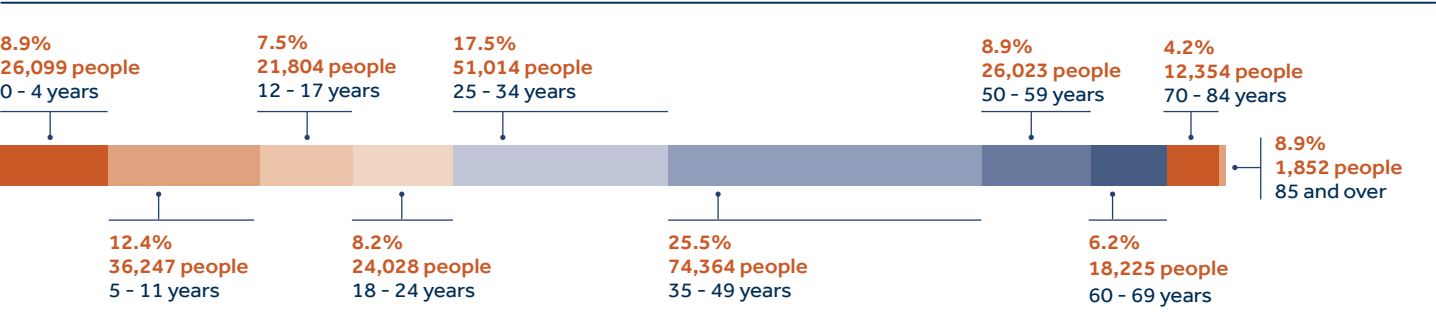
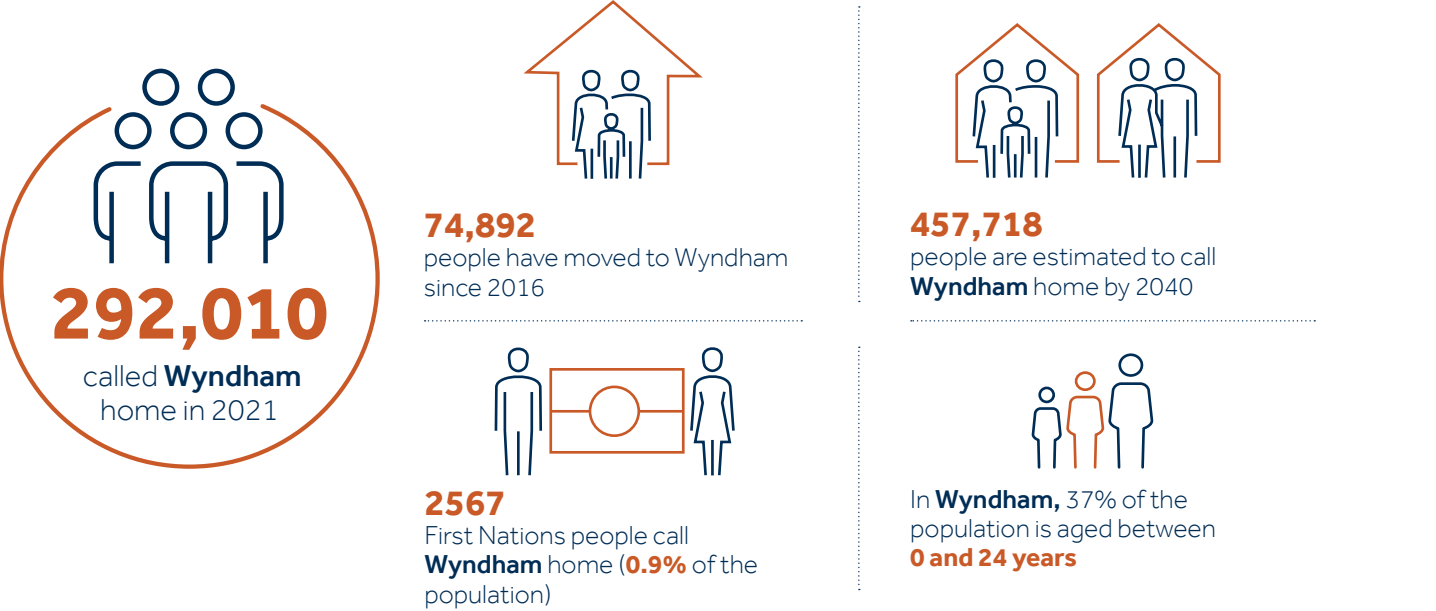
Wyndham is also a place that sees movement of industry, people, and jobs across to the major cities of Geelong and Ballarat, other western regional areas, as well as central metropolitan Melbourne.



Our Population

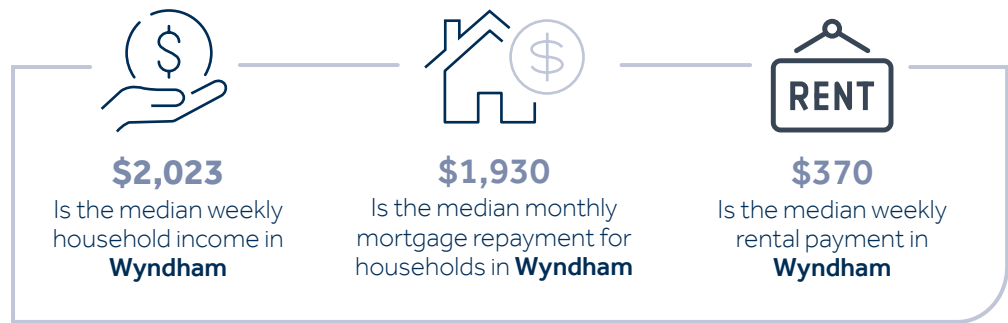
Wyndham is a young community, with 55 per cent of residents aged under 35 years. Over half of Wyndham households have children (57 per cent), and a large number (31 per cent) include couples with children under the age of fifteen.

As many as 48 per cent of Wyndham residents were born overseas; with the highest number (17 per cent) of those people born in India. According to the most recent 2021 Census, the suburbs of Point Cook, Tarneit, Truganina, Hoppers Crossing and Werribee rank in the top 10 most multicultural suburbs in the country





Many of Wyndham's households are made up of working families with mortgages.



32.4% of people aged 15 years and over hold a formal qualification (bachelor or higher degree, advanced diploma or diploma, vocational qualifications)



14.9% of people aged 15 years and over hold a vocational qualification



4.4% of people aged 15 years and over attend university

2.9% of people aged 15 years and over attend a TAFE or vocational institution

9.3% of young people aged 15-24 years old are disengaged with employment and /or education



The Top mode of transport to work is in a Car - **As driver**

The working population of **Wyndham** most commonly work for the following industries:

- 1 Health Care and Social Assistance**
- 2 Transport, Postal and Warehousing**
- 3 Retail Trade**
- 4 Construction**
- 5 Professional, Scientific and Technical Services**



145,743 people participate in the labour force



4.5% of the **Wyndham** population were unemployed as of June 2022



36.7% of the population live and work in **Wyndham**

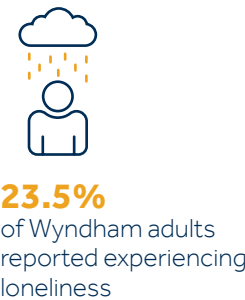
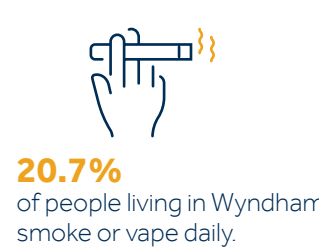
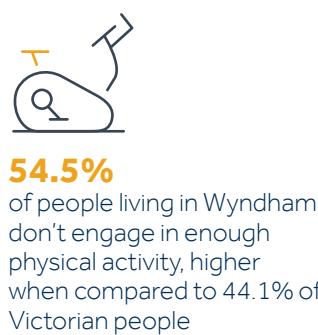
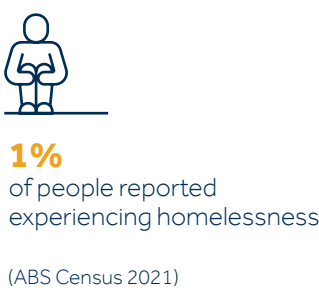
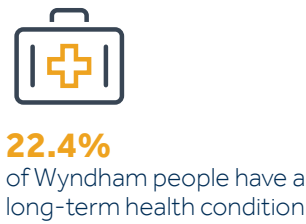
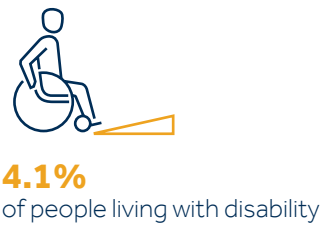


59.8% of the population are employed outside of **Wyndham**

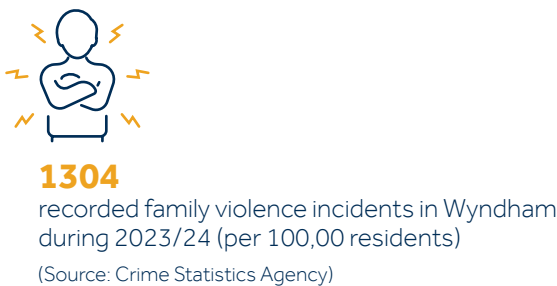
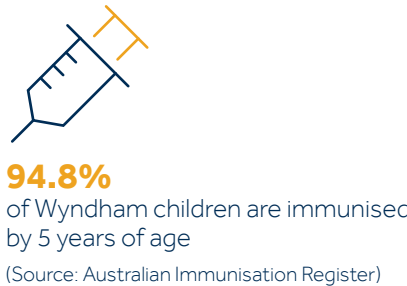


Our focus on health

Being healthy is about thriving physically, mentally, and socially. Our health is deeply influenced by our living conditions, neighbourhoods, and communities. Some of our community members experience disproportionate levels of disadvantage and ill-health leading to differences in health and social outcomes.



(Source: The Victorian Population Health Survey (VPHS), 2022 &2024) ** Note all figures relate to % of the Wyndham adult population



Council is committed to supporting the community in achieving good health and wellbeing by positively influencing the 'social determinants of health', a World Health Organisation term that helps us understand that our health and wellbeing is deeply influenced by the circumstances and places in which we are born, grow, live, work and age.

Through this Plan, Council is committed to working with our partners to ensure all members of our community are supported to achieve their best health and wellbeing. The following five Health Focus Areas will guide this work.

In February 2025, Council hosted the Wyndham Health Forum, where our health and community services sector partners were consulted on the Health Focus areas identified. More information on this consultation, can be found [here](#).

Wyndham Health Focus Areas

1

Accessible Services

We have equitable access to culturally safe services that support our health and wellbeing needs.

2

Healthy Living

We are supported to make choices that improve our health and wellbeing, including healthy eating, tobacco and vape free living and being physically active.

3

Climate Change Health Impacts

We are a resilient community that can adapt to the health impacts of climate change.

4

Mental Wellbeing and Social Connection

We are supported to maintain good mental wellbeing, and are an inclusive, connected and socially cohesive community.

5

Gender Equality Health Focus Area

We promote gender equality with zero tolerance for violence in all its forms.

Our Health Focus Areas support the following priorities of the State Plan.

- Reducing harm from smoking and vaping
- Increasing healthy eating and active living
- Reducing harm from alcohol and drug use
- Tackling climate change health impacts
- Preventing all forms of violence and reducing injury

In seeking to address these Health Focus Areas, Council will prioritise and target those most likely to experience inequities in health and wellbeing. These priority populations include:

- First Nations
- Infants and children of all ages, with a focus on the first thousand days
- Young people (12-24 years)
- Women, especially pregnant women
- Older people, especially older women
- Multicultural communities

- People living with disability and or long-term health condition including mental ill-health and their care givers
- People who experience socioeconomic disadvantage or unsafe housing, and at risk of or experiencing homelessness
- Lesbian, gay, bisexual, trans and gender diverse, intersex, queer, asexual and all other identities (LGBTIQ+)
- Socially, locally and technologically isolated people
- People at risk of social exclusion due to reasons that may include family violence, elder abuse, pay inequities, unemployment, gender stereotypes, being single parents, divorced or widowed

Council also recognises that members of the community may identify with multiple population groups. In doing so, Council will take an intersectional approach that considers how lived experience impacts health and wellbeing.





Community feedback informs the development of this Plan

Community engagement is a very important process for Council as it allows it to hear from its community. As the closest form of government to the people and a custodian of public funds, **community engagement is a crucial input into good decision making** for Council.

In 2024, Council launched the **Future Wyndham community consultation**, collecting feedback from the community to refresh the Wyndham Community Vision and to help inform the development of the Council / Municipal Public Health and Wellbeing Plan.

Council heard from close to 3,000 people and received over 4,500 pieces of feedback to help update the Wyndham Community Vision, to inform decisions on how Council should spend money, and what services it should focus on delivering.

In 2025, Council gathered 103 **randomly selected members** of the community to form the **Future Wyndham Community Panel**, broadly representing the demographic

makeup of Wyndham. Panel members were involved in a series of facilitated conversations over six days, to **understand the challenges and opportunities facing the Wyndham community**.

These community members shared their ideas and aspirations for Wyndham, working together to reach consensus on an updated Vision for Wyndham and a set of priorities. They also provided Council with a series of recommendations to inform Council's key strategic documents. These recommendations were based on the following key questions:

- How can Council better spend its money between the building of new assets and the maintenance of its growing asset base?
- How can Council better balance its budget and still deliver on what is important to the community?
- Should Council deliver on a wide range of services or a smaller targeted range of services over the next four years?

In relation to **balancing the budget**, the

panel recommended that Council should try to secure alternative funding streams, whilst using borrowings in a strategic way that ensures investment decisions provide clear long-term benefits the community.

In relation to the **delivery of services**, the panel's recommendations identified that Council should focus on a balanced approach to service delivery, one based on the gathering of evidence and data to ensure services being delivered are utilised, valued, effective and accessible to the community.

The panel recommended that Council also consider optimising Council facilities for multipurpose use so that services are accessible and cost-effective to deliver. The use of technology to streamline operations, enhance decision-making, and manage costs where possible was also a recommendation.

When discussing the **management of assets**, the panel recommended that Council prioritise the quality and sustainability of assets to make sure they last longer and have fewer maintenance costs into the future. The panel also recommended the fostering of effective public-private partnerships and holding developers accountable for the delivery of infrastructure on time.

The panel also provided a range of recommendations to address specific community needs over the life of this Council Health and Wellbeing Plan including:

- building an empowered youth community
- increasing volunteer participation,
- supporting business growth and innovation
- simplifying communication and consultation with residents
- delivering health and wellness programs,
- enhancing the promotion of recreational activities to improve social cohesion and boost economic activity.
- optimising roads and movement around Wyndham
- strengthening advocacy with State and Federal Governments as key to securing necessary resources for infrastructure, public transport, healthcare, education, and safety.

For more information on the Future Wyndham community consultation and deliberation process, see Council's [website](#).



Wyndham 2050

Community Vision

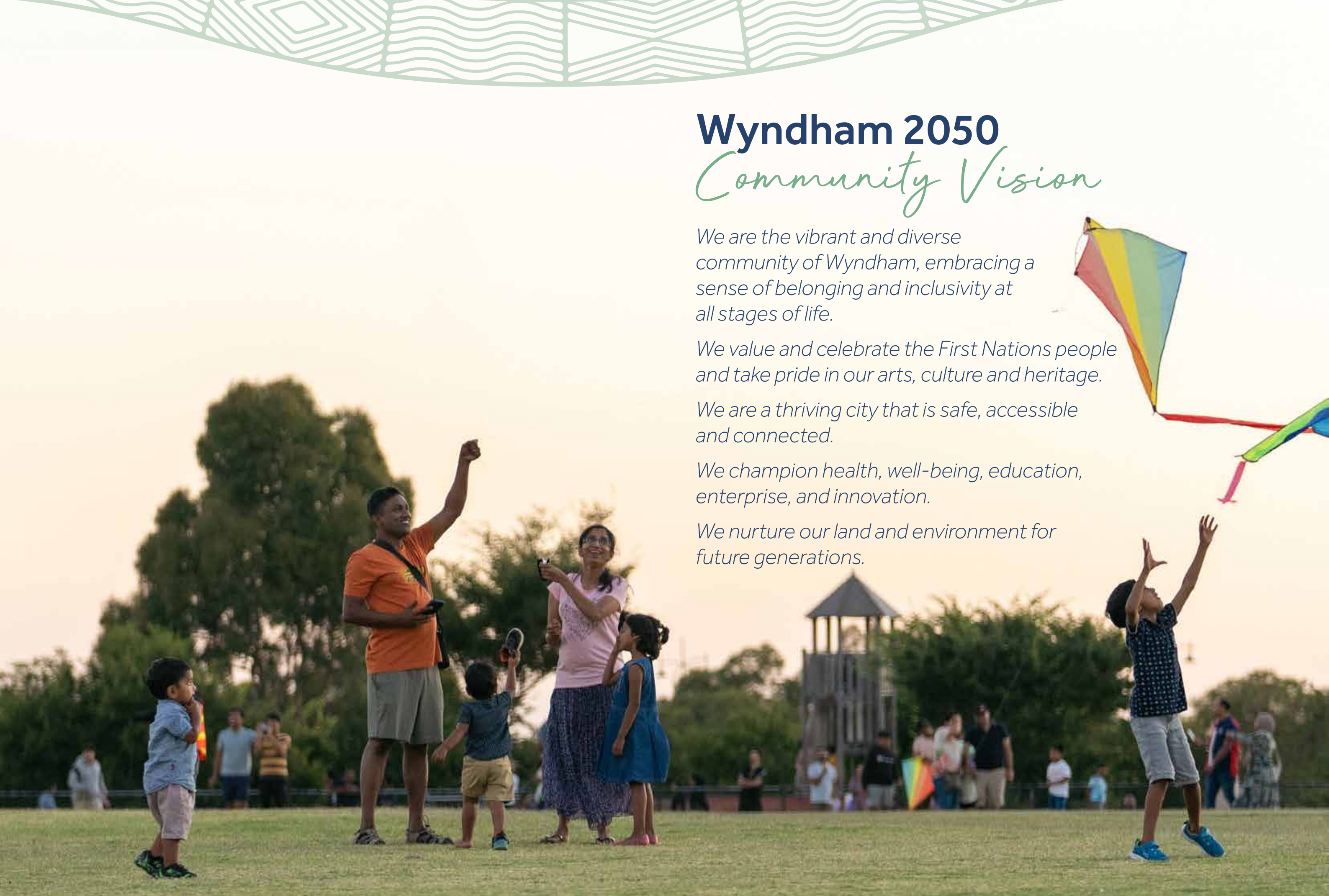
We are the vibrant and diverse community of Wyndham, embracing a sense of belonging and inclusivity at all stages of life.

We value and celebrate the First Nations people and take pride in our arts, culture and heritage.

We are a thriving city that is safe, accessible and connected.

We champion health, well-being, education, enterprise, and innovation.

We nurture our land and environment for future generations.



The Vision is supported by the following priorities:



Health and Wellbeing

Fostering the wellbeing of Wyndham Citizens on all levels, physical, mental and social, with a focus on mental health, expansion of affordable community sports and access to cleaner and safer open spaces and facilities/amenities.



Public Safety and Crime Prevention

Prioritise and expand public safety and crime prevention measures through implementation of social cohesion programs, youth programs, and preventative community measures.



Infrastructure and Planning

Develop infrastructure early to meet planned and forecasted growth needs and enhance public transport with more buses, to bolster inter-suburb connectivity. Preserve the municipality's green wedge to strengthen economic growth.



Recreation and Tourism

Boost community events through arts, culture and activities for all Wyndham community groups. Encourage Tourism by showcasing Wyndham's hidden gems, history, heritage and culture.



Transport

Advocate for more frequent public transport (more and small bus loop), Infrastructure improvements i.e. Council owned roads and maintain existing roads



Connected Community

Foster community inclusion and engagement by boosting communication and transparency. On what's available and what's on in Wyndham, that supports a multicultural and diverse community.



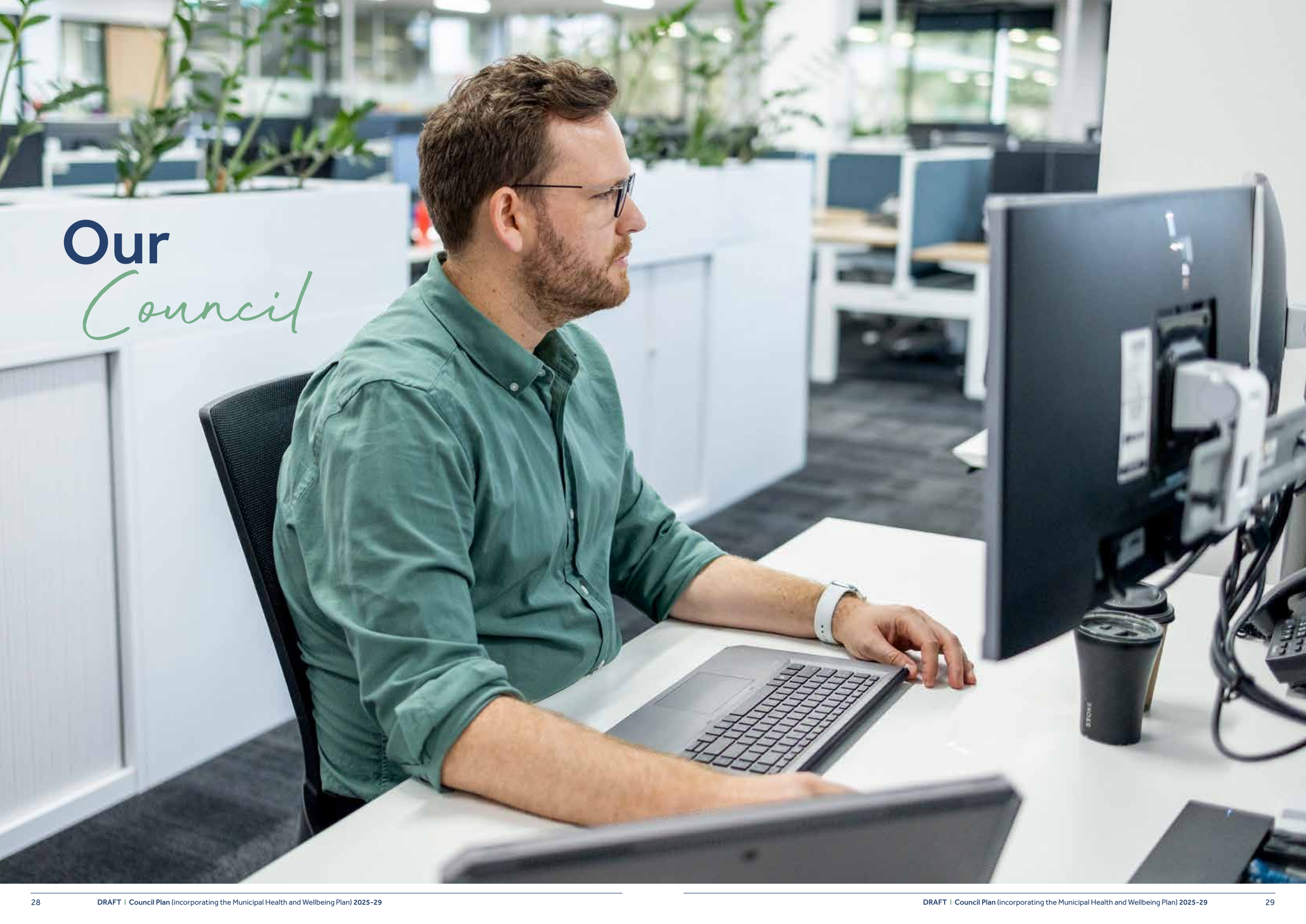
Sustainability and Environment

Nurture agriculture and work towards a climate focussed and sustainable environment with a focus on waste and recycle management.



Civic Pride and Beautification

Protect the land, sea and coastlines of Wyndham by keeping the area clean, increasing green space and canopy cover to improve the visual aesthetics and ensure Wyndham is an attractive and appealing city.

A man with a beard and glasses, wearing a green button-down shirt, is seated at a white desk in an office. He is looking at a large computer monitor on the right. His left hand is on the desk near the monitor, and his right hand is on a laptop keyboard. On the desk, there are two black coffee cups, one of which has the word 'STOKR' on it. The background shows a modern office environment with white cubicle walls, other desks, and indoor plants.

Our *Council*

Our organisation

Council currently delivers a range of services to its community including local roads, parks, waste, land use planning, local laws, urban planning, libraries, community and early years services, recreation, community development, health protection, emergency management, building and maintaining assets and advocating for community needs.

All staff and Councillors work towards meeting the following organisational values.

PEOPLE are the centre of what we do

- I value teamwork and relationships
- I communicate openly and respectfully
- I respect and acknowledge the experience of others

We embrace new ideas and **BETTER** ways of working

- I am willing to try, succeed, fail and learn
- I support others to grow and improve
- I am curious and ask questions

We are **ACCOUNTABLE** to each other and the community

- I consider the impact of my actions on others
- I act with integrity and do the right thing
- I share my knowledge and skills with others to achieve great outcomes

We create a safe and **INCLUSIVE** workplace

- I recognise that diversity and differences make us stronger
- I embrace different views, ideas and experiences
- I play a part in creating a safe workplace

Wyndham City Council is proud to be an inclusive and flexible organisation that strives to deliver the best service to its community.

Wyndham City Council is headed by the Chief Executive Officer (CEO) who is employed by, and reports to, the elected Council. It is the responsibility of the CEO and their executive team to manage the operations of Council and ensure Councillors receive the strategic information they need to make decisions in the best interests of the municipality.

Our Councillors

Wyndham City Council has eleven Councillors and wards. The current Council was elected in October 2024 for a four-year term.

Councillors are democratically elected by the residents and ratepayers of the municipality. They take an Oath of Office to carry out this

role impartially, to the best of their ability, and in the best interests of the municipality.

The role of Councillors is set out in the Local Government Act which provides clarity, guidance and sets out expectations for Councils, Councillors, and the community.

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CHEETHAM WARD Cr Susan McIntyre P: 0437 943 688 E: Susan.McIntyre@wyndham.vic.gov.au	IRAMOO WARD Cr Maria King P: 0498 772 153 E: Maria.King@wyndham.vic.gov.au	WIMBA WARD Cr Josh Gilligan P: 0429 078 039 E: Josh.Gilligan@wyndham.vic.gov.au
FEATHERBROOK WARD Cr Jasmine Hill P: 0437 897 537 E: Jasmine.Hill@wyndham.vic.gov.au	QUANDONG WARD Cr Peter Maynard P: 0429 087 527 E: Peter.Maynard@wyndham.vic.gov.au	



The role of Council

Council, with its broad range of responsibilities, has a significant influence on creating communities where people are healthy, active, engaged and socially connected, including:



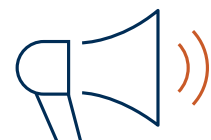
Service Provider: provision of services including waste collection, maternal and child health, libraries, and many other community services and programs.



Infrastructure Provider: deliver and maintain recreational facilities, open spaces, playgrounds, libraries and the local road, footpath and cycle network to promote a healthy lifestyle.



Planner: works to create a safe community with access to services and green spaces that are conducive to good health outcomes, for now and into the future..



Advocate: promotes interests of the community to decision making bodies such as the State and Federal Governments on issues of importance to the community, particularly investment in infrastructure and services.



Partner: with community and community organisations to improve and promote an environment in which everyone can achieve the best possible personal health and wellbeing.



Enabler: encourages and provides funding to community to lead, participate, carry out services and respond to priority issues in the community.

Good governance

Good governance includes Council performing its role in accordance with the governance principles set out by the Local Government Act including:



Ensure the financial viability of Council



Make decisions in accordance with the relevant law



Promote economic social and environmental sustainability (plan/mitigate climate change risks)



Collaborate with other Councils and other levels of Government



Priority to be given achieving best outcomes for the community and future generations



Strategic planning and decision making to take into account regional/state and national policies – ensure your decisions are transparent



Engage your community in strategic planning and decision making



Pursue innovation and continuous improvement





Council's guiding *Principles*

The following principles are enshrined in the way Council approaches its role and all elements of the work it does every day.

Acknowledging the first people of the land

Council is committed to strengthening relationships with Aboriginal and Torres Strait Islander peoples, celebrating histories and cultures and implementing meaningful actions to advance reconciliation.

Council supports Aboriginal and Torres Strait Islander peoples' right to self-determination, increasing cultural safety and awareness and creating opportunities to improve our services for Aboriginal and Torres Strait Islander peoples.

Social Justice and Inclusion

We respect and value everyone in our community. We will work towards creating environments where everyone can belong and have equal economic, cultural, political and social opportunities. This includes being proactive on discrimination, taking steps to prevent it and working to promote human rights, participation, equity and access for all in our community.

Health Equity

Health is a fundamental human right with health equity achieved when everyone can realise full health and well-being. Health and health equity are determined by the conditions in which people are born, grow, live, work, play and age. Council seeks equitable and improved health outcomes for everyone in our community.

Our Wyndham health data describes the public health and wellbeing issues that we are seeking to improve with our Health Focus Areas. We focus on promoting the health and wellbeing of all in the community, while recognising our priority groups are among those who need it most to advance health equity.

Sustainable Community

United Nation Sustainable Development Goals (SDGs) are the framework for global sustainable development. Council is committed to the 2030 Agenda for Sustainable Development.

The SDGs recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth, as well as tackling climate change.

Gender Equality

The Gender Equality Act 2020 recognises gender equality as a shared responsibility across the community. Gender equality means everyone, regardless of their gender, has equal opportunity to fully participate in community life without discrimination. Gender equality prevents violence against women and girls and is important for economic prosperity.

What Council will do **Our Strategic Areas**



Wyndham 2050 Community Vision

Created by the community for what they want Wyndham to be like, it guides the work of Council and other stakeholders, to ensure community needs are met.

Council's commitment to implementing the Wyndham 2050 Community Vision

It is Council's role to protect and enhance the liveability of the City and the wellbeing of its residents, now and into the future. Through its many roles and functions, Council makes a significant impact to the environments in which our residents live.

The Integrated Strategic Planning and Reporting Framework (ISPRF) supports the implementation of good governance through the preparation and ongoing monitoring and review of the Council's high-level strategies and plans. The framework ensures that the Wyndham Community Vision informs the:

1. The strategic direction of its Long-Term Financial Plan
2. The allocation of resourcing for the building, upgrading and maintenance of its assets as presented in its 10-year Asset Plan
3. The strategic areas and objectives of its four-year Council / Municipal Public Health and Wellbeing Plan
4. The allocation of resources in its Annual Plan and Budget

The framework also commits the Council to a continuous cycle of reporting and review to ensure it is delivering the best possible outcomes for the community.



Council's role in implementing the Wyndham 2050 Community Vision is also one of leadership, working in partnership with relevant stakeholders to improve the health status of its residents.

Council will use the Wyndham 2050 Community Vision to guide its advocacy efforts and collaboration with both Federal and State governments who also play a vital role in shaping Wyndham through relevant policy directions and infrastructure investment that have the greatest impacts on resident's quality of life.





About the strategic areas

In implementing the commitments of this Plan, Council is working to provide residents with an environment that affords them the opportunity to achieve a high quality of life.

Implementation of this Plan will be undertaken through:

- the delivery of Council's services, as demonstrated through Council's service metrics
- the completion of the initiatives outlined in the Annual Plan and Budget. These are projects, services or programs that are significant in financial investment and/or are likely to have an impact on the community.
- through the completion of actions aligned to the health focus areas and Council's other adopted strategies and plans. To see the updated list of these plans see Council's [website](#).

The following pages outline what each strategic area in this plan is about including a summary of what Council heard and how it will monitor achievement of the commitments made.

Council Plan Strategic Area	Aligned to Wyndham 2050 Community Vision Priorities
A Welcoming, Healthy, and Resilient City	Health and Wellbeing Public Safety and Crime Prevention Connected Community
A Liveable City	Infrastructure and Planning Recreation and Tourism Transport
A Clean and Green City	Sustainability and Environment Civic Pride and Beautification
Delivering for the Community	

Council's commitment reporting on progress and performance

Performance reporting by Council is essential for ensuring transparency and accountability as to how public money is being spent and the quality of services delivered.

Reporting

Council will monitor performance and will report on progress through [quarterly community reports](#) which:

- track the progress of the achievements of initiatives to ensure they are being delivered on time and within budget.
- communicates Council's financial performance against set budgets.

Council will also report on its performance within its [Annual Report](#) including:

- all its service investment and output, activities, achievements, challenges
- its performance against the Annual Community Satisfaction Survey (ACSS); which includes 1,200 residents being surveyed via an in-person interview aimed at measuring community satisfaction across all areas of Council responsibility.

- its performance against the required service indicators of the Local Government Performance Reporting Framework (LGPRF) which is a mandatory system of performance reporting for all Victorian councils made up of a range of measures, including roads, planning, animal management and waste services.
- and overall financial performance

Council will also undertake annual reviews of its health focus areas and provide reports on these to the community and the Department of Health.

Measuring our impact

Council's work within the strategic areas of this Plan are aimed at contributing to improve these long-term indicators that are essential to improving resident's health and wellbeing. Council are one of many partners working towards positively influencing these changes for the community.

Longer term, Council will track a range of indicators, which aim to demonstrate progress towards achieving the Wyndham 2050 Vision and improvements within the Health Focus Areas.

For further information see Council's [website](#).

Strategic Area 1

A Welcoming, Healthy, and Resilient City

Wyndham is an inclusive and equitable place which provides what residents need to maintain good health and wellbeing

Council Will:

1. **Plan, advocate, and build partnerships to ensure all residents have access to the services and programs they need to support and improve their health, wellbeing and sense of belonging.**
2. **Provide accessible and diverse sporting facilities, leisure and recreational opportunities that encourage residents to be physically active and healthy.**
3. **Actively recognise the First Nations People as the traditional owners of Wyndham and celebrate the cultural diversity of our municipality.**
4. **Work in partnership with key stakeholders to strengthen community resilience and social cohesion, including zero tolerance towards all forms of violence and racism.**
5. **Work with other levels of government and key stakeholders to provide sustainable, fit for purpose community infrastructure.**

Wyndham is a youthful and diverse community; 55 per cent of residents are under 35 years old, nearly half (48 per cent) were born overseas and half of the population speak a language other than English.

Where we live can significantly impact our health and wellbeing. A better quality of life often leads to higher life satisfaction and improves the overall wellbeing of the entire community. Strong family and social connections, feeling safe, and having opportunities to engage in community activities all contribute to a sense of belonging, which positively affects health and wellbeing.

However, Wyndham faces some health challenges. Health Status and System Utilisation in Wyndham paper was prepared to understand the health priorities of the Wyndham population. Compared to other communities in Victoria, it was found that Wyndham residents have higher rates of obesity, lower levels of physical activity, and lower consumption of fruit and vegetables.

Through the Future Wyndham consultation, and the recommendations of the Future Wyndham panel Council heard that the community want Council to prioritise health and wellbeing and attracting service providers to enhance support locally. They have also asked us to focus on building an empowered, inclusive and engaged community of young people, and increasing opportunities for all people to get involved in their local communities.

Rapid rates of growth pose challenges for Council and the community have told us they want more community infrastructure such as community spaces, indoor and outdoor leisure facilities and libraries. The community have also shared concerns about existing infrastructure remaining fit for purpose, including the maintenance and upgrade of current buildings and facilities.

Council has a major role in making sure everyone is provided with an environment in which they can achieve the best possible personal health and wellbeing, promoting zero tolerance of violence, including family violence, gender inequality, violence against women, racism and discrimination.

Council does this by delivering services, programs, and infrastructure that is safe, well-maintained, and meet community needs. Council also has a role to play in actively advocate and collaborating with other levels of government and key partners to secure the investment needed to support our growing community. In line with the recommendations provided by the Future Wyndham panel, Council will work with key stakeholders to ensure Wyndham residents have access to the services and infrastructure they need to achieve the best health and wellbeing possible.

Above all, as Wyndham experiences more frequent extreme weather events due to the impacts of climate change, Council collaborates with relevant stakeholders to ensure the community is prepared and resilient.



The following **Council services** work towards the **key commitments** in this strategic area:

* Council services can contribute to more than one strategic area.

• Child, Family Health and Wellbeing	• First Nations
• Civic Projects	• Library Services
• Community Centres	• School Crossings
• Community Connections and Care	• Social Policy
• Community Infrastructure Planning	• Sport, Recreation and Physical Activity
• Community Strengthening	• Social and Economic Inclusion
• Early Education and Care	• Strategic partnerships and major projects
• Emergency Management	• Youth Services
• Family and Sector Partnerships	

Council will know it's performing well in this strategic area if there are positive trends in **annual community satisfaction** with Council's:

• Emergency management preparedness and response	• Provision of youth services (e.g., youth programs, events, drop-ins and street surfer bus)
• Planning for community infrastructure to meet community need	• Provision of the school crossing service
• Public health services including maintenance of food safety	• Provision of sports ovals and other local sporting and outdoor recreation facilities
• Provision of local libraries	• Council support to access child and family services you and your family need
• Provision and maintenance of community centres	• Council support to access services for older residents
• Council's support to access immunisation services	• The provision of activities that are accessible to and inclusive of all members of the community
• Provision of maternal and child health services (e.g., key ages and stage checks and first-time parent groups, sleep and settling programs)	• How well Council encourages a healthy and active lifestyle through appropriate Council infrastructure and amenity
• Provision of supported playgroups	• The degree to which Council empowers the community to lead and form social
• Provision of Council managed kindergarten services	• Youth Services

Council will also monitor performance against the services which align to this strategic area via the following **Local Government Performance Reporting Framework** measures for:

• Aquatic Facilities
• Maternal and Child Health
• Libraries

Strategic Area 2

A Liveable City

Wyndham is a great place to live, work, visit and invest in.

Council Will:

1. **Work with all levels of government to ensure future growth is well planned and in line with the community's Vision for the City.**
2. **Deliver and advocate for an integrated, connected, and accessible transport network that enables the community to move around the City easily.**
3. **Attract and retain investment that grows the Wyndham economy and creates more local jobs.**
4. **Contribute to the vibrancy and liveability of the City, by supporting access to arts, events and festivals.**
5. **Protect, promote, and celebrate our history and unique built and cultural heritage.**



Wyndham is a growing City with big plans, located in one of Melbourne's key growth corridors.

Council plays a critical role in planning for a better Wyndham, including how land is used, influencing how new developments can better support residents to achieve maximum health and wellbeing. The Council's [Wyndham Plan](#) and the [Wyndham Planning Scheme](#) both guide Council's efforts to create a City that is vibrant and liveable.

Through the Future Wyndham consultation, community want Council to prioritise transport and planning for infrastructure. Council heard that residents want a city where people can easily access what they need and get where they want to go. However, ensuring infrastructure keeps pace with Wyndham's growth is a challenge for Council.

Residents want road congestion and connectivity addressed. The Future Wyndham panel recommended the optimisation of roads and importance of ensuring safe travel for all residents when moving around Wyndham.

While the municipality boasts extensive walking and cycling paths, key links to activity centres and public transport are sometimes missing, making Wyndham residents heavily reliant on cars to get where they need to go. In fact, 57 per cent of households have two or more vehicles, and 55 per cent of resident's drive to work (2021 Census).

Council's role is to manage local roads, bridges, paths, and car parks, guided by the Road Management Plan and Road Safety Strategy. It is responsible for managing a growing asset base into the billions of dollars, which includes roads, shared paths, and footpaths.

But Council doesn't do it all. The State Government is responsible for the management of arterial roads, highways, and freeways. Investment in these is critical to establishing new connections and upgrades that ease congestion. The Federal Government makes financial contribution towards this infrastructure.

Public transport, also managed by the State Government, plays a vital role in reducing car dependency and managing congestion. Once in place, it is the most cost effective, space efficient and environmentally sustainable way to transport people in large numbers, across long distances. Wyndham's public transport system includes two rail lines – the electrified Werribee Line and the non-electrified Regional Rail Link (RRL), several metropolitan bus routes and airport bus services.

Council knows that only six per cent of residents use public transport to commute to work (Census

2021). Safety concerns, overcrowding on trains and limited bus routes were highlighted in the Future Wyndham consultation as reasons public transport is less appealing to Wyndham residents. Residents want better public transport: more frequent services, shorter travel times, and a focus on connecting to new residential estates.

Despite the Wyndham economy growing by an average of six per cent each year over the last 10 years, compared to greater Melbourne growth of 2.8 percent, a high proportion of residents continue to travel outside of the municipality for work. Currently jobs within Wyndham mainly exist within the retail trade, transport, postal, warehousing and manufacturing industries.

Through the 2024 Future Wyndham consultation, Council heard residents want more local job opportunities that match their skills, education and training (32.4 per cent of people in Wyndham had a Bachelor or Higher degree qualification in 2021). Along with the many health and wellbeing benefits that arise from shorter commutes, people who work locally are also more likely to also shop locally, boosting the city's economy.

The Future Wyndham panel recommended that Council work to position Wyndham as a hub for industry, business and innovation to fuel economic growth. Given the significant impact employment has on an individual's life outcomes, Council is committed to working with State and Federal Governments to shape a City where everyone can live, learn, and prosper close to home.

Advocacy will focus on major growth infrastructure projects like investment in the upgrade of arterial roads, the delivery of new train stations, electrification of the Regional Rail Link (RRL), better bus connectivity, and initiatives that create local jobs, including the activation of the East Werribee Employment Precinct.

Prioritising smart planning, transport improvements, and local job creation, is the way Council will ensure that Wyndham is an attractive place for investment, fuelling local job creation and keeping Wyndham on track to becoming a more connected, sustainable, and liveable community.

The following **Council services** work towards the **key commitments** in this strategic area:

* Council services can contribute to more than one strategic area.

• Arts, Culture and Events	• Marketing and Tourism
• Asset Rehabilitation	• Placemaking and Activation
• Civil Maintenance	• Subdivisions
• Cultural Venues	• Town Planning
• Economic Development	• Traffic and Transport
• Engineering Construction	• Transport Planning
• Engineering Design	• Urban Design and Catalyst Projects
• Long Term Planning and City Frameworks	

Council will know it's performing well in this strategic area if there are positive trends in **annual community satisfaction** with Council's:

• Provision and repair of shared trails and on or off- road bike paths	• Activities promoting economic development and investment in the local area, including those supporting local business, tourism operators and support growth in jobs
• Maintenance and repair of sealed local roads	• Provision and maintenance of community facilities and venues for hire (including Wyndham Cultural Centre, Civic Centre function space, Community Halls and Encore Events Centre)
• Provision, maintenance and repair of footpaths	• Provision of public art, exhibitions, events, arts and cultural activities
• Maintenance and repair of drains	• Town Planning (Statutory Planning Process)
• Traffic management (e.g., speeding issues and road safety) on Council roads	• Work to protect and promote our unique built and cultural heritage.
• Application, enforcement and compliance of environmental and building planning/control regulations	• The provision of activities that are accessible to and inclusive of all members of the community

Council will also monitor performance against the services which align to this strategic area via the following **Local Government Performance Reporting Framework** measures for:

• Roads
• Statutory Planning

Strategic Area 3

A Clean and Green City

Wyndham is a presentable and sustainable place, where open spaces are valued, protected, and enjoyed.

Council Will:

1. Invest in maintaining clean, safe, and presentable public places and open spaces.
2. Leverage opportunities and invest in initiatives that reduce our carbon footprint.
3. Work in partnership with other levels of government and key stakeholders to ensure the City's unique natural environment, flora and fauna is protected.
4. Plant more trees to keep the City green and to help mitigate the impacts of climate change.
5. Invest in initiatives that reduce the volume of waste going to landfill.

The Wyndham municipality is one of the largest local government areas in metropolitan Melbourne, covering an area of 542km², with 16 per cent of this being open space and parkland. One of the many reasons residents love to call Wyndham home is due to its many unique natural environmental features including the Werribee River, native grasslands, K Road cliffs, and coastal habitats. Open spaces and outdoor recreational facilities are central to community life, providing places for exercise, socialising, and relaxation.

Through the Future Wyndham consultation, sustainability and environment was a priority for residents. This included nurturing agriculture, working towards climate adaptation, increasing tree canopy cover and focussing on waste and recycle management. Protecting Wyndham's natural environment, and coastlines was a priority. The Council heard that community want Council to support civic pride by keeping our public spaces clean, improving the visual aesthetics and ensuring Wyndham is an attractive and appealing city.

Council plays a vital role in the delivery and management of open spaces including parks and playgrounds, as well as off-road paths. Council also works collaboratively with stakeholders and other levels of government to protect natural habitats and secure investment in quality open spaces.

Council's 2024 Tracking the Vision survey found that 65 per cent of respondents agreed that Wyndham had good open (parks/gardens/playgrounds) and natural spaces. Public open spaces play a vital role in the life of a community and are highly valued because they provide

opportunities for exercising, playing, and watching outdoor sports, socialising with friends and family or relaxing and unwinding. They are therefore a major contributor to resident's quality of life and the community's overall health and wellbeing.

As the community grows and climate change becomes more of a global threat, Wyndham's natural environment is at risk. Natural areas help Wyndham stay healthy by providing clean air and water, protect against rising sea levels, and soaking up heavy rain. Wyndham's parks and gardens also offer cool shade and green spaces during hot weather.

Council is already leading efforts to tackle climate changes and its impacts on health. According to the World Health Organisation, climate change is a significant issue for public health. The direct impacts of climate change can already be seen through our experience of more frequent and intense extreme weather events such as bushfires, droughts, floods, and heatwaves, which all pose a threat to our physical and mental health and wellbeing.

Council has demonstrated its commitment to sustainability through its investment in renewable energy projects which have led to reducing greenhouse gas emission for Council operations as well as waste reduction, tree planting to increase canopy cover and raising awareness through educational programs for the community. These initiatives are part of broader strategies that work towards assisting the community to adapt to and help mitigate the effects of climate change, effectively building the community's resilience.



The following **Council services** work towards the **key commitments** in this strategic area:

* Council services can contribute to more than one strategic area.

- | | |
|-----------------------------------|---|
| • Animal Management | • Environmental Health Services |
| • Building Permits and Compliance | • Kerbside bin and hard waste collections, and waste and litter education |
| • Civic Compliance | • Landfill and Resource Recovery Centre |
| • Climate and Resilience | • Open Space Management |
| • Conservation and Arboriculture | • Open Space Planning and Design |
| • Environment and Water | |

Council will know it's performing well in this strategic area if there are positive trends in **annual community satisfaction** with Council's:

- | | |
|--|--|
| • Provision and maintenance of street trees | • Maintenance and cleaning of public areas (including litter collection and graffiti removal) |
| • Maintenance of parks, playgrounds, gardens, and open spaces | • Council programs, events, and policy development to encourage sustainability, increase resilience and address climate change |
| • Protection and conservation of the natural environment and coastal areas | • Control and regulation of pets and domestic animals |
| • Waste collection service, including garbage, green and recycling | • Enforcement of local Laws, including parking |
| • Hard waste collection | • Provision and maintenance of public toilets |
| • Council response to dumped rubbish | |

Council will also monitor performance against the services which align to this strategic area via the following **Local Government Performance Reporting Framework** measures for:

- | |
|---------------------|
| • Animal Management |
| • Food Safety |
| • Waste Collection |



Strategic Area 4

Delivering for the community

Council is a well governed, accountable, and financially responsible organisation that delivers on what the community values most.

Council Will:

1. **Responsibly manage Council's annual budgets and its long-term financial sustainability.**
2. **Apply longer-term integrated planning approaches that allow it to better define and prioritise what it will deliver and invest in to meet community needs.**
3. **Invest in the development of its workforce to continuously improve Council's processes and systems to drive operational efficiencies.**
4. **Strive to deliver quality customer experiences and to communicate clearly and consistently.**
5. **Ensure the needs of the community are well represented through effective community engagement and advocacy practices that focus on improved transport connections, local job opportunities, safer communities, and better health services.**

People are the centre of what we do. It is the role of Council to ensure everything it does is for the benefit and wellbeing of its community. Operating within a resource-constrained environment, Council faces financial challenges such as rising costs and rate capping, which limit our ability to increase revenue.

To address these pressures, and in line with the recommendations provided by the Future Wyndham community panel, Council is transforming how we work by embracing new ideas, leveraging technology, and focusing on continuous improvement to enhance efficiency and identify smarter service delivery models. This approach ensures that we can continue to meet the evolving needs of our growing community while staying within budgetary constraints; as expected by our community.

The Future Wyndham community panel recommended that Council simplify its communication and consultation with community. Council takes consultation very seriously and will increasingly rely on community input, strong evidence, and data to help it ensure resources are used wisely and in line with what residents' value most.

As the closest level of government to the community, Council is committed to genuinely listening to and understanding the needs of our residents. By creating meaningful opportunities for residents to share their ideas, we can ensure that policies and decisions reflect community priorities. Council values accountability and is dedicated to using community feedback, evidence, and data to guide our actions. Council will use this information to prioritise services and infrastructure delivery in line with community priorities.

A major threat to Council's financial sustainability is its ability to manage its growing asset base. The ownership and care of assets is a core Council responsibility. No other organisation can do this on behalf of the Wyndham community. These assets are essential to the quality of life of our residents, and as the City grows and these assets age, maintaining them effectively becomes increasingly challenging.

Long-term integrated planning guided by the Wyndham 2050 Community Vision is critical to prioritising investments and deliver the right infrastructure at the right time. Through the recommendations that the Future Wyndham panel have made it is clear that Council needs to work hard to ensure the effective management of infrastructure ensures that current and future generations benefit from well-maintained assets.

But Council can't do everything on its own. Through strong partnerships and collaboration, Council will work with the Federal and State Government to represent the needs of our community and ensure the investment needed in Wyndham is secured. This is in line with the Future Wyndham's recommendation that Council needs to remain strong in its advocacy efforts.

Alongside this, Council is also committed to fostering a safe, inclusive, and progressive workplace that attracts talented people who share our vision. This strong workforce will help us face future challenges with confidence, ensuring we make sound decisions and stay focused on what matters most: the success and wellbeing of our community.

Together, through careful planning and strategic decision-making, we aim to maintain financial sustainability while delivering essential services and infrastructure to meet for generations to come.

The following **Council services** work towards the **key commitments** in this strategic area:

* Council services can contribute to more than one strategic area.

- | | |
|---------------------------------------|---|
| • Advocacy and Government Relations | • Occupational Health and Safety |
| • Asset Management | • Organisational Planning, Strategy and Reporting |
| • Business Performance | • Organisational Project Governance and Support |
| • Capital Delivery Services | • People and Capability |
| • Community Engagement and Research | • Procurement |
| • Council and Corporate Governance | • Risk Management |
| • Customer Service | • Service Development and Strategy |
| • Finance Services | • Service Planning |
| • Fleet and Store Management | • Smart Cities and Spatial Systems |
| • Information and Technology Services | • Strategic Communications |
| • Infrastructure Business Management | • Strategic Property Portfolio Management |
| • Legal, FOI and Privacy | |

Council will know it's performing well in this strategic area if there are positive trends in **annual community satisfaction** with Council's:

- | | |
|--|--|
| • Overall satisfaction with the performance of Council across all areas of responsibility | • How well Council does with the money it has available |
| • Overall satisfaction with the customer service experience | • Council's performance in maintaining the trust and confidence of the local community |
| • Council's performance in community consultation and engagement | • Wyndham Council's website www.wyndham.vic.gov.au |
| • Provision of opportunities for your voice to be heard on issues that are important to you | • Council's community engagement platform - The Loop |
| • Council making decisions in the interests of the community | • Council's efforts to keep the community informed through its social media platforms |
| • Council's representation, lobbying and advocacy on behalf of the community with other levels of government on key issues | • How easy Council information is to access to understand |

Council will also monitor performance against the services which align to this strategic area via the following **Local Government Performance Reporting Framework** measures for:

- | |
|---|
| • Finance (Efficiency, Liquidity, Obligations, Operating Position, Stability, Capacity) |
| • Governance |



Council's approach to working with our partners

Public health and wellbeing in Wyndham is a collective responsibility. Partnerships and working with our communities of practice are vital to the success of this Plan.

Council works as a facilitator, connecting our various service delivery partners to meet diverse community needs and to ensure that services are responsive to individual needs, that health promotion, prevention and early intervention is promoted.

Council engages regularly with the Western Public Health Unit (WPHU) to collaborate on strategies and joint actions to reduce harm from smoking and vaping, promoting healthy eating, active living and action to support the health impacts of climate change.

This Plan is also supported by the Wyndham Health Plan Advisory Committee, which comprises of local health sector stakeholders, including Western Public Health Unit, North Western Metropolitan Public Health Network, Mercy Health, The Orange Door, IPC Health and non-government organisations such as Anglicare and Jesuit Social Services. The committee meets quarterly to drive and inform the work of this Plan.

The stakeholders who comprise the Wyndham Health Plan Advisory Committee assist Council in regular review of the plan's priorities and strategic direction to ensure that together we are attending to the health and wellbeing needs of the community.



FURTHER INFORMATION

For more information or to receive a copy of this document in an alternate format, please contact:

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