Cardinia Shire Council

Draft Waste and Resource Recovery Strategy 2026-2036

December 2025

Acknowledgement of Country

Cardinia Shire Council acknowledges the Bunurong and Wurundjeri peoples as the Traditional Custodians of the land and waterways across our region.

We pay our respects to Elders past and present and acknowledge that we live, work and play on the lands of the world's oldest and most sustainable culture. We acknowledge the deep connection to Country of our First Nations people and their invaluable contributions to our understanding of climate change and the environment.

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Mayors message

On behalf of Cardinia Shire Council, I am proud to present the Draft Waste and Resource Recovery Strategy 2026-2036.

This strategy provides an essential roadmap for how we manage waste, protect our environment, and support a sustainable future for our community. It reflects our commitment to delivering high-quality waste services that are both financially and environmentally responsible.

Effective waste management is a cornerstone of healthy, liveable communities. It touches every household, business, and public space, and plays a vital role in maintaining the cleanliness, safety, and environmental integrity of our Shire. It is a shared responsibility requiring collective action from residents, communities, businesses, Council and government.

As part of this shared responsibility, this strategy has been informed by deliberate and meaningful community consultation. I would like to take this opportunity to thank those who provided their thoughts and insights. Your feedback has helped shape a strategy that reflects the values and priorities of our community.

Looking into the future, we face both challenges and opportunities. Population growth, climate change, and evolving regulations will require us to be adaptive, innovative, and collaborative. This strategy positions us to respond proactively and think innovatively to reduce waste, improve resource recovery, and support the transition to a circular economy.

I look forward to the years ahead as we work together to build stronger, more sustainable waste management practices that meets the needs of our growing community and protects our environment for the future.

Cr Brett Owen
Mayor Cardinia Shire 2025-26

Executive summary

Effective waste management is essential for protecting our environment and ensuring community health and safety. It requires a shared commitment from residents, businesses, Council, and all levels of government.

The Waste and Resource Recovery Strategy 2026-36 provides a long-term vision and clear direction for the future of waste management, recycling and resource recovery in Cardinia Shire. Aligned with national and state policies and regulatory requirements, this strategy supports the delivery of the Council Plan while balancing community needs and priorities. It aims to deliver waste services that are both financially and environmentally sustainable, while addressing the challenges and opportunities facing the sector.

This Strategy is built around three key priority areas:

- Avoid, reduce, recover and recycle
- Educate, engage and empower
- Lead by example

Cardinia Shire Council, like much of local government, faces significant challenges regarding waste management. These include the upcoming closure of local landfill sites, rising transportation costs, increasing waste levy disposal fees, and the environmental impact of continued use of landfills.

Adding to these issues is the rapid population growth across south-east Melbourne and within Cardinia Shire, alongside consumption patterns of modern life, driving a significant increase in waste generation.

Global shifts in the recycling market and international policy changes have exposed vulnerabilities in Australia's waste systems, prompting a major overhaul of how waste and recycling is managed. The Victorian Government's *Recycling Victoria* policy, released in December 2020, introduced some of the most significant changes to residential waste management since recycling was first introduced in Victorian homes. National policy changes and evolving regulations continue to shape how we manage waste at a local level, reinforcing the need to reduce landfill and recover more materials.

The *Recycling Victoria* (2020) policy also outlines a clear target to divert 80% of waste from landfill by 2030, driving a statewide shift toward more sustainable resource recovery. In 2024-25 less than half (48%) of the waste collected from Cardinia Shire kerbside bins was diverted from landfill, highlighting the need for strong community engagement, and ambitious waste reduction initiatives to meet these ambitious targets.

Innovation is key to meeting these challenges and Council plays a critical role in keeping up with new developments, integrating them into operations, and promoting their use across the community. Emerging technologies such as advanced waste processing can convert waste into energy, reducing reliance on landfill. Recycled materials are increasingly being used to create new products, offering opportunities for Council and local businesses to adopt more sustainable practices.

The success of this strategy relies on Council, the community, business, industry and governments, working together to achieve the best outcomes for our environment and future generations.

1. Our shire and services

Community profile

- Cardinia Shire is 1,280 square km of land, situated 55km south-east of Melbourne.
- In 2025, 130,383 people call Cardinia Shire home. *This is expected to increase to 167,989 by 2046.*
- 43,530 households in Cardinia Shire in 2021. *This is expected to increase to 65,180 by 2046.*
- Household composition; 78% family households (50% couples with children, 33% couples, 16% one parent families, 1% other) 19% single person, 2% group household.
- Housing type; 91% separate house/dwelling, 8% medium density, 1% high density
- 20% of households speak a language other than English at home.

Our waste services

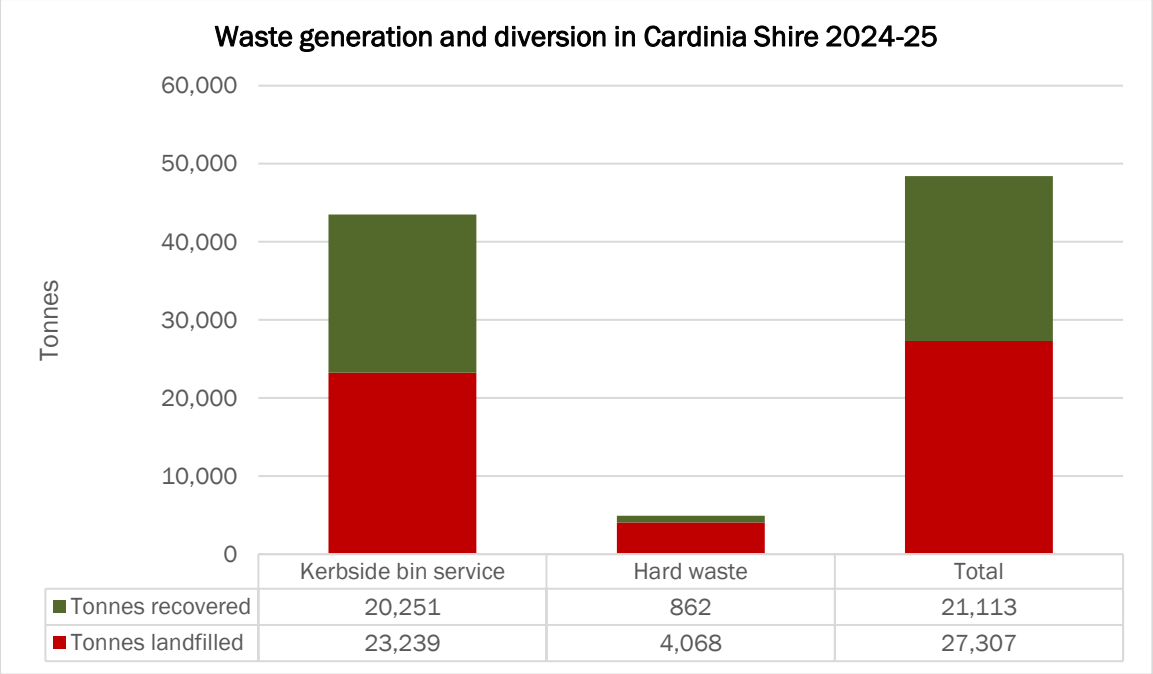
Service	Description
Residential Kerbside Rubbish	Weekly collection and disposal.
Residential Kerbside Recycling	Fortnightly collection and processing.
Residential Kerbside Food and Garden waste	Fortnightly collection and processing.
Commercial kerbside services	User-pays rubbish, recycling and food and garden waste collection services for offices and small businesses.
Mixed use property waste collections & council venues (pre-schools, schools, care facilities, council-run facilities, community centres and sporting grounds)	Collection and disposal services for waste, recycling and food and garden waste. Eligibility for the services, bin type and if user pays is dependent on Council policy and eligibility criteria.
Residential hard waste collection	On-call waste collections of 4 cubic metres per year, either as a single booking, or as two smaller bookings. Two additional paid collections also available.
Public place litter and recycling bins	Collection and processing of rubbish and recycling from public litter bin and clearing litter from around bins. Frequency of collection alters depending upon location, season and demand. Supporting community clean-up events such as Clean Up Australia.
Illegally dumped rubbish	Investigation and removal of dumped rubbish from Council land.
Drop off events (including green waste, cardboard, textiles)	Free disposal and processing of recoverable materials on select dates.
E-waste dop-off locations	Free disposal and processing of electronic waste at select locations.
Festivals and events waste services	Rubbish and recycling services for community festivals and events.

Waste education	Community workshops and events, kerbside bin inspection program, media campaigns, early learning and school sessions, website content, social media, waste calendar and A–Z guide
Rebates	Subsidies on a range of products including home composting, mulching, reusable nappies and sanitary products.
Closed landfill management	Management of the closed Nar Nar Goon landfill.
Planning referrals	Review waste management plans submitted in planning permit applications, assessing waste services for proposed multi-unit developments.
Extreme weather events	Providing clean-up support following extreme weather events as required.

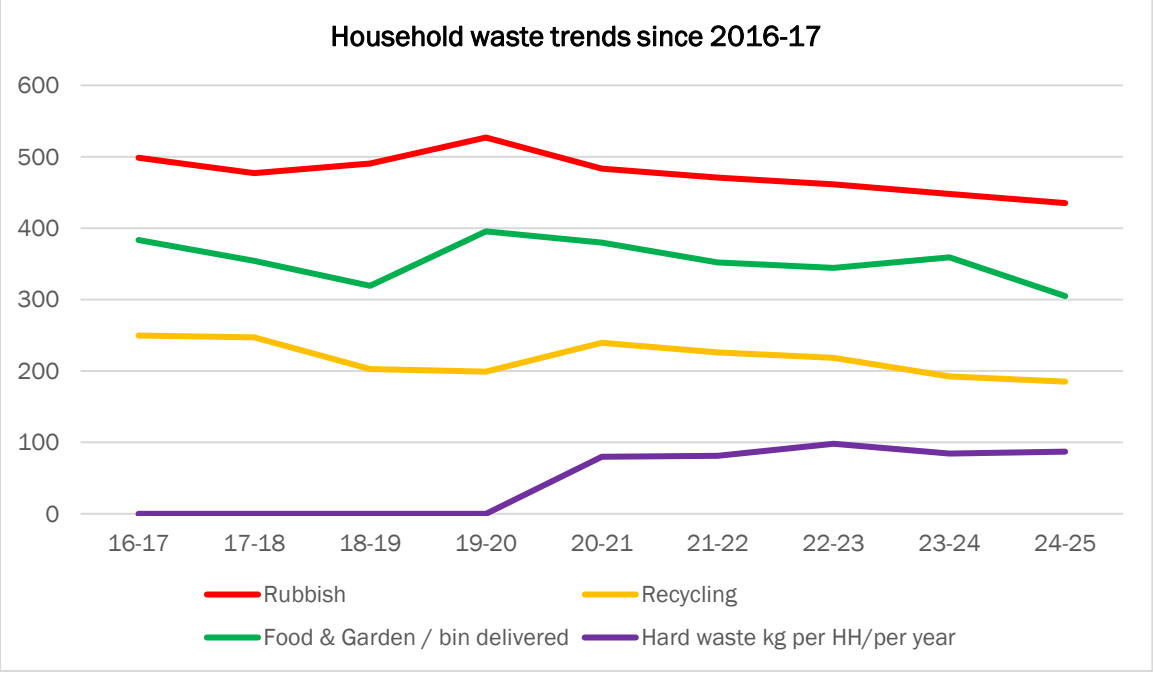
Waste generation and trends

A snapshot of our waste services in 2024-25

- Over 4 million kerbside bin lifts (2,428,840 households rubbish, 1,142,295 recycling and 528,262 food and garden waste bin collections/lifts)
- 30,366 hard waste bookings
- 1,045 public place bins
- 2,075 illegally dumped rubbish cleanups & investigations
- 269 waste rebates
- 23,240 tonnes of rubbish
- 9,700 tonnes of recycling
- 9,980 tonnes of food and garden waste
- 4,070 tonnes of hard waste to landfill
- 470 tonnes of green waste drop-off



Total diversion rate: Cardinia Shire diverts 48% of waste collected from kerbside bins, and 43.5% from all waste services from landfill. The Victorian Government's target is 80% of waste diverted from landfill by 2030.



While overall waste generation in Cardinia Shire has grown in line with population increases and changing consumption habits, households are making great progress. In recent years, individual households have been placing less rubbish, recycling, and food and garden waste in kerbside bins, showing a positive shift toward a reduction in waste generation and more sustainable practices.

Waste transfer stations

Waste transfer stations are central locations for the disposal of bulky recyclables and items that are difficult to dispose of.

In Cardinia Shire, waste transfer stations are operated by private waste management companies.

Commonly accepted items often include bulk cardboard, green waste, hard rubbish, timber, bricks and concrete, glass, mattresses, and hazardous waste materials such as chemical containers, light globes, batteries, motor oil, electronic waste, paint and tyres.

Council offers a range of convenient services to help residents manage waste responsibly, including hard waste collections at the kerb, and a range of free drop-off events to ensure the community still has access to safe, affordable, and environmentally responsible disposal options for items that cannot go in kerbside bins.

Closed landfill management

Historically, local governments operated their own landfills and while most are now full and closed, their ongoing management remains a responsibility. Cardinia Shire Council manages one former landfill:

Site	Address	Years of operation	Current status
Nar Nar Goon landfill	775 Five Mile Road, Pakenham	1979 – 2001	Environmental monitoring

Due to the continuous decomposition of landfill materials in these sites, active management is required for around 30 to 50 years after closure. This minimises the risk to the environment and human health, as per the *Environment Protection Act 2017*. Methane gases, leachate liquid and ground water are monitored over this time, until the sites are declared as no longer posing a risk by the Victorian Environmental Protection Authority.

Stream analysis

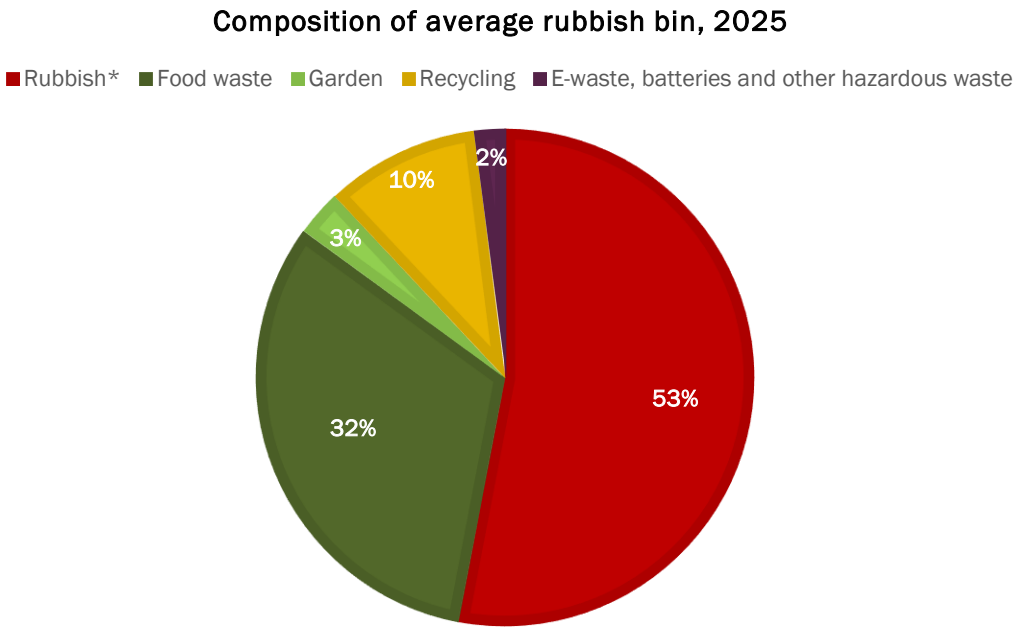
Rubbish

The average Cardinia Shire household throws out 480kg of rubbish every year, which ends up in landfill. This is more than the metropolitan Melbourne average of 465kg and regional average of 414kg.

A 2025 material audit of Cardinia Shire's kerbside rubbish bins showed that only 55% of the items placed in an average household rubbish bin are true landfill waste, unable to be recovered through existing services or programs. The remaining 45% of items in the rubbish bin was made up of recoverable resources which could have been diverted into recycling, food and garden waste bin or regular and local drop-off services.

Victoria's Container Deposit Scheme began in November 2023. Eligible drink containers including aluminium and steel cans, and glass and plastic bottles can be refunded for 10c each. Containers recovered through the recycling bin also contribute to the scheme.

As the cost of landfill continues to increase, significant savings can be made by diverting more items from the rubbish bin.



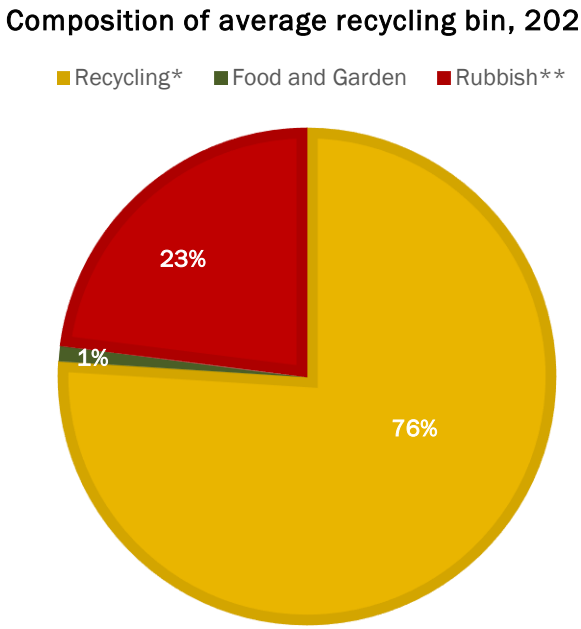
**Of the 53% rubbish, 4% was soft plastics*

Recycling

The average Cardinia Shire household places 229kg of material in their recycling bin every year. This is more than the metropolitan Melbourne average of 218kg and regional average of 210kg.]

A 2025 material audit of Cardinia Shire's kerbside recycling bins showed 77% of the items in our recycling bins are recyclable materials and the remaining 23% is contamination. Contamination directly impacts the cost of sorting and processing our recycling and decreases the value of the recovered materials.

Significant savings and environmental outcomes can be made by improving sorting behaviour and reducing contamination in the recycling bin.



*Of the 76% recycling, 44% was paper/CB, 15% was glass, 13% was plastics and 4% was aluminium/steel

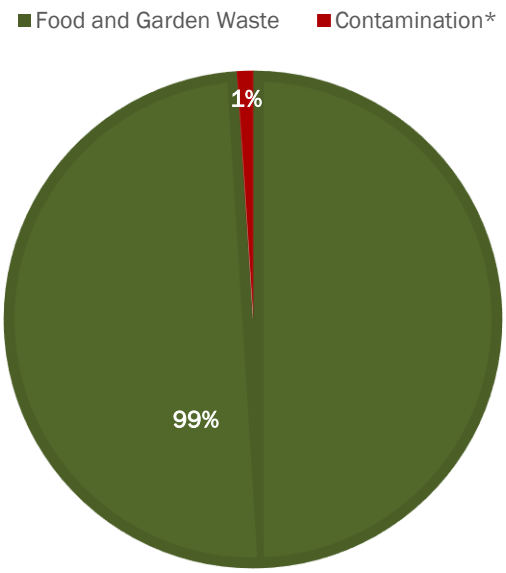
**Of the 23% rubbish, 17% was garbage, 2.5% was textiles, 1.5% was soft plastics, 1% was e-waste, 0.5% was bagged recyclables and 0.5% was nappies and medical.

Food and Garden

The average Cardinia Shire household places 339kg of material in their food and garden waste bin every year. This is less than the metropolitan Melbourne average of 357kg and the regional average of 351kg.

The kerbside garden waste service was expanded in 2020 to include food waste. While currently an opt-in service, transitioning to a standard universal service, as mandated by Victorian Government's Kerbside Reform, will enable greater resource recovery by diverting organic waste from landfill, resulting in significant cost savings.

Composition of average food and garden waste bin, 2025

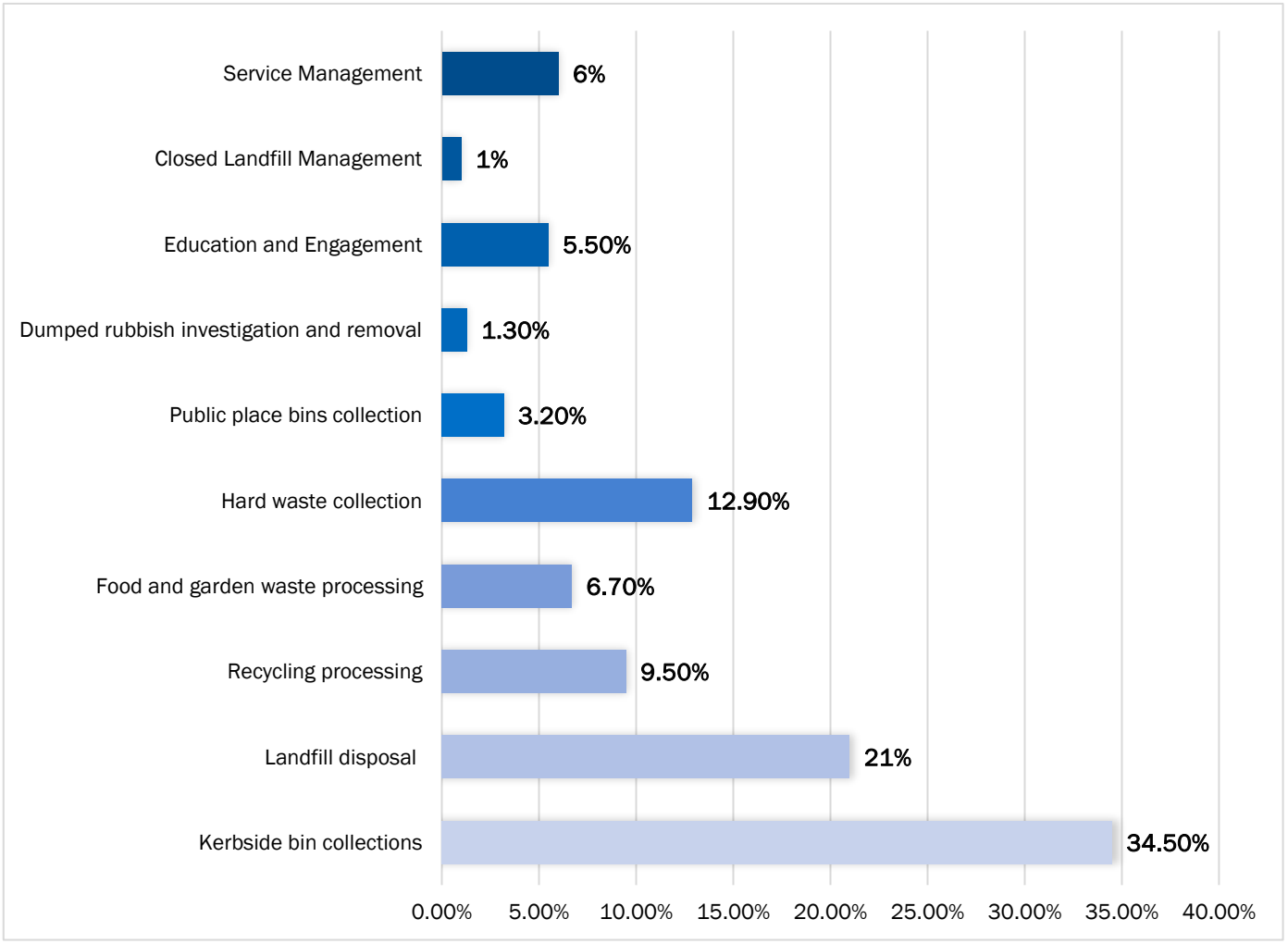


*Contamination includes bagged waste, plastic food wrappers, packaging, nappies, food waste wrapped in plastic, and medical waste.

Garbage charge breakdown

The residential garbage charge operates as a full cost recovery model for waste services and is approved annually as part of Councils annual budget process.

The cost of implementing actions from this strategy will be included and considered as part of this budget planning and approval process. Council remains committed to delivering waste services that are both financially and environmentally sustainable.



2. Strategic alignment

Waste legislation and policy

Waste management in Cardinia Shire is influenced by the actions, strategies and legislative requirements of different levels of government, and Council's own plans and policies.

The direction of this strategy will align with national and state approaches and targets while also enhancing the vision, priorities and strategies outlined within the Council Plan.

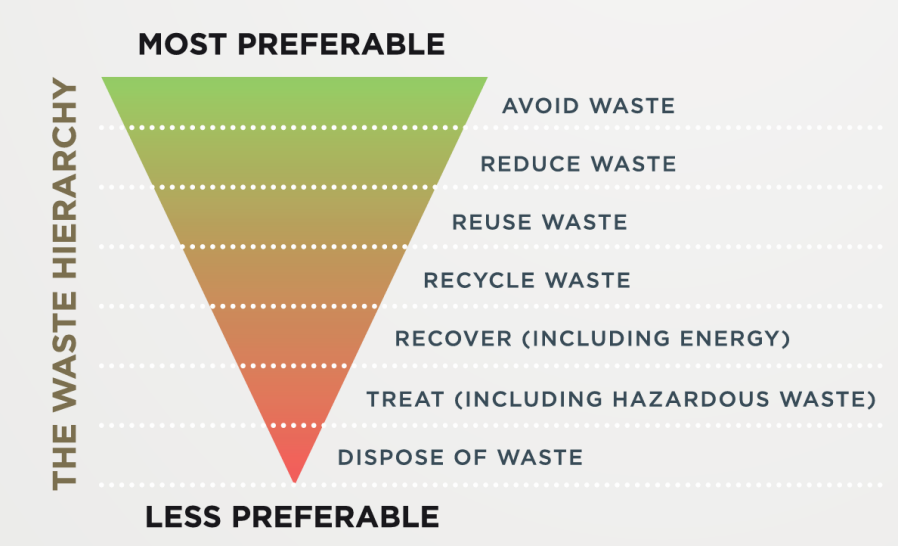
National	• National Waste Policy (2018) and National Waste Policy Action Plan (2024) • Recycling and Waste Reduction Act 2020 • National Waste Export Bans • National Food Waste Strategy (2017) • National Plastics Plan (2021)
State	• Circular Economy (Waste Reduction and Recycling) Act 2021 • Recycling Victoria: A new economy (2020) • Environment Protection Act 2017 • Planning and Environment Act 1987 • Statewide Waste and Resource Recovery Infrastructure Plans • Local Government Act 2020
Local	• Council Plan 2025-29 • Liveability Plan 2017-29 • Sustainable Environment Policy 2018-2028 • Community Local Law 2024

Guiding principles of waste management

Waste hierarchy

The waste hierarchy is a key framework underpinning waste management principles in Australia.

It provides an order of preference for the management of waste, with avoidance being the most preferred option and disposal being the least.



Waste Hierarchy Diagram - National Waste Policy 2018

Circular economy

Australia is transitioning to a circular economy, shifting away from our previous linear approach of 'take, make, use and dispose' to a more circular approach aiming to maintain the value of resources for as long as possible.

In the circular economy model, waste is minimised through good design, and materials are continually reused, repaired, recycled and reprocessed. This keeps resources 'in the loop' for as long as possible, limiting the depletion of natural resources and reducing environmental impacts.



Circular Economy Diagram - National Waste Policy 2018

Community feedback

To support the development of this strategy, Council asked the community for feedback on current and future waste services in Cardinia Shire.

Community consultation was conducted from May to July 2025, through random representative sampling, open access online surveys, and pop-up sessions at multiple locations across the Shire.

A total of 1,759 survey responses were received from residents, landlords, and local businesses. Questions covered a range of topics and sought feedback on usage and satisfaction with current kerbside waste services, hard waste and drop-off services. Other aspects covered key priorities for future waste services, including service model preferences, collection type and frequency and how Council can best support residents using Council's waste services in the future.

Council's annual community satisfaction survey is used to measure performance on a range of key Council services including waste and litter. It is undertaken annually through a statistically representative sample of approximately 900 households within Cardinia Shire who indicate their level of satisfaction with Council's services.

Of the 36 Council services evaluated in the 2025 survey, all kerbside waste services were rated within the "Excellent" range for satisfaction. The rubbish, recycling and food and garden waste services were ranked as the top three services, receiving the highest level of satisfaction and importance and all above the metro average. The hard waste service also ranked highly, placing fourth out of all Council services.

The 2025 survey also saw satisfaction with dumped rubbish and litter collection rise by 3% to 7 and 7.5 out of 10 respectively, falling within the "good" and "very good" levels of satisfaction. Both dumped rubbish and litter management ranked high in importance, 8.9 and 9 out of 10 respectively.

Overall, the 2025 results from community feedback and survey indicate that waste services are performing well, with only minor improvements needed to stay aligned with community expectations. However, the upcoming Victorian Government's mandated kerbside reform is likely to impact satisfaction levels. Careful planning will be essential to minimise disruption and maintain service quality.

Review of the previous strategy

The 2017-26 Waste and Resource Recovery Strategy set out a roadmap for waste management activities in Cardinia Shire. Of the 39 actions all were completed in the required capacity; 18 were fully completed and 21 were completed with ongoing elements.

Some of the key achievements of this strategy include:

- Increasing the compost rebates from $30 to $50 per household and expanding the program to include garden mulchers, reusable nappies and sanitary products.
- Successful trial and introduction of regular green waste drop-off events.
- Expanding the existing garden waste bin service to include food waste.
- Investigation, development, tendering and contracting a new bookable hard waste service.
- Improving management of illegally dumped rubbish with the introduction of additional resources including investigation tape, postcards and flyers, web and social content, and successful introduction of a Litter Prevention Officer.
- Supporting a range of Victorian Government policies and initiatives, including the e-waste in landfill ban (2019), single use plastics ban (2023) and container deposit scheme (2023).

- Standardisation of kerbside bin lid colours, with the successful changeover of 35,000 green rubbish bin lids to red.
- Supporting the introduction of a Container Deposit Scheme into Victoria. Cardinia Shire has 19 sites where residents can deposit eligible items to receive their rebate.
- Supporting the search for alternatives to landfill through participation in the South-East Melbourne Advanced Waste Processing project. A contract with a suitable proponent to build a suitable facility was signed in 2024.
- Advocacy to continue Sustainability Victoria's Detox Your Home safe chemical disposal program in Cardinia Shire for 2025.

3. Challenges and opportunities

International markets

In 2018, global changes in recycling policy, particularly China's introduction of the *National Sword Policy*, had a significant impact on the global and Australian waste sectors. The policy imposed restrictions on the import of recyclable materials, disrupting international markets, leading to a sharp decline in the value of recyclable commodities. Before these changes, it was common for councils to generate revenue from recycling activities however following these changes, local governments had to adapt their recycling processes, contributing to rising costs.

Since then, the Australian Government has enacted federal waste export bans, under the *Recycling and Waste Reduction Act 2020*. These bans restrict the export of certain waste materials, including glass, plastics, tyres, and paper/cardboard, unless they are processed into a value-added material. The aim is to prevent materials being dumped overseas, reduce waste, increase recycling rates, and strengthen Australia's recycling industry.

Victorian Governments Kerbside Reform

In February 2020, the Victorian Government introduced its 10-year waste and recycling strategy, *Recycling Victoria: A New Economy*. This comprehensive policy sets out a long-term vision for transforming the way materials are managed across Victoria, with a strong emphasis on reducing waste, increasing reuse and repair, and improving recycling outcomes.

A key focus of the policy is the reform of household waste collection systems. Councils across Victoria are required to implement a standardised four-bin system by 2030, with each bin colour aligned to the Australian Standard:

- Lime green lid – Food and garden organics
- Yellow lid – Mixed recyclables (paper, cardboard, plastics, metals)
- Purple lid – Glass items (bottles and jars)
- Red lid – General waste (non-recyclable materials)

The policy also includes the development of a consistent, Victoria-wide list of acceptable items for each collection stream, which will be supported by an education campaign to help households understand and transition to a new system.

In addition to these changes, the policy sets four ambitious targets aimed at reducing overall waste generation and to significantly decrease the volume of waste sent to landfill. Councils will play a vital role in implementing these changes, engaging with their communities, and supporting the achievement of these targets at the local level.

- Divert 80 per cent of waste from landfill by 2030
- Cut total waste generation by 15 per cent per capita by 2030
- Halve the volume of organic material going to landfill between 2020 and 2030
- Ensure every Victorian household has access to food and garden organic waste recycling services or local composting by 2030.

Financial considerations

Due to legislative changes and unpredictable global markets, costs associated with waste collection, processing and disposal continue to rise.

In addition to a gate fee for landfill disposal (which covers the opening, operation, and maintenance of landfill sites) the Victorian Government imposes a variable waste levy (in the form of penalty units), to incentivise recycling, increase diversion from landfill and reduce interstate waste transportation. This levy has increase by more than 120% between 2021 and 2025. Revenue generated from the levy supports sustainability and waste minimisation projects managed by the Victorian Government. The more materials that can be diverted from landfill, the greater the potential savings for Council and the community.

Other increasing costs include those associated with removing contamination from the kerbside recycling stream. Incorrect items placed in recycling bins directly impacts the cost to sort and process the material, so targeted education aimed at reducing contamination will result in lower processing costs for Council.

The intention of the Victorian Governments four-bin system is to improve overall recovery rates, reduce landfill volumes, and enhance the quality of the recyclables. However, implementing the required changes of the Victorian Government's Kerbside Reform places an added financial burden on Council and the community. This includes the implementation costs and ongoing operational costs for new services, which needs to be accounted for annually in Council's budgets and general garbage charge paid by residents.

Cardinia Shire Council remains committed to balancing these increasing costs while delivering efficient, high value services that meet the needs of the community and comply with national and state requirements.

Climate change

Council declared a Climate Emergency in 2019, acknowledging the significant threat climate change poses to our environment and community. Emissions from waste management activities such as processing, transportation and methane generation from decomposing waste all contribute to greenhouse gases.

Growing population and higher density living

Cardinia Shire is one of Victoria's fast-growing municipalities. Welcoming an average of three new households every day, the population is expected to increase by almost 40,000 by 2035.

In response to this growth, there has been a significant increase in new housing developments across the Shire, particularly of higher density multi-unit developments.

Developments of three or more dwellings require a Waste Management Plan as part of the planning application process, which outlines how waste will be managed within the proposed development. In areas where developments have limited access or lack sufficient street frontage, a private waste service may be required. As a result, waste recovery in areas with a private waste service tends to be lower, with higher contamination and more waste sent to landfill.

It's expected that this rate of growth will continue to place greater demand on our community infrastructure and services, highlighting the importance of long-term planning for sustainability.

Alternatives to landfill

The only remaining landfill site in Melbourne's south-east is projected to reach capacity within 4-6 years, and no new landfill sites are planned. Once at capacity, councils will need to bulk haul residual landfill waste longer distances, to landfills west of Melbourne or in regional Victoria. This approach is resource-intensive and unsustainable as a long-term solution.

In response, Cardinia Shire has partnered with 8 other councils in Melbourne's south-east to send non-recoverable material to an Advanced Waste Processing (AWP) facility. This facility will provide a

local, long-term alternative to landfill by converting non-recyclable waste into energy, such as electricity, heat, or fuel, through proven and regulated technologies.

AWP facilities are used in many large cities in the United Kingdom, Europe, Asia and North America, complying with strict safety and emission standards. This approach is also supported by the Victorian Government through its Waste to Energy Framework, which recognises the role of AWP in helping communities divert waste from landfill.

While the new facility will play a key role in managing residual waste, Council remains focused on the top priorities in the waste hierarchy: avoiding waste first, encouraging reuse, and recovering valuable materials through recycling. The goal is to ensure that only waste with no further use ends up being processed.

This regional collaboration marks a major step forward in creating a more sustainable and resilient waste system for our community.

Contamination and difficult to manage items

Contamination is a growing problem in resource recovery streams such as recycling and food and garden waste. When non-accepted items enter the system, it compromises the efficiency, cost-effectiveness, and environmental benefits of recycling and resource recovery. The additional expense associated with managing contamination increase the overall costs of operating the waste services and which ultimately impacts the ratepayer through higher service charges.

In addition to increasing the cost, hazardous items, such as electronics, batteries, chemicals and gas bottles in kerbside bins can often be dangerous. These items can cause fires in collection vehicles or processing facilities, posing a significant risk to workers. Council partners with other levels of government and private industry to provide alternative disposal options, and product stewardship schemes to help keep these items out of the kerbside waste system. User behaviour and willingness to participate is also a key contributor to success in this space. Council remains committed through strong education and engagement efforts, whilst exploring new and innovative ways for the sector to recover and reuse hard-to-recycle items.

Litter and illegal dumping

Litter and illegally dumped rubbish are an increasing challenge for local government, particularly interface Councils that span both suburban areas and rural areas. These issues are multi-faceted, impacting Council and its residents across financial, environmental, operational, legal, and social domains.

The cost of clean-up and enforcement places added pressure on council budgets, while the environmental damage impacts local ecosystems, waterways, and public spaces. Operationally, illegal dumping requires ongoing management, diverting resources from other essential council services. Persistent dumping has also been shown to degrade community pride, safety, and amenity and areas with high levels of dumping, tend to attract other antisocial behaviour.

Addressing these challenges requires a coordinated approach involving education, enforcement, infrastructure investment, and collaboration with residents, businesses, and other levels of government.

4. Priority areas

Cardinia Shire Council is committed to providing the waste and resource recovery services that play an important role in achieving the strategic objectives within the *Council Plan 2025-29*, the Plan specifically focusses on five key strategic objectives:

- Thriving Communities
- Vibrant Places
- Adaptive environments
- Prosperous economies
- Responsible leaders

This strategy ensures that all Council Plan objectives are incorporated and reflected in the planning and delivery of our waste services. Council remains committed to delivering the services, projects and infrastructure our community needs, while ensuring we remain financially sustainable in the long-term. Well managed, planned and delivered waste services ensure Cardinia Shire remains a vibrant and liveable place that people are proud to call home.

Council waste management and resource recovery services and programs are developed around three key priorities:

Avoid, reduce, recover and recycle

Reducing waste starts with simple everyday choices, and the most effective step is to avoid creating waste in the first place. This can be done by choosing reusable items over single-use ones, buying only what you need, repairing instead of replacing, and avoiding products with excessive packaging. When avoidance isn't possible, reduce what we use is the next best option. These approaches sit at the top of the waste hierarchy and have the greatest impact.

While the idea is straightforward, making it happen takes a collective effort from all of us, residents, businesses, manufacturers, and government, working together. Small changes in how we shop, use, and dispose of items can make a big difference over time. By creating less waste, we reduce the need for landfills and recycling centres, lessen the environmental impacts and cut costs linked to producing, buying, and disposing of goods.

Recovering and recycling waste ensures that valuable resources and energy used to make products are not lost. Currently, around half of what goes into Council's kerbside bins is successfully diverted from landfill through recycling and composting or mulching. These efforts help keep natural resources in use, reduce greenhouse gas emissions, save energy and lowers production and disposal costs.

Both the *National Waste Policy* (2018) and *Recycling Victoria* (2020) policy have set ambitious targets to reduce waste and increase, recovery and landfill diversion. To meet these, Council will need to make some important changes, working alongside the community to improve how our waste is sorted, managed, and reduced at home.

Together, we can build a cleaner, more sustainable and resilient future for Cardinia Shire

Key performance measures:

- Increase diversion of kerbside waste from landfill to 80%
- Reduce recycling in kerbside rubbish bins to 6% or less
- Reduce food and garden waste in kerbside rubbish bins to 27% or less

Educate, engage and empower

Council plays a vital role in educating, engaging, and empowering residents to participate actively in waste and resource recovery. By providing clear information, accessible services, and consistent messaging, council helps the community understand the environmental and economic impacts of their waste choices.

Engagement initiatives such as workshops, school programs, and community clean-ups foster a sense of shared responsibility and pride in Cardinia Shire. Empowering residents with the tools and knowledge to reduce, reuse, and recycle correctly not only improves the quality of waste streams but also reduces contamination, lowers landfill costs, and supports a circular economy. Ultimately, a well-informed and involved community is essential for achieving sustainable waste management outcomes.

Key performance measures:

- Improve recycling quality by reducing contamination by 6%
- Maintain food and garden waste quality by keeping contamination below 5%

Lead by example

Council plays a critical role in advocating for sustainable waste and resource recovery practices and leading by example within our own operations. Our actions set the tone for community behaviour and demonstrate a genuine commitment to environmental responsibility.

By embedding sustainability into our procurement process, reducing waste across council services, and maintaining clean and well-managed public spaces, Council builds trust and credibility with residents.

Advocacy at regional and state levels ensures that local challenges and priorities are reflected in broader policy frameworks. Through visible leadership and consistent action, Council can inspire residents, businesses, and institutions to adopt more sustainable practices, fostering a culture of shared responsibility and continuous improvement in waste management outcomes.

Key performance measures:

- Maintain “excellent” level (above 7.75) of community satisfaction within the kerbside waste services
- Reduce number of kerbside bins missed to 4 or less per 10,000 bin lifts
- Implement waste avoidance strategies at 3 community events as outlined in a waste wise events policy.

Appendix

Appendix 1 – monitoring performance

Key performance measures	Source	Baseline (2024-25)	5-year Target (2031)	10-year Target (2036)
Increase diversion of kerbside waste from landfill *(80%, Recycling Victoria (2020)*	Tonnes within kerbside bins (LGPRF, Know Your Council)	**48%** diversion	> 65%*	> 80%*
Reduce recycling in kerbside rubbish bins	Council's bi-annual material audit	**10%** recycling	8%	6%
Reduce food and garden waste in kerbside rubbish bins	Council's bi-annual material audit	**35%** food and garden	32%	<27%**
Reduce kerbside recycling bin contamination	Council's annual material audit	**23.3%** Contamination	< 20%	< 17 %
Maintain low contamination (under 5%) in the kerbside food and garden waste bins	Group contract, annual material audit	**< 1%** Contamination	< 5%**	< 5%**
Maintain "excellent" level (above 7.75) of community satisfaction within the kerbside waste services	Council wide annual community satisfaction survey	**8.6** Satisfaction by broad service areas – waste and recycling	> 7.75	> 7.75
Maintain low number of kerbside bins missed per 10,000 bin lifts	LGPRF (Know Your Council)	**3.4** missed	< 4	< 4
Implement waste avoidance strategies at community events a**s outlined in a waste wise events policy**		**0**	0	3

*Recycling Victoria aligned targets based on Advanced Waste Processing (AWP) capacity in Victoria.
**These targets may be impacted by Victorian Government Kerbside Reform changes

Appendix 2 - Action plan

#	Actions to avoid and reduce, recover & recycle	Team	Timeframe
1.1	Meet the Victorian Government Kerbside Reform requirements.	Waste Services, DEECA/RV	TBC
1.2	Explore opportunities to increase recovery within the dumped rubbish contract.	Waste Services	2028
1.3	Explore opportunities to increase recovery of public place services.	Waste Services	2028
1.4	Develop and implement Cardinia's Kerbside Contamination Management Policy including a range of supportive communications.	Waste Services, Compliance.	2026-2027

#	Actions to educate, engage and empower	Team	Timeframe
2.1	Provide services that help the community prepare for emergency weather events and provide support during emergency events.	Waste Services, Emergency Management.	Ongoing
2.2	Improve trust in our waste service and processing through visibility and reporting to the community.	Waste Services, Communications and Engagement.	Ongoing
2.3	Increase promotion and participation of Council-supported collections and drop-off events including options for hazardous and difficult to dispose items.	Waste Services, Communications and Engagement	Ongoing
2.4	Focus on improving engagement with residents from culturally diverse backgrounds or where English is not their first or preferred language.	Waste Services, Communications and Engagement	Ongoing
2.5	Increase opportunities for local schools to engage with waste minimisation activities and curriculum.	Waste Services, Communications and Engagement	Ongoing
2.6	Supporting community groups to deliver resource recovery initiatives.	Waste Services	As opportunities arise

#	Actions to lead by example	Team	Timeframe
3.1	Support innovative alternatives to landfill.	Waste Services.	2029
3.2	Advocate and support options for local investment from the waste industry.	Economic Development.	Ongoing
3.3	Improve waste sorting and recovery at council buildings, facilities and events.	Building and Facilities, Active and Connected Communities, Governance, Safety and Properties, Waste Service.	2031
3.4	Continue to pursue efficient and effective service delivery by reviewing contract performance, identifying opportunities for improved efficiencies and new technologies, and retendering services when required.	Waste Service.	Ongoing
3.5	Advocate to national and state governments for a focus on improved waste outcomes for Cardinia residents	Waste Services, relevant state and national bodies.	Ongoing
3.6	Establish an internal data tracking dashboard	Waste Services, Business Transformation.	2029
3.7	Establish a community program to attract and support waste minimisation projects in the community 2	Waste Services	2030
3.8	Engage and support developers to improve monitoring for dumped rubbish management	Development, Waste Services.	2030