

# **PARTICIPATE**

## **Positive Ageing Plan**

**Year 3 Annual Review 2022-23  
and Year 4 Action Plan 2023-24**



## **Acknowledgement of Country**

Macedon Ranges Shire Council acknowledges the Dja Dja Wurrung, Taungurung and Wurundjeri Woi Wurrung Peoples as the Traditional Owners and Custodians of this land and waterways. Council recognises their living cultures and ongoing connection to Country and pays respect to their Elders past, present and emerging.

Council also acknowledges local Aboriginal and/or Torres Strait Islander residents of Macedon Ranges for their ongoing contribution to the diverse culture of our community.

## **PARTICIPATE - Positive Ageing Plan 2020-2025 – Action Plan 2023-24**

PARTICIPATE is Council's current five-year plan for positive ageing. It is based on a substantial community engagement process, and on Council Plan priorities and strategies, along with various other important work across areas of Council.

PARTICIPATE supports Council's aim to be an age-friendly community and promotes a collaborative approach across Council and the community.

PARTICIPATE identifies four priority action areas:

1. Staying socially connected and active
2. Living well in the community
3. Needs are recognised in infrastructure, housing and the built environment
4. Being respected and valued by the community.



### **Consultation and engagement**

Since PARTICIPATE was developed, further community engagement activities have taken place with older people in the community. The Macedon Ranges Aged Care Reform Community Conversation (September 2022) identified the following broadly consistent themes:

1. Advocacy and support
2. Accessing social events
3. Health, in particular mental health
4. Support for existing groups
5. Infrastructure
6. Transport

A survey of Village Connect participants in 2022 gathered information regarding participation in events and activities by local older people and the ways they receive information.

The outcomes of all three consultations have been and will continue to be considered in Council's investment in supporting and promoting inclusion and wellbeing of older people across the Macedon Ranges.

Information from the various engagement activities, along with ongoing feedback and involvement of older residents across the shire, is used to guide annual planning for PARTICIPATE. The **Year 4 Action Plan** endeavours to reflect current community priorities, along with relevant changes in the local and broader community and environment.



## Evaluation and reporting

As stated in PARTICIPATE, this annual work plan will inform reporting to key stakeholders and review of strategies as appropriate in the light of changing priorities at all levels of government, emerging issues and opportunities such as new funding streams. Reporting will be undertaken as part of quarterly reporting processes and by annual review and briefing to Council.

It is acknowledged that the success of the plan relies on Council, identified stakeholders and the community working together. This annual plan will be evaluated against specified indicators and measures. Improving scores for people aged 65 years and over in the Local Government Community Satisfaction Survey will also be considered in evaluating Council's performance in achieving a community with Positive Ageing.

## Some key achievements so far from PARTICIPATE 2020-2025

### In service delivery

- The Social Support Individual service saw an approximate 50 per cent increase in demand since 2021, potentially as a result of lockdowns in Victoria. Council continued to deliver this service and respond to the growing demand until transition out of Commonwealth Home Support Programme (CHSP) services on 30 June 2023.
- Work for Victoria initiative - staffing support and assistance in 2020 and beyond during the start of the COVID-19 pandemic.
- In early 2021, volunteers were reinstated to support the delivery of services under the CHSP. The unit had lost 50 per cent of its volunteers during the pandemic. After reinstating volunteers and a new recruitment campaign we were able to build our volunteer numbers back up to previous levels.



### **In transition and reform**

- Delivered aged care information sessions around Council transition out of CHSP service provision, reaching approximately 120 people in 2022.
- In the first half of 2023, Council undertook an extensive, planned process to transition out of provision of CHSP services. The Community Wellbeing service provision team engaged a new role, Transition Officer, to oversee the smooth transition of all clients. A transition team was created to liaise with service providers, Senior Citizens Clubs and the community.
- Undertook consultation and planning around best options for Council to reinvest in support for older people in the future.
- As part of the aged care reforms, the Regional Assessment Service (RAS) took part in the Commonwealth Department of Health Integrated assessment tool trial, to inform the development of a single assessment tool.

### **In community and network building**

- Two age-friendly focused case studies were drafted and submitted to the World Health Organisation (WHO) Global Network for Age-friendly Communities website. These are now live. This is a requirement of Council to maintain our membership of the WHO network.
- Celebrated Seniors Festival each year, with celebration boxes offered to local seniors who are champions supporting positive ageing.



### **In new initiatives**

- Loddon Mallee Region Move It initiative funding - \$1.8 million was shared across the Loddon Mallee region. Project has been completed and findings shared.
- Successful grant application to Independent Living Assessment to deliver the Village Connect project from 2021-2024. Project is underway, with 579 individual engagements across 55 community events across seven towns. 27 events delivered, reaching over 100 people to date.
- Council signed the EveryAGE Counts pledge in 2022, joining the coalition. Subsequent activities of this initiative included a staff 'am I ageist?' quiz. Celebrated this achievement as part of Seniors Festival 'Celebrating Ageing' event.
- Secured funding and initiated delivery of Aged Care Volunteer Visitors Scheme (ACVVS).
- Council endorsed as a Carer Friendly Council through Carers Victoria.



## Some key challenges

- COVID-19 related impact on the health and wellbeing of older people in the shire has resulted in poorer health and an increase in demand for services or support.
- Standing down of volunteers during COVID-19 pandemic meant there was an impact on the services delivered, and also on our goals of growing this area. There was approximately a 50 per cent decline in volunteers over this time.
- Supporting older people to re-engage post COVID-19 has been challenging. Many older people are still hesitant to engage and participate in community today.
- Engaging with and supporting clients and community in preparation for Council's transition out of CHSP provision.
- Managing significant internal change around transition out of CHSP service-provision and refocusing of priorities and resources.





## Data and trends in ageing

As Australia's population ages, the age profile of the older population is also projected to change. By 2066, it is projected<sup>1</sup>:

- There will be just over 4.5 million people aged 65–74.
- People aged 75–84 will account for one-third (34%, 3.5 million) of the older population.
- 1 in 5 older people will be aged 85 and over (21%, 2.2 million) (ABS 2018).

Analysis of the service age groups of Macedon Ranges Shire in 2021, compared to Regional Victoria, shows that there was a higher proportion of people in the younger age groups (0 to 17 years) and a lower proportion of people in the older age groups (60+ years).

Overall, 24.1 per cent of the population was aged between 0 and 17, and 25.8 per cent were aged 60 years and over, compared with 21.0 per cent and 29.3 per cent respectively for Regional Victoria.

---

<sup>1</sup> <https://www.aihw.gov.au/reports/older-people/older-australians/contents/demographic-profile>

The 2018 Survey of Disability, Ageing and Carers, Australia<sup>2</sup> indicated that prevalence of disability increased with age - one in nine (11.6%) people aged 0-64 years and one in two (49.6%) people aged 65 years and over had disability.

### **Need for assistance**

In 2018, among all older Australians, 38.0 per cent (1.5 million people) needed assistance with everyday activities, similar to 2015 (38.6%)<sup>3</sup>. Older people were most likely to need assistance with:

- health care (22.5%);
- property maintenance (20.0%); and
- household chores (16.0%).



---

<sup>2</sup> <https://www.abs.gov.au/statistics/health/disability/disability-ageing-and-carers-australia-summary-findings/latest-release>

<sup>3</sup> <https://profile.id.com.au/Macedon-ranges/assistance>

## Year 3 Annual Review 2022-23

STATUS KEY: 

Completed	In progress
-----------	-------------

### Priority Action Area 1 – Staying socially connected and active

PARTICIPATE ACTION	LEAD AREA	PARTNERS	YEAR 3 OUTCOMES	STATUS
STRATEGY 1.1: Deliver accessible and inclusive programs, activities and events				
Coordinate and promote accessible and inclusive programs, activities and events	<b>Community Wellbeing</b>	<i>Community groups</i>  <i>Community health and service provider organisations</i>	Continued to deliver Village Connect.  Explored opportunities to extend Village Connect beyond funding timeline.	
STRATEGY 1.2 Support the community to deliver a diverse range of activities, inclusive of older people, that support social connections				
Direct Council community grant funding to initiatives that emphasise inclusiveness	<b>Community Strengthening</b>	<i>Community groups</i>  <i>Community health and service provider organisations</i>	Council's community funded grants applications have been assessed with a positive ageing lens.  Allocated some grants to community groups that support older people to be engaged in the community.	
Support and encourage greater diversity in community organisations catering for older people and be inclusive of people regardless of their ability, cultural background, gender, sexual orientation. Deliver	<b>Community Wellbeing</b>	<i>Community groups</i>  <i>Community health and service provider organisations</i>	Council has worked with Sunbury Cobaw Community Health to coordinate events that raise awareness of inclusiveness.  Village Connect continues to provide a safe space for all individuals to access.	

new initiatives as appropriate to support this				
Promote and share outcomes of age-friendly local projects and support them to be sustainable	<b>Community Wellbeing</b>	<i>Volunteers</i> <i>Community health and service provider organisations</i>	Through the CHSP Digital Connect program, Council has worked with eligible residents to increase digital connect skills. With the exit from CHSP at June 2023, Village Connect will continue to work in this space through partnering with education providers.  Council has been successful in receiving an Aged Care Volunteer Visiting Scheme grant. With the exit from CHSP, this has provided a program to continue to engage volunteers and to support older people.	
<b>STRATEGY 1.3: Support the contribution of older people in the Macedon Ranges economy as workers and volunteers</b>				
Facilitate diverse and meaningful volunteer and work opportunities for older people (within and outside Council)	<b>Community Wellbeing</b>	<i>Bendigo Volunteer Resource Centre</i> <i>Service providers</i> <i>Community groups</i>	Through Council's CHSP program, 20 volunteers were engaged to provide support to older people to access appointments and the community.  Council supported Rotary in facilitating the Macedon Ranges Volunteer Expo, where organisations were able to promote their volunteering opportunities.  Council, in partnership with Bendigo Volunteer Resource Centre, are supporting volunteer organisations across the Macedon Ranges to promote opportunities to all community members.	
Improve access to volunteer and work opportunities for older people	<b>Community Wellbeing</b>	<i>Bendigo Volunteer Resource Centre</i> <i>Service providers</i>	Internally, Council has undertaken the implementation of the Every Age Counts initiative, to raise awareness of age discrimination in the workplace.  Through the exit from CHSP, Council has worked with external volunteer organisations to provide opportunities for volunteers to continue to volunteer in differing roles.	

		<i>Community groups</i>	In partnership with Bendigo Volunteer Resource Centre, work has commenced on capturing all volunteering opportunities across the region and supporting organisations to be more inclusive to volunteers.	
--	--	-------------------------	--	--

## Priority Action Area 2 – Living well in community

<i>PARTICIPATE ACTION</i>	<i>LEAD AREA</i>	<i>PARTNERS</i>	<i>YEAR 3 OUTCOMES</i>	<i>STATUS</i>
<b>STRATEGY 2.1: Support people to live safely and independently in the community</b>				
Continue to support and encourage older people to live independently and enable them to participate and contribute to their community	<b>Community Wellbeing</b>	<i>Community health and service provider organisations</i>	<p>Council provision of CHSP services enabling support for community members to remain independent in their home.</p> <p>Through the RAS, 938 assessments have occurred, with referrals to appropriate providers to assist residents to remain independent in their home and community.</p>	
Provide information to the community about local services and supports, evolving aged care sector reform including the outcomes of the Royal Commission into Aged Care	<b>Community Wellbeing</b>	<i>Community health and service provider organisations</i>	<p>Through the transition out of CHSP services, information on support services has been provided to clients and their carers, as well as the wider community.</p> <p>The community has been made aware that Council exited CHSP services due to changes in the aged care sector.</p>	
Identify organisational and service implications of the changing landscape of aged care reform	<b>Community Wellbeing</b>		Council has continued to be briefed on aged care reforms, with a decision in 2022 to exit community aged care, due to the implications of this reform.	
Raise awareness of mental health issues, and educate the community to enable them to support older people who are experiencing mental health problems	<b>Community Wellbeing</b>	<i>Community health and service provider organisations</i>	Council has facilitated four Mental Health First Aid courses for older people within the year. The course enables those in the community to support older people who may be facing some challenges with their mental health.	

Support the community to be well informed about how to keep safe during emergencies	<b>Community Wellbeing</b>	<i>Community Strengthening</i>  <i>Service providers</i>	Council continues to manage the Macedon Ranges Vulnerable Persons Register and raise awareness of this register to service providers that access this.	
In partnership with local public and community health agencies, support networks and community groups, raise awareness about dementia and support people living with dementia and their carers	<b>Community Wellbeing</b>	<i>Community groups</i>  <i>Community health and service provider organisations</i>	Through the Village Connect program, and in partnership with Dementia Australia, facilitated events in the community to raise awareness of dementia.  Council has recently become a Carer Friendly Council, which raises awareness of the role of carers in our community. This work will evolve in the coming year.	
Work in partnership with local public and community health agencies, networks and community groups to investigate new ways to support community members to access and use technology (including phones, tablet, internet)	<b>Community Wellbeing</b>	<i>Community health and service provider organisations</i>  <i>Community groups / organisations</i>  <i>Goldfields Library</i>	Through CHSP Social Support Individual, 38 residents were provided with sessions to enhance digital connect skills.  In partnership with libraries and other community groups, the Village Connect program has provided digital connect sessions.	
Identify gaps in services for older people and advocate for local needs in relation to diversity and disadvantage	<b>Community Wellbeing</b>	<i>Community health and service provider organisations</i>  <i>Community Housing Organisations (CHO)</i>	During Council's transition out of CHSP services, officers met with the Commonwealth Department of Health on a regular basis and were able to advocate for the specific needs of older people in Macedon Ranges, in particular in relation to service gaps.  Through the creation and adoption of the Affordable Housing Policy, the need for increased affordable housing stock across the Macedon Ranges has been advocated.	

			Council was successful in securing, in partnership with CHO Wintringham, a Big Housing Build grant for \$5 million to develop Council owned seniors housing in Lancefield.	
Continue to invest in older people by actively sourcing appropriate funding opportunities in partnership with the community	<b>Community Wellbeing</b>		Through the transition out of CHSP services, Council consulted with the community to identify where Council can reinvest to support older people. Through this, Council continues to seek external funding to implement the priorities identified. Council has been successful in becoming an Aged Care Volunteer Visiting Scheme organisation and continues to implement the Village Hubs project.	
Collaborate with the community to increase the number of programs and activities available to older people	<b>Community Wellbeing</b>	<i>Community Groups</i>	Council continues to work with all five Senior Citizens Clubs to support an increase in the number of programs they offer.  The Village Connect program is creating and facilitating programs that will then be continued within some Neighbourhood Houses.	
<b>STRATEGY 2.2 Enable and empower people to make informed decisions about their needs and interests</b>				
Educate the community about services and supports that assist them to advocate for their rights	<b>Community Wellbeing</b>	<i>Older Persons Advocacy Network</i>  <i>Elder Rights Advocacy</i>  <i>Seniors Rights Victoria</i>	Ten education and information sessions provided on seniors' rights, elder abuse and supports and services.	
Disseminate information that enables older residents to	<b>Planning and Environment</b>	<i>Community groups</i>	Supported the Healthy Homes Project (Macedon Ranges Sustainability Group) with clients in the CHSP program	



improve environmental sustainability in their homes and reduce utilities costs			<p>being encouraged and supported to take part in the program.</p> <p>Bridging the Divide project completed.</p> <p>Energy Bonus promoted through all networks and partners, with assistance from volunteers where needed.</p>	
<b>STRATEGY 2.3 Support and advocate for the interests of the community in a changing aged care sector</b>				
Maintain an active watch on aged care reform impacting the shire	<b>Community Wellbeing</b>	<i>Service providers and community groups</i>	Council continues to be briefed on the aged care sector reform. The transition out of community aged care services was in response to aged care sector reform.	
Continue to advocate to Australian and Victorian Governments for fair and equitable access to service and support needs of the community	<b>Community Wellbeing</b>	<i>Service providers and community groups</i>	Council continues to meet with representatives from Victorian and Commonwealth governments to advocate for the needs of the Macedon Ranges. Through the 2022/23 year, officers met with the Commonwealth regularly to advocate for the needs of our community in relation to the transition of CHSP services.	
Develop and implement a plan for Council's future role in supporting older residents to live safely and independently	<b>Community Wellbeing</b>	<i>Community groups, community members</i>	Council, as part of the transition out of CHSP services, consulted with the community on where to reinvest into supports for older people post June 2023. The outcome of this consultation will inform PARTICIPATE Year 4 Actions.	

**Priority Action Area 3: Needs are recognised in infrastructure, housing and the built environment**

PARTICIPATE ACTION	LEAD AREA	PARTNERS	YEAR 3 OUTCOMES	STATUS
STRATEGY 3.1 Improve accessibility of Council facilities and buildings				
Plan for inclusion of people of all ages and abilities in design and development of the new Macedon Ranges Regional Sports Precinct	<b>Project Management Office</b>		Participated in internal consultation in 2021 to advocate for the needs of older people. Will continue to provide feedback through the stages of development.	
STRATEGY 3.2 Collaborate with community to identify and respond to transport needs				
Advocate for Victorian Government funding for a feasibility study to expand bus services and on-demand transport within and between Macedon Ranges townships.  <i>(On-demand transport includes taxis, ride-sharing, car-sharing, volunteer transport)</i>	<b>Community Wellbeing</b>		Council is actively looking for opportunities for funding to undertake mapping of already in place transport options, and a feasibility study of transport options to be provided to the community.	

#### Priority Action Area 4: Being respected and valued by community

PARTICIPATE ACTION	LEAD AREA	PARTNERS	YEAR 3 OUTCOMES	STATUS
<b>STRATEGY 4.1 Deliver opportunities for older people to contribute to decision making processes</b>				
Inform, enable and encourage older residents to 'Have Your Say' on Council-related activities	<b>Community Wellbeing</b>	<i>Community group.</i>  <i>Community health and service provider organisations</i>	The Over 55's facebook page shares information and links to community in relation to current consultations.  All consultations are also promoted through the healthy ageing newsletter.	
Ensure that Council policy and plans for communication, consultation and advocacy include processes that address the needs of older people	<b>Community Wellbeing</b>		The Community Connections team continues to review all plans and policies to ensure that they meet the needs of older people.	
<b>STRATEGY 4.2 Inform older people about Council decision that affect them</b>				
Communicate and share information in a range of ways/methods to cater to the diverse needs of the community e.g. newsletters, information and education sessions	<b>Community Wellbeing</b>		In 2022/23 Council decided to exit community aged care. A communications plan was implemented to provide information in relation to the transition and how it would impact clients and the wider community.	
<b>STRATEGY 4.3: Promote older people's rights and reduce risks to their safety</b>				
Reduce elder abuse by raising awareness of older people's rights and how	<b>Community Wellbeing</b>	<i>Elder rights advocacy</i>	Two elder rights community education sessions were held for service providers and community members.	

risks of abuse can be addressed				
Promote personal safeguards against fraud/scams	<b>Community Wellbeing</b>	<i>Digital connection education providers</i>	Four digital safety information sessions were facilitated through the Village Connect program,	
<b>STRATEGY 4.4: Recognise and celebrate age friendly aspects to the local community</b>				
Explore initiatives to recognise local businesses, groups, organisations and services that celebrate ageing and/or adopted positive ageing practices and strategies to support older people	<b>Community Wellbeing</b>	<i>Community groups</i>	To celebrate senior's week, a celebration event was held to recognise older people that have contributed to the community. 20 recipients were celebrated at an event, and also promoted through Council social media platforms.	
<b>STRATEGY 4.5: Deliver initiatives that address ageism and promote age friendly practices</b>				
Deliver on annual requirements of membership to the World Health Organisation's Global Network of Age Friendly Communities Network and the Age Friendly Victoria Declaration	<b>Community Wellbeing</b>		Council has met requirements of its membership as a WHO aged friendly organisation, with 2 case studies provided.	

## Year 4 Action Plan 2023-24

### Priority Action Area 1 – Staying socially connected and active

<i>PARTICIPATE ACTION</i>	<i>LEAD AREA</i>	<i>PARTNERS</i>	<i>IMPLEMENT THROUGH</i>	<i>INDICATORS AND MEASURES</i>
<b>STRATEGY 1.1: Deliver accessible and inclusive programs, activities and events</b>				
Coordinate and promote accessible and inclusive programs, activities and events	<b>Community Wellbeing</b>	<i>Community groups</i>	Continue to deliver Village Connect.	Village Connect delivered in line with annual plan
		<i>Community health and service provider organisations</i>	Explore opportunities to extend Village Connect beyond funding timeline	Options to enable extension of Village Connect identified and next steps planned
	<b>Community Wellbeing</b>	<i>Community Strengthening</i>	Recognise Seniors Month, Victoria Seniors Festival, National Carers Week, World Elder Abuse Awareness Day, Dementia Awareness Week, International Day of Older Persons - Ageism Awareness Day	Participation levels for Council programs and Council-sponsored events for older people
		<i>Community groups</i> <i>Community health and service provider organisations</i>	Positive feedback and media on Council-sponsored events for older people	
<b>Community Wellbeing</b>		Deliver Aged Care Volunteer Visiting Service in line with funding agreement.	Aged Care Volunteer Visiting Service established and meeting delivery targets.	
<b>Community Wellbeing</b>		Promote and participate in EveryAGE counts Coalition.	EveryAGE counts activities led by Council - within Council and in community	

	<b>Project Management Office</b>	<i>Community Strengthening</i>	Have accessible venues available for Council events and for public use	Council events are held in accessible venues  Selection of accessible Council venues available for community events
	<b>Strategic Planning and Environment</b>	<i>Community Wellbeing</i>	Plan for and facilitate safe and accessible paths of travel across the community	Accessible paths of travel identified as a priority in planning, building and maintenance conducted by Council  All Council planning work reviewed to ensure access factors are considered in line with legislative requirements
Explore opportunities to improve access to local programs, activities and events  <i>(Transport is the main gap identified since Council exited CHSP services)</i>	<b>Community Wellbeing</b>		Community Connection team to provide education via direct contact with community groups in regards to transport option in and out of our shire  Clarify gaps and issues in (CHSP) transport services for older people and advocate for older residents to service providers/funders  Identify and follow up potential resourcing/means to address priority improvements in local transport options	Transport options identified  Education delivered to priority community groups  Feedback regarding transport service gaps collated and presented to service-providers / funders on behalf of older residents  Follow up of any funding options for improvements to local transport
<b>STRATEGY 1.2: Support the community to deliver a diverse range of activities inclusive of older people that support social connections</b>				
Direct Council community grant funding to initiatives that emphasise inclusiveness	<b>Community Strengthening</b>	<i>Community Wellbeing</i>	Promote grant opportunities through Positive Ageing database, Over 55s Facebook, eNews	Number of Community Funding applications and number of grants allocated to initiatives that are inclusive of older people

<p>Support and encourage greater diversity in community organisations/groups and encourage and promote new initiatives for inclusion of older people in groups, teams, clubs</p>	<p><b>Community Wellbeing</b></p>	<p><i>Community Strengthening</i></p> <p><i>Open Spaces and Recreation</i></p> <p><i>Community groups</i></p> <p><i>Community health and service provider organisations</i></p>	<p>Deliver annual community education sessions and produce/ share resources to support and encourage diversity</p>	<p>Number of participants attending information sessions</p> <p>Diversity resources shared and how widely disseminated</p>
<p>Promote, partner with and share age-friendly local projects and support them to be sustainable</p> <p>Support local groups and organisations to increase opportunities for social connections and participation</p>	<p><b>Community Wellbeing</b></p>	<p><i>Communications and Engagement</i></p> <p><i>Open Spaces and Recreation</i></p> <p><i>Community groups</i></p> <p><i>Community health and service provider organisations</i></p>	<p>Coordinate regular networking meetings (building on those conducted in 2022-23) to discuss issues faced by Macedon Ranges providers and identify and address emerging issues and service gaps and enhance referral processes</p> <p>Deliver training for Council staff, outside stakeholders and CHSP service provision providers to enhance workforce knowledge and skills</p> <p>Training will be provided face to face to meet the needs of staff development</p> <p>Disseminate timely information to local CHSP providers around changes in the CHSP</p> <p>Disseminate a compilation of information and updates on transport within CHSP program with an ongoing reform transition focus and best practice information</p>	<p>Four SSD network meetings coordinated throughout the year with aims identified</p> <p>Local initiatives promoted through Council networks and media</p> <p>Training events completed, attendance and feedback</p> <p>Information disseminated and identified as useful for CHSP providers</p> <p>Transport information compiled and disseminated</p>

			<p>Participate actively in Sector Support and Development (SSD) Community of Practice (COP)</p> <p>Offer to promote inclusive initiatives for community sport, social and arts organisations and groups</p> <p>Identify ways to partner with community organisations and groups that assists project sustainability</p>	<p>Attendance, contribution and development of resources relating to COP (details in SSD Activity Work Plan (AWP))</p> <p>Promotion of inclusive initiatives through Council media</p> <p>A resource to share ways to work with Council to achieve sustainability of projects in the community that are inclusive of older people – developed and disseminated</p>
<b>STRATEGY 1.3: Support the contribution of older people to Macedon Ranges' economy as workers and volunteers</b>				
<p>Facilitate diverse and meaningful volunteer and work opportunities for older people (within and outside Council)</p> <p>Improve access to volunteer and work opportunities for older people</p>	<p><b>People and Wellbeing</b></p>	<p><i>Community Wellbeing)</i></p> <p><i>Economic Development and Visitor Economy</i></p> <p><i>Bendigo Volunteer Resource Centre</i></p>	<p>Encouraging and supporting older people to participate in Council volunteering opportunities including: Aged Care Volunteer Visitor Scheme, environment, visitor information, the arts</p> <p>Council recruitment and employment policy supportive of older workers</p> <p>Promote value and importance of older workers and volunteers in Council media</p> <p>Collaborate with Bendigo Volunteer Resource Centre, other organisations and across Council to coordinate,</p>	<p>Number of older people involved in Council volunteering programs and extent to which they stay involved over time.</p> <p>Satisfaction of older people involved in volunteering with Council.</p> <p>Council recruitment and employment policy facilitates employment of people of all ages</p> <p>EEO policy reviewed to ensure equal opportunity for older workers</p> <p>Number of older workers employed by Council</p> <p>Network established to promote and support volunteering in local area</p>



			<p>support, engage and recognise volunteers</p> <p>Organise volunteering information sessions to assist CHSP providers in understanding their requirements</p> <p>Conduct a volunteer activity to provide opportunities for CHSP providers to advertise for and recruit volunteers</p> <p>Deliver training sessions for volunteers to understand and demystify the reforms</p> <p>Coordinate development training sessions for volunteers (based on feedback from providers), which may include e.g. Privacy and Confidentiality; Professional Boundaries</p>	<p>Two volunteering information sessions delivered, well attended, and positive feedback received</p> <p>Activity held and evaluated</p> <p>Volunteers participate in development training opportunities</p> <p>At least two development training sessions for volunteers delivered in partnership with the Macedon Ranges Regional Assessment Service</p>
--	--	--	---	--

## Priority Action Area 2: Living well in the community

ACTION	LEAD AREA	PARTNERS	IMPLEMENT THROUGH	INDICATORS AND MEASURES
STRATEGY 2.1: Support people to live safely and independently in the community				
Continue to support and encourage older people to live independently and enable them to participate and contribute to their community	<b>Community Wellbeing</b>		Delivery of Regional Assessment Services  Delivery of Village Connect  Delivery of Aged Care Volunteer Visiting Services	As per program guidelines, targets and work plans
Provide information to the community about local services and supports and evolving aged care sector reform	<b>Community Wellbeing</b>	<i>Communications and Engagement</i>	Consult with community leaders regarding gaps in knowledge of aged care services, particularly CHSP  Attend older person community group gatherings to disseminate information around CHSP and the reforms  Provide consumers with simple, understandable information on aged care, particularly those unsure of where or how to start their aged care journey  Deliver information sessions including Aged Care Navigation, My Aged Care Scam Awareness	Council attend at least 10 community group gatherings, at which: Feedback is sought about their knowledge of aged care services; and Information about services is disseminated  Respond to at least one enquiry per week about CHSP services in Macedon Ranges  Deliver at least two information sessions for older residents
Identify organisational and service implications of the changing landscape of aged care	<b>Community Wellbeing</b>		Continue to inform Council of changes in the aged care space  Plan for future of RAS from July 2024	Timely briefings provided to Council  Endorsed RAS plan in place

			Identify and plan to address gaps arising from changes	Gaps identified, options identified, next steps in place
Raise awareness of mental health issues, and educate the community to enable them to support older people who are experiencing mental health problems	<b>Community Wellbeing</b>	<i>Communications and Engagement</i>	Where opportunities arise, work with other agencies to promote and support their awareness-raising initiatives	Mental health awareness-raising initiatives promoted in Council media
Support the community to be well informed about how to keep safe during emergencies	<b>Community Strengthening</b>	<i>Community Wellbeing</i> <i>Community organisations</i>	Work in partnership to deliver emergency information and planning that is inclusive of older people	Education planned, delivered and evaluated
In partnership with local public and community health agencies, support networks and community groups, raise awareness about dementia and support people living with dementia and their carers	<b>Community Wellbeing</b>	<i>Local public and community health agencies</i>	Coordinator Community Connections is part of a local networking committee in relation to dementia services and respite for carers	SSD providing two Educational Dementia Immersive Experience (EDIE) education sessions  Evidence of linking with other agencies to promote awareness
Work in partnership with local public and community health agencies, networks and community groups to investigate new ways to support community members to access and use technology	<b>Community Wellbeing</b>		Village Connect hold technology information events facilitated by NBN Community Ambassadors	Five sessions in Aug-Sept 2023

(including phones, tablet, internet)				
Identify gaps in services for older people and advocate for local needs in relation to diversity and disadvantage	<b>Community Wellbeing</b>		<p>Initiate consultation with older people around their needs and priorities for future plans</p> <p>Continue to advocate for an increase in affordable housing for seniors in the Macedon Ranges</p> <p>Continue to work with housing organisations and Carefinders to support older people that are homeless or at risk of being homeless</p>	<p>Engagement/consultation plan in place for 2024-25 and ongoing planning</p> <p>Input provided into consultation, policy and planning relating to affordable housing for seniors</p> <p>Interaction and relationship building with housing organisations and Carefinders</p>
Investigate reported gaps in health and medical services and advocate to increase availability where need is evidenced	<b>Community Wellbeing</b>		<p>Investigate and initiate appropriate response where relevant issues are raised by the community</p> <p>Establish record-keeping to monitor issues raised and reported by community</p>	<p>Issues raised by community are followed up and response provided</p> <p>System in place to monitor community contacts, response and follow-up</p>
Continue to invest in older people by actively sourcing appropriate funding opportunities in partnership with the community	<b>Community Wellbeing</b>	<p><i>Community groups</i></p> <p><i>Community health and service provider organisations</i></p>	<p>Work with Senior Citizens Clubs in their transition period – objective to establish alternative funding, increase memberships and scope of activities. (\$50,000 funding available to look at objectives and opportunities)</p>	<p>Senior Citizens Clubs have transitioned to sustainable model and have a future plan with objectives and opportunities identified</p>
Collaborate with the community to increase the number of programs and activities available to older people	<b>Community Wellbeing</b>	<p><i>Facilities and Operations</i></p> <p><i>Community groups</i></p>	<p>Community connection to continue with transition plans with group's continuing on support provided last year</p> <p>Transport is the gap identified since Council excited CHSP services</p>	<p>Transition plans in place and implementation underway</p> <p>Transport issues clarified and options identified</p>

		<i>Community health and service provider organisations</i>	<p>Inform networks of grant opportunities</p> <p>Ongoing funding for SSD and Village Connect</p> <p>New funding to support companionship via ACVVS program</p>	<p>Grant opportunities identified</p> <p>Sustainability options for SSD and Village connect investigated</p> <p>ACVVS underway</p>
<b>STRATEGY 2.2: Enable and empower people to make informed decisions about their needs and interests</b>				
Disseminate information that enables older residents to improve environmental sustainability in their homes and reduce utilities costs	<b>Strategic Planning and Environment</b>	<p><i>Communications and Engagement</i></p> <p><i>Community Wellbeing</i></p> <p><i>Department of Energy, Environment and Climate Action</i></p>	<p>Share news and information from Council, state, federal and community programs, grants, initiatives regarding home sustainability and reduced utility costs via media and networks</p> <p>Support older people to apply for relevant opportunities</p> <p>Provide Home Energy Efficiency education outlining health and wellbeing benefits associated to thermally efficient homes</p>	<p>Older residents receive targeted, timely information relating to environmental sustainability and reduced utility costs in their homes</p> <p>Older residents access opportunities to reduce energy use or reduce home costs</p> <p>Level of involvement of older people in education plus feedback received</p>
<b>STRATEGY 2.3: Support and advocate for the interests of the community in a changing aged care sector</b>				
Maintain an active watch on aged care reform changes impacting the shire	<b>Community Wellbeing</b>		<p>Continue to monitor aged care reforms and disseminate info to CHSP providers</p> <p>Advocate for ways to address issues and gaps</p> <p>Implement changes arising from reform of assessment framework</p>	Reporting on SSD AWP in regards to meeting targets and feeding back lack of resources, if any

			<p>Attendance at Municipal Association of Victoria (MAV) Community Care meetings to enable effective networking and information exchange</p> <p>Communicate with Commonwealth Department of Health, VicHealth and PHN to raise awareness of limited resources in the Macedon Ranges</p>	
Continue to advocate to Australian and Victorian governments for fair and equitable access to service and support needs of the community	<b>All departments in their area of responsibility</b>		<p>Raise access concerns with Victorian and Australian governments</p> <p>Engage with the community to identify concerns and solutions</p>	<p>Issues and concerns forwarded to Victorian and Australian governments</p> <p>Community engagement improvements</p>
Develop and implement a plan for Council's future role in supporting older residents to live safely and independently	<b>Community Wellbeing</b>		<p>Positive Ageing Plan 2024 onwards</p> <p>Consider gaps left from transition</p> <p>Council decisions made about ongoing role in this sector, predicted changes across the sector, internal structure in Council, funding opportunities</p>	<p>Ongoing planning completed</p> <p>Council make decisions around positive ageing on an informed basis</p>

**Priority Action Area 3: Needs are recognised in infrastructure, housing and the built environment**

ACTION	LEAD AREA	PARTNERS	IMPLEMENT THROUGH	INDICATORS AND MEASURES
STRATEGY 3.1: Improve accessibility of Council facilities and buildings				
Plan for inclusion of people of all ages and abilities in design and development of the new Macedon Ranges Regional Sports Precinct	<b>Project Management Office</b>	<i>Community Wellbeing</i>	Continue to advocate for accessible and aged-friendly infra-structure and programs at Macedon Ranges Regional Sports Precinct (MRRSP)	Community feedback on MRRSP accessibility and inclusiveness  Utilisation of MRRSP by older people and groups
Review assets by auditing compliance with accessibility requirements (including age and dementia friendliness) and seek to address gaps identified in audit	<b>Project Management Office</b>	<i>Community Wellbeing</i>	Council's Disability Action Plan 2023-24 includes an action to assess asset compliance across all Council owned/ operated facilities with the Disability Discrimination Act– to raise awareness and guide a future workplan (pending funding allocation) of building upgrade  Link with DAP asset compliance action (above) to incorporate age and dementia friendliness in the assessment	Plan to conduct assessment of asset compliance has been agreed  Assessment program initiated  Assessors include people with lived experience or expertise
Use accessible design standards for new/upgraded signage in Council owned and managed facilities and at Council sponsored events	<b>Project Management Office</b>		Review Council policy for signage to ensure it includes accessible design standards and requirements	Policy reviewed and reflects standards  Policy operational
STRATEGY 3.2: Deliver improvements that support older people to move around safely and easily				

Improve accessible parking in key locations	<b>Community Wellbeing</b>	<i>Facilities and Operations</i>	Complete review of accessible parking and identify priority options to improve, with potential resourcing (align to work in Disability Action Plan 2023-24)	Review completed and recommendations made, with resourcing identified
Deliver improvements to footpaths, including footpath connectivity, to meet local needs	<b>Engineering and Resource Recovery</b>		Ongoing repair and maintenance to keep existing infrastructure safe  Identify priority improvements and seek resourcing for future programs	Footpaths maintained in safe and accessible condition  Prioritised plans in place for improvements to footpaths and accessible paths of travel, with resourcing options identified
<b>STRATEGY 3.3: Collaborate with community to identify and respond to transport needs</b>				
Advocate to the Victorian Government for improved public transport within the region	<b>Community Strengthening</b>		Keep watch for opportunities and follow through if available	Available opportunities identified and accessed
<b>STRATEGY 3.4: Actively seek and respond to the needs of people of all ages and abilities in planning processes</b>				
Ensure structure plans consider diverse housing options to reflect demographic change, including smaller dwellings for older people in well serviced locations	<b>Strategic Planning and Environment</b>		Council's Affordable Housing Policy  Loddon Mallee Housing Action Plan	All Council structure plans and urban design plans provide for diverse housing options  Planning and development in line with Council Affordable Housing Policy  Loddon Mallee Housing Action Plan implementation underway in Macedon Ranges
Ensure that planning for all aspects of the built environment addresses accessibility issues for	<b>Strategic Planning and Environment</b>	<i>Community Wellbeing</i>	Review all plans against accessibility requirements and ensure plans go to right people to feed in (include Gisborne Urban Design Framework)	Council plans for built environment are reviewed for accessibility features



people of all abilities and includes seating and public toilets			Kyneton Urban Design Framework)	Council planning for the built environment incorporates seating, public toilets and other features important for older people
---	--	--	---------------------------------	---

## Priority Action Area 4: Being respected and valued by the community

ACTION	LEAD AREA	PARTNERS	IMPLEMENT THROUGH	INDICATORS AND MEASURES
STRATEGY 4.1: Deliver opportunities for older people to contribute to community decision-making processes				
Inform, enable and encourage older residents to 'Have Your Say' on Council-related activities	<b>Communications and Engagement</b>	<i>Community Wellbeing</i>	Promote <i>Have Your Say</i> mechanism and individual campaigns through media and networks that are known to be used by older people  Offer accessible alternatives to online response on <i>Have Your Say</i>	Increased <i>Have Your Say</i> responses from older citizens, either standard online or through accessible alternative input mechanisms  Council's engagement planning is inclusive of older people
STRATEGY 4.2: Inform older people about Council decisions that affect them				
Communicate and share information in a range of ways/methods to cater to the diverse needs of the community e.g. newsletters, information and education sessions	<b>Communications and Engagement</b>	<i>Community Wellbeing</i>	Disseminate targeted, timely, accessible information on relevant Council decisions through the media and networks known to reach older people  Ensure availability of contact mechanisms for older people to follow up their questions or views on Council decisions	Improved 2024 Local Government Community Satisfaction Survey score for Informing the Community for people aged 65 years and over  Input, queries and feedback by older people
STRATEGY 4.3: Promote older people's rights and reduce risks to their safety				
Reduce elder abuse by raising awareness of older people's rights and how risks of abuse can be addressed	<b>Community Wellbeing</b>	<i>Communications and Engagement</i>	Disseminate information through Council media and networks about older people's rights and addressing risks of abuse	Quality, targeted information disseminated
Promote personal safeguards against fraud/scams	<b>Community Wellbeing</b>	<i>Communications and Engagement</i>	Village Connect fraud/ scams awareness session	Awareness sessions delivered

			Disseminate information through Council media and networks about fraud and scams	Quality, targeted information disseminated
<b>STRATEGY 4.4: Recognise and celebrate age friendly aspects of the local community</b>				
Explore initiatives to recognise local businesses, groups, organisations and services that celebrate ageing and/or adopted positive ageing practices and strategies to support older people	<b>Community Wellbeing</b>	<i>Community Strengthening</i>	Seek and support at least one nomination each year from the community for the Victorian Government Age-Friendly Victoria Award  Seek to include recognition of positive ageing practices in Council's business awards and events and Festivals Grants process	Nomination sought and entered  Discussions held to include positive ageing practices in business awards and festival grants process
<b>STRATEGY 4.5: Deliver initiatives to address ageism and promote age-friendly practices</b>				
Council continues to lead in promoting and demonstrating age-friendly practice in Macedon Ranges	<b>Community Wellbeing</b>		Implement agreed actions for PARTICIPATE 2020-2025 Year 4 (2023-24)  Monitor and report  Develop PARTICIPATE 2020-25 Year 5 (2024-25)	Annual work plan completed and annual actions implemented, monitored and reported  Council approves and endorses commitment to drafting plan beyond 2025
Deliver on annual requirements of membership to the World Health Organisation's Global Network of Age Friendly Communities Network and the Age Friendly Victoria Declaration	<b>Community Wellbeing</b>		Council supports the maintenance of Macedon Ranges Shire membership of the Global Network	Macedon Ranges Shire membership of the Global Network continuing and meets membership requirements

Support and promote age-friendly community initiatives, to address inclusion and promote respect of older people	<b>Community Wellbeing</b>		Seek and support at least one community nomination each year for the Victorian Government Age-Friendly Victoria Award	Nomination made and supported
Ensure that the contributions of older people to the community are appropriately recognised	<b>Community Wellbeing</b>		Consult older people and relevant Council departments on positive and meaningful ways to recognise contributions of older citizens. Identify option for 2024	Plan in place for 2024 recognition of contribution of older people
Ensure that the diversity of older people is accurately portrayed and reflected in Council publications and materials	<b>Communications and Engagement</b>	<i>Community Wellbeing</i>	Build on diversity of Council photo library  Use diverse and local images of older people across Council publications	Council photo library provides a selection of appropriate diverse images of older people  Diverse and local images of older people are used across council publications

