7.4.2 ASSET MANAGEMENT POLICY

Responsible Manager:	John Yovanches, Manager Strategic Asset Management
Responsible Director:	Jarrod Doake, Director City Services

RECOMMENDATION

That Council

1. **Notes that review of the Asset Management Policy 2026 has been completed and supersedes the current policy previously approved by Council.**
2. **Approves the Asset Policy 2026.**

INTRODUCTION

Monash City Council is responsible for the stewardship of a significant portfolio of community infrastructure, property and operational assets that support the delivery of essential services to the community.

This Policy applies to all assets owned, managed or controlled by Monash City Council that support the delivery of services to the community. The Policy applies organisation-wide to Councillors, employees, contractors and service providers whose roles influence asset planning, decision-making or lifecycle management activities.

Assets covered by this Policy include but are not limited to; land, roads and pathways, kerbing, bridges, traffic management devices, drainage and stormwater, buildings, parks and open spaces, library and art collections, fleet, plant and equipment and information technology.

This includes assets managed through contracts, shared service arrangements or formal agreements where Council retains accountability for service delivery, risk or financial performance. This Policy provides the governance framework for the management of these assets across their lifecycle, including planning, acquisition, operation, maintenance, renewal and disposal.

COUNCIL PLAN STRATEGIC OBJECTIVES

A council with good governance, strong leadership and community involvement in decision making
A Council that provides governance and leadership for the benefit of our community through community engagement, advocacy, decision making and action.

BACKGROUND

Monash City Council is responsible for the stewardship of a significant portfolio of community infrastructure, property and operational assets that support the delivery of essential services to the community.

This Policy applies to all assets owned, managed or controlled by Monash City Council that support the delivery of services to the community. The Policy applies organisation-wide to Councillors, employees, contractors and service providers whose roles influence asset planning, decision-making or lifecycle management activities.

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DISCUSSION

The purpose of this Policy is to ensure that Council manages its assets in a manner that

optimises value across the asset lifecycle while balancing cost, risk, performance, and service outcomes. This will be achieved in a financially and environmentally sustainable manner, consistent with best practice asset management principles and the ISO 55000 series of standards. In accordance with the Asset Management governance structure, endorsement by ELT is required prior to submission of the Policy to Council for approval.

FINANCIAL IMPLICATIONS

There are no financial implications to this report.

POLICY IMPLICATIONS

There are no policy implications to this report.

CONSULTATION

Community consultation was not required. Internal – Capital Works, Sustainability, Governance, Horticulture, FAIM, Engineering, Community Services.

SOCIAL IMPLICATIONS

There are no social implications to this report.

HUMAN RIGHTS CONSIDERATIONS

There are no human rights implications to this report.

GENDER IMPACT ASSESSMENT

A Gender Impact Assessment (GIA) has been completed as part of this work because this policy is considered to have a direct and significant impact on the Monash community.

The GIA highlighted some of the Council assets that require improvement to better meet accessibility and inclusion standards. Key issues identified included the provision of accessible public toilets, gender-inclusive change room facilities and compliance with Disability Discrimination Act (DDA) requirements. As a result of the assessment, a specific project has been initiated to prioritise and deliver the necessary upgrades, ensuring Council assets are more accessible, inclusive and compliant with legislative obligations.

CONCLUSION

In accordance with the Asset Management governance structure, endorsement by the Executive Leadership Team (ELT) is required prior to submission of the Policy to Council for approval.

ATTACHMENT LIST

1. Asset Policy March 2026 Version 1 [**7.4.2.1** - 11 pages]
2. Summary of Changes Asset Policy 2026 Version 1 [**7.4.2.2** - 11 pages]
3. GIA Asset Policy May 26 version 1 [**7.4.2.3** - 12 pages]

OFFICIAL

CITY OF MONASH

Asset Management Policy

COUNCIL POLICY

Strategic Asset Management (City Services)

OVERVIEW: This policy outlines guidelines and procedures for Asset Management. It is essential for Council to have this policy in place to ensure sustainable management of Council's assets so that they continue to support the delivery of services that meet current and future community needs.

RESPONSIBILITIES:	Director City Services for the corporate implementation, review, and interpretation of this policy.
REVIEWED BY:	Manager Strategic Asset Management

RESOLVED BY:	COUNCIL
DATE:	30 June 2026
EDNA NO:	TBC
REVIEW DATE:	30 June 2030

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Interpreter Services 普通话 4713 5001 廣東話 4713 5002 Việt Ngữ 4713 5003 Ελληνικά 4713 5004 हिंदी 4713 5005
Other languages 4713 5000 Italiano 4713 5008 한국어 4713 5010 සිංහල 4713 5020 தமிழ் 4713 5021

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Index

1. Introduction

Monash City Council is responsible for the stewardship of a significant portfolio of community infrastructure, property and operational assets that support the delivery of essential services to the community.

This policy establishes the framework for a structured, coordinated and organisation-wide approach to asset management, enabling Council to optimise value from its assets through effective lifecycle management while balancing cost, risk, performance and service outcomes in a financially and environmentally sustainable manner, consistent with best practice asset management and the ISO 55000 series of standards.

1 Scope

This Policy applies to all assets owned, managed or controlled by Monash City Council that support the delivery of services to the community. The Policy applies organisation-wide to Councillors, employees, contractors and service providers whose roles influence asset planning, decision-making or lifecycle management activities.

Assets covered by this Policy include but are not limited to; land, roads and pathways, kerbing, bridges, traffic management devices, drainage and stormwater, buildings, parks and open spaces, library and art collections, fleet, plant and equipment and information technology.

This includes assets managed through contracts, shared service arrangements or formal agreements where Council retains accountability for service delivery, risk or financial performance. This Policy provides the governance framework for the management of these assets across their lifecycle, including planning, acquisition, operation, maintenance, renewal and disposal.

2. Definitions

Word	Definition
Asset	A physical item that is owned or controlled by Council, and provides or contributes to the provision of services to the community. Assets are required for the delivery of Council services (which may be non-Council and managed or utilised through a formal agreement). Assets include Property – includes land and buildings; Infrastructure – includes roads, footpaths, cycle paths, kerb and channel, street furniture, signage, street trees, bridges, drains, playgrounds, park furniture; and Plant and Equipment - includes vehicles; heavy plant, equipment, cultural assets such as library and art collections; office equipment such as software, desks, computers.
Asset Management (AM)	The process applied to manage assets over each stage of their service life including asset needs analysis, creation, operation, maintenance, renewal, upgrade and disposal. The objective of asset management is to ensure the assets deliver the required level of service in the most effective and efficient manner now and into the future.

Word	Definition
Financial Sustainability	The financial sustainability of a Council is determined by its ability to manage expected financial requirements and financial risks and shocks over the long term without the use of disruptive revenue or expenditure measures; which is determined by: [1] (i) healthy finances in the current period and long-term outlook based on continuation of the Council's present spending and funding policies and given likely economic and demographic developments; and (ii) ensuring infrastructure renewals/replacement expenditure matches forward looking Asset Management Plan expenditure needs.
Lifecycle Cost	Total expenditure required throughout the life of an asset in order to fund the creation, design, construction, operation, maintenance, renewal and disposal of the asset, so that the asset can deliver the desired service level over its life.
Service	A combination of tangible and intangible benefits that can be produced and consumed.
Level of Service	A relevant measurable standard or target that reflects the required performance to meet agreed community expectations in relation to the type, quality and quantity of services delivered by Council.
Renewal Gap	The difference between Current Renewal Expenditure and the Required Renewal Expenditure considered necessary to renew assets to enable services to continue at their desired level.

3. Roles and Responsibilities

Effective asset management requires clear governance, accountability and coordination across the organisation.

Council maintains an Asset Responsibility Matrix that defines accountability for each major stage of the asset lifecycle, including planning, design, acquisition, operation, maintenance, renewal/upgrade and disposal. This matrix supports the implementation of this policy by clarifying responsibilities across the organisation.

Role	Responsibility
Council	• Adopt the Asset Management Policy and consider asset management outcomes when making strategic and financial decisions. • Ensure appropriate resources are allocated to support sustainable asset management and agreed levels of service. • Monitor the performance and sustainability of Council's asset portfolio.
Chief Executive Officer	• Ensure implementation of this policy across the organisation. • Integrate asset management with Council's strategic planning, financial planning, risk management and service planning processes.

[1] *National Financial Sustainability Study of Local Government, Commissioned by the Australian Local Government Association, Price Coopers Waterhouse, November 2006 (page 96)*

Role	Responsibility
Executive Leadership Team	• Ensure appropriate systems, processes and resources are in place to support effective asset management. • Monitor asset performance and support continuous improvement in asset management practices.
Asset Management Steering Group	• Provide oversight and coordination of asset management practices. • Monitor asset management capability and improvement initiatives.
Asset Managers	• Develop and maintain Asset Management Plans for relevant asset classes. • Manage assets to deliver agreed levels of service. • Plan and implement lifecycle activities including maintenance, renewal, upgrade and disposal. • Maintain accurate asset information and monitor asset performance and risks. • Fulfil responsibilities defined within the Council's Asset Responsibility Matrix.
Service Managers	• To assist in the development of Asset Management Plans for relevant asset classes relating to the service. • Provide feedback in the implementation of lifecycle activities including maintenance, renewal, upgrade and disposal. • Fulfil responsibilities defined within the Council's Asset Responsibility Matrix.
Finance Manager	• To report accurately on the status of Council's infrastructure assets, in line with AASB accounting standards and statutory requirements. • Fulfil responsibilities defined within the Council's Asset Responsibility Matrix.
Employees and Contractors	• Apply asset management practices relevant to their roles. • Support accurate asset information and reporting. • Undertake activities in accordance with approved asset management plans, standards and procedures.

4. Policy Statement

Monash City Council provides facilities, infrastructure and services that support the needs of the community and contribute to a vibrant, safe and sustainable city.

Council is committed to the responsible stewardship of community assets and to managing these assets in a structured and coordinated manner that supports sustainable service delivery.

Through the application of best practice asset management, Council will optimise value from its assets across their lifecycle while balancing cost, risk, performance and service outcomes.

Council assets will be planned, delivered and managed to be safe, accessible, gender equitable, fit-for-purpose and resilient, supporting the needs of current and future generations.

Asset management will be integrated with Council's strategic planning, financial planning, risk management and service planning processes to support informed decision-making and long-term financial sustainability.

Council will continually improve its asset management practices and systems in alignment with best practice asset management principles and the ISO 55000 series of asset management standards, contributing to the achievement of Council's vision that *"Monash is the most liveable city in Victoria."*

5. Policy Principles

5.1 Value Driven Decision Making

- Council will manage its assets to optimise value from assets by balancing cost, risk, performance and service outcomes over the asset lifecycle.
- Whole of life costs will be considered in infrastructure investment decisions and renewal of existing assets that support required services will be prioritised ahead of investment in new assets and services.
- Council will invest appropriately in asset renewal and maintenance activities to ensure the required levels of service expected by the community, can be delivered in a financially sustainable manner.

5.2 Alignment with Organisational Objectives

- Service Planning will inform Council's Asset Management practices and decisions. Consultation with stakeholders will inform service planning outcomes to address community needs, including as they change over time through transparent service levels.
- Asset Management Plans will communicate information about assets and the actions required to provide defined levels of service within a best value for money framework.
- Asset Management Plans will be informed by the Integrated Planning and Reporting Framework, Gender Impact Assessments, annual community satisfaction surveys, relevant council strategies and financial reporting frameworks.
- Council will consider population growth, demographic change, intersectional gender equality, and future service demand in asset planning and investment decisions to ensure assets continue to support sustainable service delivery for current and future communities.
- Council will provide adequate financial, human and technological resources to implement the asset management system and achieve asset management objectives.

5.3 Lifecycle Management

- Council will apply a lifecycle approach to the management of its assets and ensure financial sustainability through long term financial planning. Long term financial planning will be guided by asset renewal demand.
- Asset Management Plans and service requirements will inform capital and maintenance expenditure decisions for Council assets.

5.4 Risk and Opportunity Management

- Council will adopt a risk-based approach to asset management aligned to the Enterprise Risk Opportunity Management Framework. Risks will be recorded and monitored in Council's Corporate Risk Register.

5.5 Sustainability

- Council recognises its role as a steward of community assets and will manage them responsibly to support sustainable service delivery for current and future generations.

- Asset management decisions will consider environmental, social and economic sustainability, including climate resilience and resource efficiency.

5.6 Evidence Based Decisions

- Asset investment and divestment decisions will be informed by required levels of service, condition audits, asset information and strategic modelling to ensure decisions are evidence based.
- Financial and asset management reporting will categorise expenditure as operational, maintenance, renewal, upgrade, new and disposal to support informed and sustainable asset management decisions.

5.7 Continual Improvement

- Asset management processes and practices will be regularly evaluated and improved to support continual improvement in asset management capability and performance.

6. Strategic Asset Management Framework

Council has implemented an integrated approach to planning, monitoring, and performance reporting to support effective asset management.

Council's Integrated Planning Framework includes the Community Vision, Council Plan, Asset Plan and Financial Plan, which together establish the long-term objectives, priorities and financial capacity of the organisation.

These plans are supported by Council's Strategic Asset Management Framework, which provides the structure for managing assets in a coordinated and consistent manner across the organisation. The framework aligns asset management with Council's strategic planning, service planning, financial planning and risk management processes.

The Asset Plan, developed in accordance with the Local Government Act 2020, fulfils the role of Council's strategic asset management plan and provides a long-term view of asset management activities. The plan documents the lifecycle requirements for Council's infrastructure assets, including maintenance, renewal, acquisition, upgrade, expansion, disposal and decommissioning activities.

Council will maintain an asset management framework that includes:

- an Asset Management Strategy to guide the development and improvement of asset management practices;
- Asset Management Plans for major asset classes;
- asset information systems and data standards to support decision-making;
- performance measures and reporting processes to monitor asset and service outcomes;
- risk and opportunity management processes aligned with Council's risk management framework; and
- integration with financial planning and service planning processes.

This framework forms part of Council's Asset Management System and is consistent with best practice asset management principles and the ISO 55000 series of asset management standards.

The relationships between these documents and processes are illustrated in Figure 1.

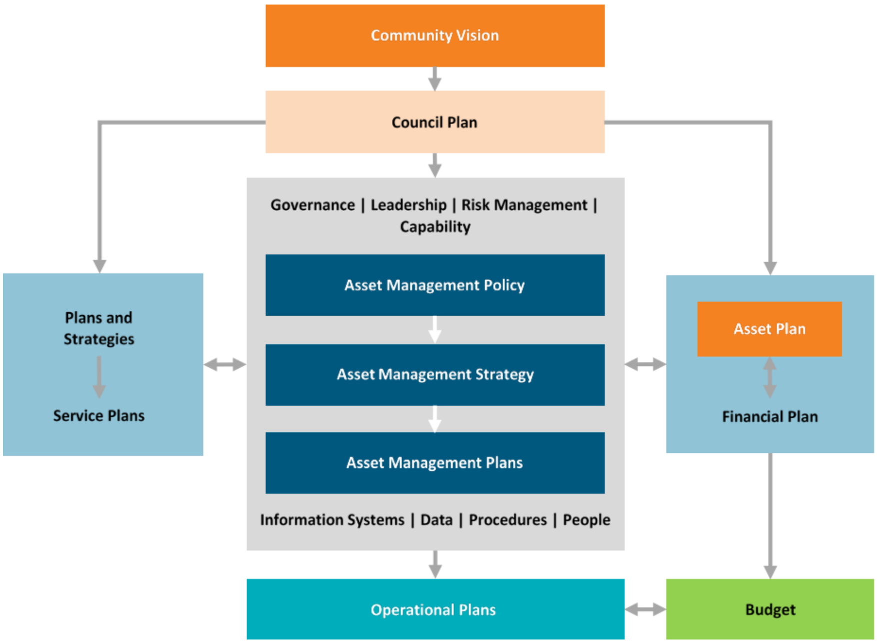

Figure 1 - Monash Strategic Asset Management Framework

7. Levels of Service

Council will define, monitor and review levels of service to ensure assets support community, customer and organisational needs. Levels of service will be informed by community expectations, legislative and regulatory requirements, asset performance, risk considerations, needs assessments and any feasibility studies..

Levels of service will guide lifecycle planning, asset investment decisions and performance evaluation to support sustainable service delivery and will be documented within relevant Asset Management Plans.

8. Financial and Resource Commitment

Council will integrate asset management with long-term financial planning to support sustainable service delivery. Funding decisions will consider lifecycle costs, risk, levels of service and long-term financial sustainability.

Council will provide appropriate financial, human and technological resources to support effective asset management and the implementation of this policy.

9. Asset Information, Data and Knowledge

Council will maintain accurate, reliable and secure asset information to support effective asset management and informed decision-making. Asset information systems and registers will be maintained to support lifecycle planning, performance monitoring and financial reporting.

Data quality standards and system requirements will be defined and monitored to ensure asset information remains accurate, consistent and fit for purpose.

Council will undertake appropriate asset inspections and condition assessments, proportionate to asset type and risk, to maintain reliable asset information and support lifecycle planning, asset valuations and informed decision-making.

Council will support the retention and sharing of asset management knowledge to maintain organisational capability and support continual improvement.

10. Monitoring and Improvement

Council will monitor asset and asset management performance to ensure assets continue to support agreed levels of service and organisational objectives.

Performance will be monitored through appropriate performance indicators, reporting processes, audits and management reviews.

Council will identify and implement improvement opportunities to enhance asset management practices, systems and organisational capability.

11. Compliance

Council will manage its assets in accordance with applicable legislative, regulatory and governance requirements.

This includes compliance with:

- relevant Commonwealth and State legislation and regulations
- Council policies, strategies and governance frameworks
- the Local Government Act 2020 and associated planning and reporting requirements
- recognised best practice asset management principles, including the ISO 55000 series of asset management standards.

12. Supporting Strategic Documents

The City of Monash maintains a comprehensive suite of strategic documents that guide the planning, delivery and management of services and infrastructure.

These documents form part of Council's integrated planning and reporting framework and include key corporate and statutory planning instruments such as the Community Vision, Council Plan, Municipal Health and Wellbeing Plan, Financial Plan, Asset Plan, Budget, Annual Report and Rating and Revenue Plan.

In addition, Council maintains a range of service-specific strategies, policies and plans that provide detailed direction for particular service areas and asset classes. Together, these documents support the implementation of this policy and form part of Council's broader Asset Management Framework.

13. Gender Impact Assessment

Council has a legislative responsibility under the Gender Equality Act 2020 to conduct a Gender Impact Assessment (GIA) on all new policies, programs and services (and those that are up for formal review) which have a direct and significant impact on the community.

As the Asset Policy sets the policy principles in relation to asset management for assets used by the community daily, there is a direct and significant impact on the community. Therefore, a Gender Impact Assessment has been undertaken. Historically across Victoria women, girls, and gender diverse people have not always had equitable access to significant council assets (and therefore public spending on those assets). This includes for example community sport infrastructure.

The Asset Policy recognises that assets should be designed, delivered and maintained to effectively to meet their intended service outcomes, considering safety, accessibility, inclusiveness and community needs.

14. Human Rights Considerations

Council must give proper consideration to human rights when making decisions. Proper consideration to human rights must be undertaken before a decision is made and may impact on people's rights.

We confirm that this policy has been carefully reviewed to ensure it does not affect human rights. We are committed to respecting human rights and will continue to monitor the policy to ensure it remains compliant.

15. Administrative Amendments

From time to time, circumstance may require minor amendments be made to this Policy. Where this does not materially alter the Policy, such amendments may be made administratively by the Chief Executive Officer.

Any amendment which materially alters the Policy must be approved by Council.

16. Review

This policy will be reviewed by the Manager Strategic Asset Management at least every four years, or earlier if required, and will be presented to Council within six months after each general election or by the next 30 June, whichever is later.

17. Superseded Policies

Upon adoption by Council, this Policy supersedes and replaces the following policies:

- Asset Management Policy (adopted by Council on 27 March 2018)

Any requirements previously contained within the superseded policy relating to Asset Management are now governed by this Policy.

18. Document Version

Version Number	Date	Author	Reviewed By	Approved By	Comments
4.0	28 August 2026	Manager Strategic Asset Management	Director City Services	Council	

19. Contact

If you have any questions about this Policy, please contact Council

By emailing: john.yovanches@monash.vic.gov.au

CITY OF MONASH

Attachment 2 – Summary of Changes

Sub heading change.	Changed purpose to introduction.
Introduction	<u>Removed</u>: The purpose of this Asset Management Policy is to guide sustainable management of Council's assets to support services that will meet current and future community needs <u>Replaced with:</u> Monash Council is responsible for the stewardship of a significant portfolio of community infrastructure, property and operational assets that support the delivery of essential services to the community. This policy establishes the framework for a structured, coordinated and organisation-wide approach to asset management, enabling Council to optimise value from its assets through effective lifecycle management while balancing cost, risk, performance and service outcomes in a financially and environmentally sustainable manner, consistent with best practice asset management and the ISO 55000 series of standards.
2. Scope	<u>Removed</u> This Policy is applicable to all Council owned assets and all Council-managed assets that: - support the delivery of services provided for the benefit of the Monash community; or - are held by Council for future use This Policy guides Council and its officers in the creation, operation maintenance, upgrade, renewal and rationalisation of Council assets required for the delivery of Council Services. <u>Replaced with:</u> This Policy applies to all assets owned, managed or controlled by Monash City Council that support the delivery of services to the community. The Policy applies organisation-wide to Councillors, employees, contractors and service providers whose roles influence asset planning, decision-making or lifecycle management activities. <u>Removed</u> Council is custodian of approximately $3.0 billion of assets comprising land, 306 buildings, 757km roads, 1,602km of foot and shared paths, 1,270km of drainage pipe, 44,383 drainage pits, 133 public playgrounds, 55 bridges and culverts, 238 registered fleet, art, library books and other infrastructure which has been built up progressively

V1 17/04/2026

<table>
<tr><td></td><td>over many years. This Policy provides guiding principles for sustainable management of Council's asset portfolio.

<u>Replaced with:</u>
Assets covered by this Policy include but are not limited to; land, roads and pathways, kerbing, bridges, traffic management devices, drainage and stormwater, buildings, parks and open spaces, library and art collections, fleet, plant and equipment and information technology.
This includes assets managed through contracts, shared service arrangements or formal agreements where Council retains accountability for service delivery, risk or financial performance. This Policy provides the governance framework for the management of these assets across their lifecycle, including planning, acquisition, operation, maintenance, renewal and disposal.</td></tr>
<tr><td>3. Definitions</td><td>Definitions moved to start of the document.</td></tr>
<tr><td>4. Roles and Responsibilities</td><td>Added to document. Not previously there.
Effective asset management requires clear governance, accountability and coordination across the organisation.

Council maintains an Asset Responsibility Matrix that defines accountability for each major stage of the asset lifecycle, including planning, design, acquisition, operation, maintenance, renewal/upgrade and disposal. This matrix supports the implementation of this policy by clarifying responsibilities across the organisation.

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and agreed levels of service.
• Monitor the performance and sustainability of Council's asset po</td></tr>
<tr><td>Chief Executive Officer

Executive Leadership Team</td><td>• Ensure implementation of this policy across the organisation.
• Integrate asset management with Council's strategic planning, fi
management and service planning processes.
• Ensure appropriate systems, processes and resources are in place
asset management.
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management practices.</td></tr>
<tr><td>Asset Management Steering Group</td><td>• Provide oversight and coordination of asset management practic
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• Plan and implement lifecycle activities including maintenance, r
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• Maintain accurate asset information and monitor asset performa</td></tr>
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<tr><td></td><td>• Fulfil responsibilities defined within the Council's Asset Responsil</td></tr>
<tr><td>Finance Manager</td><td>• To report accurately on the status of Council's infrastructure ass accounting standards and statutory requirements.
• Fulfil responsibilities defined within the Council's Asset Responsil</td></tr>
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• Support accurate asset information and reporting.
• Undertake activities in accordance with approved asset managem and procedures.</td></tr>
<tr><td>Audit and Risk Committee</td><td>• Responsible for providing independent assurance to Council by m and providing advice about the Council's compliance, risk mana frameworks regarding this Policy.</td></tr>
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<tr>
<td>5. Policy Statement</td>
<td><u>Removed</u>
Monash City Council aims to provide assets that support the provision of best value services. Council assets will be accessible, safe and suitable for community use. The approach to asset management will balance competing social, environmental and economic needs for the benefit of current and future generations.

<u>Replaced with</u>

Monash City Council provides facilities, infrastructure and services that support the needs of the community and contribute to a vibrant, safe and sustainable city.
Council is committed to the responsible stewardship of community assets and to managing these assets in a structured and coordinated manner that supports sustainable service delivery.
Through the application of best practice asset management, Council will optimise value from its assets across their lifecycle while balancing cost, risk, performance and service outcomes.
Council assets will be planned, delivered and managed to be safe, accessible, gender equitable, fit-for-purpose and resilient, supporting the needs of current and future generations.
Asset management will be integrated with Council's strategic planning, financial planning, risk management and service planning processes to support informed decision-making and long-term financial sustainability.
Council will continually improve its asset management practices and systems in alignment with best practice asset management principles and the ISO 55000 series of asset management standards, contributing to the achievement of Council's vision that "Monash is the most liveable city in Victoria."</td>
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<tr>
<td>6. Policy Principles</td>
<td>Changed formatting to specify each major principle and giving them a numbering system. Ie. 6.1, 6.2.
<u>Removed:</u></td>
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<td>
Council's asset management practices will apply a strategic approach guided by the following core principles:
1. Responsibility for asset management is shared collectively across Council with roles and responsibilities that are clearly defined;
2. Council assets are effectively managed throughout their lifecycle, i.e. operations, maintenance, renewal, upgrade, expansion and disposal, to support delivery of Council services;
3. Asset management decisions are optimised to ensure:
i. Best value services are able to be delivered from Council assets
ii. Council's long-term financial sustainability and
iii. The mitigation of Council's strategic risks;
4. Common reliable data is available and maintained to meet the organisation's strategic, operational and business purposes;
5. Council complies with all legislative and regulatory obligations;
6. Officers have appropriate training and skill development to deliver service and asset management that meets Council's expectations;
7. Asset Management performance is routinely monitored and reported.
8. Asset Management Plans along with service requirements will drive all capital and maintenance expenditure on assets.
9. Whole of life costs will be considered in infrastructure investment decisions and renewal of existing assets that support required services will be prioritised ahead of investment in new assets and services.
10. Processes and practices impacting efficiency of managing assets will continually be evaluated and addressed through continuous improvement process.
<u>Replaced with:</u>
<h3>Value Driven Decision Making</h3>

Council will manage its assets to optimise value from assets by balancing cost, risk, performance and service outcomes over the asset lifecycle.
Whole of life costs will be considered in infrastructure investment decisions and renewal of existing assets that support required services will be prioritised ahead of investment in new assets and services.

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- Council will invest appropriately in asset renewal and maintenance activities to ensure the required levels of service expected by the community, can be delivered in a financially sustainable manner.

Alignment with Organisational Objectives

- Service Planning will inform Council's Asset Management practices and decisions. Consultation with stakeholders will inform service planning outcomes to address community needs, including as they change over time through transparent service levels.
- Asset Management Plans will communicate information about assets and the actions required to provide defined levels of service within a best value for money framework.
- Asset Management Plans will be informed by the Integrated Planning and Reporting Framework, Gender Impact Assessments, annual community satisfaction surveys, relevant council strategies and financial reporting frameworks.
- Council will consider population growth, demographic change, intersectional gender equality, and future service demand in asset planning and investment decisions to ensure assets continue to support sustainable service delivery for current and future communities.
- Council will provide adequate financial, human and technological resources to implement the asset management system and achieve asset management objectives.

Lifecycle Management

- Council will apply a lifecycle approach to the management of its assets and ensure financial sustainability through long term financial planning. Long term financial planning will be guided by asset renewal demand.
- Asset Management Plans and service requirements will inform capital and maintenance expenditure decisions for Council assets.

Risk and Opportunity Management

- Council will adopt a risk-based approach to asset management aligned to the Enterprise Risk Opportunity Management Framework. Risks will be recorded and monitored in Council's Corporate Risk Register.

Sustainability

- Council recognises its role as a steward of community assets and will manage them responsibly to support sustainable service delivery for current and future generations.
- Asset management decisions will consider environmental, social and economic sustainability, including climate resilience and resource efficiency.

Evidence Based Decisions

	• Asset investment and divestment decisions will be informed by required levels of service, condition audits, asset information and strategic modelling to ensure decisions are evidence based. • Financial and asset management reporting will categorise expenditure as operational, maintenance, renewal, upgrade, new and disposal to support informed and sustainable asset management decisions. **Continual Improvement** • Asset management processes and practices will be regularly evaluated and improved to support continual improvement in asset management capability and performance.
7. Strategic Asset Management Framework	Changed framework figure 1 to match the current diagram that sits in endorsed Asset Plan. Removed: The Council Plan 2017-2021 guides overall strategic direction. Council's principles drive how we engage our community in decision making, delivering services and working together in partnership to develop our community. It describes the four Principles as: *Access & Equity - Fairness, equity and dignity are integral to how we work to create an inclusive community.* *Community Engagement - We commit to actively engaging our community in decision making to shape our services.* 4 *Sustainability - Planning and providing for the current and future needs of our community whilst preserving and enhancing our natural environment and garden city character is central to our work.* *Embrace diversity - Our diversity contributes to our success, innovation and vibrance as a community.* The Council Plan includes the following Strategic Objectives. A Liveable & Sustainable City We value our natural environment and want to preserve and enhance the leafy and green character of our city. Monash's desirability as a place to live, learn, work and play needs to be protected. Inviting Open & Urban Spaces

	We will continue to improve our public infrastructure, meeting places and open spaces, providing inclusive, safe and inviting places for community use. An Inclusive Community Our people and our communities are healthy, connected and engaged. Responsive & Efficient Services People can have a say in, and are at the centre of, our decisions. We will deliver affordable, respectful, responsive, reliable and high quality services. Asset Management is key to meeting all strategic objectives within the Council Plan however it is specifically relevant to Inviting Open & Urban Spaces where the focus over the next 4 years will be: • Ensuring the 'walkability' of our city • Improving our green open spaces and linking up our bicycle trails • Enhancing our activity centres with an increased focus on the movability and prioritisation of pedestrians • Committing to long term infrastructure and asset management planning • Renewing & maximising use of our community & sporting facilities • Preserving & expanding our bushland & passive open spaces The implementation of the AM Strategy will enable Council to achieve its Asset Management vision via the implementation of specific actions that are aimed at improving the following: • Asset Management Governance, Evaluation and Performance Reporting; • Integrated Service, Asset and Financial Planning Practices; • Asset Data and Information Systems; • Asset Management Skills and Capabilities; and • Asset Lifecycle Management Work Practices. 5 All revised Asset Management Plans will be informed by community consultation and local government financial reporting frameworks. The Asset Management Plans will incorporate service level targets, and include predictive modelling of future maintenance, upgrade, new and renewal expenditure considered necessary for long term sustainability.

	<u>Replaced with:</u> Council has implemented an integrated approach to planning, monitoring, and performance reporting to support effective asset management. Council's Integrated Planning Framework includes the Community Vision, Council Plan, Asset Plan and Financial Plan, which together establish the long-term objectives, priorities and financial capacity of the organisation. These plans are supported by Council's Strategic Asset Management Framework, which provides the structure for managing assets in a coordinated and consistent manner across the organisation. The framework aligns asset management with Council's strategic planning, service planning, financial planning and risk management processes. The Asset Plan, developed in accordance with the Local Government Act 2020, fulfils the role of Council's strategic asset management plan and provides a long-term view of asset management activities. The plan documents the lifecycle requirements for Council's infrastructure assets, including maintenance, renewal, acquisition, upgrade, expansion, disposal and decommissioning activities. Council will maintain an asset management framework that includes: • an Asset Management Strategy to guide the development and improvement of asset management practices; • Asset Management Plans for major asset classes; • asset information systems and data standards to support decision-making; • performance measures and reporting processes to monitor asset and service outcomes; • risk and opportunity management processes aligned with Council's risk management framework; and • integration with financial planning and service planning processes. This framework forms part of Council's Asset Management System and is consistent with best practice asset management principles and the ISO 55000 series of asset management standards.
8. Levels of Service	Added to document as a sub heading. Not previously there. Council will define, monitor and review levels of service to ensure assets support community, customer and organisational needs. Levels of service will be informed by community expectations, legislative and regulatory requirements, asset performance, risk considerations, needs assessments and any feasibility studies..

	Levels of service will guide lifecycle planning, asset investment decisions and performance evaluation to support sustainable service delivery and will be documented within relevant Asset Management Plans.
9. Financial and Resource Commitment	Added to document as a sub heading. Not previously there. Council will integrate asset management with long-term financial planning to support sustainable service delivery. Funding decisions will consider lifecycle costs, risk, levels of service and long-term financial sustainability. Council will provide appropriate financial, human and technological resources to support effective asset management and the implementation of this policy
10.Asset Information, Data and Knowledge	Added to document as a sub heading. Not previously there. Council will maintain accurate, reliable and secure asset information to support effective asset management and informed decision-making. Asset information systems and registers will be maintained to support lifecycle planning, performance monitoring and financial reporting. Data quality standards and system requirements will be defined and monitored to ensure asset information remains accurate, consistent and fit for purpose. Council will undertake appropriate asset inspections and condition assessments, proportionate to asset type and risk, to maintain reliable asset information and support lifecycle planning, asset valuations and informed decision-making. Council will support the retention and sharing of asset management knowledge to maintain organisational capability and support continual improvement.
11. Monitoring and Improvement	Added to document as a sub heading. Not previously there. Council will monitor asset and asset management performance to ensure assets continue to support agreed levels of service and organisational objectives. Performance will be monitored through appropriate performance indicators, reporting processes, audits and management reviews. Council will identify and implement improvement opportunities to enhance asset management practices, systems and organisational capability.
12. Compliance	Added to document as a sub heading. Not previously there. <u>Removed:</u> Failure to align our practices and decision making with this Policy will increase the risk of:

	􀂃 Poorly coordinated service and asset management practices; 􀂃 Decisions based on unreliable asset data; 􀂃 Under and/or over investment in some assets; 􀂃 Unsafe infrastructure; 􀂃 Infrastructure that is not fit for purpose; 􀂃 Assets with unnecessary on-going operational costs; 􀂃 Excess assets; 􀂃 Underinsured assets; 􀂃 Service disruption; 􀂃 An increase in the gap between our actual renewal expenditure and our need (renewal gap); and 􀂃 Reduced grant funding from the Federal Government due to a lack of compliance with the National Asset Management Assessment Framework and financial requirements. <u>Replaced with:</u> Council will manage its assets in accordance with applicable legislative, regulatory and governance requirements. This includes compliance with: • relevant Commonwealth and State legislation and regulations • Council policies, strategies and governance frameworks • the Local Government Act 2020 and associated planning and reporting requirements • recognised best practice asset management principles, including the ISO 55000 series of asset management standards.
13. Supporting Strategic Documents	Added to document as sub heading. Not previously there. The City of Monash maintains a comprehensive suite of strategic documents that guide the planning, delivery and management of services and infrastructure. These documents form part of Council's integrated planning and reporting framework and include key corporate and statutory planning instruments such as the Community Vision, Council Plan, Municipal Health and Wellbeing Plan, Financial Plan, Asset Plan, Budget, Annual Report and Rating and Revenue Plan.

	In addition, Council maintains a range of service-specific strategies, policies and plans that provide detailed direction for particular service areas and asset classes. Together, these documents support the implementation of this policy and form part of Council's broader Asset Management Framework.
14. Gender Impact Assessment	Added to document as sub heading. Not previously there. Council has a legislative responsibility under the Gender Equality Act 2020 to conduct a Gender Impact Assessment (GIA) on all new policies, programs and services (and those that are up for formal review) which have a direct and significant impact on the community. As the Asset Policy sets the policy principles in relation to asset management for assets used by the community daily, there is a direct and significant impact on the community. Therefore, a Gender Impact Assessment has been undertaken. Historically across Victoria women, girls, and gender diverse people have not always had equitable access to significant council assets (and therefore public spending on those assets). This includes for example community sport infrastructure. The Asset Policy recognises that assets should be designed, delivered and maintained to effectively to meet their intended service outcomes, considering safety, accessibility, inclusiveness and community needs.
15. Human Rights Considerations	Added to document as sub heading. Not previously there. Council must give proper consideration to human rights when making decisions. Proper consideration to human rights must be undertaken before a decision is made and may impact on people's rights. We confirm that this policy has been carefully reviewed to ensure it does not affect human rights. We are committed to respecting human rights and will continue to monitor the policy to ensure it remains compliant.
16.Administrative Amendments	Added to document as sub heading. Not previously there. From time to time, circumstance may require minor amendments be made to this Policy. Where this does not materially alter the Policy, such amendments may be made administratively by the Chief Executive Officer. Any amendment which materially alters the Policy must be approved by Council.

CITY OF MONASH

Gender Impact Assessment

Policy Template

Name of contact completing GIA: John Yovanches

Team/Directorate: Strategic Asset Management

Name of Policy: Asset Policy

Is the policy new or up for review? Review

Date GIA completed*:* 20 May 26

How to use this template

- This template is for **policies**, or any other document that has formal or informal principles, standards or rules, or sets direction for the organisation. This includes policies but also frameworks, strategies, and plans, or any other name you are giving your overarching document.
- It is best to start filling out **section 1** as early as possible in your planning. We recommend doing this as part of a small team where possible to make it easier for you and to get more perspectives around the table.
- Please feel free to **delete any text in italics** as this is just there to help you.
- Fill out the template as best you can, noting that you may have many gaps - that is ok.
- We recommend filling out **section 2** prior to or concurrently with any research, community consultation or engagement that you are doing.
- **Section 3** is about consolidating your ideas and coming up with possible options. You do not need to make all the changes you identify here as not all may be feasible – this can be a 'wish list'.
- **Section 4** is critical as it is used to confirm any actions from your wish list that you will take, or **changes** you will make to your policy because of the GIA. This will be used in **reporting** back to the Gender Equality Commissioner under the legislation.
- Please **reach out** to the Gender, Equity and Diversity team if needed at any stage for support.
- Please provide a copy of the final draft of your GIA to the GD&E team to be **reviewed** prior to completion.

293 Springvale Road (PO Box 1) Glen Waverley VIC 3150 **Web** www.monash.vic.gov.au **Email** mail@monash.vic.gov.au
T (03) 9518 3555 **National Relay Service** (for the hearing and speech impaired) 1800 555 660
Interpreter Services 普通话 4713 5001 廣東話 4713 5002 Việt Ngữ 4713 5003 Ελληνικά 4713 5004 हिंदी 4713 5005
Other languages 4713 5000 Italiano 4713 5008 한국어 4713 5010 සිංහල 4713 5020 தமிழ் 4713 5021

Section 1 – What are our assumptions/what do we already know?

Q1. What is the issue the policy is aiming to address? Or, why is this policy needed?

Monash City Council is responsible for the stewardship of a significant portfolio of community infrastructure, property and operational assets that support the delivery of essential services to the community. This policy establishes the framework for a structured, coordinated and organisation-wide approach to asset management, enabling Council to optimise value from its assets through effective lifecycle management while balancing cost, risk, performance and service outcomes in a financially and environmentally sustainable manner, consistent with best practice asset management and the ISO 55000 series of standards.

Q2. Do you think people of different genders and backgrounds understand and use this policy in the same way or at the same rate? **Note this does not necessarily just mean how they use the physical policy document, but how they experience the outcomes of the policy or how they are impacted.** Use the table below to help you think about any gendered issues.

Things to remember:

- *'We provide this policy for everyone' doesn't always mean 'everyone can access this policy/the support it provides'*
- *Gender (and race, religion, cultural background, sexual orientation, disability, lived experience of family violence) can affect how community members will be impacted by this policy*
- *Think about the different access points for your policy – e.g. accessing policy information, calling council, visiting the website, attending information sessions, volunteering, receiving grants, paying fees*
- *Think about how women, men and gender diverse people might have different experiences which affect how they access your policy – e.g. caring responsibilities, being a sole parent, having secure employment and financial security, feeling safe in public settings, experiencing family violence*
- *For example – if we assumed 'our procurement policy treats everyone equally because everyone is welcome to tender for Council' we would not have considered: the way that there may be a gender gap in entrepreneurship; there may be fears about unaddressed biases or implicit sexism or transphobia that stop some people applying for tenders; our tender panel may have a gender bias; community members with low English or computer literacy may be disadvantaged; people who are newly arrived may not have as much knowledge about Council processes as others; and so on.*

	Women	Men	Gender diverse people

How does this policy **impact** women, men, and gender diverse people? Who might need this? Who is the target group?	The policy is aimed at addressing the needs of gender, accessibility, inclusiveness, services and community needs.	The policy is aimed at addressing the needs of gender, accessibility, inclusiveness, services and community needs.	The policy is aimed at addressing the needs of gender, accessibility, inclusiveness, services and community needs.
What are the **barriers** to access for women, men and gender diverse people?	The policy is an overarching document to the Asset Plan. The asset plan and strategy will address any barriers that are captured as part of any audits. A program has already been developed and will continue to address this.	The policy is an overarching document to the Asset Plan. The asset plan and strategy will address any barriers that are captured as part of any audits. A program has already been developed and will continue to address this. .	The policy is an overarching document to the Asset Plan. The asset plan and strategy will address any barriers that are captured as part of any audits. A program has already been developed and will continue to address this.
Who **benefits** from this policy? And how?	This Policy applies to all assets owned, managed or controlled by Monash City Council that support the delivery of services to the community. How: The Policy applies organisation-wide to Councillors, employees, contractors and service providers whose roles influence asset planning, decision-making or lifecycle management activities.	This Policy applies to all assets owned, managed or controlled by Monash City Council that support the delivery of services to the community. How: The Policy applies organisation-wide to Councillors, employees, contractors and service providers whose roles influence asset planning, decision-making	This Policy applies to all assets owned, managed or controlled by Monash City Council that support the delivery of services to the community. How: The Policy applies organisation-wide to Councillors, employees, contractors and service providers whose roles influence asset planning, decision-making

		or lifecycle management activities.	or lifecycle management activities.
Who **misses out** from this policy? And how?	The policy is an overarching document to the Asset Plan. The asset plan and strategy will address any barriers that are captured as part of any audits. A program has already been developed and will continue to address this.	The policy is an overarching document to the Asset Plan. The asset plan and strategy will address any barriers that are captured as part of any audits. A program has already been developed and will continue to address this.	The policy is an overarching document to the Asset Plan. The asset plan and strategy will address any barriers that are captured as part of any audits. A program has already been developed and will continue to address this.

Q3. What additional needs might there be for people that may be experiencing compounding disadvantage due to other characteristics? Use the table below to help you think about any other relevant issues.

Additional barriers for **women** who may be: • Aboriginal and Torres Strait Islander • Have a disability • From CALD backgrounds • Younger • Older • Identify as LGBTIQA+ • Of different religions • At risk of/experiencing family violence and/or • From different economic backgrounds	The policy is an overarching document to the Asset Plan. The asset plan and strategy will address any barriers that are captured as part of any audits. A program has already been developed and will continue to address this.
Additional barriers for **men** who may be: • Aboriginal and Torres Strait Islander	The policy is an overarching document to the Asset Plan. The asset plan and strategy will address any barriers that are captured as part of any audits. A

• Have a disability • From CALD backgrounds • Younger • Older • Identify as LGBTIQA+ • Of different religions • At risk of/experiencing family violence and/or • From different economic backgrounds	program has already been developed and will continue to address this.
Additional barriers for **gender diverse people** who may be: • Aboriginal and Torres Strait Islander • Have a disability • From CALD backgrounds • Younger • Older • Identify as LGBTIQA+ • Of different religions • At risk of/experiencing family violence and/or • From different economic backgrounds	The policy is an overarching document to the Asset Plan. The asset plan and strategy will address any barriers that are captured as part of any audits. A program has already been developed and will continue to address this.

SUMMARY SECTION ONE: From what you have outlined above, what will be some of the main considerations of this policy for women, men, and gender diverse people? What are the key issues you may need to explore further?

The policy will help to guide how assets are designed, delivered and maintained to effectively meet their intended service outcomes, considering safety, accessibility, inclusiveness and community needs

Section 2 – Gathering more information: desktop and/or consultation

How will we find out who is likely to be affected, what the lived experiences are, and what the impacts might be for different people? This might be through desktop research; community consultation and engagement; or a combination of both.

Preparation

There is a lot of information and data already available. You can find a list of relevant sources here: Data sources for conducting a gender impact assessment | genderequalitycommission.vic.gov.au This webpage breaks down data sources by area e.g. for sport and recreation, urban design, work and family, and more, so you can find the right data for your policy.

For example, depending on your area of work, you might use ABS data, profile.id, Victorian Population Health Survey data, findings from the National Community Attitudes Survey, and more.

It is important to actively seek out the voices of women and gender diverse people – and the voices of any underrepresented groups – in this section. You might do this through Council's Advisory Committees, targeted community engagement, and through disaggregating any survey data by gender.

Q4. Use this table to help you know where to find your information.

Some information has been pre-filled in italics to assist you as a guide only and is not intended to fit every policy situation. If it is not relevant to your policy please delete, and instead add different data sources that are relevant to your policy.

Group	What information is already available to understand who is affected by this policy?	How will we gather or understand lived experiences of different people?
Whole of community or all of population	Other Councils' policies Council Plan Asset Plan. ISO 55000 standards Environmental policy.	Previous Council consultations
Women Including those who are: • Aboriginal and Torres Strait Islander	Other Councils' policies Council Plan Asset Plan. ISO 55000 standards	*Council's Advisory Committees (Disability Advisory Committee, Gender Equity Advisory Committee, LGBTIQA+ Advisory Committee, Multicultural Advisory Committee, Young Person's Reference Group,*

• Have a disability • From CALD backgrounds • Younger • Older • Identify as LGBTIQA+ • Of different religions • At risk of/experiencing family violence and/or • From different economic backgrounds	Environmental policy.	*Positive Ageing Reference Group, Environmental Advisory Committee).* *Focus groups* Previous Council Consultation.
Men Including those who are: • Aboriginal and Torres Strait Islander • Have a disability • From CALD backgrounds • Younger • Older • Identify as LGBTIQA+ • Of different religions • At risk of/experiencing family violence and/or • From different economic backgrounds	Other Councils' policies Council Plan Asset Plan. ISO 55000 standards Environmental policy.	*Council's Advisory Committees (Disability Advisory Committee, Gender Equity Advisory Committee, LGBTIQA+ Advisory Committee, Multicultural Advisory Committee, Young Person's Reference Group, Positive Ageing Reference Group, Environmental Advisory Committee).* *Focus groups* Previous Council Consultation.
Gender diverse people Including those who are	Other Councils' policies Council Plan	*Council's Advisory Committees (Disability Advisory Committee, Gender Equity Advisory Committee, LGBTIQA+ Advisory*

• Aboriginal and Torres Strait Islander • Have a disability • From CALD backgrounds • Younger • Older • Identify as LGBTIQA+ • Of different religions • At risk of/experiencing family violence and/or • From different economic backgrounds	Asset Plan. ISO 55000 standards Environmental policy.	*Committee, Multicultural Advisory Committee, Young Person's Reference Group, Positive Ageing Reference Group, Environmental Advisory Committee).* *Focus groups* Previous Council Consultation.

DESKTOP RESEARCH

Q5. If you are using desktop resources, what did your research tell you about this issue?

Some information has been pre-filled to assist you. If it is not relevant to your policy, please delete and consider adding more data where relevant.

Information source	What it tells us about the issue
ABS data – National data	• *Women (22%) are more likely to have experienced sexual violence since the age of 15, compared to men (15%)* *Note that women with a disability, Aboriginal and Torres Strait Islander women, and refugee and migrant women, experience gender-based violence at even higher rates. More information: Safe and Equal*

	• *Women (61.2%) are more likely than men (56.5%) to experience at least one personal stressor* • *More men (27.3%) than women (22.2%) meet the physical activity guidelines* *Note that participation rates for Indigenous women, and women who speak a language other than English at home, tend to be lower than other women. More information: [AusPlay results | Clearinghouse for Sport] People with a disability are also less likely to participate in sport and physical activity than people without a disability. See more: [Access for All Abilities | Sport and Recreation Victoria]* • *Women (4 hrs 31 mins) spend longer per day on unpaid work activities than men (3 hrs 12 mins), and more time on child care (3 hrs 34 compared to 2 hrs 19)* • *On average men ($1978.00 - private) earn more per week compared to women ($1698.40 - private)* • *More women (61%) are concerned about climate change compared to men (53%)*
Women's Health Atlas – Monash data	• *Women in Monash (9.2%) are more likely to have low English proficiency compared to men (7.1%)* • *Women in Monash (81.2%) are far more likely to be heads of single parent households compared to men (18.8%)* • *Women in Monash (6.7%) are more likely to have a disability that means they need assistance with core activities compared to men (4.9%)* • *Women in Monash (42.1%) are more likely than men (25.5%) to be employed part time*

	• *Women in Monash (47.2%) are more likely than men (35.6%) to have an individual weekly income below minimum wage* • *Women in Monash (42.4%) are far less likely than men (74.5%) to feel safe when walking alone at night* • *Men in Monash (55.57%) are more likely to have low support for gender equality in relationships compared to women (35.4%)*
Existing Council data	Condition Audit Assessments. GIA project program
Benchmarking with other Councils	Nil
Other	Nil

COMMUNITY CONSULTATION

If you have consulted with the community, what have different groups told you are their priorities, or main concerns?

Q6. Fill out the table as best you can based on the information you gathered through your consultation.

	Feedback on this issue
Women	Community Consultation was done in conjunction with the integrated planning process 2025. Some assets were identified as not meeting GIA. A project is now specifically dedicated to addressing this. Some concerns were DDA, Female friendly changerooms and toilets.
Men	Community Consultation was done in conjunction with the integrated planning process 2025. Some assets were identified as not meeting GIA. A

	project is now specifically dedicated to addressing this.
Gender diverse people	Community Consultation was done in conjunction with the integrated planning process 2025. Some assets were identified as not meeting GIA. A project is now specifically dedicated to addressing this.
Relevant other groups e.g. you might consider: Women, men and gender diverse people with a disability Women, men and gender diverse people from CALD backgrounds Women, men and gender diverse people who identify as LGBTIQA+ And others, depending on your consultation	*N/A*

SUMMARY SECTION TWO

Q7. What did your research (desktop and/or consultation) tell you about what the different impacts are likely to be for different people? Please list your key findings as dot points below. This list is important because it will tell you the types of issues you will need to address to ensure that your policy is inclusive of everyone in our community.

For example:

- Not all assets currently meet GIA. Ie toilets, gender change rooms, DDA.

Section 3 – Options Analysis and Development

Q8. What are some **possible** policy solutions/actions/changes you could make to ensure your policy has a positive gender impact? Fill out the table to create a list of possible options.

Some examples have been pre-filled to guide you – please delete, add and edit as relevant to your policy.

Key findings (from Q7 in section 2)	Potential policy solution/action/change for a positive gender impact
Policy Updated to reflect GIA	The policy now specifies GIA.

Section 4 – Confirm the final changes/actions that have been approved

Q9. Summarise what changes you have made, or commit to make, to your policy to meet the needs of people of different genders and promotes gender equality. These changes should be those that have been agreed upon internally/endorsed where necessary and will be made.

It may be helpful to list these changes as actions below:

Action or change that promotes gender equality	Who has been/will be consulted	Timeframes and who led/will be leading this action
The policy is updated to include GIA. The policy now reflects ISO55000 standards and a yearly program is established to deal with GIA improvement works.	Internal	Strategic Asset Manager will update the policy which will occur prior to final endorsement by Council

Please send your GIA to the GD&E team for review prior to finalising your policy.

The GD&E team will also confirm your final actions with you, so that they can be reported back to the Gender Equality Commissioner. Council is required to do this every 2 years under the legislation.